

Apr 1, 2022

Dear Value Business Partners, Joint Venture Partners, Suppliers, and Contractors,

SCG has conducted business with good corporate governance and complied with SCG 4 core values and code of conduct which cover legal requirements of each countries where SCG operates. Since 2012, SCG has committed to Universal Declaration of Human Rights: UDHR, United Nations Global Compact: UNGC, United Nations Guiding Principles on Business and Human Rights: UNGP and the International Labor Organization Declaration on Fundamental Principles and Rights at Work: ILO with respect to human rights. With this communication, we express our intent to advance those principles within our sphere of influence by applying to our strategic management and execution, culture, and day-to-day operations. In addition, SCG has pledged support and engagement in collaborative projects which advance the sustainable development goals of the United Nations. To that end, we are writing to our stakeholders to reiterate our commitment to respecting human rights as well as to adhere to our company policy as detailed in our Human Rights Policy¹, Diversity and Inclusion Policy², SCG Code of Conduct³, and SCG Supplier Code of Conduct⁴, respectively.

It is our expectation that all our stakeholders shall interact with their employed staffs and related stakeholders in line with SCG commitment. These principles and rights include the rights to life and liberty, freedom from slavery and torture, human trafficking, harassment, forced labor and child labor, freedom of expression and association, the right to collective bargaining, the right to work and education, equal remuneration and other rights. Everyone is entitled to these rights, without discrimination in accordance with diversity and inclusion. By doing so, together we can maintain internationally accepted practices with respect to human rights and socially responsible operations.

We would like to encourage you to emphasize the importance of a commitment to human rights at all levels in own operations by conducting human rights due diligence process to identify and assess human rights risks as well as define mitigation actions, grievance mechanisms and remediation actions to respond to human rights violations, monitor and report related human rights indicators to relevant parties and also encourage your stakeholders to respect human rights.

We are ready to support your efforts and would like to express our appreciation for your shared commitment and for the vital role your company plays in respecting human rights in your operations.

Sincerely,



Roongrote Rangsiyopash
President & CEO, SCG

¹ SCG Human Rights Policy: <https://file.scgsustainability.com/wp-content/uploads/2022/02/27124657/Final-human-rights-policy-EN.pdf>

² Diversity and Inclusion Policy: <https://file.scgsustainability.com/wp-content/uploads/2022/02/27124812/SCG-Diversity-and-Inclusion-Policy-EN.pdf>

³ SCG Code of Conduct: <https://www.scg.com/pdf/en/code-of-conduct.pdf>

⁴ SCG Supplier Code of Conduct: <http://www.scgsustainability.com/wp-content/uploads/2021/03/SCG-Supplier-Code-of-Conduct-2018.pdf>