

3.2 Managing impact on stakeholders in the business value chain

3.2.1 Business value chain

Business value chain				
Raw material management	Production process	Distribution and service	Marketing and Sales	After sales service
<ul style="list-style-type: none"> - Procurement and purchasing of quality and safe raw materials - Use of local raw materials - Process of fair procurement and purchasing 	<ul style="list-style-type: none"> - Production and processing of raw materials and proper packaging - Quality control of goods in accordance with the prescribed standards - Safety in the production process 	<ul style="list-style-type: none"> - Service and Transport and deliver quality products and punctual. 	<ul style="list-style-type: none"> - Determination of proper prices of goods and services - Provision of correct and complete data relating to consumption 	<ul style="list-style-type: none"> - Warranty of goods and satisfaction - Receipt of opinions or recommendations relating to goods and services

3.2.2 Business value chain stakeholder analysis

SFP Group realizes the importance of stakeholder engagement. It, therefore, conducts regular communication via communication procedures and different channels to create an understanding of issues that raise concern or attention among stakeholders. The Company also takes their opinions and integrates them into its decision-making procedures and business operation planning. Such integration will drive the Company toward sustainable growth.

Every year, the Company will consider the importance of stakeholders and material topics through analysis of information from the Company's departments and subsidiaries that contact or relate to stakeholders which are divided into 7 groups: shareholders, customers, farmer, employees, society and community, business partners, government agencies and regulators. The details of the communication style, stakeholder engagement, issues of interest and expectations of SFP Group's stakeholders are as follows:

Stakeholders	Communication channel/ method	Interests/ Expectations of stakeholders	Responds to stakeholder expectations
Shareholders/ Investors	<ul style="list-style-type: none"> - Shareholders Meeting - Disclosure news and information through the SET's news system and the Company's website. - Information Channel listen to opinions and complaints via the Company's website and Investor Relations Department. 	<ul style="list-style-type: none"> - The growth of operating results. - Regular dividend payment. - Start of investment industrial estate projects. - Management with transparency and accountability under good corporate governance. - Equitable treatment of shareholders' rights. 	<ul style="list-style-type: none"> - Review strategy and business goals to create growth and returns that is consistently appropriate. - Monthly analysis of performance of the investment companies and manage risks in every aspect on a regular basis. - Seek opportunities and study the possibility of investing in new companies and/or businesses. - Conduct business with transparency according to principles of good corporate governance. - Disclosure important information in a transparent, adequate, timely manner in accordance with the criteria of regulatory agencies.
Customers	<ul style="list-style-type: none"> - Survey customer's opinion and satisfaction. - Channel to communicate information and listen to opinions, suggestions, complaints via phone, website. - Meeting, visiting customers and participate in exhibitions. 	<ul style="list-style-type: none"> - Quality of products and services that meet the customers' needs. - Fair and reasonable prices and services. - Delivery of quality products and services in accordance with terms of contract. - Confidentiality of customers 	<ul style="list-style-type: none"> - Focus on quality as the first to deliver products and services that meet the customers' needs. - Customer satisfaction and opinion surveys regularly.

Stakeholders	Communication channel/ method	Interests/ Expectations of stakeholders	Responds to stakeholder expectations
Farmer members	<ul style="list-style-type: none"> - The promotion officer shall visit in every 2 months and shall give advice on the phone every month - Conduct a meeting of farmer members in the promoted area 	<ul style="list-style-type: none"> - Buy fresh pineapple at fair prices and in regular and continuous quantities - Receive knowledge and techniques of pineapple growing and management to obtain quality crops and with the increasing quantities - Has sources of capital or loans with low interest 	<ul style="list-style-type: none"> - Buy fresh pineapple from farmer members at fair prices and in proper quantities - Promote and give knowledge to farmer members through Siam Food Model Project so that farmers' pineapple shall have high quality and more crops per rai - Provide sources of quality fertilizer and proper prices
Employees	<ul style="list-style-type: none"> - Communicate information within the organization and receive opinions or complaints through the Company's website, monthly meetings and opinion boxes - The Company's website, monthly meetings and opinion boxes - Survey Form of Employee's Relationship and Satisfaction in the Organization - Conduct customary activities between executives and employees - Internal meetings of each department 	<ul style="list-style-type: none"> - Proper and fair remuneration and welfare, with career advancement - Good occupational health and safety of the working environment and balance between the work life and personal life - Development of employee's potentials to be in accordance with the organization's strategies - Equal treatment 	<ul style="list-style-type: none"> - Equality and just respect towards the employees and labor force's human rights. - Set a policy and standard for suitable and fair remuneration. - Make plans for effective growth of employees and plans for development of employees at each level - Succession Plan - Ensure that the working environment is good, safe, healthy, regularly maintained and supports a better working quality for employees and labor workers. - Respect in personal rights of all employees; understand basic needs of employees and workers to create good relationship within the organization

Stakeholders	Communication channel/ method	Interests/ Expectations of stakeholders	Responds to stakeholder expectations
Communities	<ul style="list-style-type: none"> - Activities of participation and community development - Receive opinions or complaints through the Company's website and opinion boxes 	<ul style="list-style-type: none"> - Acknowledge true and correct information of factory's operation - Acknowledge measures and operating results relating to the reduction of impacts on the environmental quality continuously - Receive opportunities to work in factories - Receive support of know-how, education and resources to upgrade community's capacities in different areas - Participate in the development, assistance and improvement of public utilities and the environment 	<ul style="list-style-type: none"> - Present robes to monks at the end of Buddhist Lent and offer candles - Give rice and dried foods to COVID-19 patients in communities and Tambon Administrative Organizations - Give ATK Test Kits to schools in Sub-districts through Tambon Administrative Organizations - Project of improvement of roads around raw material ponds in the routes to Ban Tan Dum Community - Project of sustainable agricultural and social development with the aims to promote and support surrounding communities to have proper crops and agricultural products to generate incomes and develop community products sustainably
Suppliers	<ul style="list-style-type: none"> - Visit and audit workplaces for suppliers with food contact such as packages - Evaluate through the purchasing and outsourcing system - Make an appointment for meeting and discussion with potential suppliers 	<ul style="list-style-type: none"> - Acknowledge guidelines for upgrading of the quality system under international standards (ISO9001, GMP, HACCP systems) - Acknowledge the Company's policy and the purchasing system - Exchange opinions and recommendations and develop the joint business development - Acknowledge the code of conduct of suppliers to know proper guidelines for joint business operation with the Group Company 	<ul style="list-style-type: none"> - Determine standard and guidelines for purchasing and outsourcing - Visit and evaluate the operating results of suppliers or evaluate via questionnaires

Stakeholders	Communication channel/ method	Interests/ Expectations of stakeholders	Responds to stakeholder expectations
public entities and regulatory authorities	<ul style="list-style-type: none"> - Report the business operating results and work performances as per the criteria prescribed by the regulatory authorities - Attend meetings/ seminars and exchange opinions with the public sector and regulatory authorities - Contact and communication channels via telephones, emails, etc. 	<ul style="list-style-type: none"> - Strictly comply with the related laws, rules and regulations and give cooperation in handing over the correct data - Transparent tax management - Responsibilities to communities, society and the environment - Give cooperation and support to projects of the public sector 	<ul style="list-style-type: none"> - Supervise the compliance with the related laws, rules and regulations - Manage the organizational risks - Comply with the business code of conduct - Manage the occupational health, safety and environment in business operation

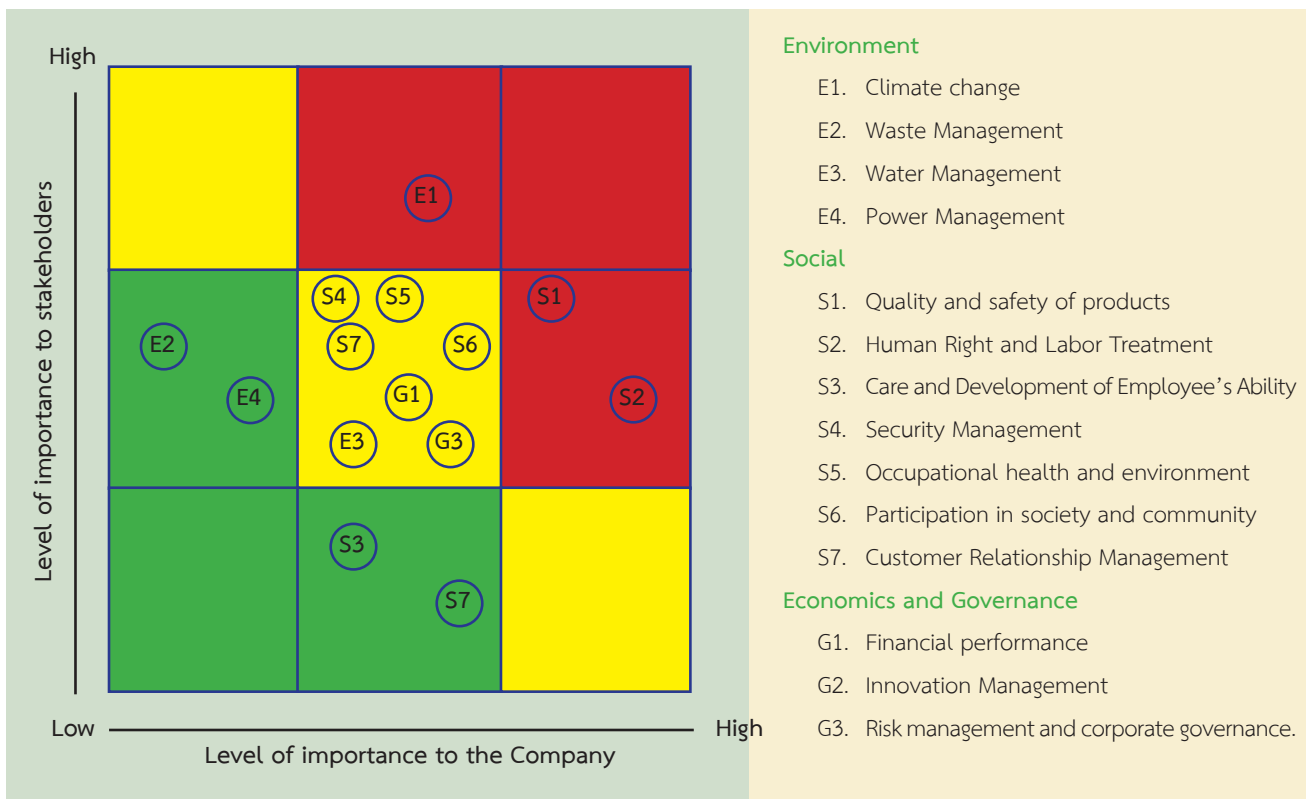
Determining the sustainability material topics

The Company manages sustainability issues based on the framework of SET Sustainability Reporting Guidelines, by collecting and prioritizing issues critical to SFP Group's business and issues that stakeholders focus on, including considering the sustainability issues such as economic, social and environmental through the participation process of all groups of stakeholders in various forms in order to bring views and opinions to analyze and prioritize to set guidelines for operations to meet the needs of stakeholders appropriately.

Procedures for assessing key sustainability issues

1. Identify key issues: the Company has compiled key sustainability issues, identify key issues that affect business operations and expectations of the stakeholders, including trend of changing direction of the world situation.
2. Sustainability Priority: The Company has prioritized the issues by measuring them from severity of opportunities and potential economic, social and environmental impacts and specifying them in the Materiality Matrix.
3. Verification of significant issues: the Company has reviewed and prioritized sustainability in accordance with current situation.

Evaluation Results of Significant Issues



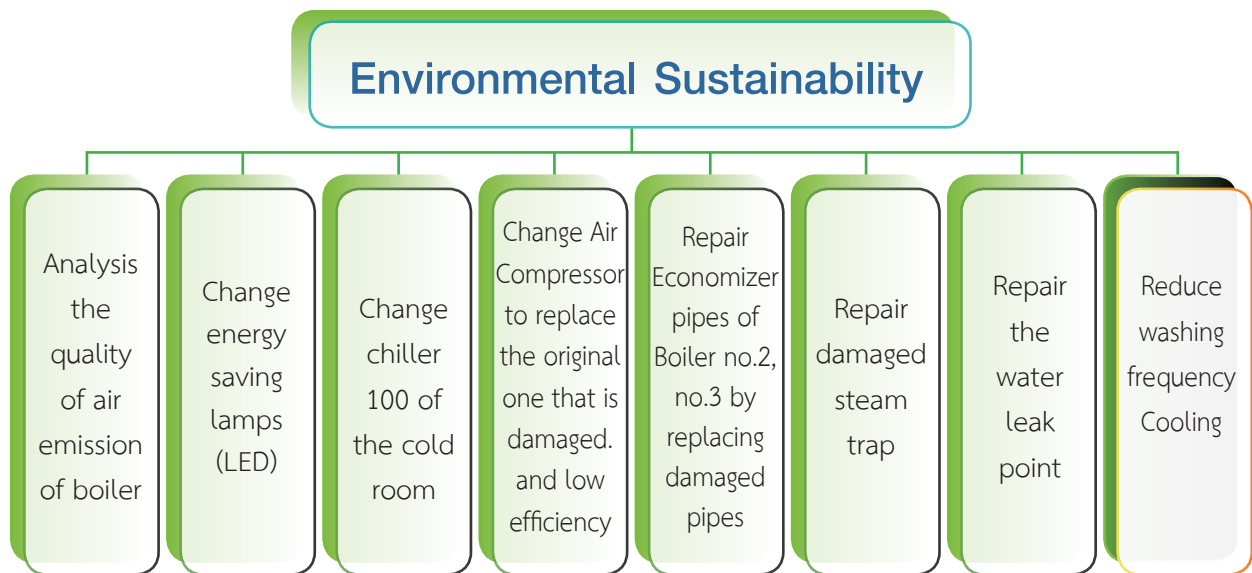
3.3 Sustainability management in environmental dimensions

3.3.1 Policy and practice of environmental and energy

The Company has its commitments to produce and develop food products for safe consumption with the quality as per customers' requirements and in accordance with the related laws under good energy and environmental management for business sustainability and reduction of environmental impacts and for stakeholders. Therefore, the Company has determined the environmental policy, energy conservation policy, food quality and safety policy, Halal food policy and TPM policy as operational guidelines for employees of the Group Company. Details thereof are available on the Company's website: <http://www.siamfood.co.th/index.php/th/commitments-th/policy-th>

3.3.2 Operating results related to environmental

Siam Food Products understands and balance between economic growth and environmental sustainability. Siam Food Products set up the environmental management system, environmental policy and energy consumption committee. We protect and monitor natural resources to reduce environmental impact from our business process.



Energy Management

The Company has implemented the energy conservation project to improve the efficiency and to save energies and expenses with clear goals such as using of biogas obtained from wastewater treatment ponds as alternative fuels for coals to minimize the use of fossil energies (coals), repairing of broken steam device, replacement of 100-ton chillers and replacement of broken air compressors with low efficiency, replacement of LED electric bulbs in lieu of mercury lamps. In addition, the Company also has the project of installation of the fruit scrap-based biogas fermentation system for production of biogas to be used as additional fuels, and it is expected that the project will be complete in 2023.

● Analysis Report of the quality of air emission of boilers. All are compliance to standard



#	Area of sampling	Parameter	Results	Standard ⁽¹⁾	Unit	Results compare to standard
1	Boiler No.1	Total Suspended Particulate (TSP)	5.2	320	mg/m ³	Pass
		Sulfur dioxide (SO ₂)	< 1.3	60	ppm	Pass
		Oxide of nitrogen (NO _x)	29.5	200	ppm	Pass
		Carbon monoxide (CO)	0.3	690	ppm	Pass
		Opacity	3.0	10 ⁽²⁾	ppm	Pass
2	Boiler No.2	Total Suspended Particulate (TSP)	20.7	320	mg/m ³	Pass
		Sulfur dioxide (SO ₂)	35.7	700	ppm	Pass
		Oxide of nitrogen (NO _x)	26.0	400	ppm	Pass
		Carbon monoxide (CO)	453	690	ppm	Pass
		Opacity	7.4	10 ⁽²⁾	ppm	Pass
3	Boiler No.3	Total Suspended Particulate (TSP)	23.4	320	mg/m ³	Pass
		Sulfur dioxide (SO ₂)	32.9	700	ppm	Pass
		Oxide of nitrogen (NO _x)	17.2	400	ppm	Pass
		Carbon monoxide (CO)	230	690	ppm	Pass
		Opacity	7.0	10 ⁽²⁾	ppm	Pass

Remark : ⁽¹⁾ Notification of Ministry of Industry B.E.2549 (2006) under the topic of “The Polluted Air Emission from Factory”

⁽²⁾ Notification of Ministry of Industry Re: Prescribing of Volume of Smoke in Air ventilation from Stack of Boiler from Factory, B.E. 2549 (2006)

** Reference conditions of 1 atm (or 760 mmHg), 25oC, dry basis and excess air of 50% or at O₂ of 7%

- Change energy saving lamps (LED). Can save energy 89,284 kWh/year



- Change chiller 100 of the cold room. Can save energy 212,400 kWh./year



%Load	RCDWT	Designate	%Tolerance	ARI 550/590 with+%Tol.		Actual Performance	
	(°F)	(kW/T on)		Min	Max	(kW/T on)	%Tolerance
100	90	0.7108	5.0%	0.675	0.746	0.715	0.6%

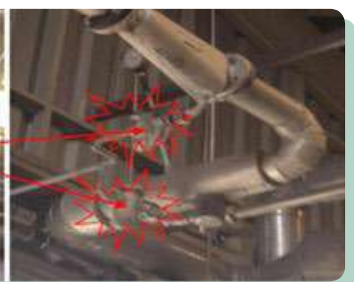
- Change Air Compressor to replace the original one that is damaged and low efficiency. Can save energy 79,322 kWh/year.



- Repair Economizer pipes of Boiler no.2, no.3 by replacing damaged pipes to increase efficiency can save energy 75,314 kg/year



- Repair damaged Steam Traps to reduce wasted steam. can save energy 38,593 kg/year



Water Management

Water resources are essential in the industry from the process of growing of pineapple and the process of canned pineapple production. Therefore, the Company has evaluated and predicted the demand of water use in the production, and the Company has implemented the project of reduction of water use through activities such as the use of treated wastewater for watering of lawns, repair of water leakage spots to reduce the loss of water, and has the clear targets of reduction, as follows:

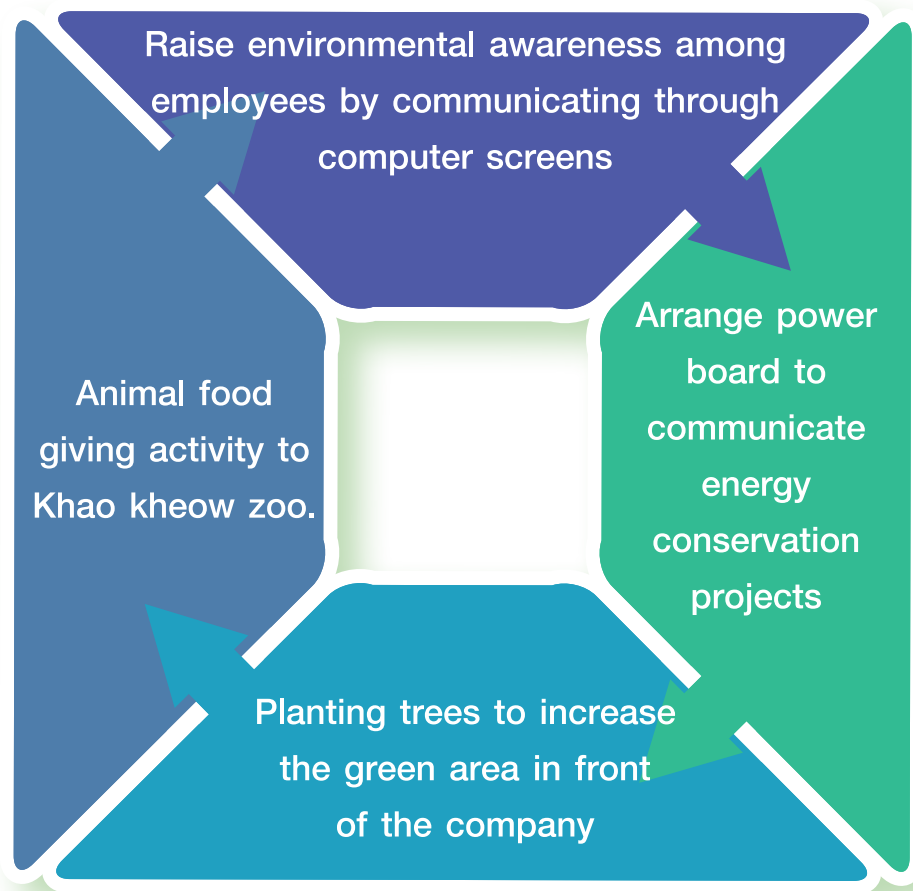
- Repair the water leak point to reduce water loss can save water 36,689 m³.



- Reduce the frequency of cooling washing from every 3 weeks to 4 weeks. can save water 275 m³.

Cooling washing Jan - Jul		
Old, 3 weeks / time	New 4 week / time	difference
15	10	5
375	250	125
450	300	150
Save water (m ³ .)		275





- Raise environmental awareness among employees by communicating through computer screens.



- Communicate energy conservation projects to employees



- Planting trees to increase the green area in front of the company.



- Animal food giving activity to Khao kheow Zoo.



Rubbish and Waste

The Company has managed filths and unused materials by separating types thereof for proper disposal, and has implemented 3Rs (Reuse, Reduce, Recycle) Project and the project of reduction of landfilling of wastes and ashes from boilers and disposal by using soil conditioners to reduce the environmental impacts.

Pollution

Water pollution shall be managed by:

- Reducing and preventing soil erosion/collapse/erosion of pineapple plots and areas in the factory's compounds including proper plot layouts, making of bunkers in the area of erosion and growing of ground cover plants
 - Applying the principle of pest control to reduce the use of chemicals such as survey of pests before making a decision to use the pest control method, plowing for weed disposal during the soil preparation period, disposal of carrier animals in factories by using traps instead of chemicals.
 - Reducing impacts of chemicals on nearby communities and public water resources by spraying chemicals in pineapple plots or in factories which shall be located at least 12 meters from water resources and other preventive measures shall be provided such as making of embankment, letting of weeds growing near water resources, etc.
 - Using biological wastewater treatment system for treatment of the water quality to obtain the standard value before releasing it to public water resources, online BOD measurement for monitoring of the water quality for 24 hours a day, use of the treated wastewater for watering of lawns in factories to reduce the release of water into public water resources by 20%.
 - Implementing of project of installation of water pipes for release of treated water into Pa Daeng Canal without passing plots of land of villagers; whereas, the quality of the treated drain water shall be in accordance with the standard of control of drain water release of the Department of Industrial Works, and it is expected that the project will be complete in 2023.

Air pollution shall be managed by:

- Using a boiler chimney equipped with the multi cyclone system and the wet scrubber to eliminate dust and air pollution occurred in accordance with the standard before releasing it into the atmosphere, thus, for reducing greenhouse gas which is the cause of the global warming
 - Not burning rubbish and scraps of trees and leaves in the Company's compounds and in pineapple farms, thus, for reducing greenhouse gas which is the cause of the global warming
 - Measuring and analyzing the quality of air emitted from exhaust chimney and the quality of air in the working areas to see the trend of air quality of the Company

Release of Greenhouse Gas

At present, the global warming and climate change has become more severe, resulting from the release of greenhouse gas from operation of activities, particularly the release of greenhouse gas from the manufacturing industry. Therefore, the global community has determined the collective goal to maintain the global temperature with an increase of not exceeding 2 degrees Celsius within the year 2100. Thailand jointly signed the Paris Agreement on 21st September 2016 (COP21) and determined the goal to reduce the greenhouse gas by 20-25% within the year 2030. As a result, the public sector has pushed forward the business sector to seriously manage the release of greenhouse gas by reducing the release of greenhouse gas from activities of organizations.

Provided that the Company has realized the importance of management to reduce the greenhouse gas, which is a challenging issue; and it is the responsibility of the business sector to take part in solving the problem of global warming and climate change; therefore, the Company has taken action to reduce the release of greenhouse gas by reducing the energy consumption and increasing the green areas at the organizational level in 2021, totally 2,621 tons of CO₂e/year, with the following details:

1. Reduce the energy consumption from coals in boilers by using biogas or Methane from wastewater ponds of the Company which will help reduce the release of Methane or greenhouse gas into the environment by 1,892 tons of CO₂e/year
2. Using weather-friendly products by using the refrigerant R404 (non CFC) in place of R22, which will help reduce the release of greenhouse gas into the environment by 631 tons of CO₂e/year
3. Reduce the electric energy consumption within offices, which will help reduce the release of greenhouse gas into the environment by 98 tons of CO₂e/year
4. Organize activities of tree growing on a yearly basis to increase green areas within the Company and to increase the quantity of greenhouse gas absorption by 0.398 tons of CO₂e/year
5. Participate in the Green Industry Project of the public sector

In 2022, the Company has its plan to implement the project of fruit scrap-based fermentation to produce biogas or Methane to be used as fuel in place of burning of coals, and it is expected to reduce the release of greenhouse gas from the use of Methane by 20%. Details of results of the environmental operation are available on the Company's website: <http://www.siamfood.co.th/index.php/th/commitments-th/csr-th>

3.4 Sustainability Management in the Social Dimension

3.4.1 Social Policy and Practices

The Company has given the precedence to its business operation with responsibilities to stakeholders, communities and the society by emphasizing the management of the required issues, expectations or important concerns based on respect of human rights of all groups of stakeholders by means of supervision of the Company and subsidiaries to comply with the related laws, rules and regulations of the regulatory authorities and to comply with the international principle of human rights. The Company has also determined the practices relating to responsibilities to stakeholders as appeared in the Corporate Governance Policy and the business code of conduct of the Company to be used to as guidelines for sustainable business operation; whereby the policy and practices on important stakeholders to the social management shall be as follows:

Workforce Equality and Fairness

Employees: The importance of employees at every level of the organization is emphasized, irrespective of nationality, religion or gender. All employees have equal rights and receive equal treatment. Appropriate remuneration and benefits are provided to all employees, comprising a salary, employees provident fund, social security, medical expense coverage and life insurance. An employee benefits committee has also been established to oversee the rights of personal in a just manner.

Practices: Comply with the laws and regulations concerning employees and basic human rights of international standards without discrimination regardless of birthplace, nationality, gender, religion, education and manage human resources in accordance with and in support of business strategies, goals and financial management and investment in provident funds training.

Policies and practices relating to the employee's compensation and welfares

The company manages the wage and compensation under the principles of fairness, which corresponds with the suitability for the duties, responsibilities and abilities of the individual employee as well as the fairness in comparison with the external industry for the competition in the leader's level with the external company in the same industry and comply with the company's performance in the short and long term, the Company will set clear targets for employees with a KPI to calculate annual remuneration. The employee shall receive the work assessment and explanation regularly and sincerely for the development and self improvement.

In addition, the company has the policies to support the good health of its employees for the efficient work by providing the sport center for the employees, savings cooperatives and provident reserve for savings by the employees to be used upon retirement.

Employees Development Policy

Siam Food Public Co., Ltd. has well realized that personal resource is important management factor to build the competitive advantage and to bring our organization to meet international standards. To correspond with the vision and mission of the company, the company thus rapidly develop and build management and personnel resource development system and continuous employee development as summarized as personnel resource development of the company as follows:-

1. Promote organizational culture and environment that facilitates personnel resource development to have good moral, ethic, diligent, patient and active to develop oneself to lead the company as efficient organization and encourage all employees to fully commit to perform work under their responsibilities.

2. Develop personnel resource, arrange training according to the prescribed plan by training basic course of employee at each level.

3. Quality System according to the International Standard; on the job training (OJT); Specific Vocational Course to support growth of each occupation. Management Potentiality Course for each level of superior in order to develop the potentiality of employee at each level to correspond with growth of position and to build substitute personnel.

4. In addition, the Total Productive Maintenance (TPM) to continuously develop personnel resource and working efficiency by providing opportunity to all employees at all levels to participate in development and improvement of working to reduce loss and manufacturing cost. Achievement-based project operation by determining KPI across the organization with objective to develop potentiality of employees and to maintain performance of all organization to correspond with the required goals of the company for efficient team work and measurable including to adapt result of such action to improve and develop personnel and better working system development.

5. Recommend employees to save money. When employees pass probation, the company will inform and encourage them to become a member of the savings cooperative and the provident fund for the security of future employees.

Production and Services with Responsibilities to Customers

Customers : The Company has a policy dedicate to install the production process at world class standard for food safety to improving the efficiency of its services; fair pricing; as well as honesty and integrity when entering into contracts.

Practices : Commit to the development of products and services, the company products are accredited according to the following standards: GMP, HACCP, BRCGS , IFS, ISO 9001 , ISO 14001 , SMETA-SEDEX and BSCI to provide good quality and satisfaction to our customers forever and regularly assessing customer satisfaction.

Contributing to Development of Youth, Community, and Society

Communities, Society and Environment : The company gives focus and respect on the lifestyle of the community, supports and participates into the activities of environment protection and social and public interests support.

Practices : The company's policies, taking consideration of the concerned parties, have been announced to the employees and generally observed as follows:

Policy of social responsibility (CSR) : the company which has operation continuous follow The Standard of Corporate Social Responsibility, which is the standard of Department of Industrial Work, Ministry of Industry. The standard is closely to international standard ISO 26000 - Social Responsibility.

Practices : Operate CSR-DIW standard is based on seven principles; Accountability, Transparency, Ethical behavior, Respect for stakeholder interest, Respect for the rule of law, Respect for international norms of behavior, Respect for human right.

Policy of environment, hygiene and safety: The Company is a world-renowned manufacturer of premium quality food with high safety standards, meeting international requirement of environmental, occupational, health and safety management system with employees' participation for customer satisfaction and the society as a whole. Top management communicates to all employees for understanding and implementation and also communicates to all concerns.

Practices: We do as follow to commit our policy:

1. To continuous the prevention and improvement the environmental management system by reduced and recycled resources.
2. To promote good health, prevent dangerous and illness from medium risk of employees and subcontractors' activities, prevent accident and near-miss which will affect to life, resources and processing.
3. To develop the environmental, occupational, health and safety management system to compliance with legal requirements, and other requirements that concern with environmental aspect of activities or products in the scope of environmental management system.
4. To establish, review objective and target to compliance with environmental aspect and medium risk.
5. To promote and support business partner, contractors to use raw material and services with highly concern with environmental, occupational, health and safety management system.
6. To training and awareness on environmental, occupational, health and safety management system for all level of employees.
7. To support the human resource, timing, training, evaluation, improvement environmental, occupational, health and safety management system continuously.

To achieve the above policies, the executives shall communicate to all employees for good understanding and serious actions as well as communicate to the public, concerned parties, sub-contractor and working staff on behalf of the company.

In addition, the company has appointed the work safety, hygiene and environment committee for the thorough supervision of all employees according to the ministerial decree regarding the standard on administration and management of work safety, hygiene and environment B.E. 2549 and acts as the representative of the employer to do activities relating to the safety, budget allocation, instruction for changes, improvement of the unsafe condition and punishment upon investigation, which is found that the offensive employee does not comply with the safety rules, as well as consider the polices and plans of work safety and safety outside the work facility to prevent and reduce the accidents, dangers, sickness or troubles from working or non-safety of work, report and suggestion of the measures or guidelines for improvement being submitted to the employer etc.

Provided that the Company's policy and practices to groups of stakeholders relating to the sustainability in the social dimension such as the human rights policy, occupational health and safety policy, Thai labor standard and social responsibilities policy are as appeared in the Corporate Governance Policy and Business Code of Conduct and on the Company's website under the sub-clause "Policy": <http://www.siamfood.co.th/index.php/th/commitments-th/policy-th>

3.4.2 Operating results related to social

The social sustainability performance of SFP Group in the fiscal year 2022 is as follows:

Production and Services with Responsibilities to Customers

The Company's main business is manufacturing and exporting of canned pineapple products, canned mixed fruits, concentrated pineapple juice packed in aseptic bags, seasonal fruits under the trademarks of important overseas customers and under the Company's trademark "Siam Food"®. Therefore, the hand-over of quality and standard goods, provision of good services, including delivery of goods as scheduled, development and presentation of new products to meet customers' demand, are regarded as important factors for sustainable business development of the Company for more than 52 years.

The Company has given the precedence to the quality and safety of procurement of raw materials into the production process, the quality production process in accordance with international standards. Moreover, the Company's products can be traced. There is a process of product recall and compensation, in case, products are found unsafe, and there are channels of receipt of complaints and survey of customers' satisfaction for product development. In addition, the Company has appointed the Management's representatives on IFS Standard (International Featured Standard) and has determined the food quality and safety policy to be used as operational guidelines of employees, which shall be reviewed for at least once a year for continuous development.

Human Rights Policy and Workforce Equality and Fairness

The Company has given the precedence to the effective operation at all levels for promotion of the quality of work life, which is a key strategy to create sustainability for the Thai society under the important concept of “employees are the most valuable resources of the organization and the growth of the organization shall depend on quality employees”. Therefore, the Company has its policy emphasizing the improvement of the personnel resources management, continuous enhancement of culture in accordance with the business strategies, creation of good relationship between employees and the organization. The Company has its optimal commitments to take care of employees, and has its guidelines for creation of occupational health and safety and working environment, provision of proper welfare and good quality of life to its employees, including confidence in human value. The Company is committed to promoting the excellence with the idea of giving learning experiences, additional skill training and development of existing potentials for outstanding abilities so that employees at all levels shall be able to grow with duties in their business lines.

Regarding the human rights, the Company has supported the reporting and receipt of complaints relating to violation of human rights from employees and third parties via the whistleblowing system; whereby, any person involved in the violation of this policy, including but not limited to the employment of child labor, use of forced labor, discrimination, bullying and harassment, shall be punished according to the laws and local rules and regulations.

In 2022, the Company has treated its employees and workers without discrimination, and has given equal opportunities and has adequately assigned works as per their abilities, and has given proper remuneration. The Company shall be prohibited to hire workers aged under 18 years old and illegal workers, covering employees and workers of suppliers and/or stakeholders, and has organized activities, as follows:

1. Supervise and protect safety of employees, workers and the Company’s assets not to affect rights and safety of others, and protect personal rights, confidentiality, disclosure of data and use of personal data

The work safety, hygiene and environment committee determines the targets to reduce the accidents, work leave rate and rate of sickness from working of the company’s employees formally by gathering the statistics, causes of accident and solutions, so that the employees work safely and could achieve the provided targets.

Statistics of accidents in comparison with the working hours for retrospective 3 years

	2022 (Oct21-Sep22)	2021 (Oct20-Sep21)	2020 (Oct19-Sep20)
CASE	16	20	22
Day leave	59	40	150
Man hour	5,593,654.28	5,241,913.55	4,884,698
IFR (Injury Frequency Rate)	2.86	2.48	2.87
ISR (Injury Severity Rate)	10.55	7.63	30.71

Remarks : Injury Frequency Rate : IFR = Frequency rate of injury

Injury Severity Rate : ISR = Severity rate of injury

2. Respect rights, honor and treat the Company's employees and workers and suppliers equally and by taking account of human dignity; regarding the evaluation of employees' satisfaction, the Company has evaluated from statistics of resigning employees, and has surveyed the reasons of employee resignation. In 2022, it was found that the number of resigning employees was equal to 2.20% of the total number of the Company's employees; and all of the resigning employees have resigned voluntarily.

3. The Company has complied with the Act on Promotion and Development of Quality of Life of Disabled Persons B.E. 2550, and has recruited 25. disabled employees, which are more than the ratio of normal people and disabled people of 1:100 as prescribed by laws.

4. The Company has invested in development of potentials and abilities of employees by supporting the organization of training and giving of knowledge and necessary resources, and creating safe working environment, urging the creativity and working with full potentials and capacities. All employees of the Company shall receive average training and development of 6 hours/year. Provided that, in 2022 (October 2021-September 2022), the Company's employees have received average training of 6 hours/year.

- Happy 8 principle for healthy; running, swimming, bicycling, aerobics, futsal.



- Teaching employee to make dishwashing liquid and fabric softener.



Increase the health safety of employees during the COVID-19 epidemic situation within the company.

- Provide masks, alcohol with spray bottle and a practical manual to all employees.



2. The company has set up preventive measure of coronavirus (COVID-19) within the company to avoid any risk to employees in the company. and create health safety for employees.

- Measure temperature for all employees before entering gate



- Provide gel or alcohol for hand cleaning in several places.



- Provide the social distance.



- Take home lunch to reduce the number of people in the canteen.



- Training preventive measures coronavirus (COVID-19) issue to employees.



- Provide Factory Quarantine (FQ) and Factory Isolation (FI) for infected employees.

ศูนย์กักกัน



บ้านพักรับรอง



- Provide health monitoring equipment, medicine for infected employees.



- Set up small bubble groups for employees separated by working area. Health check of employees in the group every morning and randomly check ATK of members in each group every week.



- Support vaccination for employees and provide knowledge about vaccination to employees.



- Provide sleeping cushions to MOU employees who live in the company dormitories.



- Expanding the canteen building for employees to rest, eat and relax.



- Build the toilet in the engineering shop area for employees.



Participation in Community and Social Development

The Company has given the precedence to communities and has promoted and organized activities of participation with communities and the society through activities and projects together with communities surrounding the Company such as education, arts and culture, promotion of incomes to communities, promotion of activities of safety and health, including environmental maintenance. During 2021-2022, the Company has organized activities of participation and community development, as follows: promote personnel with volunteer spirit, and create opportunities for personnel in the organization to participate in social and community operation.

- Join the community on the Kathin Ceremony.



- Give food offering to Buddhist monks.



- Donated 100 Antigen test kit (ATK) to Ban Noen Mok School.



- Donated 1,840 Antigen test kit (ATK) to the Public Health Division, Nong Irun Subdistrict Administrative Organization.



- Food and general personal items, face mask giving for Ban Noen Mok and Ban Tan Dam communities.



- Food and general personal items giving to COVID-19 patients at Nong Irun Community Isolation.



- Project to waste water pipes treated to drain into the Pa Daeng Canal.

