

3. Driving business for sustainability

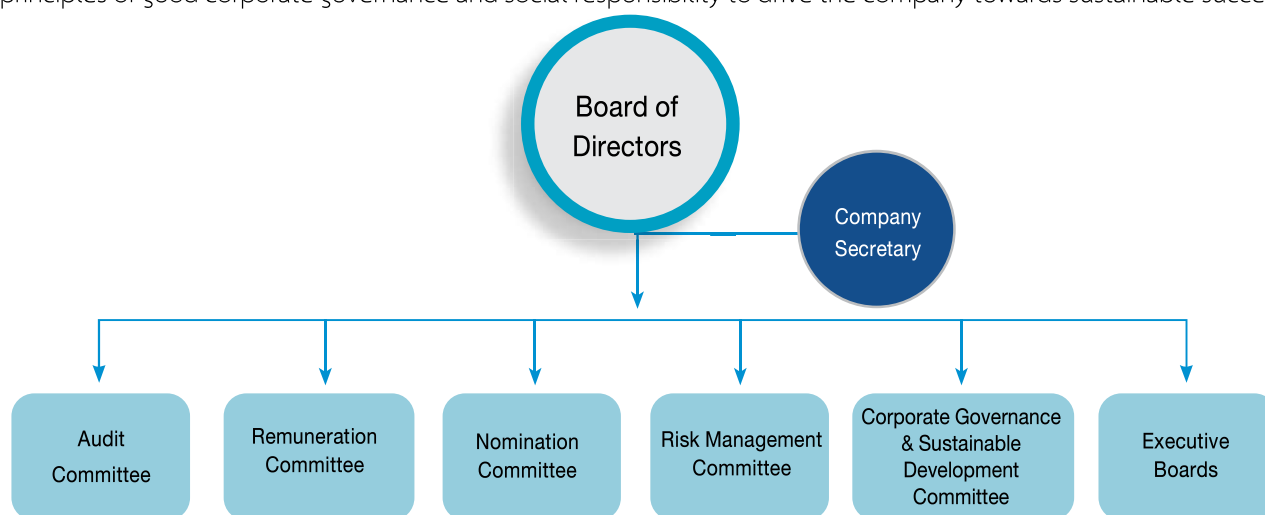
The company has prepared information to express the operating results for the year 2024 from 1 January - 31 December 2024 related to sustainability management which is also related to economic, social and environmental issues that the company has prepared and published information by referring to the preparation of sustainability reports in accordance with the indicators of the Global Reporting Initiative Version Standard (GRI Standard 2018) and the UN Sustainability Development Goals.

The content and essence of this 2024 report, the company focuses on operating according to business direction, vision and corporate strategy, good corporate governance principles and concrete practices of corporate values. In addition, the importance of personnel development is considered the main important which will lead the organization to sustainable success by developing competencies, skills, including retaining employees and building employee growth along with the organization.

Integrated Sustainable Development Structure

Under the management of the Board of Directors that focuses on driving the business towards an integrated sustainability; as a result, there is re-organize an organizational structure which consists of 6 sub-committees, namely the Audit Committee, Remuneration Committee, Nomination Committee, Risk Management Committee, Corporate Governance and Sustainable Development Committee, and Executive Committee.

The company assign the Corporate Governance and Sustainable Development Committee to be responsible for setting policies, rules, and guidelines for various aspects of the company's operations in accordance with the principles of good corporate governance and social responsibility to drive the company towards sustainable success



Business direction

The company has integrated social responsibility, starting from the beginning with social activities and donations toward to the development of sustainable management processes by linking social responsibility in line with the strategy, vision, and mission of the organization in order to create sustainability in business operations.

3.1 Policies and goals for driving business to be sustainable development

People's Garment Public Company Limited places importance on developing potential of personnel to create innovation; moreover, the company also focuses on creating value for their selves and the organization in collaborate with stakeholders under the framework of responsibility covering 3 dimensions of sustainability factors. The 3 dimensions are the environmental dimension, social dimension, and economic dimension through linking social responsibility in order to comply with the organization's strategy, vision, and mission of the organization in order to achieve the goal of sustainability of business operations under good corporate governance.



Management Approaches and Operating Performance






The Corporate Governance and Sustainable Development Committee consists of independent directors, directors, (Chairman of the Executive Committee Executive Vice Chairman) and Executive Director, and working group for sustainability. They are responsible for presenting work plans and results to the Board of Director and relevant sub committees acknowledged under the scope of responsibility for sustainable operation. There is as committee to oversee the overall operation covering 3 dimensions: governance and economy, environment, and society in order to support sustainable development issues as part of the business including giving advice on operational guidelines and indication "in order to achieve the goal of "Creating carbon neutrality and developing environmentally friendly products"

Environmental and Sustainable Development Practices



3.2 Managing the impact on stakeholders in the business value chain

The company takes into account the essential issues of business operations which covers the economy, society and the environment related to the company's stakeholders to know the operational guidelines to respond to the expectations of stakeholders which is an important factor in maintaining competitiveness, and create long-term value to support the company's business operations to achieve sustainability.

Activity / Process of Business					
	Raw material procurement	Production	Stock Management	Marketing and Sales	Delivery / Distribution
Benefits to the Organization	Procurement of raw materials for sustainable production	Manage the use of resources to be worthwhileness and effectiveness.	- Arrange Inventory management to be efficiency	- Determine fair and competitive price - Manage revenue growingly and increase returns to shareholders	- Respond to customer satisfaction - Increase delivery efficiency
Operation Process	Give importance to the quality system from recruitment and Selection according to the international standard framework (ISO 9001 and ISO 14001) as well as promoting and developing the potential of partners.	Control the quality of product production by improving the efficiency of the production process to achieve the most cost-effective use of natural resources.	Applying technology to manage storage to create orderly and efficiency.	Develop products to meet consumer needs and be environmentally friendly.	Product distribution management by using information systems for faster and more efficiency as well as reducing impacts on society and the environment.
Stakeholders	- Employee - Partners	- Employee - Community/Social - Partners	- Employee - Community/Social - Consumer	- Employee - Community/ Social - Customer/ Consumer - Competitor	- Employee - Customer/ Consumer - Shareholder

Procurement of raw materials: The company has a policy to source raw materials responsibly which covers guidelines for reducing the use of chemicals and protecting biodiversity, proper use of water resources, the procurement of company that is environmentally friendly that composes of compliance with laws, controlling the production process to be environmentally friendly, energy management, water management, waste management, and etc. as well as paying importance for respecting to human rights.

Production process: The company places importance on production efficiency that is friendly to the environment, starting from product design, select raw materials that meet standards production processes under the quality management system ISO 9001 and environmental management system ISO 14001, it is as guidelines for reducing environmental impacts in a sustainable way. The company has received Green Industry Level 4 (Green Culture certification) from the Ministry of Industry reflect that the company is committed to environmentally friendly business operations and ready to make it a part of the organization's culture.


Storage: The Company has a warehouse management system with a barcode system, this is the development of a program for use in warehouse system management, starting from receiving goods, storing them, disbursing them until distributing and shipping them in order to make the work process in the warehouse more efficient



Marketing and sales: The Company continuously develops and creates innovations for products with regard to impact on society and the environment; moreover, it is ready to increase competitiveness and add more business value at the same time, such as Cool Mode shirts, Energy-saving shirts No.5, and Recycle shirts. In addition, this development is for customer satisfaction and applies the feedback information to develop and improve process to comply with customer needs.

Transportation of goods for efficiency and environmentally friendly manner: The Company has implemented a software system to manage transportation to create efficiency of transportation through transportation planning both of determining routing and selecting a vehicle, including the mode of transportation which is an important factor in managing transportation costs. This is to be able to use existing assets with cost-effectively and reduce greenhouse gas emissions for environmentally friendly transportation.

Monitoring and Improvement to develop a participation process of stakeholder

Stakeholders are important to a company's sustainability, so in order to conduct business together in a mutually beneficial manner. Therefore, policies and guidelines for each group of stakeholders has been established in the company's code of ethics. Both determining is on how to engage with stakeholders and consider important issues, follow up and evaluate the process of creating stakeholder participation to improve the efficiency of the process in the future. Moreover, creating an integrated plan from received suggestions on important issues to reflect that the company pay attention to values process that participate in every process including suggestions of stakeholders for formulating strategy and implementing the company's projects along with disclosing information to the public as follows

Group of Stakeholders	Anticipation	Implementation guideline	communication channels and participation
Employee	<ul style="list-style-type: none"> - Potential development for achievement in work - Receiving fair compensation and benefits - Good, safe, and hygienic working environment - Privacy information protection 	<ul style="list-style-type: none"> - Continuously promote training for gaining more knowledge of employees, including to promote achievement in work. - Establish a welfare committee - Setting policies and committees for occupational safety, health and environment. - Determining a code of conduct regarding ethics as a guideline for employees. - Respect human rights and treat employees fairly and equitably. - There is a policy to operate process according to PDPA principles. 	<ul style="list-style-type: none"> - Welfare Committee meeting - Organize various activities for employee participation - Communication within the organization through the Intranet system, audio public relations. - Be accepted suggestions and complaints through Posts Box or communicate with Head of the unit.
Shareholders and Investors	<ul style="list-style-type: none"> - Return on Investment with consistently - Good corporate governance and conduct business with social and environmental responsibility (ESG) - Disclosure of sufficient information to support investment decisions 	<ul style="list-style-type: none"> - Management with efficiency to build confidence and good returns - Treating shareholders according to the principles of good corporate governance, respect the rights of shareholders to disclose necessary information correctly, completely, transparently, and verifiably. Conducting business with transparency and verifiability in accordance with the principles of good corporate governance. - Disclosure of complete and correct information 	<ul style="list-style-type: none"> - Annual General Meeting of Shareholders - Reporting financial results every quarter and disclose information through the Stock Exchange's news system and on the company website. - Channels for receiving suggestions and complaints 

Group of Stakeholders	Anticipation	Implementation guideline	communication channels and participation
Customer	<ul style="list-style-type: none"> - Quality products with safe for consumers and delivered according to the specified period - Reduce product impact on the environment - Communicate product information completely - Production development with innovative - Data security and privacy 	<ul style="list-style-type: none"> - Quality control according to international quality standards ISO 9001 /14001 - Improve the production process to be flexible and be able to respond to customer needs. - Delivery of good quality products on time - Personal Data Protection Policy (PDPA) 	<ul style="list-style-type: none"> - Contact customer directly - Communicate through the company website / electronic media / email - Survey of needs and satisfaction of customer - Management with social responsibility - Channels for receiving recommendations or complaints 
Partners	<ul style="list-style-type: none"> - Equality in business operations - Coordination to develop potential for business growth together. 	<ul style="list-style-type: none"> - Set code of conduct for business partners - Expand the coalition network against corruption. - Treat all partners with equality and as stated in the business ethics - Keeping partner information be confidential 	<ul style="list-style-type: none"> - Cooperation to develop the efficient use of resources and sharing of knowledge experience, and expertise - Form of Annual data display - Channels for receiving recommendations or complaints 
Community & Social	<ul style="list-style-type: none"> - Listen to comments and complaints about participation in the community. 	<ul style="list-style-type: none"> - Conduct business to avoid any impact on the quality of life of the community and society. - Support community activities 	<ul style="list-style-type: none"> - Support community projects in the part of career, education, and others occasionally.
Government Agencies	<ul style="list-style-type: none"> - Compliance with government rules, regulations, and laws. - Social and environmental responsibility 	<ul style="list-style-type: none"> - Complying with rules, regulations, and laws strictly by implementing the ISO14001 system framework. 	<ul style="list-style-type: none"> - Following up on various policies and regulations from regulatory agencies. - Sustainability report - Company website

Assessment of Key point

Identifying and prioritizing economic, social, environmental and governance issues that affect the company and its stakeholders. It is the basis for determining the way of doing business to make sure we have sustainable business development by taking into account the changing context both in economic, social and environmental aspects including the acquisition of key point issue consists of the following processes:

Identification of key points

that have an impact on sustainable business operations which covers economic, social and environmental dimensions both internal and external factors throughout the supply chain

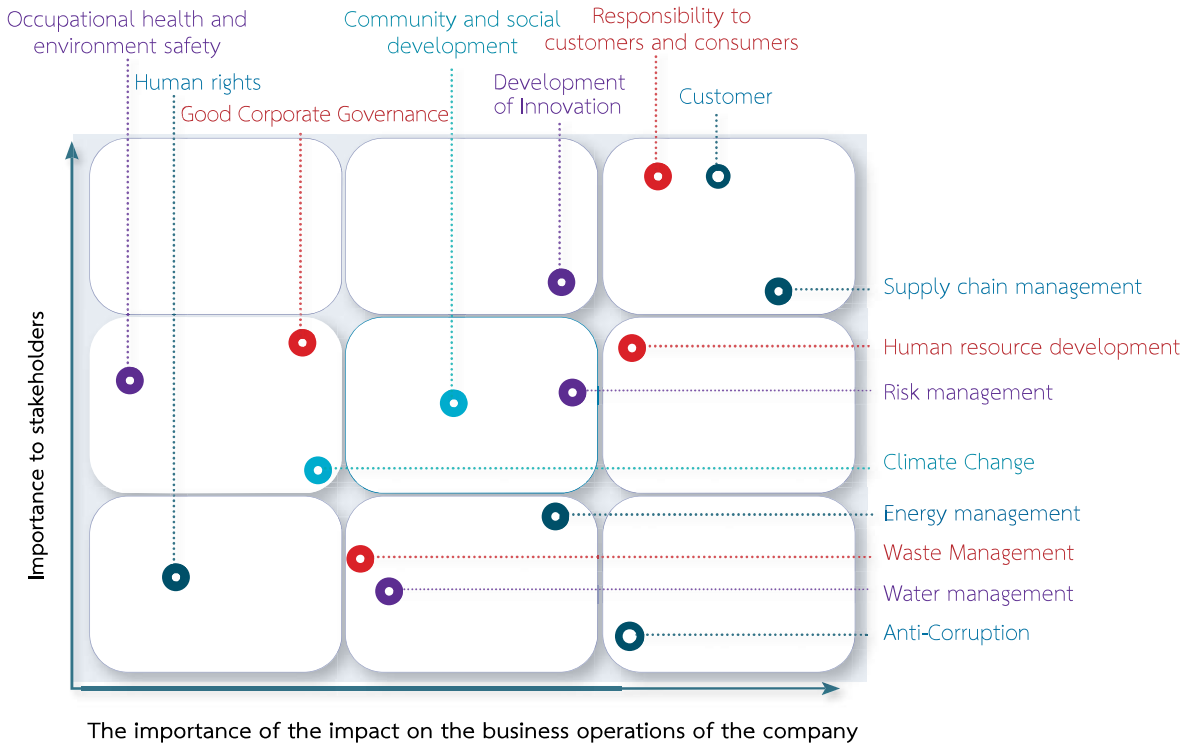
Prioritization

of each issue by considering trends affects the impact on business operations and the expectations of stakeholders

Validation of prioritizing important sustainability issues

Continuous review and development

listen to opinions and suggestions from stakeholders to develop and improve through various channels



Sustainability issues	Importance of the issue	Scope of impact					
		Customer	Partner	Shareholder	Employee	Social & Community	Environment
1. Responsibility to customers and consumers	Quality products and safe for consumers	●	●				
2. Development of Innovation	Product innovation that is good and safe for consumers	●	●				
3. Customer relationship management	Responding to customer needs and handling complaints	●					
4. Supply chain management	Consistently oversee and control process performance	●	●		●	●	
5. Good corporate governance	Conducting business with transparency to be fair to all groups of stakeholders	●	●	●	●	●	●
6. Risk management	Minimize the loss of not achieving the goals and maximize the opportunities for the organization	●	●	●	●	●	●

Sustainability issues	Importance of the issue	Scope of impact					
		Customer	Partner	Shareholder	Employee	Social & Community	Environment
7. Anti-Corruption	Preventing to claim benefits illegally	●	●	●	●	●	●
8. Human rights	Respecting human rights with equal equality indiscriminately				●		
9. Human resource development	To enhance and develop the potential of personnel for the greatest benefit of the organization.				●		
10. Safety, Occupational Health and Environment	Hygiene care and Safe working environment				●		
11. Energy management	The use of renewable energy					●	●
12. Water management	Increasing the efficiency of using recycled water					●	●
13. Climate change	Reduce greenhouse gas emissions					●	●
14. Waste management	Reuse and consider the potential of utilization					●	●
15. Community and social development	Creating an atmosphere of coexistence in society					●	

Sustainability management on economic dimension

The company adheres to good corporate governance principles and business ethics which it is a guideline for conducting business with transparency and responsible to all stakeholders; moreover, it promotes competitiveness and long-term business growth and it also seriously pay attention to the importance of Anti-corruption and it is instilled it into the corporate culture.

1. Good corporate governance

The company places importance on conducting business in accordance with the principles of good corporate governance and business Ethics. This is a transparent business practice and responsible to stakeholders to create sustainable value for the business. In addition, the company is committed to be an organization with none corruption to be a good manner for society.

Good corporate governance and business ethics is the foundation for building confidence among stakeholders by preventing exploitation or violation of the rights of all groups of stakeholders. The company appoints a corporate governance and sustainable development committee to supervise business operations to be transparent and responsible to stakeholders. This is to drive governance issues of business ethics code for executives and employees including fighting corruption. The policy of good corporate governance has been announced which is prepared as a practice manual, principles of good corporate governance, Anti-corruption policy to be used for communication and training for company directors and employees at all levels. It is published through the company website (www.pg.co.th), Intranet system, training and orientation in order to be informed and adhere to be as the same guidelines. In addition, it is to create maximum benefits for the organization and stakeholders, in this regard, a process for reporting illegal manner has been established in order to support all employees to be able to safely report such illegal manner.

The Board of Directors has reviewed the principles of good corporate governance which consists of “Corporate Governance Policy good corporate governance principles business ethics and code of conduct for company directors, executives and employees” on an annual basis. (Details can be found in the topic “Corporate Governance Policy”)

In 2023, there was no situation that was inconsistent with the above policies and the company has not received any complaints from stakeholders.



For more information of “Ethics in Business Operations Code of conduct for company directors, executives and employees” to be published more on the company website www.pg.co.th under the topic “Good Corporate Governance”

2. Anti-Corruption

The company realizes that corruption is a serious harm that break up fair competition, it also causes damaging economic and social development. Therefore, the Board of Directors has established an anti-corruption policy in order that every step of operations proceeds correctly in accordance with the principles and requirements of the company. There is a corporate governance and sustainable development committee. to be responsible for promoting those involved in all levels to comply with the policy, procedure Code of conduct for company directors, executives, and employees, including various related regulations.

The company places importance on fighting corruption and cultivated it into organizational culture together with commitment to conduct business with honesty and transparency to comply with the principles of good corporate governance. Moreover, it is to promote confidence among stakeholders, the Company has no policy of offering money, incentives, gifts, special benefits in any form, whether directly or through third parties, to customers, partner, company, external agencies or government officials to gain or maintain business benefits or advantages There is also no policy of paying prizes or any other payments to expedite the process or facilitate it

The company has published Anti-Corruption Policy and Compliance with the Anti-Corruption Policy on the website www.pg.co.th under the subject of “Good Corporate Governance”, including continuous communication and training for employees. In addition, the company communicates the Code of Conduct for Partners and Anti-Corruption Policy that has been communicated to partners for acknowledge and implementing.



For more information “Anti-Corruption Policy” more on company website www.pg.co.th Under the topic “Good Corporate Governance”

3. Risk and Crisis Management:

The Company has established a risk management policy at the corporate level and conduct risk assessment to cover social and environmental issues as well as having risk management and also determine appropriate risk indicators and risk management plans with monitoring and continuously evaluate risk management of the company. For example, Crisis management plan, public health response measures (Epidemics, Infectious disease), and promoting risk management learning for directors, executives and employees on a regular basis.

4. Customer Relation Management:

The Company has developed customer satisfaction as well as conducting a customer satisfaction assessment in order to use the obtained information to improve products and services or business processes in line with customer requirements.

5. Supply Chain Management

The company has managed the supply chain efficiently by determining criteria and processes that can identify which trade partners are the Company's key trade partners. There is a process for monitoring suppliers and analysis of the risks arising from the Company's suppliers covering social and environmental issues. It is considered as part of the procurement policy as well as taking part in raising awareness of sustainable business operations for partners through the establishment of projects to promote and develop business partners for long-term sustainable business operations.

6. Tax operation

The Company has a tax policy aimed to operate in comply with relevant laws and use a tax structure that does not cause tax evasion to show that the company has performed its duties as a socially responsible organization, the company has disclosed the tax policy and the actual tax rate paid to stakeholders.

7. Business innovation for society and environment

The Company places importance on creating business innovations for society and environment to create value-added for the organization and its stakeholders as well as continually create value for society and the environment.

Product innovation COOL MODE and Energy saving label No.5



Innovative fabric with special properties in absorbing moisture and venting sweat well, it is safe for consumers and environmentally friendly which has features that make the wearer feel cool, that consumers can wear it indoors or in the rooms with air conditioning temperatures of 25 Celsius degree without feeling uncomfortable. This reduces the use of electricity; the Cool Mode products have been certified to quality certification and qualification testing standards from the Thailand Textile Institute (THTI) and the Greenhouse Gas Management Organization (Public Organization) with permission to use the "COOL MODE" label as the first company in Thailand.

The company develops products that are certified with the energy saving label No. 5 "Energy saving, comfortable to wear, no need to iron", The products subject to label No. 5 are brands ARROW, PRIMO and fabric products.

SORONA "Innovation by DUPONT"

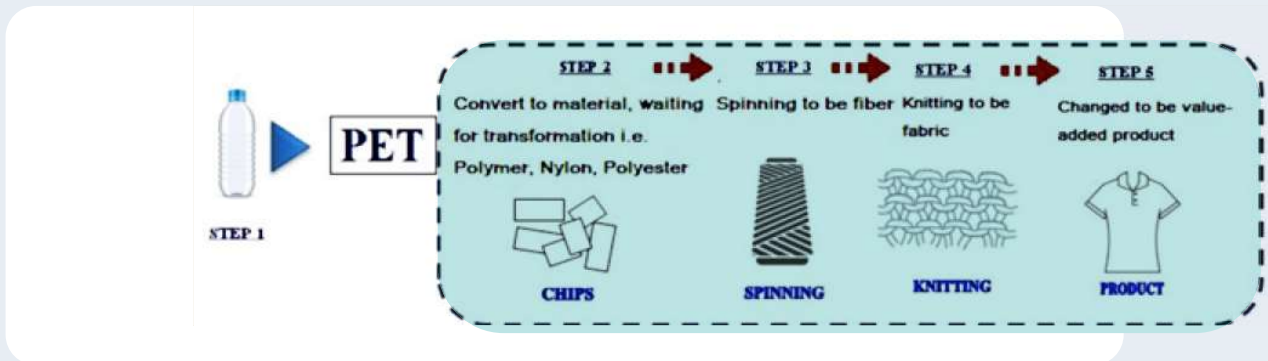
SORONA is an innovation of natural fiber extracted from corn. The fabric made from SORONA fibers which have a strong structure, it is good flexibility like spandex, soft touch, comfortable to wear, and good heat ventilation. Moreover, it is anti-pilling to reduce hairiness on the fabric, wrinkle resistant, and shape retention. More importantly, it is also resistant to UV and chlorine, so it keeps color vibrant and easy to maintain as normal fabric.

Moreover, it can also be recycled and biodegradable naturally, The Company therefore sees the importance and recognize as another alternative to create sustainability and environmental friendliness under the Brand "ARROW".

Upcycling: Turning waste PET bottles into clothing products

The company is committed to creating quality products along with preservation for sustainable environment with the development of Upcycling products. PET plastic bottle waste is transformed into clothing products under the ARROW brand. In addition, it has added a function to absorb perspiration and wick away the perspiration quickly for a comfortable and dry when wearing; moreover, the fabric is smooth and soft touch texture, more comfortable, and well Air-ventilated.

The process of turning plastic bottle waste into clothing products

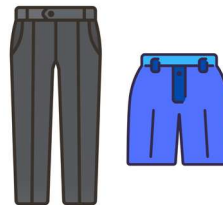


Recycle "Upcycling"

In 2024, the Company had revenue from sales of environmentally friendly innovative garment products totaling 111.22 million baht, accounting for 14.37 percent of sales, resulting in the Company being able to reduce total greenhouse gas emissions by 906.86 Ton Co₂.



Polo shrit = 107.09 Ton Co²



Slacks=799.77 Ton Co²

8. Security Cyber and Personal Data Security

The Company has set guidelines for managing cyber security and personal data security by appointing a person who is responsible for oversight and management of information technology security. Moreover, the company establishes guidelines for the security of information and information systems, defines guidelines for the prevention of information technology security, and measures to test safety systems and monitor incidents.

9. Quality management

The company has a quality control system in every step of the operation to produce quality products and is safe for consumers with the emphasis on quality management sustainably reduce the impact on the environment

The company realizes the importance of environmental management through a systematic production process to comply with the relevant standards as follows:

-Product quality management system ISO 9001:2015 from the design process, procurement of raw materials, sewing, quality inspection, and product packaging which can be inspected in every process and it has been certified to the environmental management system ISO14001: 2015.

- Quality inspection process and international standard quality testing laboratory system to ensure that the product has color fastness to washing, safe from chemicals and is strong with durable throughout the lifetime which can meet the quality requirements for European (ISO), America (AATCC) and Japan (JIS) customers.
- Certified Global Recycle Standard (GRS), which is an international standard by developing innovative products made with fibers spinning from 100% recycled plastic bottles, plastic waste is recycled to reduce pollution problems that affect water sources and the environment

It creates confidence and be confident that the company has continuously developed various systems and standards in accordance with the product quality policy. **“Commitment to produce quality products, on time delivery, and continuous development”**

3.3 Sustainability Management on environmental dimension

The company recognizes the importance of sustainable management of natural resources in order to prevent business activities impact on the environment. The “Energy and Environmental Management Policy” has been established and an internal environmental management system has been established in the organization along with the continuous development of environmental. Moreover, there were reducing expenses and to reduce the risk of financial that may arise from violating environmental regulations. However, environmental management policy covers and complies with environmental requirements, ISO 9001:2015 and ISO 14001:2015 standard systems, and environmental issues that are important substances to the business.

The Company places importance on managing risks and opportunities due to climate change that the organization has received approval from the Board of Directors to set sustainability policies and greenhouse gas reduction targets as follows.

1. Sustainability Policy





: Supporting and Promoting community and social to live together happily and is a part of the creative Innovation towards the development of environmentally friendly products for a better quality of life in a sustainable way

2. Target

: Create carbon neutrality by 2050.

The Company has identified issues that are significant to the organization, such as the use of raw materials, and electric energy costs to set policies to drive along with key partners in resource management, such as increasing the proportion of raw materials that contain more recycled elements. However, there is following up on management of resource use, especially energy management and greenhouse gases that have a significant impact on production costs and reducing impacts on the organization in terms of water and waste management with having goals and performance results as below: -

The company’s environmental sustainability framework includes

			
Energy Management	Climate Change	Water Management	Waste Management
Target of the year 2023-2025			
Consumption of Electrical Energy Reduce ≥ 1.50 %	Reduce the amount of greenhouse gases $\leq 1,000$ Ton CO_2	Recirculating water and Resue $\geq 15\%$	Utilization of waste reuse $\geq 80\%$

The Company aims to grow its business along with sustainable environmental development throughout the supply chain from the raw material procurement process as well as to the waste management to be able to benefit both the company and society which has continued the policy of conducting business with responsibility that emphasis on participation in environmental conservation and driving society towards sustainability. There is a guideline to drive through the main projects, namely energy conservation adding green area, waste reduction along with communicating knowledge on environmental issues to employees to create knowledge and awareness of the importance of the environment for employees at all levels.

The Company has assessed the amount of greenhouse gases emitted from various activities such as electricity consumption, waste management in terms of tons of carbon dioxide equivalent. The Company has a policy to manage “greenhouse gas emission reduction” to reduce the impact on climate change by assessing the emission and reduction of carbon dioxide or greenhouse gases.

Energy Management

The company is committed to conserving energy by using energy with the highest efficiency and there is a goal of using renewable energy which has been carried out Solar power generation system installation project along with installing energy-saving equipment for use in business operating of the company. Moreover, it is not only reducing energy costs but also it can reduce greenhouse gas emissions, which is a key factor of climate change.

Performance results: Proportion of compared electricity consumption

Target: Electricity consumption decreased ≥ 1.50 %				
	2025	2024	2023	2022
Proportion of electricity consumption (%)	1.28 %	1.54 %	1.48 %	1.57 %

Climate change management and energy management

Problems of climate change from global warming and energy management are beginning to play a significant role in the organization, especially the shortage of energy sources within the country and reliance on natural gas as the main resource for generating electricity which amount of that energy has decreased significantly. It causes relying on imports the energy from abroad; In addition, currency fluctuations are an additional factor causes the price of energy continually increase. This results in higher production costs; therefore, the company has a policy to reduce greenhouse gases by increasing the use of renewable energy and use energy efficiently.

The company has prepared an action plan under the project “reduce greenhouse gas emissions” to achieve efficiency in operations throughout the supply chain by proceeding according to the plan as follows:

1. Determining the goal to reduce Greenhouse Gas Emission
2. Communicating for acknowledgement of employees to create understanding and participation in reducing greenhouse gas emissions.
3. To campaign the use of natural resource efficiently and sparingly
4. Support the use of clean energy as an alternative. By installing solar panels on the roofs of factory
5. Sustainable Procurement by selecting environmentally friendly materials or using recycled materials.
6. Preventive operations by maintaining machinery and equipment for maximum efficiency.
7. Waste management to be able to bring it back for reuse and to reduce the release of waste into the community
8. Water recirculation management by reuse
9. Waste segregation management to reduce the amount of waste and to reduce the amount of general waste for landfill.
10. Conservation and restoration of nature through the reforestation project for joining in restoring forest areas

Performance results: Total greenhouse gas emissions of all activities in being comparative

Target: Reduce greenhouse gas emissions ≤ 1,000 Ton Co ₂				
	2024	2023	2022	2021
Greenhouse gas emissions (Ton Co ₂)	954	1,060	1,008	1,155

The use of clean energy

Management the use of electrical energy is an important mission in operations, meanwhile, the demand for electric power in the industrial sector increases which is in contrast to the amount of fuel that is facing shortages in the future which create an impact on the environment and are the cause of climate change.

The company has invested in increasing the use of clean energy at the Lamphun branch factory (phase 2) by installing solar panels on the roof (Solar Roof) of the production building 2 with a size of 354.96 kWp. In total, in 2024, the Company installed a total of 1,202.75 kWp of solar power generation, and in 2024, it was able to produce 1,154,700 kWh of electricity, accounting for 49.69 percent of the Company’s electricity consumption.

Branch	Year	Electricity production size (kWp)
Lamphun (Building# 1) (Building# 2)	2020	466.99
	2023	354.96
Kabinburi	2021	380.80
Total power generation capacity (kWp)	2024	1,202.75



Lamphun Branch



Kabinburi Branch

Performance: Installing solar panels on the roof (Solar Roof) with comparison

	2024	2023	2022	2021
Reduce the use of electrical energy (MWh / Year)	1,154.70	918.8	978.63	700.99
Reduce greenhouse gas emissions (Ton Co ₂ / Year)	453	360	384	275

Reforestation project

The company operates projects that contribute to carbon sequestration through the project to plant permanent forests in honor of His Majesty the King namely Reforestation project National reserved forest, Tha Rit Forest, Lam Thong Lang Forest, and Lam Phaya Klang Forest, Plot No. 2 (year 2010), Saraburi Province. The objectives are restoring forest areas and return the forest to the Pa Sak River Basin which is the main source of water for the livelihood of the community. It is also part of the natural storage and absorption of carbon dioxide gas to solve the problem of climate change in another way.



The company was able to restore a total of 32 rai of forest, helping to store 1,292 Ton Co2 equivalent of carbon.

Under the implementation of the project, approximately 12,500 rai or approximately 200 square kilometers of green space can be conserved. The results of operations throughout the more than 10 years that the company has participated in the project

Water management

The company is aware of the importance of water management so there is a policy and management plan related to the use of water in the organization and assess the impact that is cause of changes in water quantity or quality. As it is water for the consumption of employees mainly by establishing a systematic water management approach throughout the organization campaign to create awareness among employees in using water for worthiness and maximum benefits. The management approach is both for consumption in offices and factories, the management focuses on the main issue that is reducing water use, recirculating water to be useful and treating used water before releasing it to the outside environment.

Performance Result: Water recirculation, reuse

Target : Water recycling, reuse $\geq 15\%$				
	2024	2023	2022	2021
The amount of water that is circulated for reuse (%)	16.81%	21.91%	17.14%	24.06%

Regarding to follow up on the results of wastewater analysis released from the Kabinburi branch factory which is located in Saha Group Industrial Park Kabinburi found that the waste water will be brought into the process of the central wastewater treatment system before being discharged to the outside and the industrial park has assigned Eastern Thai Consulting 1992 Co., Ltd. to measure the quality of wastewater on a monthly basis.

Report on the results of effluent water testing from factories in Saha Group Industrial Park, Kabinburi.

Report Date	BOD ₅ (mg / L)	COD (mg / L)	Oil & Grease (mg / L)	pH at _°C	Total Suspended Solids	Physical Appearance
19-01-67	39.0	128	3.5	7.4 at 24°C	48.0	Yellow, Lightly SS / Normal
13-02-67	22.4	102	3.9	7.9 at 24°C	20.4	Yellow, Lightly SS / Normal
19-03-67	21.8	116	ND	7.5 at 24°C	15.4	Yellow, Lightly SS / Normal
18-04-67	14.8	85	< 3.0	7.7 at 24°C	13.8	Yellow, Lightly SS / Normal
15-05-67	10.6	86	ND	7.7 at 24°C	14.5	Yellow, Lightly SS / Normal
14-06-67	13.6	98	< 3.0	7.6 at 24°C	15.7	Yellow, Lightly SS / Normal
18-07-67	9.3	59	ND	7.5 at 24°C	11.6	Yellow, Lightly SS / Normal
19-08-67	6.6	< 40	ND	7.2 at 24°C	9.2	Yellowish, Lightly SS / Normal
18-09-67	4.5	< 40	ND	7.6 at 27°C	< 5.0	Yellow, Lightly SS / Normal
16-10-67	6.7	44	ND	8.0 at 26°C	< 5.0	Yellowish, Lightly SS / Normal
19-11-67	11.3		< 3.0	7.9 at 25°C	6.7	Yellow, Lightly SS / Normal
18-12-67	16.3	101	3	7.9 at 26°C	19.9	Yellow, Lightly SS / Normal
METHOD	5 - Day BOD Test , Membrane Electrode (SM:5210B)	Close Reflux, Titrimetric (SM:5220)	Partition Gravimetric (SM:5520B)	Electrometric (SM:4500-H+B)	Dried at 103 - 105°C (SM:2540D)	Container : PE 1.5L, PE 1.0L, PE 0.5L, G 1.0L
STANDARD/ ¹	< 500	< 750	< 10	5.5 - 9.0	< 300	

REMARK : 1. /1 Effluent quality standards from factories allowed to enter the central wastewater treatment system of the Saha Group Project - Kabinburi (community), 6 June 2017

2. SM = Standard Methods for the Examination of Water and Wastewater, APHA, AWWA, WEF, 24th Edition, 2023.

3. Sampling By Mr.Sitpong Hadrakchai (๓-003/2-๓-00004)

Waste management

The company places importance on waste management that arises from business operations. It is established as a waste and industrial waste management policy. There is a review starting with reducing waste generation as a first priority according to management guidelines by applying the 5R principles to consider in separating each type of waste or garbage. Less consumption or use as little as necessary (Reduce), recirculation or (Reuse), repair things so they can be used again (Repair), avoiding to use things that cause pollution (Reject), and processing for reuse or (Recycle).

In addition, there are promote and campaign to ensure recirculation and use of resources for maximum efficiency in term of educate employees to be aware of pollution and waste problems.

Implementation of the waste and industrial waste management policy, classified waste into 4 types: 1. General waste, 2. Decomposed waste, 3. Recycled waste, and 4. Hazardous waste for the benefit of reducing the amount of waste, saving cost of waste disposal, Reducing energy wastage, and resources that can be recycled and environmental protection. General waste management methods, waste that can be recycled and biodegradable waste, the management is carried out correctly and in accordance with the laws of the Ministry of Industry and the environmental management system standard ISO 14001:2015, with disposal procedures starting from waste segregation, storage, and condition inspection for readiness to be transportation and then select waste disposal contractors who are legally licensed.

The company sets targets for waste management operations by regard to benefit utilization $\geq 80\%$. Compare the proportion of waste being recycled for benefit as follows: -



	2024	2023	2022	2021
Proportion of waste to be reused (%)	75%	76%	74%	73%

1. Product Responsibility The Company takes into account the management of environmental impacts from the products due to trends of current climate change and world population growth; as a result, the amount of natural resources used in the production of products is reduced.

The Company therefore focuses on environmental impact management with the use of unused raw materials and/or packaging reuse to reduce the use of exhausted resources, including reducing air and water emissions, reduce waste, reduce energy consumption or resources in the process of using the product or the biodegradability of the product in nature through the innovation of the company.

2. Responsible procurement of raw material The Company has a policy on sourcing raw materials responsibly in covering guidelines for reducing the use of chemicals protection of biodiversity, proper use of water resources, sourcing of raw materials produced by producers who operate business in comply with laws and operate in a manner that respects human rights. (Not using child labor, non-forced labor, and Not using foreign workers)

Selection of partner

The company has set up a process of inspection and selection by considering trading partners both in terms of potential, code of conduct and ethics by the company's partners. This is not only complying with quality standards relevant laws but still have to conduct business with responsibility to society, community and environment. The company has assessed the operational standards as well as the impact of business operations. It was found that all partners agreed to strictly adhere to the guidelines and guidelines of the company in accordance with ISO 9001:2015 and ISO 14001: 2015 quality standards.

Performance Result: Suppliers who pass the quality standard

	2024	2023	2022	2021
- A	192	195	205	223
- B	18	4	7	-
	210	199	212	223

3.4 Sustainability Management on Social Dimension

The company places importance on social operations to reduce risks and impacts on the organization; moreover, it also expresses the company's commitment to be a part of promoting the well-being of society, reduce inequality, create equality for driving business towards sustainability.

Important issues regarding sustainability in the social dimension include:

- 1) Quality product 2) Personnel potential development 3) Occupational health and safety
- 4) Treating labor fairly and respecting human rights and 5) Creating economic value for the community

Create value for employees

The company places importance on employees who are the key person in driving the organization to achieve its goals and increase the competitiveness of the organization. Therefore, the Human Resources Department is responsible for coordinating in personnel planning, starting from the selection process, recruiting, developing the potential and potential of employees. Providing a safe workplace and ensure that employees work happily and strengthen long-term relation of commitment to the organization, building success towards organizational sustainability

The company recognizes the importance and value of employees; therefore, the policy has been followed in various areas, such as the policy on human rights and equality in employment and management of welfare compensation to be fair, occupational health and safety policy as well as carrying out employee potential development. There are guidelines along with providing opportunities for employees to participate in demonstrating their knowledge and abilities in order to leverage the quality of life of employees to ensure stability as follows

Policies and guidelines for employees in business ethics are as follows:

1. Treat employees with respect for human dignity and basic rights at work as well as not disclosing or transmitting information or employee confidentiality to outsiders or unrelated persons.
2. Treat employees within the legal framework, regulations regarding the scope of work of the company.
3. Promote equality in employment which do not discriminate on the basis of gender, skin color, race, religion, age, disability or any other status that is not directly related to work performance.
4. Support and promote training, sharing knowledge to thoroughly develop the knowledge and abilities of personnel to create career stability and provide opportunities for work achievement according to each person's potential.
5. Encourage employees to participate in determining the direction of the company's operations and development.
6. Provide compensation with fairness and appropriateness according to knowledge, ability, duties, responsibilities, and performance.
7. Provide appropriate welfare and benefits to employees.
8. Provide employees with an opportunity to have communication channels to make suggestions and complaints related to work which various suggestions will be considered and determine solutions to benefit all parties and create good working relationships.
9. Provide necessary facilities to perform duties including organizing the working environment with regard to principles of safety and occupational health and working environment in order to promote and improve the quality of life of employees.
10. Promote the participation of employees at all levels in carrying out social responsibility activities.

Treating labor with fairness

To promote a good quality of life and employee commitment to the company on the basis of fair treatment and mutual respect, the company has set guidelines as follows:

Hiring practices

1. The company does not use forced labor in any form of employment.
2. The company operates the hiring in compliance with the law, various regulations, and protecting the rights of employees equally.
3. The company provides an employment system with legal employment contracts and transparent employment agreements.
4. The company treats employees regarding employment that the company would rather focus on ability to perform the work than personal characteristics.

Compensation guidelines

1. The company determines compensation not less than the minimum wage rate specified by law or according to industry standards fairness, do not discriminate in matters of nationality, race, religion, gender based on the principle that pay wages equally to actual work.
2. The company considers adjustments of wage with fairness in order to express that workers are different both in terms of knowledge and ability by setting criteria according to the regulations of performance and promotion evaluation.
3. The company has a system for recording reports that is transparent, verifiable, and auditable.

Guidelines for labor relations

1. The company gives employees the opportunity to participate in management through the welfare committee system and other systems where employees can express their opinions and participate in decision making.
2. The company operates business in compliance with the law according to the employee's rights of all type of employment contracts.
3. The company does not obstruct, interfere or take any action that will impact on the exercise of employees' rights without any damage to the company's business for carrying out activities of employees who adhere to the beliefs of race, religion, gender, disability, national origin, union membership, and political party.
4. The company provides a complaint system to be a medium or tool for creating understanding and good relationships, including ensuring fairness in employment.

Complaint guidelines

1. Employees submit a complaint in written or verbally explaining details about the matter they wish to complain, specify the date of the complaint and the issue, including the cause of the problem that would like to complaint: who, what, where, how? What is the history, environment, and behavior? And purpose of complaint by attaching supporting documents (if any) along with the signature of the position and organization then submit to the direct supervisor.
2. In case of the employee who makes the complaint is unable to file a complaint with his or her direct supervisor for any reason, the employee may submit the complaint to a higher-level supervisor or the Human Resources Manager.
3. In the case that the complainant is unable to provide information to consider such complaint. A representative can be assigned or appointed representative to provide information. However, the authorization or appointment of the representative must be correct.
4. If there are many people complaining about the same matter, they can sign all together in the same complaint document.
5. In the case that the complainant is not satisfied with the answer from the consideration result, the employee who complains can file an appeal according to steps 2 and 3 respectively.

Employee management

As the social context changes rapidly, preparing for employee management is a must for responding to situations that may occur in a timely manner, therefore, the company has policies and plans for employee management since the first day of work until the date that the employee retires which starting from managing wages, compensation, welfare and benefits including developing potential to create progress in the field of work. In addition, promoting the quality of life by encouraging employees to participate in welfare arrangements as well as a pleasant and safe working environment through the “Welfare Committee” and the “Occupational Safety and Health Committee” through elections from employees to act as a representative of employees. It also places importance on treating all employees equally, which express acceptance of principles related to diversity and human rights

Employment with fairness and equality

The company has an employment policy that focuses on equality without limiting social status, gender, age, race, religion, culture, marital status, physical condition. Moreover, employees at all levels and all departments are encouraged to become members of the welfare committee and the Occupational Safety and Health Committee for participation in management as well as coordinately taking care of employees to create satisfaction and live happily together.

Treating labor with fairness and respecting to human rights

The company operates business under a human rights policy, treat workers fairly which is a basic principle in operating a sustainable business; as a results, employees receiving compensation, welfare, and career achievement which are appropriate and equitable in consistent with knowledge, abilities, and performance factors. This will create motivation to work and build engagement among employees to create an organizational culture that respects human rights and supports diversity.

To promote human rights policy, the company improves the training curriculum of its employees. Increase efficiency and continuously development. Moreover, the Company also support the employment of disabled persons, providing opportunities for employees to participate in discussions on welfare, compensation and agreements related to employees with the welfare committee, and providing channels for complaints or reporting on human rights violations.

Summary of employee compensation and benefits

	2024			2023			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total compensation amount	37,993	123,337	161,331	27,867	97,546	125,413	25,564	87,401	112,965
Welfare, Bonus, Financial assistance, etc.	9,937	26,875	36,811	12,062	36,136	48,198	9,001	26,749	35,750
Providend fund									
Total amount submit to the fund	690	2,071	2,761	673	2,018	2,690	618	1,854	2,472
Number of employees who are member	115	344	459	117.00	351.00	468.00	115.00	343.00	458.00
Savings Cooperative									
Deposit amount	1,948	5,845	7,793	1,705	5,115	6,820	1,342	4,025	5,366
Number of employees who are member	79	235	314	76.00	227.00	303.00	76.00	229.00	305.00

Details of comparing the number of employees

Classification Type	2024					2023					2022				
	Male		Female		Total	Male		Female		Total	Male		Female		Total
	Person	%	Person	%		Person	%	Person	%		Person	%	Person	%	
By Gender	182	23.45	594	76.55	776	160	22.01	567	77.99	727	167	22.63	571	77.37	738
By Age															
< 30 Year	47	26.11	133	73.89	180	62	36.47	108	63.53	170	13	9.42	125	90.58	138
30 - 50 Year	105	25.18	312	74.82	417	69	17.51	325	82.49	394	92	21.70	332	78.30	424
> 50 Year	30	16.76	149	83.24	179	29	17.79	134	82.21	163	62	35.23	114	64.77	176
By Nationality															
Thai	149	24.15	468	75.85	617	127	20.68	487	79.32	614	138	22.37	479	77.63	617
Myanmar	28	19.31	117	80.69	145	29	29.00	71	71.00	100	24	22.64	82	77.36	106
Cambodia	5	35.71	9	64.29	14	4	30.77	9	69.23	13	5	33.33	10	66.67	15

The company supports the employment of people with disabilities to create opportunities and adding value to the disabled to have a better quality of life, to have human dignity and be accepted in society for being able to live in society completely

Disabled Employment Rate	Required by law	Employment of disabled persons							
		2024		2023		2022		2021	
Number of disabled employees (Person)	7	Male	Female	Male	Female	Male	Female	Male	Female
		2	6	2	7	2	8	2	7
		Total 8 persons		Total 9 persons		Total 10 persons		Total 9 persons	

Remarks: According to the Act on Promotion and Development of the Life of Persons with Disabilities, the proportion of employment of persons with disabilities is 1 person per 100 employees.

Promoting employee participation

The company supports the idea of creating a culture for employees to learn on their own and having creative ideas in their work which there is a policy to encourage employees to participate in developing and improving work methods. In addition, there is setting knowledge management and knowledge sharing to inherit and develop the knowledge of personnel to pass on to the next generation because knowledge, skills, or working techniques are from the accumulation of experience from work. Therefore, the company recognizes the importance of employee to participate in expressing ideas for the development and improvement of work to be full potential; as a result, it reduces production costs and any losses such as Kaizen and inventing accessories to facilitate production (Attachments) that are awarded in order to increase morale for employees which the company has operated continuously.

Development of important innovation

From the concept of “How to make work easier, reduce steps, use fewer people, and more productivity according to the standards that customers require”, it has resulted in employees developing and inventing innovations to reduce work steps and help increase efficiency in the work process.

The invention of an attachment device can support production which results in a reduction of working steps and working time (sewing process) from the original by approximately 70%.

Development of the potential and abilities of employees

The company encourages employees at all levels to develop their potential and continually increase their skills and knowledge to be in line with the policy to promote personnel development by encouraging employees to develop knowledge, abilities, potential, good attitudes, morality and ethics; however, the most important is working as a team, which is the main factor for the growth of stable and sustainable business operations.

Employee potential development framework

1. Employee development of executive level Promoting the development of high potential employees, this is to prepare their skills for furthering business growth and succession within the company.
2. Employee development of management level Strengthening leadership skills so that employees can truly apply it in their work at all levels; however, this is also including training in skills of management and developing the potential of employees under supervision. Moreover, the Company places an important on courses that develop management skills and resources to be beneficial and achieve the set goals.
3. Development of operational level Strengthening knowledge, skills, and expertise according to the nature of work in order to train employees to be able to continuously develop and improve their operation by focusing on providing knowledge about basic courses and vocational courses.



Average number of training hours (hours/person/year)

2024		2023		2022		2021	
Male	Female	Male	Female	Male	Female	Male	Female
3.68	4.58	4.80	5.30	3.89	4.79	4.8	5.1
Total 4.37		Total 5.00		Total 4.59		Total 5.04	



Classified proportions by level	2024	2023	2022	2021
Executive level (%)	3	5	3	1
Management level (%)	3	10	5	3
Operational level (%)	94	85	92	96

The company has systematically set guidelines for developing the potential of employees. This covers from the analysis of necessary of training or evaluation of employees including determining the direction of employee potential development systematically, and setting goals for promoting knowledge in order to be able to monitor training results as follows:

Type of Course	Important Objectives	Name of Course
Basic course	Focusing on practical training on work systems along with important ethics in work to encourage employees to have a good attitude towards work.	<ul style="list-style-type: none"> - preparation before practice or operation - Creative communication to increase work efficiency - work regulations and knowledge of social security - Roles of executives and employees in anti-corruption - Global Recycled Standard (GRS) Policy and Requirements
Vocational courses	To promote expertise and experience in stimulating the development of strategy-building skills for personnel in business, sales and production section.	<ul style="list-style-type: none"> - Upgrading labor skills in the field of industrial sewing machines - Kaizen for increasing productivity and continuous improvement - Sewing process control according to ISO9001:2015 standard - Update tax year 2024
Occupational safety and health courses	To create understanding and awareness of safety and reduce the risk of hazards while working	<ul style="list-style-type: none"> - Basic of firefighting and annual fire evacuation drills - Preparation when an earthquake occurs - Safety at work related to electrical work - Safety at work for general employees - Safety Officer, Management Level, Supervisor



Motivating and Retaining Employees

The Company realizes that attracting and retaining potential employees will be able to maintain the ability to compete in business and having the opportunity to succeed according to the corporate strategy. Therefore, guidelines for motivating and retaining employees have been established with clear evaluation criteria and Standard compensation and it is the information for determining the employee's work efficiency improvement program. Evaluate the level of satisfaction or engagement of employees towards the organization, and to analyze and create projects to develop satisfaction and improve employee care, as well as communicate evaluation results to employees for acknowledgement and disclose employee turnover statistics to show commitment to continuously develop and upgrade employee care.

The production of good and quality products comes from qualified employees who have knowledge and work skills, as well as love and commitment to the organization. The company therefore pays attention to the care of employees to stay with the organization, such as taking care of employees' health, giving scholarships to employees' children, giving souvenirs for 10 years, 20 years and 30 years of work, and etc.



Statistics on hiring new employees

Hiring new employee	2024		2023		2022		2021	
	Male	Female	Male	Female	Male	Female	Male	Female
By Gender	43	138	44	127		124	42	129
Number	181 Person		171 Person		170 Person		171 Person	
Percentage	23.32		23.52		23.04		23.74	

Employee turnover statistics

To indicate employee turnover statistics which is classified by years of work in order to monitor and assess the organization's ability to retain employees, main reasons for leaving work due to personal occupation and taking care of family.

Resign employee*	2024		2023		2022		2021	
	Male	Female	Male	Female	Male	Female	Male	Female
By Gender	43	138	44	127		124	42	129
Number	181 Person		171 Person		170 Person		171 Person	
Percentage	23.32		23.52		23.04		23.74	

* **Note:** Not including retired employees and probationary employees - with less than 2 years of working.



The company recognizes the importance of efficient management of labor relations in the workplace that will promote the organization to develop to its full potential.

In 2024, the company received the Outstanding Establishment in Labor Relations award and labor welfare continuing for the 17th year; it is an announcement of honor and praise for business establishments that engage in efficient management systems.

Safety, occupational health and working environment

Occupational health and safety are the main issues that the company places an importance in order to promote well-being and build confidence among relevant stakeholders because good occupational health and safety management will further the company being able to continue operating safely.

Occupational health and safety policy

The company has an occupational health and safety management system to keep employees healthy and working safely in an appropriate environment to comply with standards and legal requirements related to safety In addition, there is setting goals for the development of safety, occupational health and working environment along with standards for health care and safety of employees including measures to prevent and reduce risks arising in the operational process.

Occupational health and safety goals	Operation performance
1. No accident resulting in absence from work for more than 3 working days cumulative > 6,000 working days	Able to work 6,000 working days
2. The incidence of occupational diseases is zero.	0 Person

Knowledge promotion to create awareness and be able to cope with risks from the work environment

The Company recognizes the importance of work safety as the first priority in all activities. Beside to the security policy clear and concrete, there is also The Safety Occupational Health and Working Environment Committee (OHS&E Committee) to perform duties of inspecting various work areas including risk assessment before work process changes. It also requires a safety inspection of machinery and equipment before operation, Supervision of supervisors’ operations according to safety measures as well as creating working behaviors with regard to safety strictly.

Compliance with safety and environmental laws

The company places importance on compliance with the law, Strict safety standard and environmental regulations, It is defined as a practice guideline through a safety policy, The Safety Occupational Health and Working Environment and the company’s environmental policy. Moreover, there is a monitoring to comply with the law and regulations standards related to business operations.



In 2024, the Company conducted a risk assessment of operational hazards by analyzing work procedures to identify the hazards in each procedure and then determined methods and measures to prevent those hazards (Job Safety Analysis; JSA) which analyzed 65 types of work, such as cutting fabric with a hand knife, sewing work, forklift driving, etc.

In this case, if there is any improvement or change in machinery, equipment, production processes, work methods, work environment or any operations, including changes caused by natural disasters, or to help alleviate other causes or even factors that may affect changes in operating conditions from the original, the Hazard Assessment Working Group conducts a review and assessment, analyzing the hazards to cover both before, during, and after the improvement or change is carried out.

Important projects

Emergency response plan and disaster preparedness

The company places importance on emergency preparedness and response including effective disaster preparedness by creating an emergency plan to determine guidelines and procedures for timely intervention to suppress an incident consists of 4 main plans. The 4 plans are emergency preparedness and response for being in case of fire, chemical spill, Boiler leaks or explodes, and training on earthquake preparedness and practicing earthquake evacuation plans. The training focuses on providing practical knowledge, how to use basic emergency suppression equipment, how to survive in the event of an accident, which all employees will participate in the evacuation drill and there will be an evaluation of the statistics of every evacuation drill. This is to review the steps and processes for creating effective training plans for employees, increase safety, reduce loss of life and property of employees and the company as well as building confidence among stakeholders in the organization and nearby communities.

In compliance with the safety plan in 2024, training and emergency plan drills will be conducted, including inspections of the work environment and safety inspections between branches, as follows:



- Human resource development in term of safety, occupational health and wellness, including work safety for general employees, initial fire extinguishing, earthquake preparedness, chemical spill control, prevention of occupational and environmental diseases, use of personal protective equipment and first aid according to standards organized by the Thai Red Cross Society.



- The company emphasizes on practicing emergency plans and preparing for disasters effectively by creating and practicing emergency plans, consisting of 4 plans, including fire extinguishing and evacuation plans, both daytime and overtime plans, chemical spill control plans, boiler leaks or explosions, and earthquake drills.

- Muscle stretching activities to reduce fatigue from work and prevent office syndrome, which have been continuously carried out in all branches for 17th consecutive years.





-Annual health check-up and health check-up according to risk factors, including hearing ability, lung capacity and chemical content in the body. The results of the health check-up according to risk factors were normal for everyone.

- The company measures the working environment, including lighting, noise, heat, and dust, chemical concentration in the work area, air quality from stack emission, and wastewater quality to monitor and monitor environmental quality. In the work area, it must not exceed the standard criteria set by law, which may affect the health and cause occupational diseases to employees and nearby communities. In 2024, the results of the work environment measurement must not exceed the standard criteria set by law. And no reports of occupational diseases caused by the company's work environment were found.



Air quality measurement results from stack emission (Stack Emission)

Parameter	Unit	Measurement results	Standard Criteria	Evaluation results
Total Suspended Particulates	mg/m ³	183	≤320	Not exceeding standard
Oxide of nitrogen	ppm	<3.8	≤200	Not exceeding standard
Sulfur dioxide	ppm	<1.3	≤60	Not exceeding standard
Carbon Monoxide	ppm	270	≤690	Not exceeding standard
Opacity value	%	5.33	10	Not exceeding standard

Safety Awards



In 2024, the company received the Outstanding Model of Business Establishment Award for Safety, Occupational Health and Working Environment for 2024, National Level (Platinum Level) for the 10th consecutive year.



The company has been awarded the Platinum Level of Honor for 9th consecutive years with no work-related accidents resulting in lost work hours of 20,151,320 hours in the campaign activity to reduce work accident statistics to zero (Zero Accident Campaign Program) for the year 2024.

Participation with communities, society, and other stakeholders

The company places importance on participation with the community and society by analyzing problems or needs of the community/society which the company may use the results of the analysis to develop strategies for working with the community or solving social problems to have clear direction and sustainable operations, as well as following up on occurred results and benefits whether it is being in line with specified strategy or not.

Promote and support employment in the local community to create opportunities and develop the potential to be self-reliant in the long term. The company employs communities in Mae-On District, Chiang Mai Province.



- Support activities for social benefit through various charitable organizations including blood donation with the Thai Red Cross Society, Dr. Thiam Chokwatana Foundation, Chalermprakiat 48th Anniversary School under Royal Patronage, and Lamphun Hospital, etc.



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