

At ISO 003/2569

Policy of Sumisho Metal (Thailand) Co., Ltd.

Vision

Aim to be the leader in the Steel Processing Industry with Sustainable growth.

Mission

To strive for excellence in our business operation and to drive the organization with constant development simultaneously with the morality while maintaining the sustainable balance of the ecosystem and societ.

Our Values

S: Satisfaction Oriented

U: Unity

M: Multi-Function

I: Integrity

S: Social Responsibility

H: Health & Safety

O: Ownership and Commitment

Health & Safety Policy



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- 1) The organization is committed to conducting its operations with the highest priority given to the health and safety of employees, contractors, and all relevant stakeholders. This commitment focuses on preventing hazards and reducing work-related risks through the provision and proper use of personal protective equipment (PPE), ensuring machine safety, applying ergonomic principles in workplace design, managing chemical and biological substances safely, and implementing effective fire prevention measures.
- 2) The organization shall ensure emergency preparedness through proper planning, regular drills, and the provision of necessary emergency equipment to enable prompt and safe response to incidents. In addition, a systematic approach to incident and accident management, including reporting, investigating, and analyzing root causes, will be implemented to establish preventive measures and drive continuous improvement. The organization is committed to complying with all applicable laws and standards, while promoting employee participation to foster a strong safe working environment, safe culture and achieve the goal of “zero accidents.”

Quality Policy

- 1) **Comply with the law and all standards related:** to the product quality system within the company and aim to achieve the quality objectives and targets.
- 2) **Continuous development and improvement:** the production process to maintain product quality standards and create satisfaction according to the expectations as customer requirement.
- 3) **Create awareness and promote:** For participation of employees at all levels. To achieve the goals of the organization with maximum efficiency and effectiveness of Quality Target.
- 4) **Eliminating IZAI issues:** by implementing effective management strategies and fostering awareness and active participation of all employees in preventing IZAI issue.

Environmental Policy

- 1) **Comply with the law and all standards related:** to the environment within the company and strive to achieve its objectives and environmental goals.
- 2) **Continuous development and improvement:** The company will promote environmental impact reduction, including lowering greenhouse gas emissions, supporting carbon sequestration, maintaining, and improving water, air, and soil quality, reducing noise pollution, managing chemicals safely, and properly managing and sorting waste to minimize environmental impact and harm to aquatic life, soil, and biodiversity. Furthermore, it will promote recycling activities, the adoption of renewable energy, sustainable resource management, reuse, and recycling to maximize the benefits of materials and resources in an environmentally friendly manner. 
- 3) **Create awareness and promote:** The company will promote and educate people on greenhouse gas emissions, renewable energy, carbon sequestration, water quality, water consumption and resource management, air quality, responsible chemical management, sustainable resource management, waste reduction, reuse and recycling, biodiversity understanding, soil resource management and use, and the impacts of deforestation, the impacts of soil degradation, and the impacts of noise pollution, in order to raise awareness and encourage cooperation in reducing the aforementioned environmental impacts. 

Energy Policy

- 1) The company will implement and develop an appropriate energy management system, integrating energy conservation and management into its operations in compliance with relevant laws and regulations.

- 2) The company will rigorously comply with all laws related to energy conservation and management and will continuously improve energy efficiency in a manner appropriate to its operations.
- 3) The company will establish annual energy conservation plans and targets and communicate them to all employees.
- 4) The company will conduct energy management monitoring and evaluation, including reviewing, analyzing, and correcting deficiencies in energy management, at least once a year at appropriate intervals.
- 5) The company considers energy conservation a responsibility of management and employees at all levels, who must cooperate in implementing established measures, monitoring, and reporting to the energy management working group.
- 6) The company will provide necessary resources to ensure the effective implementation of energy conservation and management, including personnel, budget, working time, and training to promote energy conservation among employees.
- 7) The company has established an Energy Conservation Committee in conjunction with the ISO Committee to focus on and support energy conservation and environmental activities, as well as the production of environmentally friendly, high-quality, and efficient products.
- 8) The company will regularly submit energy management reports to management and disclose information to stakeholders.

Business Code of Conduct



Sumisho Metal (Thailand) Co., Ltd. has always conducted its business with integrity, transparency, and social responsibility, in accordance with the following 17 principles of Business Code of Conduct:

- 1) Employee Code of Conduct
- 2) Customer Code of Conduct
- 3) Supplier Code of Conduct
- 4) Code of Conduct toward Government Agencies, Society, and Environment
- 5) Respect for Human Rights
- 6) Environmental Protection
- 7) Maintaining Responsible Business Practices
- 8) Financial Responsibility and Accurate Recordkeeping
- 9) Prevention of Sexual Harassment
- 10) Duties of Directors, Executives, and Employees
- 11) Conduct and Treatment of Other Employees
- 12) Guidelines When in Doubt or Facing Issues


HEAD OFFICE : 47 MOO 7 SOI WAT MAHAWONG, POOCHAOSAMINGPHRAI ROAD, TAMBOL SAMRONG, AMPHUR PRAPADAENG, SAMUTPRAKARN 10130
Tel. +66 (0) 2398-0153-4 (20 lines) Fax. +66 (0) 2398-5339, +66 (0) 2398-4807
BRANCH 00001 : 789/2 MOO 1 SAI NONGKOH-LAEMCHABANG ROAD, TAMBOL NONGKHAM, AMPHUR SRIRACHA, CHONBURI 20230
Tel. +66 (0) 3829-6318-25, +66 (0) 3829-6595 Fax. +66 (0) 3829-6326-7, +66 (0) 3829-6431

- 13) Oversight of Compliance Implementation
- 14) Whistleblowing and Reporting Misconduct
- 15) Respecting and Protecting Intellectual Property Rights
- 16) Use of Computers and Information Technology
- 17) Protection of Personal Data

The policy shall be relayed to all our employees and available for an announcement to all interested parties and the public to all whom it may concern.

Revision History

Revision Number	Revised Date	Details
06	06 May 2026	Added safety and energy policies and revised the environmental policy and code of conduct.
05	09 Sep 2025	Add a quality policy on 'IZAI'
04	11 Mar 2024	Change of Managing Director
03	08 Apr 2024	Review of Company Policy for 2024
02	10 May 2023	Review of Company Policy for 2023
01	05 Mar 2022	Our values have changed to the current version in the Policy 2022
00	09 Jul 2021	Review of Company Policy for 2021

Remark: Symbols  change point & revised blue lasted version

Announced on May 07, 2026



Mr. Hideyuki Kobayashi
Managing Director