

BUSINESS SUSTAINABILITY DEVELOPMENT

The Company has a policy and operates business focusing on Good Corporate Governance, disclosure on the transparency principle and corporate social responsibility for all stakeholders, including shareholder, customer and supplier. The Company's disclosure and transparency are in line with the Good Corporate Governance

The Company treated employees fairly with reasonable compensation, welfares and benefits such as provident fund, medical examination, health insurance, etc., as well as work-life balance for employees. The Company also provided training to employees to continuously develop and enhance skills of employees.

In 2013, the Company instituted a practices on anti-corruption across the entire organization from the Board level down. It is prohibited to offer or receive any benefit in exchange for doing, or avoiding from doing, one's duties or undertaking any unethical conduct aimed at gaining personal benefit, or for entering into inappropriate business activities.

The Company has a process for assessing the risk of corruption with the involvement of personnel of each department to obtain various information and opinions, monitoring and evaluation of compliance with the anti-corruption practices consistently. The auditor or the internal auditor independently review the results of the evaluation to the Audit Committee and report to the Board of Directors, respectively. The Company has trained and rehearsed with the employees to provide knowledge about the Company's anti-corruption practices.

The Company has supervised to prevent and monitor the risk of corruption, and inform Company's personnel and outsiders and provide training in all communication channels. The Company has set regulation guidelines, penalties, and channels for receiving complaints in case of fraud.

The Company has guidelines for monitoring and evaluating the implementation of the anti-corruption practices, with the Internal Audit Department examining the internal control system, risk management, and corporate governance. The Internal Audit Department will report significant audit results along with recommendations to the Audit Committee. The Company will review the operational results to ensure that the measures designed and sufficiently effective.

Procedures for the continuing appropriate training of directors, managers and employees so that they clearly understand the Company's program, know the Company's expectations and the sanctions procedure in the event of a violation are in place.

Employees are trained both internally and externally and are provided with secure and accessible channels through which they are able to raise concerns and report violations ("whistle blowing") in confidence. Employees are encouraged to seek guidance or discuss issues about this program.

Besides, the Company has complied with human rights principle. The Company adheres to human rights of equality based on human dignity. The Company does not issue any rules and regulations, discriminate against people of different nationalities, religions, or ethnic backgrounds, does not violate the rights of children and women, promoting the full development of the employees' potential without violating labor rights and not violating sexual rights.

The Company is fully aware of the role of social responsibility, community, and environment, the Board of Directors has recognized the importance of such issue and encourage the Company to provide support to the community. Including acting as a citizen of society, when the government issued legislation announced for implementation.

For community development activities, the Company is aware of the importance on participated in supporting various activities which are related to continuous community development, such as education, low income earners, abandoned person. Besides, the Company also emphasizes to the promotion and support of Buddhism continuously by providing opportunities for personnel at all levels, including directors, executives, and staff, as well as business partners and interested parties, to participate in both internal and external religious activities as appropriate.

For the environment conservancy, the Company has appropriate practices for using resources efficiently and various activities which do not destroy the environment and nature. The Company has environment conservancy practices such as separation of recyclable waste, use of water-saving sanitaryware, enhancement of electricity conservation at the office and uses paperless technology to reduce the amount of paper out of daily operations by using electronic-mail, cloud storage and modern communication tools to help to reduce the amount of waste paper and recyclable parts. It also helps to reduce the storage of documents in the office as well. The Company has encouraged the staff to raise awareness about the environment and use technology for increasing work efficiency and cost savings.

For social responsibility operations, the Company supports and encourages all employees to participate in society and the environment and co-operate with various organizations at both local and national levels. In the year 2022, the following activities were undertaken:

Partnership School Project

The Company and subsidiaries, has collaborated with the Office of the Basic Education Commission, Ministry of Education and the Population and Community Development Association in implementing the Partnership School Project. The project objective is to make the school a Center for raising the standard of living, income and the quality of life improvement in the surrounding communities.

Ruammitr Wittaya School in Buriram province has been selected to join and implement this project. The school has to follow the project's development program according to the guidelines of the project for a period of 3 years beginning in 2019. However, since several actions were delayed as a result of COVID-19 pandemic situation, the operational period which was supposed to finish in July 2022 has been extended until December 2022. The key activities for development are in 8 areas as follows:

1. Improvement of education and academic standards through training for teachers and students to enhance academic abilities and professional abilities, and providing equipment support and instructional media, as well as the encouragement of teaching and learning activities focusing on active learning exercises and integrated learning management.
2. Creating career and income development opportunities to eradicate poverty through vocational skill trainings for teachers, students, and the community members. The school implemented agricultural plots which demonstrated a new method of farming that requires "less land, less water, and less energy." These agricultural plots are the sources of learning for everyone while generating income for the school.
3. Creating a deposit and loan fund for students and community members to encourage career promoting, income and savings, as well as allowing students to practice business skills and their entrepreneurship abilities.
4. Organizing training to promote awareness of health, sex education, liver fluke, and to improve environmental cleanliness in schools.
5. Environmental development by encouraging nature conservation, tree planting, and garbage management.
6. Increasing community members' awareness by enhancing knowledge of Community Development, encouraging them to express their ideas and suggestions for development and to participate in various project activities.
7. Strengthening the capability of schools and students in engaging with community development. Encouraging students to participate in volunteer work, such as planting trees, assisting the elders, environmental improvement, garbage collection, and neighborhood cleanup.
8. Enhancing the role of students in promoting democracy through organizing anti-corruption trainings and activities.

Medical promotion

The Company and its subsidiaries collaborated in donating money to Queen Sirikit Naval Hospital, Sattahip district, Choburi province, for the supply of high technology medical equipment.

Promotion and Development of Quality of Life of People with Disabilities

To develop the potential of people with disabilities and the network of the caregiver to have a career that generate a steady income, being self-reliant and living an equal life in the society, the company collaborated with Social Innovation Foundation in providing financial support for job creation program for the disables and/or the caregiver. In 2022, the Company and its subsidiaries have provided financial support to 5 disabilities people living in Maha Sarakham province and Songkhla province in order to start their own businesses which are comprised of chicken rearing in poultry farm, cage-based tilapia farming, duck farming, stationery supplies and printing and photocopy service shop, Roti store and Wickerwork shop.

Buddhism Preservation and Cultural Transmission

The Company and its subsidiaries participated in the merit-making ceremony at the Royal Kathin and Thod Phapa event, by cooperating with several organizations, including Krung Thai Bank Public Company Limited, Bangkok Bank Public Company Limited and the Social Security Office.