

Sustainability – Social

The Company emphasizes on raise the sustainable quality of life of community and social. Start with encourage organization as providing proper payment, on time, stable and sufficient benefits for the good quality of living of associates. Also the company focuses on support part of social as partners, customer and social.

Respect in Human Right

The company complies strictly with the Labor Law, treats all employees fairly and equally without any prejudice or discrimination by gender or religion. There shall not be neither obstruction nor privilege bestowed upon any particular person as special case as a result of differences in nationality, religion, gender, age, language, physical or health condition as well as social status, social belief or social opinion.

The company promotes employee participation in order to create good working relation. There is a procedure to follow up, monitor and control to prevent business operation of the company and its employees from acting or taking part in ignoring and violation of human right.

Fair Employees Treatment

The company is well aware of how precious resource each employee is to the company, as a drive to move forward the company to grow securely. Therefore, the company attends to and treats all employees equally including supporting development of different aspects of potentialities for self-development and progress.

In 2022, the company organized activities in promoting and developing of personnel as follows:

1. Provide New H1N1 vaccine for the employees with free charge and encourage employees for annual medical checkup.

The Company has cooperated with social security to provide New H1N1 vaccine for the employees with free charge and encourage employees for annual medical checkup. For convenience, Vaccine activity was delivered by a hospital to the office. This activity is also including the employee's families. For the medical checkup, employees could go to the hospital for the service free of charge.

2. Provision of additional welfare beyond what is stipulated by law such as

- 1.) Life insurance, group accident insurance and also medical treatment as in or out-patient.
- 2.) Welfare contribution for various occasions (marriage, maternity, visiting patient and funeral)

3.) Flexible benefit, employees could choose the benefit from the employee's need (eyesight care, medical treatment, medical checkup, dental treatment, medicine expense both employees and employee's families)

3. Provide loan sources for domicile at special rate

The Company search information for helping financial problem of employees and give a suggestion and training about personal financial management for support quality of employee life.

4. Provident fund

The Company encourage saving of employees by establishing voluntary provident fund.

5. Training employees

Support training courses and seminars for employees both in-house and outside the company to gain additional knowledge relevant to jobs and duties such as in house training from Director of the Company, new generation leadership training, Personal Data Protection Act training, labor law training and safety training.

6. Organize activities

Promote corporate internal relationship such as New Year parties, make merit to monks, team building and the last year we set a relaxing room in the office where it has the snack and drink machines service all day. Every week we have cooking activity in this room to builds up solidarity among employee.

7. Support health and mind of employees

Provide fitness room with professional trainer for common use. We organize activity that could help mental and physical of employee such as annual physical fitness test. This is support all of employee are healthy and use time wisely. Moreover, we have training course about health.

Social & Community Development

1. Keep Silence Campaign Project

The Company has set "Keep Silence Campaign" for encourage employees reduce the using of noise from various activities such as moving equipment for event, not turning off the engine and too fast driving in the Company etc. For the solutions to reduce the using of noise, the company provides knowledge, any ideas and regulation.

2. Nuanchan Shopping Street 2022 #6 Charity Day

To encourage relationship in the organization, the company set activity namely “**Nuanchan Shopping Street 2022 #6 Charity Day**” for supporting the employees’ relations and also donations to other foundation. There is a total amount of donations in THB 69,754 (after deduct all expenses)

Then, CMO group representatives joined to create happiness for the children and donating necessary items to the Camillian Home Ladkrabang on October 19, 2022, in amount of THB 44,754. Moreover, we also donate money and necessary items to the Baan Nok Kamin Seri Thai project, Bangkok worth a total of 25,000 baht (cash 10,000 baht, supplies 15,000 baht) on October 27, 2022.