

SPI...

and Sustainable Development



Table of Contents

215

Message from the President

216

About the Report

216

Corporate Social Responsibility
and Sustainable Development
Policy

217

Business Philosophy

217

Reporting Scope

218

Stakeholders Involved

221

Significant Issues

221

Corporate Social Responsibility
Policy for Sustainable Success

222

Eco Industrial Town Strategic

232

Sustainable Development

- Good People
- Good Products (Business)
- Good Society (Community)



Message from the President

Saha Pathana Inter-Holding Public Company Limited, places great importance on operating a business that is both stable and sustainable under the principles of “Good People, Good Products, Good Society” by integrating business context to be in line with the sustainable development goals in accordance with the United Nations’ Sustainable Development Goals (SDGs).

Understanding that we are a part of society, in 2018 our aim was to improve people’s quality of life through community engagement. In addition, we supported our public, private, and civil society allies in co-driving Pracharat Policy under the Saha Group’s Pracharat in various activities. For instance, Pracharat event @ Saha Group Ruam Jai Fair at our industrial parks in Si Racha, Kabinburi, and Lamphun helped promote the Saha Group’s Pracharat projects among its employees, state sector as well as the public, and encourages their participation in the projects. As for our industrial parks development businesses, we continued to develop and improve all aspects of our parks in conformity with the eco-industrial town requirements, namely management, physical, social, economic, and environmental aspects. These developments were also aligned with the government’s initiatives, such as the Eastern Economic Corridor (EEC) and the Special Economic Zone (SEZ), which are aimed at improving local economies and elevating the quality of life and the environment.

On behalf of Saha Pathana Inter-Holding Public Company Limited, I would like to express my gratitude for the support we have received. The Company will operate with the upmost responsibility towards the economy, society and the environment together with creating long term value towards all our stakeholders. I believe that your constant participation, will contribute to the solid and sustainable growth of our company.

(Vichai Kulsomphob)

President

About the Report

Saha Pathana Inter-Holding Public Company Limited is committed to the disclosure of information pertinent to the economic, social, and environmental aspects of its sustainable development efforts from January 1 to December 31, 2018. The Company treated all stakeholders equitably.

Corporate Social Responsibility and Sustainable Development

As an investment leader of the Saha Group, the Company focuses on putting its money into businesses with growth potential for optimal returns. In the meantime, the Company continues to grow its real-estate business to support increasing investments while enhancing its rental and service capabilities to bring about the utmost benefits to the tenants of Saha Group's industrial parks. This enhancement is achieved by transforming the parks into eco-industrial towns with an excellent management system that boasts transparency, honesty, and accountability under the principles of good governance.

The purpose of this transformation and the alignment of our Pracharat Project (Dr. Thiam Chokwatana's Sufficiency Agriculture Project in Lamphun) with the government's development scheme and supporting projects—such as the development of the Eastern Economic Corridor (EEC) and the establishment of special economic zones, whose goal is to help local communities generate income—is to improve

the quality of life in the surrounding communities, to create a good environment for them, and to generate continuous income growth.

In terms of sustainable growth and development of human resources and locales, the Company has aligned its corporate social responsibility management with the Global Reporting Initiative (GRI) Standards 2018 based on the Core Option and presented its initial endeavors, which have been aligned with the Sustainable Development Goals (SDGs) under the corporate social responsibility policy of "Good People. Good Products. Good Society." The Board of Directors has assigned the Good Governance and Risk Management Committee to oversee matters of sustainable development management and prepared a SPI ... and sustainable development report in which with an emphasis on an organizational culture of balancing business and sustainable development at the international level and creating optimal benefits to all stakeholders.



"Good People"

- We provide swift service to customer.
- Our politeness ensures their utmost satisfaction.
- We serve with honesty and fairness.
- Our operations are transparent and accountable.
- We treat all customers equally.
- We continue the work of our predecessors in a stable manner.



"Good Products"

- Our quality complies with international standards
- We sufficiently meet customer needs.
- We develop products and services that are safe for consumers and friendly to the environment.
- We realize the ideas of our predecessors.
- We encourage safety and occupational hygiene

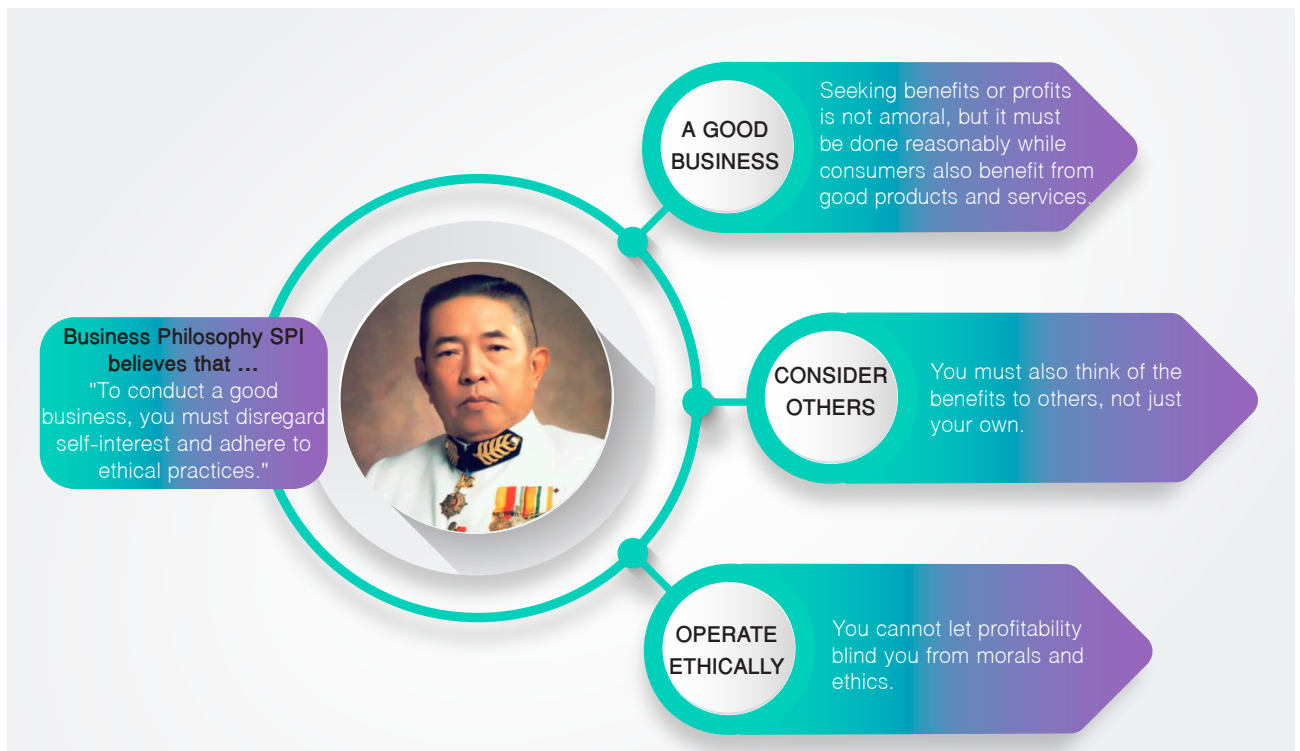


"Good Society"

- We promote better hygiene and safety.
- We provide a good work environment.
- We take care of the surrounding communities.

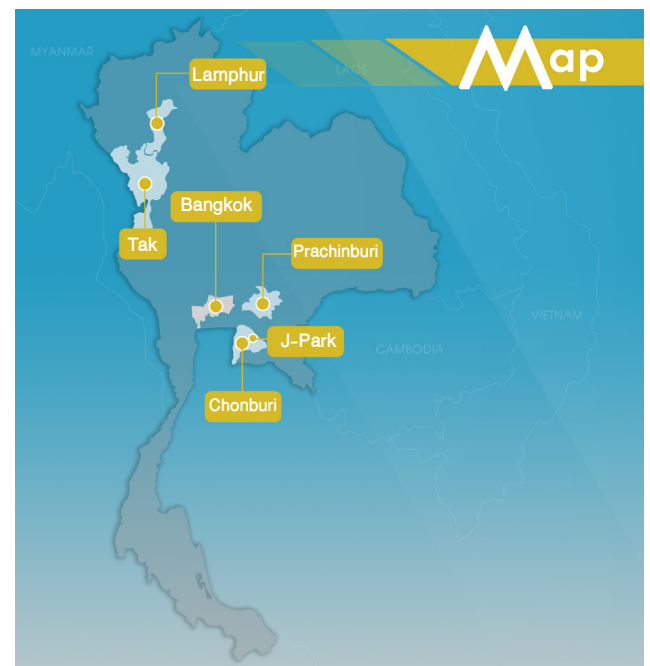


Business Philosophy



Reporting Scope:

This sustainable development report has been prepared to demonstrate the Company's sustainable development performance, including its connections to economic, social, and environmental issues. The Company's guidelines for sustainable development under the corporate social responsibility policy includes the following three aspects: good people, good products, and good society. The preparation followed the GRI Standards 2018. The 2018 Sustainable Development Report focuses on the Company's operations, which are based on its business direction, vision, mission, corporate strategies, corporate value, good governance, and concrete guidelines of work ethics. It also focuses on employees' welfare, the development of employees into good people, the creation of value-added to the business, and the creation of opportunities for society and communities in the long run. These contexts are linked with international issues of sustainability, namely the economy, society, and the environment. The Company focuses on three main business areas: investment in consumer products business, investment in food and beverage business and industrial park development, and investment in other business. The Sustainable Development Report covers all operations of the headquarter and branches.





Principles • Good People • Good Products • Good Society



Good People

We serve with swiftness, politeness, honesty, transparency, and equality.



Good Products

Our products are of good quality, sufficient in number, and developed per established goals.



Good Society

We provide good occupational health, safety, and environment for our employees, as well as the surrounding communities.


Our Stakeholders

The Company identifies and prioritizes stakeholders based on its three main business areas: investment in consumer products business, investment in food and beverage business and industrial park development, and investment in other business. Assessment criteria that respond to stakeholders' objectives are used. Furthermore, stakeholders' demands and interests, as well as direct and indirect impacts of the Company's policies and operations, are taken into account in conjunction with the benefit shared between businesses and stakeholders. In summary, stakeholders involved in the business processes consist of 1) shareholders, 2) customers, 3) business partners, 4) employees, 5) communities and societies, 6) the media, 7) competitors, 8) Creditors, and 9) the state sector.





ผู้มีส่วนได้เสียที่มีส่วนเกี่ยวข้องกับกระบวนการธุรกิจ

Stakeholder	Expectations	Processes Used / Practices
 <ul style="list-style-type: none"> Shareholders 	<ul style="list-style-type: none"> A reasonable return on investment Good Corporate Governance Business growth potential Social and environment responsibility 	<ul style="list-style-type: none"> Annual General Shareholders Meeting CSR Report Company visits Analyst / Investors meeting with Saha Group Annual Report Giving the rights of shareholders to propose agenda and/or to Nominate candidates to be elected as Directors at the General Meeting of Shareholders Suggestions through the channel to receive complaints
 <ul style="list-style-type: none"> Customers 	<ul style="list-style-type: none"> Customers' satisfaction Business operation with environmentally friends Respond to customer needs 	<ul style="list-style-type: none"> Develop goods and services to meet the customer needs Create a business network with environmentally friendly Customer satisfaction evaluation once a year Knowledge sharing related to factory operation in Industrial Parks wastewater treatment fee announcement Company visits Customer business operation visits Suggestions through the channel to receive complaints
 <ul style="list-style-type: none"> Trade Partners / Contractors / Suppliers 	<ul style="list-style-type: none"> Business operation with fairness and transparency Consultant and knowledge sharing Added Value and sustainability cooperation 	<ul style="list-style-type: none"> Established partnership Policy Trade agreement fairness Trade partnerships / Contractors / Suppliers development Selected trade partnerships / Contractors / Suppliers in supply chain with transparency Encouraged the business seminar Investment consultant and analysis Suggestions through the channel to receive complaints
 <ul style="list-style-type: none"> Competitors 	<ul style="list-style-type: none"> Doing business under rules of fair Competitive Do not damage the reputation of competitors 	<ul style="list-style-type: none"> The company website Suggestions through the channel to receive complaints
 <ul style="list-style-type: none"> Creditors 	<ul style="list-style-type: none"> Equality and fairly Financial statements firmly and good debt repayment Financial statements disclosure correctly and timely 	<ul style="list-style-type: none"> The company website Suggestions through the channel to receive complaints



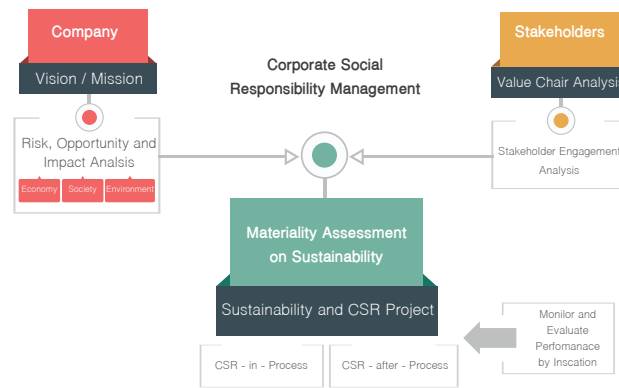


Stakeholder	Expectations	Processes Used / Practices
 <ul style="list-style-type: none"> Employee / Management 	<ul style="list-style-type: none"> Reasonable remuneration and welfare Stability and progress Good quality of life Knowledge and skills development 	<ul style="list-style-type: none"> Adopt principle of human rights and employees treatment fairness Continuously knowledge/skills development for employees and management Build career path and successor plan Complainants protection Regularly communication with intranet Employees evaluation Suggestions through the channel to receive complaints
 <ul style="list-style-type: none"> Communities / and Societies 	<ul style="list-style-type: none"> Create occupations and income Social and environment caring Encourage community activities Develop children and future youth in community's schools Reduce the impact of operations on the community 	<ul style="list-style-type: none"> Encourage developing quality of life activities and community's traditions Annual year sales Education scholarship Participate in environmental governance project Hire local workers Continuously meet with community Community leaders meeting regularly Suggestions through the channel to receive complaints
 <ul style="list-style-type: none"> Mass Communication 	<ul style="list-style-type: none"> Create communication between company and related persons Create information / News / events of the company disclosure channels 	<ul style="list-style-type: none"> Disclose information / News / events of the company through various channels; newspaper, community radio, SET website and the company website Suggestions through the channel to receive complaints
 <ul style="list-style-type: none"> State Sector 	<ul style="list-style-type: none"> Encourage the cooperation between the Company and state sector Follow the laws and regulation of state sector 	<ul style="list-style-type: none"> Distribute knowledge and build understanding in laws, regulations and practice guideline Organize meeting to exchange knowledge and idea Report environment quality measurement results to state sector Continuously participate in activities of government agencies Suggestions through the channel to receive complaints

Materiality Assessment of Corporate Social Responsibility of the Company

The Company conducted a materiality assessment on sustainability with an aim to meet the expectations of internal and external stakeholders. Assessment topics were chosen based on their importance to the disclosure of sustainable-development information. Due consideration was given to their potential impact and significant opportunities they could bring to the company, whether in economic, social, or environmental terms, from the view point of the Company and its stakeholders. The materiality assessment process is as follows:





Report Framework : GRI Standard 2018 / SDGs

Significant Issues

The Company focused on monitoring and thoroughly rectifying significant issues. Based on the assessment of significant issues in 2018, the Company was found to have successfully rectified all significant issues. Despite this success, the Company continued to monitor significant issues, which could be grouped into four categories, to ensure business continuity, corporate social responsibility, and sustainability, as follows;



The development of goods and services for the benefit of society and the environment



Job creation and human-resource development



Community participation



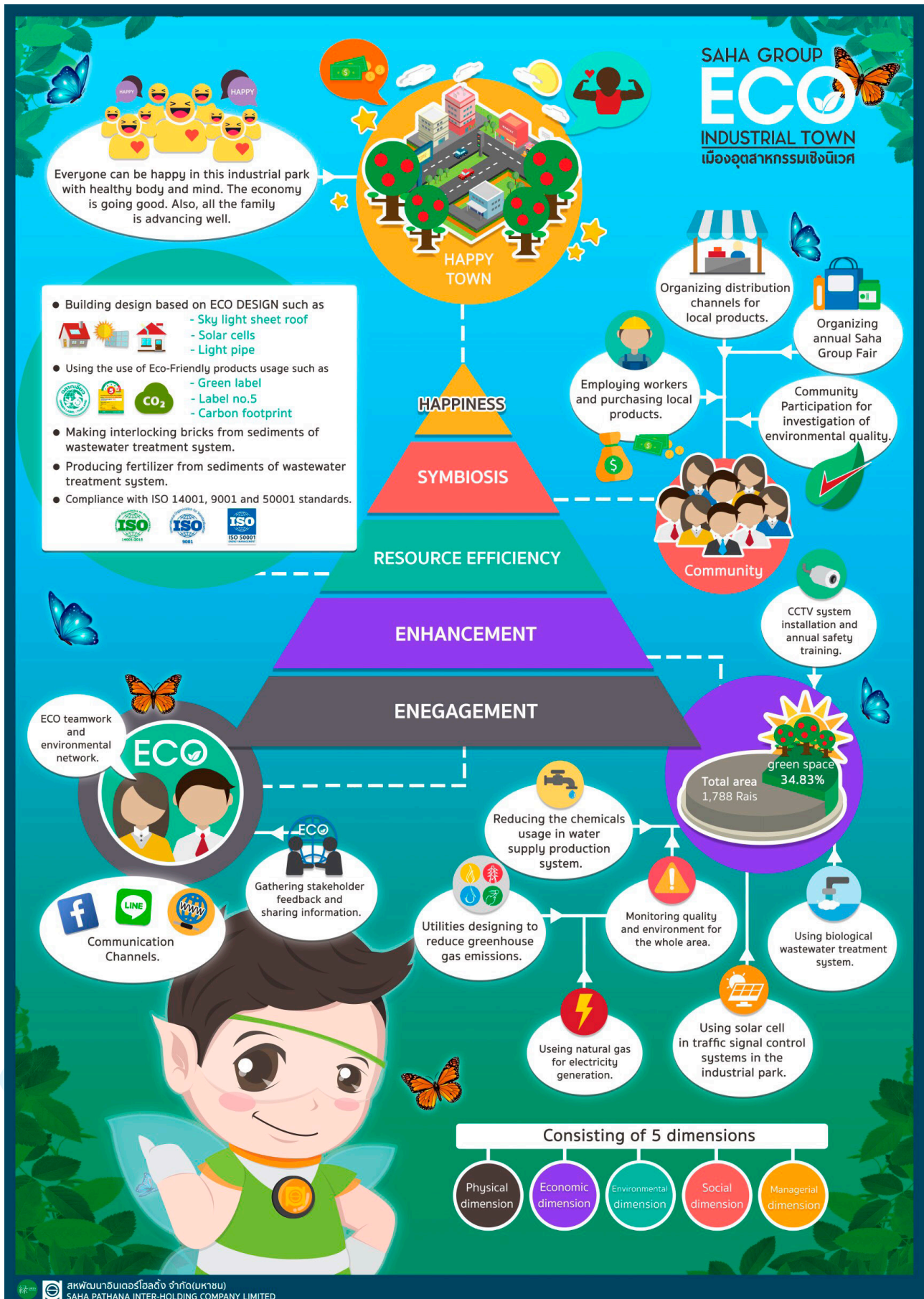
Pollution prevention

Corporate Social Responsibility Policy for Sustainable Success

The Good Governance and Risk Management Committee has overseen the Company's responses to stakeholders' expectations and the execution of the corporate social responsibility policy "Good People Good Products Good Society" under the GRI Standards 2018 and SDGs, as well as the reporting scope, is shown below:

 Good People	 Good Products	 Good Society
<ul style="list-style-type: none"> • Development of good people • Development of skills • Encouraging Employees' participation in and creation of value to society 	<ul style="list-style-type: none"> • Corporate governance • Anti-corruption efforts • Ethical business practices • Respect for human rights and Fair treatment towards laborers • Responsibility towards consumers • Community and social development • Environmental, energy, and resource management • Sustainability research and development 	<ul style="list-style-type: none"> • Quality of life and the environment • Sustainability communication and relations • Education and learning • Religions, local customs and traditions • Health • Public interest activities

Eco Industrial Town





Happiness



Symbiosis



Engagement



Resource Efficiency

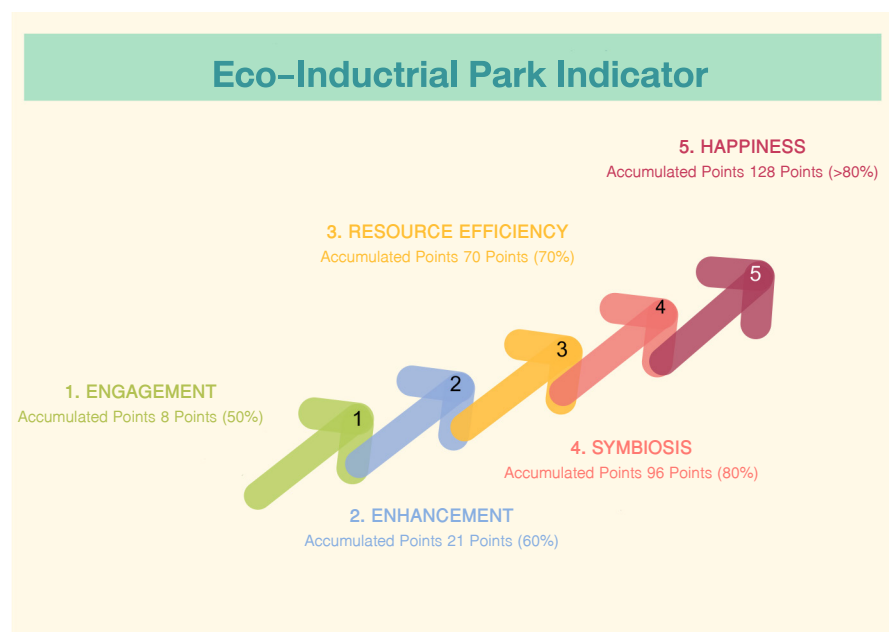


Enhancement

One of the Company's main strategies is to transform its industrial parks into **eco-industrial towns** that ensure the growth of its business, the industrial sector, the environment, and society in a sustainable manner. To this end, the concept of industrial ecology, with a focus on eco-friendliness, has been applied to its sustainable industrial development. Stakeholders' engagement is key to the development of an eco-industrial town, especially on issues of safety and environmental enhancements, as well as resource efficiency. The symbiosis relationship that exists in a natural ecosystem is mirrored by the coexistence of a town and an industry, ensuring sustainability. This endeavor assures that future generations will still have access to abundant natural resources and fuels.

The strategy comprises five development dimensions, which are further divided into 20 interrelated and balanced aspects that support one another. Each dimension may be linked to create a network of activities that support any of these five dimensions: namely physical, economic, environmental, social, and managerial. The strategy falls under the eco-industrial town development provisions of the Department of Industrial Works, Ministry of Industry. Data has been gathered since 2017 to be used for continuous development.

The Company is committed to developing the Saha Group's industrial parks in Si Racha and Kabinburi into eco-industrial towns for economic, social, and environmental benefits. Having passed eco-industrial town assessments, the Saha Group's industrial parks in Si Racha and Kabinburi will continue to maintain and elevate the level of their eco-industrial town compliance. The Saha Group's eco-industrial town developments are summarized below:



Eco-Industrial Park (EIP) Indicators and Assessment (Minimum of 80% Required)

Eco-Industrial Park Levels	Industrial Park Indicators	Points	Accumulated Points 2017				Min Score Required (Based on Accumulated Points 2017)				Accumulated Points 2018				Min Score Required (Based on Accumulated Points 2018)			
			Standard	Sriracha	Kabinburi	Standard	Sriracha	Kabinburi	Standard	Sriracha	Kabinburi	Standard	Sriracha	Kabinburi	Standard	Sriracha	Kabinburi	
1 ENGAGEMENT	18.1.1, 19.1.1, 20.1.1 (3 Indicators)	15	15	14	14	(50%) 7.5 Points	93.33%	93.33%	93.33%	15	15	15	(50%) 7.5 Points	100.00%	100.00%	100.00%		
2 ENHANCEMENT	1.1.1, 1.2.1, 7.1.1, 20.2.1 (4 Indicators)	20	35 (15+20)	33 (14+19)	32 (14+18)	(60%) 21 Points	94.28%	91.42%	91.42%	35 (15+20)	35 (15+20)	33 (15+18)	(60%) 21 Points	100.00%	94.28%	94.28%		
3 RESOURCE EFFICIENCY	2.1.1, 5.1.1, 6.1.1, 7.2.1, 7.2.2, 9.1.1, 10.1.1, 10.2.1, 12.1.1, 12.2.1, 13.1.1, 13.2.1, 15.1.1 (13 Indicators)	65	100 (35+65)	93 (33+60)	86 (32+54)	(70%) 70 Points	93.00%	86.00%	86.00%	100 (35+65)	95 (35+60)	88 (33+55)	(70%) 70 Points	95.00%	88.00%	88.00%		
4 SYMBIOSIS	4.1.1, 4.1.2, 4.1.3, 17.1.1 (4 Indicators)	20	120 (100+20)	111 (93+18)	103 (86+17)	(80%) 96 Points	92.49%	85.83%	85.83%	120 (100+20)	114 (95+19)	105 (88+17)	(80%) 96 Points	94.99%	87.50%	87.50%		
5 HAPPINESS	8.1.1, 8.1.2, 11.1.1, 13.3.1, 14.1.1, 14.1.2, 16.1.1, 17.1.2 (8 Indicators)	40	160 (120+40)	148 (111+37)	139 (103+36)	(>80%) >112 Points	92.50%	86.87%	86.87%	160 (120+40)	151 (114+37)	144 (105+39)	(>80%) >112 Points	94.38%	90.00%	90.00%		

Economic Dimension

Objectives

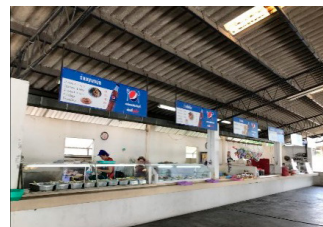
In addition to our own return on investment, we also ensure that the local economy, operators and communities grow in a stable manner. The following are examples of economic developments that took place at the Saha Group's industrial parks in Si Racha and Kabinburi in 2018:



Support for community activities





Creating jobs for the locals



Procurement of local products and services

Based on the review of eco-industrial town developments at the Saha Group's industrial parks in Si Racha and Kabinburi, it was found that, under the Economic Dimension, Aspect 4. Local Economy, Criterion 4.1. Creation of Jobs for the Locals, Indicator 4.1.1. Supporting Activities of Surrounding Communities, Saha Group's Si Racha Industrial Park had plans to support activities of surrounding communities and had supported activities of the surrounding communities for three consecutive years. As a result, the score for this particular **performance indicator was elevated from 3 points to 4 points in 2018.**

Performance Indicator	Execution	
4.1.1. Supporting activities of surrounding communities	Si Racha	
	2017	2018
	<p>There were medium-term (3-year) plans or projects for the manufacturing plant or estate or zone or park i to support activities of the surrounding communities.</p> <p>3 points</p>	<p>Manufacturing plants had supported activities of the surrounding communities for three consecutive years.</p> <p>Elevated from 3 points to 4 points.</p>
Activities in 2018		
	 <p>Supporting local careers</p>	 <p>Local folk dance between the communities, the municipality and the private sector</p>

Economic Dimension

Objectives

We strive to improve the quality of life in surrounding communities. In this regard, we provide a happy workplace, partake in development efforts of the local communities and survey the locals' satisfaction towards us. The following are examples of social developments that took place at the Saha Group's industrial parks in Si Racha and Kabinburi in 2018:



Happy Body
Saha Group's Sports Club
Si Racha



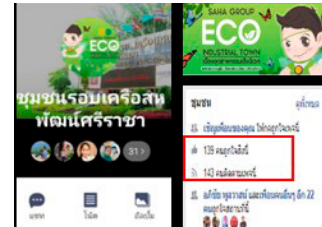
Happy Brain
AED training



Happy Soul
Religious rites

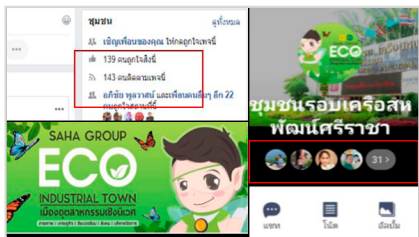


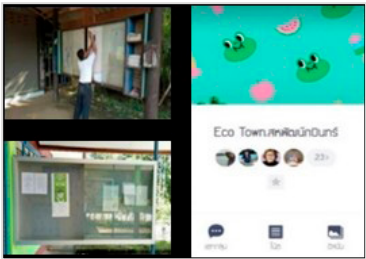
Participation in environmental preservation activities



ECO communication and
information disclosure

Based on the review of eco-industrial town developments at the Saha Group's industrial parks in Si Racha and Kabinburi, it was found that, under the Social Dimension, Aspect 20. Communication and Reporting, Criterion 20.1. Information Disclosure and Report Preparation, Indicator 20.1.1. Communication and Information Disclosure of the Eco-Industrial Town Through Various Channels and the Effective Frequency of Communication, surrounding communities had increasingly learned more about the eco-industrial town through its effective and continuous communication. As a result, **our score of 4 points was elevated to 5 points** in 2018. As for Criterion 20.2. Good Governance, Transparency, Information Disclosure and Responsibility Towards Surrounding Communities, Performance Indicator 20.2.1. Communication and Information Disclosure about the Plant's Environmental and Chemical Management, the community satisfaction score towards the Saha Group's Si Racha Industrial Park had increased for the past three consecutive years. As a result, our **score was elevated from 4 points to 5 points in 2018.**

Performance Indicator	Execution	
20.1.1 Communication and Information Disclosure of the Eco-Industrial Town through various channels and the effective frequency of communication	Si Racha	
	2017	2018
	Survey results were used to improve communication channel and frequency. 4 points.	The Saha Group's Si Racha Industrial Park continued to communicate and disclose information about its eco-industrial town status. Elevated from 4 points to 5 points.
	<p>Activities in 2018</p> 	

Performance Indicator	Execution	
20.1.1 Communication and Information Disclosure of the Eco-Industrial Town through various channels and the effective frequency of communication	Kabinburi	
	2017	2018
	Survey results were used to improve communication channel and frequency. 4 points.	The Saha Group's Kabinburi Industrial Park continued to communicate and disclose information about its eco-industrial town status. Elevated from 4 points to 5 points.
	<p>Activities in 2018</p> 	



Performance Indicator	Execution												
20.2.1 Communication and information disclosure about the plant's environmental and chemical management	Si Racha												
	2017	2018											
	At least 80% of the surrounding communities were satisfied with the information received. 3 points	Surrounding communities' satisfaction score had increased for three consecutive years. Elevated from 4 points to 5 points.											
	Activities in 2018 Average Community Satisfaction Score Towards Information Received (Based on the Survey of 14 Communities) <table> <tr> <th></th><th>Satisfaction Score (Out of 5)</th><th>Percentage (%)</th></tr> <tr> <td>2016</td><td>1.97</td><td>39.40</td></tr> <tr> <td>2017</td><td>4.13</td><td>82.60</td></tr> <tr> <td>2018</td><td>4.15</td><td>83.00</td></tr> </table>			Satisfaction Score (Out of 5)	Percentage (%)	2016	1.97	39.40	2017	4.13	82.60	2018	4.15
	Satisfaction Score (Out of 5)	Percentage (%)											
2016	1.97	39.40											
2017	4.13	82.60											
2018	4.15	83.00											

Based on the review of eco-industrial town developments at the Saha Group's Kabinburi Industrial Park, it was found that, under the Social Dimension, Aspect 17. Quality of Life and Community, Criterion 17.1. Happy Community, Indicator 17.1.2. Communities' Satisfaction, the Saha Group's Kabinburi Industrial Park had had plans to survey the surrounding communities' satisfaction towards its eco-industrial town development and had enjoyed an average satisfaction score of at least 80%. As such its score in 2018 was elevated from 1 point to 4 points.

Performance Indicator	Execution									
17.1.2 Community satisfaction	Kabinburi									
	2017	2018								
	There were plans to survey communities' satisfaction. 1 point.	The Saha Group's Kabinburi Industrial Park surveyed communities' satisfaction and received a score of at least 80%. Elevated from 4 points to 5 points.								
	Activities in 2018 Average Communities' Satisfaction Score (Based on the Survey of 18 Communities) <table> <tr> <th></th><th>Satisfaction Score (Out of 5)</th><th>Percentage (%)</th></tr> <tr> <td>2017</td><td>3.28</td><td>65.6</td></tr> <tr> <td>2018</td><td>4.39</td><td>87.8</td></tr> </table>			Satisfaction Score (Out of 5)	Percentage (%)	2017	3.28	65.6	2018	4.39
	Satisfaction Score (Out of 5)	Percentage (%)								
2017	3.28	65.6								
2018	4.39	87.8								

Environmental Dimension

Objectives

Our environmental management includes water, air, waste, energy, complaints, manufacturing processes, ecoefficiency, safety, health, environmental quality monitoring, location planning and management, designing building and the surrounding areas. The following are examples of environmental developments that took place at the Saha Group's industrial parks in Si Racha and Kabinburi in 2018:



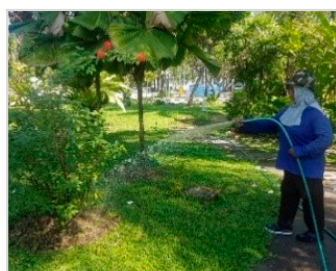
Air quality monitoring



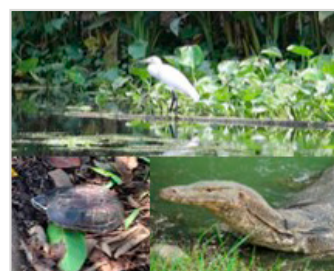
Making soil conditioner from sludge



Solar cell installation

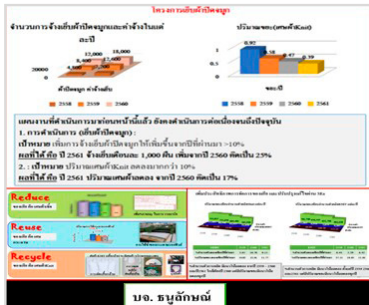
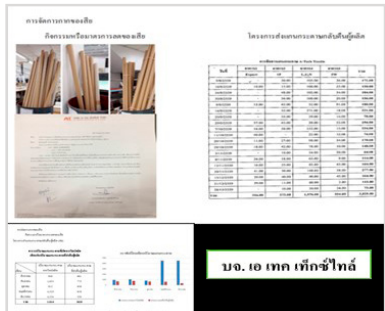


Reusing treated wastewater



Biodiversity

Based on the review of eco-industrial town developments at the Saha Group's Kabinburi Industrial Park, it was found that, under the Economic Dimension, Aspect 9. Waste Management, Criterion 9.1. Industrial Waste Management, Indicator 9.1.1. Percentage of Industrial Waste Reused, the Saha Group's Kabinburi Industrial Park had at least 10% of their plants with 2 points (at least 50% of manufacturing plants in the area with plans and standards or activities that were aimed at reducing waste, using the 3 Rs) achieve their waste reduction goal. As such, its score in 2018 **was elevated from 2 point to 3 points.**

Performance Indicator	Execution	
9.1.1 Percentage of industrial wastewater sludge reused	Kabinburi	
	2017	2018
	<p>At least 50% of manufacturing plants in the area had plans and standards or activities that were aimed at reducing waste, using the 3 Rs.</p> <p>2 points.</p>	<p>The Saha Group's Kabinburi Industrial Park had at least 10% of its manufacturing plants with 2 points achieve their waste reduction goal.</p> <p>Elevated from 2 points to 3 points.</p>
Activities in 2018		
 		

Sustainable Development

It is the Company's vision to be a leader in investment with a strong focus on service and a commitment to social development by adhering to the code of conduct and ethics. The Company operates with honesty, transparency and equality towards all stakeholders and towards society as a whole, aiming for a future of sustainability under corporate social responsibility policy.



Good People

Agile. Polite. Honesty. Frank. Fair. Continue to Build Good and Capable People.



Good Products

Quality. Sufficient. Development. Enhancement. Build on Existing Ideas, generation to generation.



Good Society

Care. Promotion. Creativity.



Good People

Sustainable Development Goals (SDGs)



(1) Development of Good People

Understanding that people are what drives an organization towards success, the Company underlines the importance of developing and promoting good people while also honing their skills to create good and skilled people who are loyal to the organization. The Company encourages its employees to further develop their knowledge and skills, as well as to develop a specific mindset and behaviors as part of its organizational culture that contributes to its long-term growth.

1.1 Employees' Good Deed Records Project

The Company initiated the "Employees' Good Deed Records" project, requiring employees to record at least 10 good deeds per person per year to assess their good behavior individually. The data obtained was used to determine company activities for public interest in a way that would also foster a shared interest among employees.

There are eight categories of good deeds. Based on the employee survey data, we found 1,240 good deeds performed by our employees. We also found that employees were interested "sharing" and "religious contribution" as a form of good deeds with a score of 21.64% and 12.64%, respectively.

The Company has taken employees' interest into account and extended the "Employees' Good Deed Records" project into 2018. This past year, the Company led an organization-wide campaign entitled **"Good People for Public Interest"** to encourage employees to perform good deeds for other people. We hope to help our employees understand sacrifice, giving, sharing, and value in fellow human beings. All of this culminates in good people, which will bring about good society.




Employees' Good Deed Records' Table

1.2 Volunteer Programs

Our employees have collectively volunteered for the betterment of the public. Their efforts have enabled them to understand the power of collaboration and the spirit of volunteerism. The Company strives to foster this collaborative spirit through participation in important corporate events and hosting a number of religious ceremonies and charities.



1.3 Development of Skills

In addition to skill development, the Company also puts an emphasis on fostering an organizational culture of justice, fairness, ethics, and transparency.



A training session on “Encouraging Participation Through Good Corporate Governance Principles / Anti-Corruption Measures for Sustainability” was conducted by Mr. Thanakrit Phoemphunsantisuk on September 10, 2018. A video recording of the said training was also made available at every branch.

1.4 Encouraging Employees’ Participation and Creation of Value to Society

The Company encourages its employees to volunteer for the benefit of society and local communities, promoting an understanding of selflessness, collaboration, unity, and a common goal of improving local communities. This also fosters good relations between the Company and local communities. Employees who regularly partake in community-oriented activities are benevolent, kind-hearted, and good at interpersonal relations. These individuals are important human resources. In 2018, the encouraging employees’ participation and creation of value of society are some of the activities below,

Installing Automated External Defibrillator (AED)



To promote healthcare and the safety of lives and assets, the Company has installed a Powerheart AED G3 automatic external defibrillator (AED) at four of its industrial parks in Lamphun, Tak, Chon Buri, and Prachin Buri, respectively in addition to its headquarters in Bangkok. This provides access to an AED for its employees and the general public. Basic life support training in the event of an emergency, including how to use the AED, has been provided.

Training was conducted by Thai SECOM Security Co., Ltd. Only 10% of all employees were certified in 2017 but the figure has jumped to 32% in 2018.

To prevent losses of life, whether of employees or stakeholders, the Company plans on communicating to all employees working at the industrial parks and people in the surrounding communities in 2019 that the Company has an AED available.



(2) Development of Skills

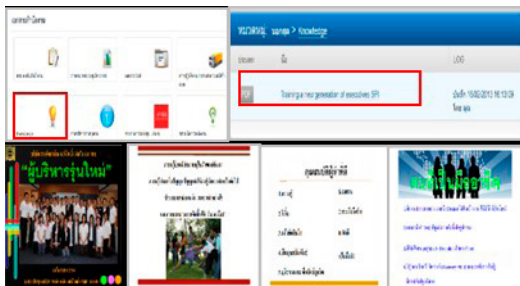
The Company committedly assists its employees in their endeavor to further develop their skills and knowledge to ensure career stability and career advancement based on their potential. Having skilled human resources contributes to the Company's competitiveness.

2.1 Training / Seminar

The Company requires every employee to undergo at least one training / seminar program per year related to their job function and at least two general programs per year. These training / seminar programs could be conducted internally or externally, such as by the Stock Exchange of Thailand, the Securities and Exchange Commission, the Thai Institute of Directors, the Thai Listed Companies Association, and the Federation of Accounting Professions under the Royal Patronage of His Majesty the King. Details of training / seminar attendance is disclosed under People Development

2.2 Knowledge Sharing for Sustainability

In addition to training, another definition of good people is people with experience. Employees who have been in their respective job function for a long time are able to transfer their knowledge, skills, hands-on know-how to others. There are also human resources development in form of knowledge management by collecting knowledge in the Company which is scattered in the persons or documents to develop into system for all employees have access to knowledge via intranet and also good model for own development such as, training a new generation of executive SPI, EIA knowledge, etc.



Dissemination of knowledge on the ISO energy



Dissemination of knowledge on how to operate GIS equipment.



Good Products

Sustainable Development Goals (SDGs)



The Company adheres to the principle that it has a responsibility towards consumers and society. To this end, it strives to develop quality products and services that meet consumer demand without impacting society and the environment or infringing intellectual property in any way. The Company also ensures that its products and services are provided to consumers sufficiently and that they are developed according to established goals.

Corporate Governance

The Company has always recognized the value in complying with good corporate governance principles. It has operated with honesty, transparency and justice. All groups of stakeholders have always been considered equitably. Its operations demonstrate a responsibility towards society and the environment. All of this makes up the foundation upon which the Company may increase its competitiveness and ensure robust growth in a sustainable manner and in line with its organizational culture.

At its 10th meeting (series 25) on February 27, 2019, the Board of Directors voted to approve the Good Corporate Governance Principles (Second Edition) as guidelines for the Company's business operations.

In 2017 the Company led the following activities to promote a better understanding and recognition of good corporate governance principles among management and employees.





We educated new employees about good corporate governance principles during their orientation, ensured their thorough understanding and encouraged them to apply the principles appropriately to their work life.

We conducted training on the subject "Encouraging Participation Through Good Corporate Governance Principles / Anti-Corruption Measures for Sustainability".

We evaluated our people on their understanding of good corporate governance and anti-corruption policy. To pass, they had to score at least 80%. All 100% of our employees received a passing score on their evaluation.

We disclosed the Good Corporate Governance Principles on our website.

We educated our shareholders about good corporate governance through an animated video clip at the General Meeting of Shareholders.

In 2019, we will distribute Good Corporate Governance Principles (Second Edition) manuals to all of our directors, executive officers, employees and suppliers. We will also make it available on the company website. In addition, the video animation will be on display in front of the office.



Anti-Corruption Efforts



Complaints in 2018

0 complaint

A whistleblower channel has been made available, but there were no submissions at all in 2018.



Employees Evaluated

100%

We provided continuous anti-corruption training to our employees, who are required to score at least 80% to pass the evaluation process. All 100% of our employees received a passing score on their evaluation.



inform them of our Gift Policy, in which our management and employees are prohibited from receiving New Year's gifts.

The Board of Directors understands that transparency, fairness and accountability play a major role in garnering trust from all groups of stakeholders and fostering sustainable growth. We have passed on our Anti-Corruption Policy to companies within the Saha Group. With their cooperation, our future will be bright and sustainable.



As for 2019, the Company will communicate its Anti-Corruption Policy to its stakeholders through a number of channels, such as screensavers and public relations posters about the whistleblower channel. Furthermore, to strengthen the business with honesty per good corporate governance, we plan on extending our anti-corruption network to our partners by asking them to express their commitment to the fight against corruption with us. We will also apply for re-certification by Thailand's Private Sector Collective Coalition Against Corruption.



Anti-Corruption Day 2018

Our employees took part in the Anti-Corruption Day 2018 with the Anti-Corruption Organization of Thailand. Also present were representatives from the public and private sectors. The concept of the event was **"Thai People's Awareness and Anti-Corruption Stance."** The event took place on September 6, 2018, at BITEC Bangna.

Ethical Business Practices

Conducting business fairly will bring about trust and confidence among stakeholders, yielding long-term benefits. Every business should adhere to ethical practices to ensure fairness instead of taking advantage of unethical conduct. To standardize its fair business practices, the Company has issued the following guidelines:

1. The Company shall avoid transactions that may lead to a conflict of interest. In the event that a conflict of interest has arisen, the Company must deal with it prudently and reasonably.
2. The Company shall operate within the framework of fair competition with regard to the code of conduct and business competition laws of the country in which the Company invests.
3. The Company shall refrain from supporting any activity that may infringe upon intellectual property or copyright.
4. The Company shall provide an efficient and effective system of internal control and checks and balances to prevent corruption or participation in corruption.
5. The Company shall instill an awareness, value and attitude of honesty and compliance to laws and regulations among directors, executive officers and employees.

The internal audit department has evaluated the internal audit system within the company on an annual basis in accordance to the internal audit certified by the committee of the Stock Exchange of Thailand based on The Committee of Sponsoring Organizations of the Treadway Commission (COSO). The audit committee is responsible for the evaluation of the company internal audit procedures having concluded that the company internal audit is in compliance and free from any material errors, procedures or legal matters. In conclusion, the company's management view the internal audit system as sufficient and appropriate to support current business operations.

Human Rights and Fair treatment towards laborers

Human Rights and Treatment of Employees

0 Case

The Company has recorded no Human Rights Violation

The Company is dedicated to responsible operation without limitations on freedom, differences of opinions, gender, race, religion, and civil or political rights. The Company respects the human rights of all stakeholders, including the fundamental rights at work of all employees based on labor laws, human rights principles and equality to standardize its practices of human rights and treatment of employees. The Company has disclosed the policy and guideline in the Business Ethics Code of Conduct under the Human Rights section.

- There shall be no activities or support of activities which violate human rights.
- Employees are provided with the knowledge and understanding of human rights which are applied to their work operations.
- There are no limitations to independence or differences in ideology, gender, race, religion, politics or other matters. The expression of opinions which could cause conflicts will be avoided.
- Channels shall be provided for Employees who believe that their personal rights have been violated or that they have been treated unfairly to file a complaint with the Company. Such complaints shall be given attention and processed in a fair manner.



Fair treatment of the Workforce



Fire drill and evacuation annually

The Board of Directors regard Employees as a valuable resource and a key factor in the Company's success. The following policies and guidelines have been prescribed in this regard.

- Human dignity and the fundamental rights of Employees are respected at work. Employee data or confidential information is not disclosed or transmitted to third parties or unrelated persons.
- Employees are treated in accordance with the provisions of law, regulations and articles governing the Company's operations.
- Employment equality is promoted. There is no discrimination on the grounds of gender, skin color, race, religion, age, disability or another status that is not directly related to the works.
- Training and knowledge exchange are sponsored and promoted to encourage learning and skill development throughout employment; The Company seeks to strengthen career security and offer opportunities for advancements pursuant to each person's potential.
- Employee participation in the determination of the Company's direction and development are promoted.
- Fair compensation is offered depending upon knowledge, skill, duties, responsibilities and performance.
- Appropriate welfare and benefits are given to Employees, e g medical expenses, provident fund, a cooperative and influenza vaccination.

Responsibility Towards Consumers

Understanding that customer satisfaction and confidence are critical factors that contribute to the Company's sustainable success, the Board of Directors shall adopt the following policies and guidelines:

The Company shall manufacture and distribute products and services that are environmentally friendly and safe for consumers.

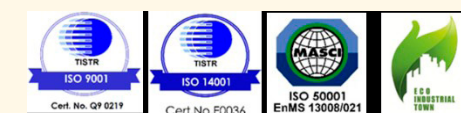
The Company's businesses shall be operated with commitment to developing goods and services, introducing innovations, and adding value to goods and services in order to continuously meet customer demand, along with the disclosure of critical information needed for decision-making without concealment or distortion of facts.

The Company's businesses shall be operated in an honest, earnest, and just manner. No action shall be taken to violate customers' rights. Moreover, consumer data shall be treated with confidentiality and shall not be wrongfully exploited for personal gain or the benefit of a related person.

The Company shall never demand, receive, or consent to the direct or indirect receipt of any property or other dishonest benefit from a customer.

The Company shall adhere to trade agreements. Whenever adherence is not possible, customers shall promptly be notified in order to jointly find a remedial measure and to prevent losses.

The Company shall provide communication channels by which customers are able to file complaints to the Company. Complaints shall be processed with care and dealt with fairly.



The Company and Saha Group's companies has organized the annual Saha Group Fair continuously to give back to society. At the fair, products are sold directly to consumers at special prices. These fairs have also been extended to Saha Goup industrial park



The Saha Group's goal is to promote the use of products made in Thailand by Thai people for Thai people, in which the logo appears on products of Saha Group

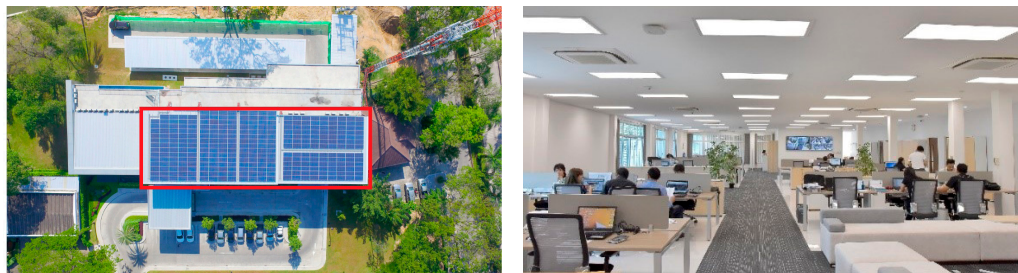
The Company provide communication channels to serve any information, express opinions and complaints :

Property Marketing Manager
Administrative Officer (Community Relations)
Tel. 038-480-444
e-mail address : amphol@spi.co.th
chalita@spi.co.th
Company's Website : www.spi.co.th

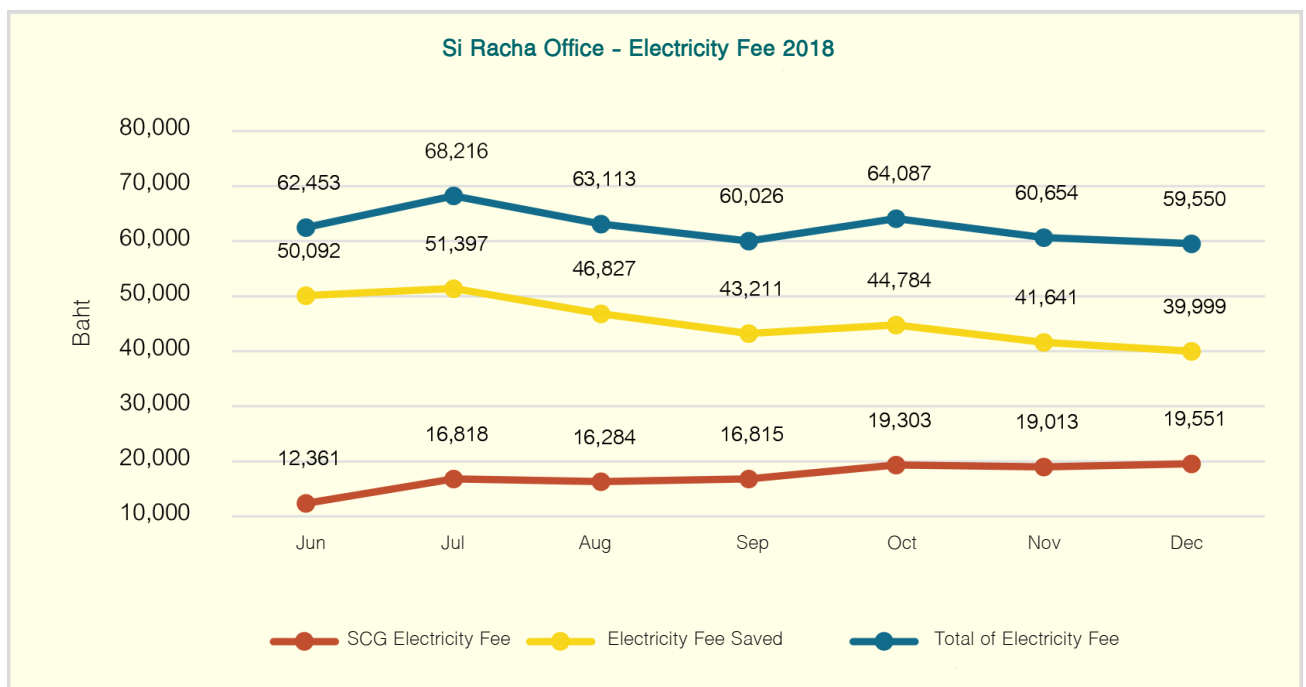
Society and Community Development

The Company encourages its employees to take action for the greater good of society. It is a responsibility of every individual to contribute to societal development and to support each other, allowing all to coexist happily while bringing about the utmost benefit to society. The company announced the appointment of the Environment and Safety Network Working Group to facilitate the Company's society and community development works. The Company's social development roles and responsibilities, as well as the guidelines for its participation, have been defined. The team have also laid down preventive measures against environmental impacts, as well as monitored their effectiveness, rectified complaints and implemented suggestions on the progress of the project according to the environmental action plan of the Saha Group Industrial Park Si Racha.

Environmental, Energy, and Resource Management



The new Si Racha office saves energy by using solar power



Cost Saving at the New Si Racha Office by Solar Cell

Sustainability Research and Development

The Company is committed to continuous research and development of innovations that enhance its business operations, as well as increase its short-term and long-term competitiveness. These innovations could generate profits, reduce costs, or minimize risks to the business or reputation of the Company. All of this would ensure sustainable growth. The Company prioritizes innovation and commercial application of an innovation that creates results in a concrete manner and generates value-added to the business. All groups of stakeholders are always taken into consideration.

The Company has initiated a project to transform sludge from its central wastewater treatment system into a soil conditioner per the standards of the Department of Agriculture. With assistance from Kasetsart University, the project directly reduces costs associated with sludge management and lowers the costs of purchasing fertilizers. The soil conditioner from this project is also environmentally friendly.



**Comparison Table for Sludge Removal Processing and Compost Fertilizer Processing
(Sludge 110 Tons)**

Sludge Removal Processing		Compost Fertilizer Processing	
Total Cost	258,500 Baht	Total Cost	189,000 Baht
Calculated	2,350 Baht/Ton	Calculated	1,718 Baht/Ton
Compost Fertilizer Processing Sumarized		Cost Saving	$2,350 - 1,718 = 632 \text{ Baht/Ton}$
Sludge 110 Tons	Cost Saving	$635 \times 110 =$	69,520 Baht
Sludge 14,036 Tons	Cost Saving	$632 \times 14,036 =$	8,870,752 Baht



Good Society

Sustainable Development Goals (SDGs)



With adherence to its corporate social responsibility, the Company understands that every business process must be socially responsible and contribute to continuous social development. To this end, the Company places a great deal of importance on key developments that respond to the needs of stakeholders and, by extension, elevate the quality of life of people in the communities by means of self-reliance. The Company promotes efficient use of resources, environmental preservation, income generation for the underprivileged, and community development. In addition, the Company promotes health, safety and environmental development among its employees and the surrounding communities through a number of activities in accordance with the eco-industrial town requirements. The Company has successfully executed these activities in conformity with its policy. The activities can be divided into the following six categories

(1) Quality of Life and the Environment

To improve the quality of life in surrounding communities and to ensure a sustainable and happy society, the Company conducted the following activities:

• New Investment on the Company's land

The Company invested into its existing premises to create jobs and generate income for local communities, improving economic conditions around its Si Racha Industrial Park.



Hua Chiew Traditional Chinese Medicine



Amazon Coffee Shop

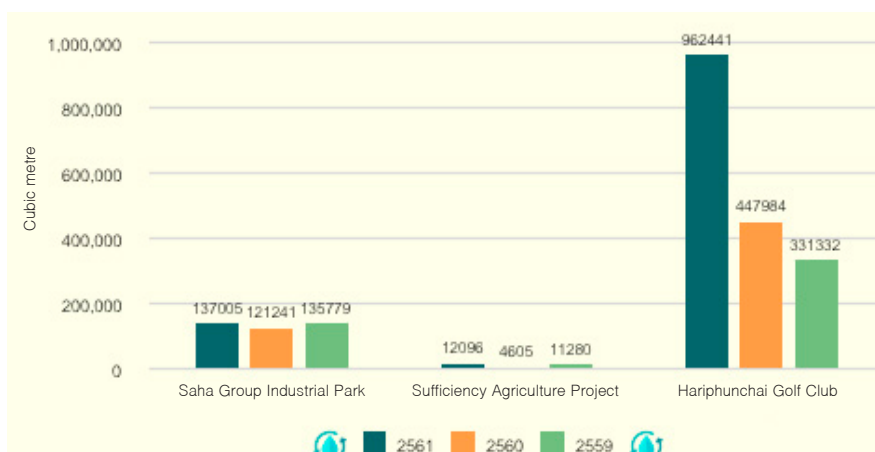
• Dr. Thiam Chokwatana's Sufficiency Agriculture, Lamphun

Located within the premises of the Saha Group's Industrial Park Lamphun, Dr. Thiam Chokwatana's Sufficiency Agriculture, Lamphun project was initiated in 2012 with an aim to become a learning center with a focus on using treated wastewater for agricultural purposes. The project demonstrates that an industry, nature and a community can all coexist within the same space. His Late Majesty's Sufficiency Economy Philosophy has been used to find ways to sustainably develop the business without compromising the needs of nature and of the communities.

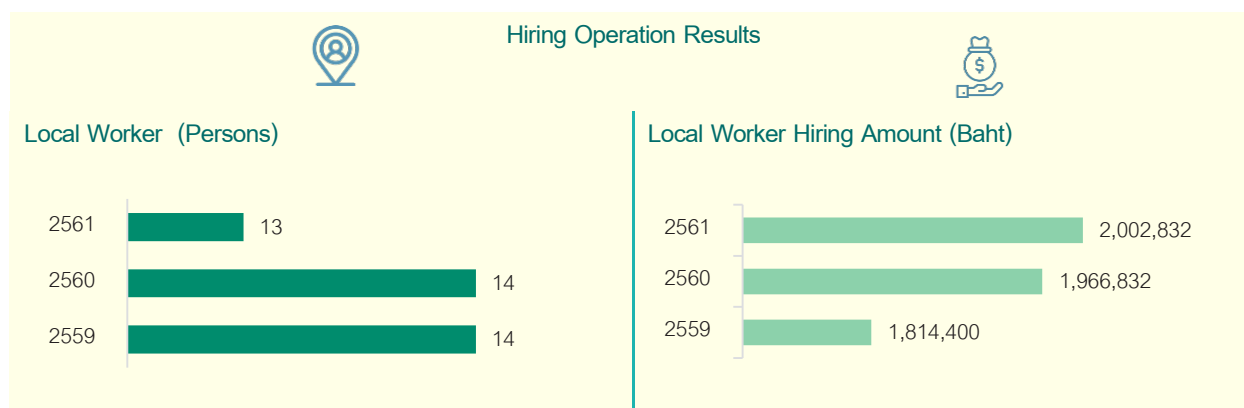
It is the park's policy to never release wastewater to the outside but to reuse treated wastewater. The treated water was used for the following three activities; use in Saha Group Industrial Park, Lamphun, Sufficiency Agriculture and Hariphunchai Golf Club. In 2018, the Company made use all of the 1,111,542 cubic meters of water from the central wastewater treatment plant and it's able to reuse all treated wastewater within the Industrial Park.



Wastewater Data 2016 - 2018



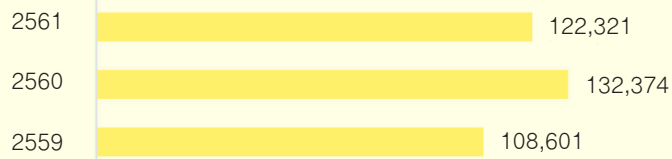
In addition to using treated wastewater in the previously mentioned ways, Dr. Thiam Chokwatana's Sufficiency Agriculture, Lamphun, also creates jobs and generates income for the local communities by hiring the locals to look after its premises. Individuals hired are locals who cannot work in the industrial plants but would still like to earn money and have a passion for agriculture is began in 2012 and is still on-going.



In addition to using treated wastewater in the previously mentioned ways, Dr. Thiam Chokwatana's Sufficiency Agriculture, Lamphun, also creates jobs and generates income for the local communities by hiring the locals to look after its premises. Hiring began in 2012 and is still on-going. Individuals hired are locals who cannot work in the industrial plants but would still like to earn money and have a passion for agriculture. To prove that the treated wastewater is truly safe for agricultural use, the project requested to be GAP-certified in 2018. GAP stands for good agricultural practices. GAP compliance means that good quality produce meets the required standards; that the farm yields a high quantity of produce and is worth the investment value; that the production is safe for farmers while the produce is safe for consumers; that resources are optimized to ensure sustainability; and that the environment remains unharmed. GAP criteria have been established and maintained by the Food and Agriculture Organization (FAO). Eleven of our crops were certified, namely lemongrass, butterfly pea, chameleon plant, coconut, Kimchu guava, fig, mulberry, Khiao Sawoei mango, Nam Dokmai mango, Phet Ban Lat mango and lime.



Project Operation Results Sales Volume (Baht)



Produce from Dr. Thiam Chokwatana's Sufficiency Agriculture is sold through the Sufficiency Store and booths at various events, such as the 2018 Longan, Safe Agriculture and Proeucts of Lamphun, the TCC Fair 2018, the No-Foam Lamphun Fair, and the Saha Group Fair Lamphun. Between 2016 and 2018, the project has sold 363,296 baht worth of produce.

In addition to the aforementioned activities, Dr. Thiam Chokwatana's Sufficiency Agriculture, Lamphun, also serves as a farming learning center. Between 2016 and 2018, there have been 65 groups of visitors to the project or 5,852 visitors. These have been students, government agents and private employees.

Project Operation Results Visitors



• Support for Activities That Promote Professional Development and Improve the Quality of Life in Surrounding Communities



We supported the housewives of Wang Dan in their broom manufacturing business by providing space for the sale of their products.



We supported cage fish farming by donating rare species and economic species to 20 freshwater fish farms in Wang Dan and te surrounding areas.



We provided space for farmers to sell their pineapples during the oversupply period.



We supported activities that promoted career development for the elderly and encouraged them to spend their free time for their own benefits at Ban Rai 1 School for the Elderly.



We donated an automated external defibrillator (AED) to a sub-district health-promoting hospital for the benefit of the locals.

(2) Sustainability Communication and Relations

Meetings were held between the Saha Group's industrial parks, governmental agencies and surrounding communities to organize activities for mutual benefits according to **the Eco-Industrial Town and Sustainable Coexistence policies**. Efforts of this nature were made under the name "Pracharat Program of the Saha Group and the Environment and Safety Network.



(3) Education and Learning

The Company supported and encouraged activities that promote education and learning among students and teachers to ensure sustainable educational development. The following were activities conducted:



Awarding Scholarship



Library equipments supporting,
Wat Nong Khla School and Wat Nong Kham School.

(4) Religions, Local Customs and Traditions

Operating on the foundation of corporate social responsibility, the Company attaches much importance to the preservation of local culture and customs. In this regard, the Company has conducted a number of activities, such as the Saha Group's Phapa Samakki Ruam Chai merit making ceremony, offering non-perishable foods to monks on the Wan Wai Phra Phrom Day, the Songkran Phrom Sathan Suep San Watthanatham Un Ai Rak fair and the Su Khwan Khao ceremony at Nonsi District.



(5) Health



The Company places a great deal of importance on mental and physical well-being. To this end, the Company led numerous activities, such as a mobile clinic for breast and cervical cancer checkups and the "Kabinburi Mini Marathon RUN 4 LIFE 2018".



(6) Public Interest Activities

• The Saha Group's San Palang Pracharat Project

The Saha Group's Pracharat Project is a collaborative effort among the Saha Group, the public sector and civil society. It advocates for communities to do business based on the foundation of knowledge, creativity, innovation and cultural identity. At present 11 projects have been realized under the Saha Group's Pracharat Project by 12 companies within the group. Each project has its own objectives, formats and target groups. These projects are as follows:

●	Excellent Model School, ICC International Public Company Limited
●	Thai Performing Arts for Thai Youth, ICC International Public Company Limited, Saha Pathana Inter-Holding Public Company Limited, Thai President Foods Public Company Limited and President Bakery Company Limited
●	Sahapat Admission, Saha Pathanapibul Public Company Limited
●	Science on Mobile, S&J International Enterprises Public Company Limited
●	OCC's Career Development, OCC Public Company Limited
●	Dressmaking Career, Thanulux Public Company Limited
●	Dr. Thiam Chokwatana's Sufficiency Agriculture, Lamphun, Saha Pathana Inter-Holding Public Company Limited
●	Bamboo Reforestation and Job Creation, Sahacogen (Chonburi) Public Company Limited and its subsidiary
●	Pracharat Against Breast Cancer, Thai Wacoal Public Company Limited
●	LION Oral Health Promotion and Prevention, Lion (Thailand) Co., Ltd.
●	ILC Greenheart for the Environment, International Laboratories Co., Ltd.

In 2018 the Company, as the center of public relations for the Saha Group's 11 Pracharat projects, urged the public sector and the people to take part in the projects, the Pracharat @ Saha Group Fair took place in activity of pay respects Braham at three of our industrial parks, namely in Si Racha, Lamphun and Kabinburi. Our works were put on display for anyone who might be interested to learn about their concepts and processes, which they could build upon within their own communities and create additional projects that will benefit the country.

Furthermore, there were special activities that the public could take part in without any charges, such as professional training, field-specific training, medical services, sale of products whose proceeds would go towards social betterment at government complexes and within communities, sale of OTOP food items and products, sale of local products, career development activities and local performing arts events.



The Company has taken part in the **Saha Group's Pracharat Project under Dr. Thiam Chokwatana's Sufficiency Agriculture, Lamphun**, by contributing to the working team for the development of grassroots economies (E3). In conjunction with institutes, foundations, organizations and other private companies, we have begun propelling the grassroots economy forward across three segments, namely agriculture, food processing and community-based tourism. Our participation has kept us informed and led to concrete execution of plans. His Majesty's concept of "Understanding, Access and Development" has been employed to foster collaboration among the public sector, the private sector, civil society, the academia and the people. Every one of these sectors have been empowered to use their potential to strengthen the nation from its roots. Our efforts encourage communities to generate sufficient income to sustain themselves and to know the value of sacrifice and helping one another. The Company continues to promote a better understanding of the Pracharat Project among companies within the Saha Group and to garner their participation, which will bring about success. Under the corporate social responsibility policy of **"Good People, Good Products, Good Society,"** the Saha Group has organized several activities as follows:

Eco-Friendly Thai Agriculture:

We organized learning bases about agriculture and environmental management, such as compost, plant propagation, animal husbandry, rice processing, water-soluble substances, waste sorting and the acidity of different products.



Pracharat Rice Farming:

Together with students from the Third Educational Development Network of Mueang Lamphun, Saha Group employees, the public sector and surrounding communities planted rice. There are three model paddies, namely parachute, sowing and transplantation.



Local Education Supported

- We offered 3 rai of our project to students at Wat Nong Siu School to use as an outdoor classroom, where they learn about Riceberry rice cultivation, as well as rice processing and sale.
- We provided the equipments for mushroom farming to Wat Nong Siu School, Ban Huai Som School and Ban Pan Sub-District School.
- We donated an oven to Ban Si Bun Yuen-Wang Thong School to help the students process figs.



We supported several activities of the Pa Sak Safe Rice Group

- Donating Dok Mali Rice 105 grains and Riceberry grains and biopesticide to the group. We also bought their produce. In 2017 there were 30 members, while in 2018 there were 61 members.



- We provided safe-rice production equipment to four farms.



We encouraged the cultivation of Kimchu guava by providing saplings, biofertilizer and planting containers



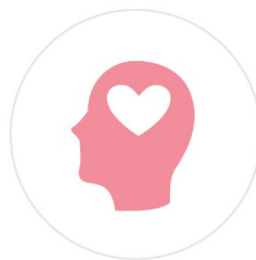
We donated 1,600 kg of rice to the Lamphun Peace and Order Maintaining Force, which would go towards disaster relief and their mobile units.



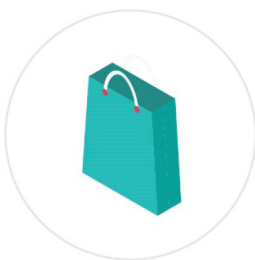
We donated rice to 48 Anniversary Commemoration School and Metheewudthikorn School to support underprivileged students.



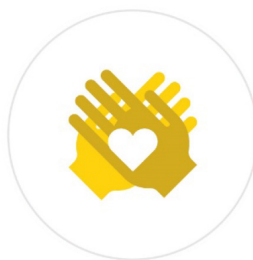
The 2nd Saha Group Pracharat Ruamchai, there were exhibits from state sector, the private sector and local communities, as well as activities such as herbal soap making, breast cancer screening and cloth bag sowing by the Phra Dabos Foundation.



Good People



Good Products



Good Society

GRI Context Index

GRI Standard			
GRI Standard Number	GRI Standard Title	Disclosure Number	Page
GRI 102	General Disclosures	102-14	215 - 216
GRI 102	General Disclosures	102-15	215 - 216, 219 - 220
GRI 102	General Disclosures	102-1	10 - 11
GRI 102	General Disclosures	102-2	17 - 25
GRI 102	General Disclosures	102-3	184
GRI 102	General Disclosures	102-4	184
GRI 102	General Disclosures	102-5	14
GRI 102	General Disclosures	102-6	17 - 25
GRI 102	General Disclosures	102-7	36
GRI 102	General Disclosures	102-8	N/A
GRI 102	General Disclosures	102-41	N/A
GRI 102	General Disclosures	102-9	17 - 25
GRI 102	General Disclosures	102-10	9 - 10, 17 - 25
GRI 102	General Disclosures	102-11	26 - 28
GRI 102	General Disclosures	102-12	241 - 247
GRI 102	General Disclosures	102-13	N/A
GRI 102	General Disclosures	102-45	N/A
GRI 102	General Disclosures	102-46	217
GRI 102	General Disclosures	102-47	220 - 221
GRI 103	Management Approach	103-1	N/A
GRI 103	Management Approach	103-2	48 - 75
GRI 102	General Disclosures	102-48	N/A
GRI 102	General Disclosures	102-49	N/A
GRI 102	General Disclosures	102-40	64 - 70, 218 - 220
GRI 102	General Disclosures	102-42	64 - 70, 218 - 220
GRI 102	General Disclosures	102-43	218 - 220
GRI 102	General Disclosures	102-44	218 - 220
GRI 102	General Disclosures	102-50	216
GRI 102	General Disclosures	102-51	216
GRI 102	General Disclosures	102-52	216
GRI 102	General Disclosures	102-53	252



GRI Standard			
GRI Standard Number	GRI Standard Title	Disclosure Number	Page
GRI 102	General Disclosures	102-54	216, 220 - 221
GRI 102	General Disclosures	102-55	248 - 252
GRI 102	General Disclosures	102-56	216, 220 - 221
GRI 102	General Disclosures	102-56	N/A
GRI 102	General Disclosures	102-18	32 - 38
GRI 102	General Disclosures	102-19	75 - 87
GRI 102	General Disclosures	102-20	215
GRI 102	General Disclosures	102-21	219 - 220
GRI 102	General Disclosures	102-22	32 - 38, 75 - 87
GRI 102	General Disclosures	102-23	75 - 87
GRI 102	General Disclosures	102-24	80 - 81
GRI 102	General Disclosures	102-25	97 - 109
GRI 102	General Disclosures	102-26	82 - 83
GRI 102	General Disclosures	102-27	44 - 46
GRI 102	General Disclosures	102-28	64
GRI 102	General Disclosures	102-29	215
GRI 102	General Disclosures	102-30	26 - 28
GRI 102	General Disclosures	102-31	220 - 221
GRI 102	General Disclosures	102-32	215
GRI 102	General Disclosures	102-33	221
GRI 102	General Disclosures	102-34	221
GRI 102	General Disclosures	102-35	38 - 41
GRI 102	General Disclosures	102-36	38 - 41
GRI 102	General Disclosures	102-37	38
GRI 102	General Disclosures	102-38	38 - 41
GRI 102	General Disclosures	102-39	N/A
GRI 102	General Disclosures	102-16	64 - 75
GRI 102	General Disclosures	102-17	64 - 75
GRI 103	Management Approach	103-1	48 - 64
GRI 103	Management Approach	103-2	48 - 64
GRI 103	Management Approach	103-3	48 - 64
GRI 201	Economic Performance	201-1	N/A
GRI 201	Economic Performance	201-2	N/A



GRI Standard			
GRI Standard Number	GRI Standard Title	Disclosure Number	Page
GRI 201	Economic Performance	201-3	67 - 68
GRI 201	Economic Performance	201-4	N/A
GRI 202	Market Presence	202-1	N/A
GRI 202	Market Presence	202-2	N/A
GRI 203	Indirect Economic Impacts	203-1	17 - 25
GRI 203	Indirect Economic Impacts	203-2	241 - 247
GRI 204	Procurement Practices	204-1	226
GRI 301	Materials	301-1	N/A
GRI 301	Materials	301-2	230 - 231, 240 - 241
GRI 302	Energy	302-1	239
GRI 302	Energy	302-2	230, 239
GRI 302	Energy	302-3	230, 239
GRI 302	Energy	302-4	230, 239
GRI 302	Energy	302-5	230, 239
GRI 303	Water	303-1	28
GRI 303	Water	303-2	28
GRI 303	Water	303-3	241 - 243
GRI 304	Biodiversity	304-1	230
GRI 304	Biodiversity	304-2	241 - 243
GRI 304	Biodiversity	304-3	241 - 243
GRI 304	Biodiversity	304-4	N/A
GRI 305	Emissions	305-1	N/A
GRI 305	Emissions	305-2	N/A
GRI 305	Emissions	305-3	N/A
GRI 305	Emissions	305-4	N/A
GRI 305	Emissions	305-5	N/A
GRI 305	Emissions	305-6	N/A
GRI 305	Emissions	305-7	N/A
GRI 306	Effluents and Waste	306-1	240 - 242
GRI 306	Effluents and Waste	306-2	240
GRI 306	Effluents and Waste	306-3	N/A
GRI 306	Effluents and Waste	306-4	28, 73
GRI 306	Effluents and Waste	306-5	241





GRI Standard			
GRI Standard Number	GRI Standard Title	Disclosure Number	Page
GRI 301	Materials	301-3	N/A
GRI 307	Environmental Compliance	307-1	N/A
GRI 308	Supplier Environmental Assessment	308-1	N/A
GRI 308	Supplier Environmental Assessment	308-2	N/A
GRI 103	Management Approach	103-2	N/A
GRI 401	Employment	401-1	N/A
GRI 401	Employment	401-2	67 - 68
GRI 401	Employment	401-3	N/A
GRI 402	Labor/Management Relations	402-1	73, 237 - 238
GRI 403	Occupational Health and Safety	403-1	N/A
GRI 403	Occupational Health and Safety	403-2	N/A
GRI 403	Occupational Health and Safety	403-3	N/A
GRI 403	Occupational Health and Safety	403-4	28, 73
GRI 404	Training and Education	404-1	43 - 46
GRI 404	Training and Education	404-2	43 - 46
GRI 404	Training and Education	404-3	N/A
GRI 405	Diversity and Equal Opportunity	405-1	76, 78, 196 - 207
GRI 405	Diversity and Equal Opportunity	405-2	N/A
GRI 414	Supplier Social Assessment	414-1	66
GRI 414	Supplier Social Assessment	414-2	N/A
GRI 103	Management Approach	103-2	N/A
GRI 412	Human Rights Assessment	412-3	73, 237 - 238
GRI 412	Human Rights Assessment	412-2	238
GRI 406	Non-discrimination	406-1	237 - 238
GRI 407	Freedom of Association and Collective Bargaining	407-1	237 - 238
GRI 408	Child Labor	408-1	N/A
GRI 409	Forced or Compulsory Labor	409-1	N/A
GRI 410	Security Practices	410-1	237
GRI 411	Rights of Indigenous Peoples	411-1	N/A
GRI 412	Human Rights Assessment	412-1	N/A



GRI Standard			
GRI Standard Number	GRI Standard Title	Disclosure Number	Page
GRI 414	Supplier Social Assessment	414-1	N/A
GRI 414	Supplier Social Assessment	414-2	N/A
GRI 103	Management Approach	103-2	N/A
GRI 413	Local Communities	413-1	224 - 229, 242
GRI 413	Local Communities	413-2	N/A
GRI 205	Anti-corruption	205-1	235 - 236
GRI 205	Anti-corruption	205-2	235 - 236
GRI 205	Anti-corruption	205-3	235 - 236
GRI 415	Public Policy	415-1	http://www.spi.co.th/download/corruption_policy/PRACTICE_CORRUPTION_POLICY-TH.pdf
GRI 206	Anti-competitive Behavior	206-1	66
GRI 419	Socioeconomic Compliance	419-1	N/A
GRI 414	Supplier Social Assessment	414-1	N/A
GRI 414	Supplier Social Assessment	414-2	N/A
GRI 103	Management Approach	103-2	N/A
GRI 416	Customer Health and Safety	416-1	28, 73
GRI 416	Customer Health and Safety	416-2	N/A
GRI 417	Marketing and Labeling	417-1	N/A
GRI 417	Marketing and Labeling	417-2	N/A
GRI 102	General Disclosures	102-43 102-44	219
GRI 102	General Disclosures	102-2	21 - 25
GRI 417	Marketing and Labeling	417-3	60, 238
GRI 418	Customer Privacy	418-1	65, 238
GRI 419	Socioeconomic Compliance	419-1	N/A

For inquiries or suggestions, please contact
 Good Corporate Governance Working Team
 Saha Pathana Inter-Holding Public Company Limited
 530 Sathupradit 58, Bangpongpan, Yannawa, Bangkok 10120
 Tel. +66 2293 0030 Fax. +66 2293 0040

