
Biodiversity Policy

Original Issue (27 February 2024)

Singha Estate Public Company Limited

Prepared by	Sustainable Development Department
Endorsed by	Corporate Governance and Sustainable Development Committee
Approved by	Board of Directors

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1. Introduction

Singha Estate Public Company Limited (the “**Company**”) recognizes its social and environmental responsibility, which extends to the protection and conservation of biodiversity. This is essential for maintaining natural equilibrium and ensuring that future generations can benefit from vital ecosystem services. The Company is committed to protecting and conserving biodiversity within ecosystems through good corporate governance, responsible management, education, and support, in alignment with the Company's sustainability policy and sustainable business framework.

2. Objectives

- 2.1 To establish principles and operational guidelines to ensure that environmental and social considerations support business growth.
- 2.2 To ensure that the Company implements measures to protect, prevent, and mitigate environmental impacts, while maintaining biodiversity and ecological systems throughout its business supply chain, beginning with biodiversity impact assessments in decision-making and business operations.
- 2.3 To prevent potential harm to stakeholders resulting from actions that could negatively affect biodiversity.

3. Scope of Policy Enforcement

This Policy is applicable to all members of the Board of Directors, executives, employees at every level of the Company and its subsidiaries, as well as all stakeholders, encompassing all operational processes and activities of the Company.

4. Definitions

Unless the context otherwise requires, the terms used in this Policy shall have the following meanings:

Term/Phrase	Definition
Policy	Biodiversity Policy
Company	Singha Estate Public Company Limited
Subsidiaries	Limited companies in which the Company holds, directly

Term/Phrase	Definition
	and/or indirectly, more than 50% of the shares or has control.
S Group	The Company and its subsidiaries
Directors	Directors of the Company
Executives	The Chief Executive Officer, the four highest-ranking executives after the Chief Executive Officer, any person holding an equivalent position to the fourth highest-ranking executive, and any person holding a management position in the accounting or finance department at or above the department manager level of the Company (as defined by the Securities and Exchange Commission, SEC).
Management	Executives and employees of the Company at or above the Director level.
Employees	Permanent employees, special contract employees, and temporary employees of the Company and its subsidiaries.
Supervisor	Supervisors or managers according to the hierarchy within the employee's department.
Biodiversity	The variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species and of ecosystems ¹ (as defined by the International Union for Conservation of Nature, IUCN).

5. Roles

5.1 Board of Directors

The Board of Directors has the role, duties, and responsibilities to oversee, review, and approve this Policy, and to acknowledge reports on the Biodiversity Action Plan.

5.2 Corporate Governance and Sustainability Committee

The Corporate Governance and Sustainability Committee has the role, duties, and responsibilities to review and provide recommendations on this Policy, to provide guidance and oversight for the implementation of this Policy, to acknowledge the objectives and implementation plans of the Biodiversity Action Plan, and to provide recommendations and monitor related activities.

5.3 Chief Executive Officer and Executives

The Chief Executive Officer and Executives have the role, duties, and responsibilities to supervise compliance with this Policy, implementation plans, objectives, and to ensure that biodiversity management is integrated into the Company's Environmental and Social Management System.

5.4 Sustainability Working Group

The Sustainability Working Group has the role, duties, and responsibilities to drive this Biodiversity Policy into practice, integrating it into the operations of each business unit, particularly in areas identified as high biodiversity sensitive, in order to minimize impacts to achieve no net loss, avoid loss of habitat, and promote biodiversity net gain.

5.5 All Employees

All employees have the role, duties, and responsibilities to acknowledge and comply with this Policy and to implement and/or support activities to maintain biodiversity.

6. Biodiversity Policy

- 6.1 The Company shall comply with all applicable laws and regulations concerning biodiversity conservation, employing the Precautionary Principle in areas of significant biodiversity importance to the extent feasible and appropriate to business operations.
- 6.2 The Company shall integrate biodiversity impact considerations into its business decision-making processes to avoid and minimize negative impacts on sensitive biological values throughout its business supply chain, as part of its commitment to sustainable development across economic, environmental, and social dimensions.
- 6.3 The Company shall establish a management framework that safeguards and conserves existing biodiversity to the greatest extent possible. This framework shall employ the Mitigation Hierarchy (Avoidance, Minimization, Restoration, and Offsetting), taking into account factors affecting changes to biodiversity or ecosystems, both directly and indirectly, and encompassing objectives and strategies, data collection and surveys, sensitivity assessments, implementation plans, ongoing monitoring, and evaluation.
- 6.4 The Company designates biodiversity management as an integral component of its Environmental and Social Management System, adhering to international biodiversity standards consistent with business operations to ensure that biodiversity-related issues are monitored and managed throughout project operations, covering the project area and surrounding significant areas.
- 6.5 The Company will foster engagement, develop proactive projects and activities in collaboration with communities and stakeholders to enhance biodiversity management effectiveness, facilitating cooperation, consultation, and participation in relevant operations.
- 6.6 The Company will promote learning initiatives that raise awareness of the importance of biodiversity conservation, both within the organization and externally, including suppliers, contractors, customers, and communities in the areas where the Company operates.

7. Measures for Managing Terrestrial and Marine Biodiversity

Before Project Development	During Project Development	After Project Operation
<ul style="list-style-type: none"> Biodiversity Policy & Guidelines Dissemination: Declare a biodiversity policy and guidelines to employees, suppliers, contractors, customers, communities, and stakeholders to ensure that company operations consider biodiversity protection. Implementation Plan: Create an implementation plan to control, monitor, and audit operations. 		
<p>Initial Impact Assessment: Include consideration of biodiversity impacts in the business decision-making process by identifying biodiversity concerns as part of the Environmental Impact Assessment (EIA) report.</p> <p>Dedicated Scientists (High Biodiversity Areas): Designate scientists to work in areas of high biodiversity.</p> <p>Baseline Biodiversity Surveys: Conduct baseline surveys to establish permanent plots for monitoring terrestrial and marine biodiversity, encompassing the project area and surrounding significant areas. This is done in collaboration with external agencies, including educational institutions and national/international biodiversity foundations for accurate data collection.</p>	<p>Biodiversity Data Recording: Survey and record terrestrial and marine biodiversity.</p> <p>Identify vulnerable species, major species, and indicator species in each operating area.</p> <p>Mitigation Hierarchy: Apply the "Mitigation Hierarchy" (avoid, minimize, restore, and offset).</p>	<p>Monitoring Biodiversity Changes: Monitor and record changes in species, populations, and expansion of terrestrial and marine organisms throughout the project operation to continually protect and conserve biodiversity.</p>

8. Policy Review

The Corporate Governance and Sustainable Development Committee shall periodically review the Biodiversity Policy and propose any revisions to the Board of Directors for approval.

9. Inquiries

For any questions or inquiries regarding this Policy, please contact the Sustainable Development Department.

Announced on 27 February 2024

(Mr. Petipong Pungbun Na Ayudhya)
Chairman of the Board of Directors
Singha Estate Public Company Limited