



Sustainable Development Policy

S Hotels & Resorts Public Company Limited

Proposed by	Secretary to Corporate Governance and Sustainable Development Committee
Endorsed by	Corporate Governance and Sustainable Development Committee
Approved by	Board of Directors

S Hotels & Resorts, A Singha Estate Company

123 Sun Towers Building B, 10th Floor, Vibhavadi-Rangsit Road, Chom Phon, Chatuchak, Bangkok 10900, Thailand
+66 (0) 2058-9888 | contactus@shotelsresorts.com | www.shotelsresorts.com



Table of Contents

1. Introduction	1
2. Purpose	1
3. Scope of Policy Enforcement	1
4. Definition	1
5. Role	2
6. Policy Details	2
7. Policy Review and Supervision	8
8. Infringement	8

1. Introduction

S Hotels & Resorts Public Company Limited (“the Company” or “SHR”) and its subsidiaries (“The Group of Company”) emphasize to business operations by considering the impacts on the economy, environment, and society in all aspects. Good corporate governance, ethics, and responsibility to all stakeholders. The sustainable development policy (“Policy”) has been created as a guideline for the Company’s business operations. It covers operations at the head office, hotels, and resorts as well as encouraging stakeholders throughout the business chain to take responsibility in the same direction and respond to international sustainable development goals.

2. Purpose

- 2.1. To comply with Singha Estate’s sustainable development policy and serve as a guideline for the Group’s business operations going in the same direction.
- 2.2. To comply with the best practices of the Stock Exchange of Thailand (“SET”), Thai Institute of Directors Association Guidelines or frameworks of regulatory bodies and/or other relevant authorities nationally and internationally.
- 2.3. To ensure that the Group’s business operations responding to international sustainable development goals and to gain recognition as a world leader in hotel investment and resort management.

3. Scope of Policy Enforcement

The Sustainable Development Policy applies to the Directors Executives, Employees of the company group and covering the operations of the group of companies, all hotels, and resorts that the company have management power. It is also used as a guideline for sustainable investment and business operations for all hotels and resorts of the group.

4. Definition

Word or text	Meaning
Sustainability/Sustainable Development ¹	“ The development which meets the needs of the present without compromising the ability of future generations to meet their own needs.”
Employees	Permanent, temporary, and special contract employees of the Company and its subsidiaries
Stakeholders ^{2, 3}	Those who are affected and/or have both positive and negative impacts on the Company Stakeholders can be individuals within or outside the organization such as shareholders, investors, analysts, customers,

¹ World Commission on Environment and Development. ‘Our Common Future’. Oxford: Oxford University Press, A.D. 1987.

² The Stock Exchange of Thailand. Stakeholder Engagement & Materiality Analysis : STAKEHOLDER ENGAGEMENT & MATERIALITY ANALYSIS, <https://www.setsustainability.com/page/stakeholder-engagement> (Assessed 23 February 2022).

³ Sal Forest. Stakeholder, <http://www.salforest.com/glossary/stakeholder> (Assessed 23 February 2022).

Word or text	Meaning
	employees, business partners, competitors, creditors, communities, society and the environment which may have a close relationship with the organization directly (primary stakeholders) or has an indirect relationship with the organization (Secondary stakeholder)

5. Role

The company establishes the governance structure of operations in accordance with this policy herewith.

Authorities/ Person on duty	Duty and responsibility
Board of Directors and Corporate Governance and Sustainable Development Committee	Duties are as mentioned in the Corporate Governance and Sustainable Development Committee Charter
Chief Executive Officer, Executive Officer and all employees	To acknowledge and comply with the policies, as well as to support operations while taking stakeholders into account, in economics, environmental and social dimensions

6. Policy details

The group of company has the vision to be the leader in hotel investment and resort management, which does not only redefine the new meaning of relaxation, but also cares about the quality of living through its philosophy on sustainability development and creating benefits to local communities. SHR, an affiliated company under Singha Estate Company Limited, operates business while focusing on the impact created on economy, society, environment, including all stakeholders into account. Complying with Singha Estate Company Limited’s sustainable development policies and aiming to be UN Sustainable Development Goals 2030:

SDG2030 certified, SHR focuses on creating the values and “Enriching Journey” in accordance with the company’s business guidelines, while continue to create values, sustainable growth and quality society in anywhere SHR does business through Singha Estate way of working, which includes of the following policies and management approaches.

- 6.1. Providing the structure, roles, duties and responsibilities, as well as creating monitoring system to follow up progress in important operations, in order to implement sustainable development guidelines throughout the corporate level, concerned agents, and the companies under the group to work towards the same goal.
- 6.2. Promoting sustainability throughout the business chain, focusing on procurement of products from local communities and trading partners who have operating policies that concern about society and environment.

Also, to encourage trading partners to implement sustainable development principle and other concerned policies that emphasize on developing local potentials and spreading these practices towards the society.

- 6.3. Promoting and supporting employees of the Group of Company to be responsible and comply with the policies, as well as to be a good role model to the society. Creating values of each employee by allowing them to be part of this development, as well as adapting suitable technologies to enhance sustainability.
- 6.4. Promoting the collaboration between stakeholders and cooperating among networking partners on sustainability both nationally and internationally, in order to exchanges the knowledges and works together proficiently. This includes taking the issues and expectations of stakeholders to develop policies, management direction and business operation.

- 6.5. To create the substantial sustainability development, SHR has set the business direction for the group of companies in order to response to the 3 pillars, which are, economy, society and environment, as followed:

6.5.1. Economic Policies The group of companies aim to develop a strong business operation and to create competitive capability to cope with the continuous changes, with the aim of creating an enriching sustainable journey for the guests. Furthermore, the business is operated with good corporate governance principles, which taking the procurement and management of sustainable supply chain. This includes the group of companies being the source of local community's abilities development, as well as to promote the recruitment of all levels from the local community. The group of companies also support the local purchasing, in order to develop local community's economic growth along side with the companies, with the aim to create sustainable economic networks in all levels.

6.5.2. Social Policies The group of companies focus on the sociocultural differences of all places that the companies invest in and operate businesses, through the fair operations and paying attention to the quality of life of all stakeholders under the business chain. Employees, customers and service users to be treated healthily and safety, according to the standard of Singha Estate, in addition to complying with rules and regulations, laws and related international agreements. The group of companies respect the human rights and individual rights, as well as treat employees fairly and encourage them to continually development work skills regardless of the ranking. The group of companies cooperate with local communities and society to elevate the quality of living, including to preserve the historical heritage and local culture, with the objectives to create quality growth between local communities, hotels and resorts under SHR via the Social Policies of the group of companies.

6.5.2.1. Employment and capabilities development of local communities

Hotels and resorts under the group of companies are currently operating throughout different areas in the world. To create the values and sustainability quality of life development in each

local communities, the group of companies support the employment of executive positions from the local, along with enhancing capabilities of local communities, conduct Community-based Tourism (CBT) to reflect the collaboration of local people in developing the area.

6.5.2.2. Local procurement and sustainable business chain

The group of companies supports the procurement of local products and local services to create sustainable coexistence, such as, supporting local tourism, supporting indigenous fishery, which is part of the sustainable fishing, procuring local ingredients to create Farm-to-table menus, purchasing and using local products to operate hotels and resorts ranging from souvenirs to room amenities. These actions aim towards creating better potential of small entrepreneurs as business partners, to be able to response to the needs of businesses. In this regards, the company will not support fisheries that has an impact on biodiversity.

6.5.2.3. Community wellbeing and engagement

The group of companies has intention to create the values and better living quality of local communities in everywhere they operate. The companies listen to communities' feedbacks and ready to promote cooperation from local communities in every aspect, together with improving quality of life through important living factors, such as, nutrition and food, to responding to SDG 2: Zero Hunger which is one of the crucial international topics regarding the sustainability.

6.5.2.4. Conservation of historical heritage and local culture

The group of companies, with cooperation of local communities, respects and carries on the cultures, traditions, local wisdoms, community values, including architecture, art, historical sites, and others which reflect the identity of local communities, including supporting activities, educating the communities on environmental conservation.

6.5.2.5. Human rights

The group of companies respects the human rights, diversity, individual differences in every form, which includes but not limited to gender, nationality, religious, culture and customs, indigenous identity, belief, skin color, birthplace, ethnicity, indigenous people, physical differences, personal characteristics, disability, age, opinions, and personal rights. The group of companies discourages any forms of sexual exploitation, employment of illegal labors, forced migrant labors, and slavery. The group of companies pay attention on not to violate human rights throughout the business chain by operating businesses under international practice of Universal Declaration of Human Rights

(UDHR) and United Nations Guiding Principles on Business and Human Right (UDGP), concerning 3 principles, which are, Protect, Respect, and Remedy.

6.5.2.6. Accessibility of public resources

Hotels and Resorts under the group of companies majorly located in the areas with high abundance of nature. The communities and businesses constantly dependance and sharing of resources. The accessibility of natural resources and public environment, such as, water resources, clean water for consumption, possession of land, accessibility and usage of beaches and coastal areas, and more, would need to be available for everyone and does not obstruct the use and access of such resources, especially for the local communities as well as educating and supervising on the sustainable use of natural resources.

6.5.2.7. Occupational Health and Safety

The group of companies promotes the importance of Occupational Health and Safety throughout its business chain to the employees, customers and all concerned individuals. The group of companies emphasizes on raising awareness, providing knowledge, preventing, practicing contingency plans regularly. Also, it focuses on the health and safety of all guests throughout the trip and trains all staff to have knowledge and conscious regarding the occupational health and safety, especially on the natural disasters, evacuation in case of fire, first aid training and other risks that concern significantly to hospitality business. The group of companies also provide a good working environment, which supported with equipment and tools that provide safety in workplace.

6.5.3. Environmental Policies The group of companies preserve and take care of nature, environment and ecosystems, by taking land-based, water and air activities that have negative environment impact into account. With the purpose of promoting the protection, restoration, conservation, and the usage of each resource mindfully with maximum efficiency, the group of companies has created these following environmental policies.

6.5.3.1. Management of natural resources, environment and ecosystem

- **Biodiversity policy**

The group of companies has the concept of “Building big, protecting small”, which is the concept that concerns about protecting, preserving, and restoring biodiversity and abundance of nature, ranging from natural vegetation, living creatures both on the land and under the sea, especially those endangered species. In every project, the group of companies take each step into consideration since construction design, during the

construction of the project and post-construction to create the least damage to nature, to respect and protect the existing biodiversity at best, to be mindful of not utilizing invasive alien species, as well as to discourage the use of materials that have been obtained by damaging natural biodiversity. The group of companies to cooperate with contractors, communities, government and private agencies, as well as all the stakeholders in the business chain to be able to successfully achieve the policy objective. Including the creation of tourism programs to encourage participation between customers, hotels and communities

- **Effluents and waste management policy**

The group of companies has policies that every business is operated with the right waste management system and creating the goal of “Zero-waste to landfill, zero-waste to ocean”, starting with reducing the waste, maximum usage of each resource and reusing when it is possible to, categorizing the waste in order to recycle or demolish each waste correctly, including to rethink thoroughly and creating mindfulness towards efficiency resource usage. The group of companies also taking the impact it has on marine biodiversity into account, meanwhile, encouraging the trade partners to have a well-thought waste management system, such as, reusing or returning the packaging. These policies are to align the with Circular economy principle and to create local community engagement program.

- **Climate change and energy management policy**

The group of companies has policy to adapt the working processes and increasing the proportion of renewable energy usage, as well as implementing environmental-friendly energy, in order to reduce the carbon emissions which is the main crucial factor in creating climate change. The group of companies also encouraging the efficient usage of energy. Regular maintenance and assessment of electricity equipment are required to create cost-effectiveness and maximum benefit of energy use, including to implement technologies and innovation to reduce energy consumption and carbon emissions where possible. Furthermore, the usage of resources, waste and high-carbon waste management are needed to be consideration. The group of companies to set the assessment system to analyze and to reduce carbon emissions to replace with clean energy, so that it can help preserving natural resources from both land and water which are the indicator of climate change. And to create employee participation in building a low-carbon society.

- **Water management policies**

The group of companies has the policy to manage the water resource throughout the whole cycle, focusing on the source of water, efficient water utilization and the reduction of water usage by circulating water usage, wastewater treatment and discharge of wastewater that has been treated back to the water source. The water source protection will enhance the sustainability on water usage between the communities and water creatures, as well as to keep the resources and aqua biodiversity in the areas the company manages businesses in.

6.5.3.2. Protection and restoration of natural resources, environment and biodiversity

- **Protection and Conservation**

The group of companies protects and conserves the natural resources and environment in all levels, to maintain original biodiversity conditions, as well as to avoid, reduce and adapt the usage of natural resources. The group of companies aim to operates the business with responsibility to all the stakeholders, by doing the assessment since prior to, in between, and after the projects have been done. It also cooperates with the communities and specialized agents on this matter through various educating styles and to create learning activities both in a tangible form and via online (TV house program) by allowing customers to understand and travel responsibly.

- **Restoration**

The group of companies has the policies to restoring the natural resources, environment, and biodiversity since before, in between, and after the project construction. The group of companies also aims to restore the areas in which it operates business in as well and has strict supervision of contractors.

- **Raising awareness**

The group of companies has the Body of knowledge which can be published and cascade the knowledges about environmental resources, natural and biodiversity preservation, protection and restoration. The knowledge is distributed through the Marine Discovery Centre, activities and medias of the group of companies, in order to create the right knowledge to the stakeholders including creating engagement through various communication channels appropriately to the public whether it is to provide information to attract customers to learn together with the company or to launch projects for society and the environment that can create mutually sustainable values.

7. Policies review and supervision

The secretary of the Corporate Governance and Sustainability Development Committee has the duty to present to the Board of Directors, to review the policies yearly, by taking the agreement from the Corporate Governance and Sustainability Development Committee and get approval from Board Directors in order to be published.

8. Violation of policies

The violation of Sustainable Development Policies, the company has the right to consider penalties in accordance with the regulations regarding the work process of the group of companies.

Announced on 6 July 2022

- Mr. Apisak Tantivorawong -
(Mr. Apisak Tantivorawong)

Chairman of The Board of Directors