



นโยบายความหลากหลายทางชีวภาพ

BIODIVERSITY POLICY

S HOTELS & RESORTS PUBLIC COMPANY LIMITED

บริษัท เอส โฮเทล แอนด์ รีสอร์ท จำกัด (มหาชน)

Prepared by

Sustainability Development Department

Endorsed by

Corporate Governance and Sustainability Development Committee

Approved by

Board of Directors



S HOTELS & RESORTS PUBLIC COMPANY LIMITED

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1. Introduction

S Hotels & Resorts Public Company Limited is committed to social and environmental responsibility, extending to the protection and conservation of biodiversity to maintain the balance of nature. The company is dedicated to safeguarding and preserving biodiversity in the environment through effective business governance, responsible management practices, education, and support. This commitment aligns with the sustainability policy and sustainable business framework of the company, ensuring that future generations will benefit significantly from the environmental system.

2. Objectives of the Policy

- 2.1 To establish principles and operational guidelines to ensure that environmental and social considerations are integral to supporting business growth.
- 2.2 To ensure that the company operates to protect, prevent, and mitigate any impacts on the environment, preserving biodiversity and ecosystems. This includes assessing the biodiversity impact in decision-making processes and throughout the business supply chain.
- 2.3 To prevent harm that may occur to stakeholders from actions that could have negative impacts on biodiversity.

3. Scope of the Policy Enforcement

This policy applies to the Board of Director, Executives, and all Employees at every level of the company, including the subsidiaries and stakeholders. It encompasses all operational processes and activities of the company.

4. Definitions

Any text or term used in this policy shall have the following meanings unless the context explicitly indicates otherwise or provides a different explanation:

Word or text	Definition
Policy	Biodiversity policy
Company	S Hotels & Resorts Public Company Limited
Subsidiary Company	Company Limited, in which the company holds shares directly and/or indirectly exceeding 50 percent or has controlling power
Group of Companies	The company and its subsidiaries.
Board of Directors	Board of Directors of the company.
Executive	The Chief Executive Officer (CEO) is the top executive in the



Word or text	Definition
	organization, ranking first in the management hierarchy after the Board of Directors. This position is equivalent to the highest-ranking executives, and it encompasses individuals holding positions at the fourth executive level. It includes executives in the accounting or finance field at the managerial level or above within the company (according to the definition of the Securities and Exchange Commission or SEC).
Management	Executives and employees of the company, from the level of directors and above.
Employee	Employees of the company and subsidiaries, including permanent employees, contract employees, and temporary employees of the company.
Supervisor	Supervisors or team leaders according to the hierarchical levels in the respective departments where employees are assigned.
Biodiversity	The presence of diverse and varied living organisms in habitats, both on land and underwater, and within various ecosystems. This biodiversity encompasses the variety among species and ecosystems, as defined by the International Union for Conservation of Nature (IUCN).

5. Roles

5.1 Board of Directors

The board has the duty and responsibility to oversee, review, and consider the approval of policies, including acknowledging reports on the performance of biodiversity. This includes the Biodiversity Action Plan.

5.2 Corporate Governance and Sustainability Development Committee

This committee is responsible for reviewing and considering policy approvals, providing guidance on overseeing compliance with this policy appropriately, acknowledging goals, and providing recommendations and monitoring related operations concerning the Biodiversity Action Plan.

5.3 Chief Executive Officer and Management



The CEO and executives have the duty and responsibility to oversee the implementation of policies, action plans, goals, and manage to integrate biodiversity as part of the Company's environmental and social management system.

5.4 Sustainability Development Team

This team has the role and responsibility of driving biodiversity policies into practice, integrating them into the operations of each business unit, particularly in areas with high biodiversity sensitivity. The aim is to minimize the impact to achieve No Net Loss, avoid habitat loss, and enhance biodiversity through Biodiversity Net Gain.

5.5 All Employees

All employees have the role and responsibility to acknowledge and comply with this policy, including performing their duties and/or supporting operations to maintain biodiversity.

6. Biodiversity Policy

6.1 The Company shall comply with relevant laws and regulations concerning biodiversity conservation areas, applying the Precautionary Principle in areas crucial for biodiversity. This will be done in a manner that is feasible and appropriate for conducting business.

6.2 The Company shall integrate considerations of biodiversity impact into business decision-making processes to avoid and minimize negative effects on the biological values that are sensitive throughout the business chain. This is an integral part of supporting sustainable development in economic, environmental, and social aspects.

6.3 Establish a management framework that maximizes the protection and preservation of existing biodiversity. This involves applying the "Mitigation Hierarchy" (which includes avoidance, prevention, reduction, restoration, and compensation) while considering factors influencing changes in biodiversity or environmental systems, both directly and indirectly. This encompasses goals and strategies, education and data collection, vulnerability assessments, operational action plans, continuous monitoring, and evaluation.

6.4 The Company specifies that the management of biodiversity is an integral part of the Company's environmental and social management system, following global biodiversity standards that align with business operations. This ensures that issues related to biodiversity are monitored and managed throughout project implementation, covering project areas and surrounding regions significantly related to the project area.



6.5 Strengthening participation through collaborative projects and activities with communities and stakeholders to enhance the effectiveness of biodiversity management. This involves fostering collaboration, providing consultation, and actively engaging in related operations.

6.6 Promoting learning opportunities that raise awareness of the importance of participating in biodiversity conservation, both within and outside the organization. This includes stakeholders such as suppliers, contractors, customers, and communities in the areas where the Company operates.

7. Measures to address biodiversity on land and in the sea

Measures for to address biodiversity on land and in the sea		
Before Project Development	During Project Development	After the Project is Completed
<ul style="list-style-type: none"> Announce a biodiversity policy and biodiversity practice guidelines to employees, partners, contractors, customers, communities, and relevant stakeholders to ensure that the Company's operations consider comprehensive biodiversity conservation. Develop operational plans for controlling, monitoring, and auditing work practices. 		
<ul style="list-style-type: none"> Consider biodiversity impact as part of the business decision-making process by specifying biodiversity issues in the environmental impact assessment (EIA) report. Assign scientists to work regularly in areas with high biodiversity. Designate permanent areas for surveying biodiversity of living organisms, both on land and at sea, covering the project area and surrounding regions with significant relationships to the project area. <p>Collaborate with external organizations, including educational institutions and biodiversity-related foundations, at both national and global levels to collect accurate and precise data.</p>	<ul style="list-style-type: none"> Survey and record biodiversity data of living organisms both on the land and the sea Group vulnerable living organisms, including both major species and indicator species, specifying types and quantities in each operational area. Apply the "Mitigation Hierarchy" principles, including avoidance, prevention, reduction, restoration, and compensation. 	<ul style="list-style-type: none"> Monitor and track changes in the types, quantities, and reproduction of living organisms both on land and at sea throughout the project duration and develop projects for the protection and conservation of biodiversity continuously.



8. Policy Review

The Corporate Governance and Sustainability Development Committee regularly reviews the biodiversity policy in order to present it to the Company's board for consideration and approval.

9. In Case of Concerns

If there are any questions or concerns regarding this policy, please contact the Sustainable Development Department.

Announced on 21 February 2024

- Mr. Apisak Tantivorawong –

Mr. Apisak Tantivorawong

Chairman of the Board of Directors

S Hotels and Resorts Public Company Limited