
 Jaymart <small>GROUP</small>	Sustainability Policy	
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Sustainability Policy

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Jaymart Group Holdings Public Company Limited and its affiliates (the Company) place great importance on conducting business with transparency and fairness in accordance with good corporate governance principles. The Company is committed to high-quality risk management while considering all stakeholders. At the same time, it actively supports and promotes a better quality of life for people in society and communities, as well as environmental conservation, to foster sustainable growth for the organization, the economy, and society as a whole.

The Company requires directors, executives, and employees at all levels across all subsidiaries under Jaymart Group Holdings Public Company Limited to support, promote, and implement this sustainability development policy, embedding it into the corporate culture.

The Company operates with a commitment to three key principles that balance economic, social, and environmental benefits. Additionally, the Company prioritizes innovation to meet evolving consumer needs in today's rapidly changing society, enhancing its business competitiveness and creating long-term value for both the Company and its stakeholders.


Commitment 1: Economic Dimension for Sustainable Returns

1.1 Conducting Business with Good Corporate Governance

The company is committed to operating its business in accordance with good corporate governance principles for listed companies, complying with regulations and directives from regulatory bodies such as the Securities and Exchange Commission (SEC) of Thailand and the Stock Exchange of Thailand (SET). The Board of Directors prioritizes setting policies and business strategies while overseeing operations to ensure compliance with good corporate governance practices. This serves as a key mechanism for driving sustainable business growth and building trust among all stakeholders.

1.2 Fair and Customer-Centric Service

The company is committed to providing fair services throughout its entire process, from product selection, supplier evaluation, and distribution channels to service standards and complaint handling. The company has implemented policies to develop an efficient quality control system for sales, as well as management, monitoring, and auditing processes, to ensure that its products and services prioritize customer benefits.

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1.3 Sustainable Investment Consideration

The company adopts an Enterprise Risk Management (ERM) framework when making investment decisions, ensuring a comprehensive risk assessment. Any investment proposal submitted for approval by the Investment Committee must undergo thorough evaluation, considering economic conditions, investment returns, risks, and Environmental, Social, and Governance (ESG) factors. The assessment follows a scoring system with predefined evaluation criteria, which are regularly reviewed to maintain accuracy and relevance.

1.4 Information Technology and Data Security

The company has established an Information Security Policy, a Personal Data Protection and Governance Policy, and a Cybersecurity Incident Management Plan to cover all relevant parties, including customers, directors, executives, employees, job applicants, visitors, shareholders, and business partners. Additionally, the company has policies in place to outline procedures for reporting data breaches and implementing immediate response measures.

To enhance preparedness, the company mandates annual training and drills for Data Protection Officers (DPOs) and all employees, ensuring compliance with data security and privacy regulations.

Commitment 2: Social Dimension for a Sustainable Society


2.1 Respect for Human Rights

The company prioritizes the respect for human rights, including fair employment opportunities for persons with disabilities, underprivileged individuals, the elderly, and vulnerable groups. It actively promotes gender equality, prohibits illegal labor, child labor, and forced labor, and encourages its business partners and stakeholders to uphold human rights principles in their operations.

2.2 Human Resource Management

Recognizing that employees are the driving force behind sustainable business growth, the company places great emphasis on developing employee potential. It aligns human resource management strategies with its mission, vision, and goals to create a workplace where employees can thrive.

The company regularly reviews and updates its human resource policies to ensure fair treatment, competitive compensation, and comprehensive benefits for employees and their families. It also focuses on

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enhancing employee competency through Individual Development Plans (IDPs), e-Learning platforms (LMS), and Onsite Learning programs. These initiatives help employees upskill and reskill, increasing job motivation, improving performance, and fostering long-term engagement with the company.

Furthermore, the company prioritizes occupational health, safety, and a conducive work environment to enhance employee well-being and productivity, recognizing these aspects as integral to its business operations.

2.3 Corporate Social Responsibility (CSR) Initiatives

The company aims to instill and promote a sustainability-driven corporate culture that integrates economic, social, and environmental considerations into all business processes. It is committed to enhancing the quality of life for employees, communities, and society at large by initiating programs that support education, religion, arts, and culture while fostering job creation and economic empowerment within communities.


Additionally, the company implements employee volunteer programs that encourage community engagement and social responsibility. These programs cultivate a culture of sharing, generosity, and mutual support, fostering a positive and sustainable social environment.

Commitment 3: Environmental Dimension to Minimize Impact and Preserve Ecological Balance

3.1 Environmental Management

The company is committed to environmental conservation and actively promotes awareness among employees to instill a sense of responsibility, starting from individual actions to broader environmental stewardship. It also recognizes the importance of preserving the environment in the areas where it operates by adhering to relevant regulations and upholding good corporate governance principles. The company's environmental efforts include:

1. Compliance with environmental regulations
2. Prioritizing investments in environmental conservation
3. Integrating environmental considerations into investment decision-making processes
4. Preventing pollution and reducing resource consumption
5. Minimizing environmental impact from the company's operations and products

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6. Managing energy and utilities consumption (fuel, electricity, water) to achieve reduction targets

The company emphasizes embedding environmental consciousness among its executives and employees through continuous training and awareness initiatives. This ensures that its business operations contribute positively to the environment while aligning with Thailand's environmental goals and the United Nations Sustainable Development Goals (UN SDGs).

Additionally, the company is committed to reducing biodiversity loss by adopting the Mitigation Hierarchy principle, which prioritizes impact avoidance, minimization, restoration, and offsetting to mitigate environmental harm effectively.

3.2 Development of Eco-Friendly Innovations

The company is committed to creating and adopting environmentally friendly innovations by promoting the use of cutting-edge technology to enhance processes, workflows, and services in a more sustainable manner. The goal is to increase efficiency while reducing environmental impact and improving customer satisfaction.

For example, the company actively reduces paper usage by encouraging a shift toward digital operations, including the adoption of legally compliant and reliable electronic documents.

This policy shall be effective from December 8, 2023, onwards.



The approver of the Sustainability Policy.

Mr. Pisnu Pong-Acha

Chairman of the Board of Directors

