



## ENVIRONMENTAL & SOCIAL SUSTAINABILITY POLICY

Central Plaza Hotel Public Company Limited (the “Company”), is committed to operating our business to a high degree of ethical, social and environmentally responsible standards whilst providing an exceptional level of Thai hospitality.

The Company has implemented a long-term sustainability management system for monitoring continuous improvement in sustainability performance that addresses environmental, social, economic, cultural, quality, human rights, health, safety, risk and crisis management issues.

The Company is committed to complying with all applicable local, national and international legislation and regulations including, among others, health, safety, labour and environmental aspects.

Staff are engaged with development and implementation of the sustainability management system and receive periodic guidance and training regarding their roles and responsibilities relating to delivery of customer satisfaction, including aspects of sustainability and we monitor and take corrective action if necessary.

### ENVIRONMENTAL SUSTAINABILITY POLICY

#### **The Company is committed to resources conservation;**

- Purchasing policies favour environmentally sustainable suppliers and products, including capital goods, food, beverages, building materials and consumables.
- Manages the purchasing of consumables and disposable goods, including food carefully, in order to minimize waste.
- Energy consumption is measured by type and steps are taken to minimize overall consumption.
- We make efforts to increase its use of renewable energy.
- Water sourcing is sustainable and does not adversely affect environmental flows.
- Water consumption is measured by type, and steps are taken to minimize overall consumption.
- Assess water risk. In areas of high-water risk, context-based water stewardship goals are identified and pursued.

#### **The Company is committed to pollution reduction and climate protection;**

- Set annual goals for the management of energy, public utilities, stewardship of climate conditions, and the surroundings, fitting usage volumes and focusing on lowering consumption.
- Greenhouse gas emissions are identified, calculated where possible and procedures implemented to avoid or to minimize them.
- We make efforts to offset of its remaining emissions.
- Seek to reduce transportation requirements and actively encourages the use of cleaner and more resource-efficient alternatives by customers, employees, suppliers and in its own operations.
- Waste, including food waste, is measured. Waste management plans are in place to reduce waste and, where reduction is not feasible, to reuse or recycle it.

- Properly manages any residual waste and disposal so it has no adverse effect on the local population or the environment.
- Wastewater, including grey water, is effectively treated and is only reused or released safely, with no adverse effects to the local population or the environment.
- Encourages everyone to recognize the importance of climate change. In place is a revision of the policy, goals, performance outcomes, and work plans together with an annual comparison of operating efficiencies. There is an annual management revision which is publicized among all employees and relevant parties working for the company to observe for proper understanding and implementation.

**The Company is committed to biodiversity and ecosystems conservation;**

- Supports and contributes to biodiversity conservation, including through appropriate management of its own property. Particular attention is paid to natural protected areas and areas of high biodiversity value. Any disturbance of natural ecosystems is minimized, rehabilitated and there is a compensatory contribution to conservation management.
- Takes measures to avoid the introduction of invasive species. Native species are used for landscaping and restoration wherever feasible, particularly in natural landscapes.
- Follows appropriate guidelines for the management and promotion of visits to natural sites in order to minimize adverse impacts and maximize visitor fulfilment.
- Interactions with free-roaming wildlife, taking into account cumulative impacts, are non-invasive and responsibly managed to avoid adverse effects on the animals concerned and on the viability and behaviour of populations in the wild.
- No species of the wild animal is acquired, bred or held captive, except by authorized and suitably equipped persons and for properly regulated activities in compliance with local and international law. Housing, care and handling of all wild and domestic animals meet the highest standards of animal welfare.
- Wildlife species are not harvested, consumed, displayed, sold, or traded, except as part of a regulated activity that ensures that their utilization is sustainable, and in compliance with local and international laws.

**SOCIAL SUSTAINABILITY POLICY**

**The Company is committed to maximize social and economic benefits to the local community and minimize negative impacts;**

- Actively supports initiatives for local infrastructure and social community development, includes education, training, health and sanitation and projects which address the impacts of climate change.
- Local residents are given equal opportunities for employment and advancement, including in management positions.
- Gives priority to local and fair-trade suppliers whenever these are available and of sufficient quality.
- Supports local entrepreneurs in the development and sale of sustainable products and services that are based on the area's nature, history and culture.
- Implemented a policy against commercial, sexual or any other form of exploitation or harassment, particularly of children, adolescents, women, minorities and other vulnerable groups.
- Offers employment opportunities, including in management positions, without discrimination by gender, race, religion, disability or in other ways.

- Labour rights are respected, a safe and secure working environment is provided and employees are paid at least a living wage. Employees are offered regular training, experience and opportunities for advancement.
- The activities of the company do not jeopardize the provision of basic services, such as food, water, energy, healthcare or sanitation, to neighbouring communities.
- The activities of the company do not adversely affect local access to livelihoods, including land and aquatic resource use, rights-of-way, transport and housing.

**The Company is committed to maximize benefits to cultural heritage and minimize negative impacts;**

- Follows international and national good practice and locally agreed with guidance for the management and promotion of visits to indigenous communities and culturally or historically sensitive sites in order to minimize adverse impacts and maximize local benefits and visitor fulfilment.
- Contributes to the protection, preservation and enhancement of local properties, sites and traditions of historical, archaeological, cultural and spiritual significance and does not impede access to them by local residents.
- Values and incorporates authentic elements of traditional and contemporary local culture in its operations, design, decoration, cuisine, or shops, while respecting the intellectual property rights of local communities.
- Historical and archaeological artefacts are not sold, traded or displayed, except as permitted by local and international law.

The Company is involved with sustainable tourism planning and management in the destination, where such opportunities exist and provide information about and interpretation of the natural surroundings, local culture, and cultural heritage, as well as an explanation of appropriate behaviour while visiting natural areas, living cultures, and cultural heritage sites.

We encourage staff to present our commitment to environmental and social sustainability to all key stakeholders including guests, suppliers, contractors and seeks to engage their support.

This Policy is effective as of April 1, 2021.

Thirayuth Chirathivat

Chief Executive Officer

Central Plaza Hotel Public Company Limited