

	THANH THANH CONG - BIEN HOA JOINT STOCK COMPANY	No: TTCBH/E&S/CS-01
	SUSTAINABILITY DEVELOPMENT POLICY	Version: 02
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With a commitment to sustainable development and recognizing employees as core value, Thanh Thanh Cong - Bien Hoa Joint Stock Company (TTC AgriS), which specializes in the production and trading of agricultural products, is committed to complying with the laws of the host countries and the requirements of ISO 9001, ISO 14001, ISO 45001, FSSC 22001, Halal, Kosher, Bonsucro, the IFC Environmental and Social Performance Standards (2012), and the World Bank Group General Environmental, Health, and Safety Guidelines (2007), specifically as follows:

1. **Sustainable Culture:** To build a sustainable business environment that upholds fairness and transparency, and a green, clean, and safe working environment for employees and stakeholders.
2. **Protection of Workers' Rights:** To respect the human rights of employees; create livelihoods for local communities in areas where the Company's factories and farms operate; ensure fair treatment; commit to gender equality; prohibit child labour and forced labour; and respect the rights to freedom of association and voluntary, non-coercive participation in trade unions. To facilitate the appropriate participation and consultation of employees, communities, and relevant stakeholders, and to establish accessible mechanisms for the submission and resolution of grievances by employees, communities, and stakeholders.
3. **Compliance:** To comply with and keep up to date with applicable legal requirements, international standards, and other requirements relating to agricultural production, product quality, environmental protection, occupational safety, social responsibility, and sustainable agricultural development. To ensure compliance throughout the TTC AgriS supply chain in accordance with the Code of Conduct.
4. **Environmental Protection:** To promote the efficient use of natural resources and energy, the reuse of materials, and the thorough treatment of waste generated from production processes. To strictly comply with the requirements and guidance relating to pesticides classified as Hazard Class IA and IB under the World Health Organization's Recommended Classification of Pesticides by Hazard (2019), while also complying with applicable Vietnamese regulations. The primary objective is to reduce greenhouse gas emissions and progressively move towards zero emissions from cultivation, production, and distribution activities.

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5. Conservation and Biodiversity: Not to undertake new exploitation or cause adverse impacts on protected areas, cultural heritage sites, restricted areas, or areas prohibited under the regulations of the host countries and international requirements. To ensure that new sourcing areas are not located within protection forests or primary forests.
6. Ensuring Adequate Resources: To make every effort to provide adequate resources for all Company activities, create safe working conditions, and safeguard the health of employees. To raise awareness of quality, food safety and hygiene, environmental protection, health and safety, kidney health, and social responsibility among employees, farmers, customers, suppliers, contractors, and relevant stakeholders through communication, information dissemination, education, and training.
7. Clean and Green Quality: To provide safe, high-quality, consistent, and environmentally friendly products and services that meet product quality requirements in accordance with the standards adopted and applied by the Company.
8. Risk Identification and Assessment: To manage change; identify the organizational context and the needs of stakeholders; assess risks and opportunities; and establish control measures for all Company activities in order to eliminate or minimize significant hazards and ensure the achievement of established objectives.
9. Community and Stakeholder Engagement: To actively engage employees, farmers, customers, suppliers, contractors, local communities, and other relevant stakeholders in improving quality, environmental performance, health and safety, and social responsibility, based on policies and programmes issued and implemented by the Company from time to time.
10. Measurement: To establish key indicators and appropriate measurement and monitoring methods to ensure that activities are effectively controlled and achieve optimal performance.
11. Continual Improvement: To pursue continual and sustainable improvement of the management systems adopted by the Company by identifying opportunities for improvement and implementing all necessary actions to meet the requirements and expectations of TTC AgriS, its customers, and relevant stakeholders.



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Thanh Thanh Cong – Bien Hoa Joint Stock Company (TTC AgriS) hereby commits to the effective implementation of this Policy throughout the Company and its member entities. This Policy shall be reviewed periodically and communicated adequately to stakeholders.

