

## SPI...Business Driving for Sustainability 2021



### Corporate Governance and Sustainability Management Awards

An “Excellent” overall rating under the Corporate Governance Report of Thai Listed Company 2021 compiled by the Thai Institute of Directors (IOD).



The Company is accredited by the Governing Committee as member of the Thailand's Private Sector Collective Action Coalition against Corruption.



The Company has been selected as 1 of 100 listed companies that have been exemplary with respect to the environment, society and governance.



Saha Group Industrial Park – Si Racha, Chonburi Province and Saha Group Industrial Park – Kabinburi, Prachinburi Province was Certified as a level 5 of Eco Industrial Town of Happiness of 2021 Fiscal Year, Department of Industrial Works, Ministry of Industry.



Saha Group Industrial Park – Lamphun was honorary awarded with a Certificate for Commitment of Good Labour Practices (GLP) for Labour management from Ministry of Labour.



In communications to various stakeholder groups interested in the Company's business performance under **the sustainability policy “Good People, Good Products, Good Society”** in the context of **Eco Industrial Park Indicators and Smart City development** for the optimum benefit under the **United Nations Sustainable Development Goals (SDGs)**, the Company stresses the importance and commits to disclosing information on sustainable development to all stakeholders on an equal, accurate, transparent and continual basis. The disclosures incorporate performances relating to the economy, social and the environment in the period 1-31 December 2021, which focused on the creation of value to the organization and all stakeholders sustainably based on the value **“SPI” success with synergy and sharing for the sustainable development of businesses**, as follows:

**Business Strengthening**, the Company invested in subsidiaries to develop and expand investments in real estate businesses, as well as increased investments in businesses with potential for growth, attractive returns and to **promote innovations in operations**. This entails changes in concepts or changes to work processes under **projects to increase opportunities and means of seeking profit** by expanding or increasing efficiencies, or by initiation new campaigns to build new businesses with growth potential for the Company and companies in the Saha Group. The Company also attaches importance to the parallel development of personnel alongside future growth, and to foster the confidence of all stakeholders that the Company's business operations will not affect the society and environment. It's accepted by the community that is able to live with the community in a sustainable way. **The Company undertakes environmental activities** which include energy management, promotion of solar cell use, climate change, greenhouse gas emissions, water management, waste management, hazardous wastes and pollutants. As regards **social activities**, the Company undertook social and community responsibility activities in 6 areas, namely community health, communications and relations for sustainability, education and learning of students, religious upkeep and traditional heritage, health, and various public benefit activities whilst adhering to good governance principles.

In 2021, Thailand still faced the challenges of COVID-19 outbreak which expanded to a wider circle than the previous year. There were behavioural changes towards a New Normal and it was a year when many industries still experienced dampened economic growth. The Company was able to adapt and improve operational efficiency as a New Normal, whilst also caring for all stakeholders, by undertaking measures to manage the COVID-19 situation both as preventive measures and impact alleviation measures, including support for medical personnel to perform duties safely and efficiently.

Through the cooperation of executive officers, employees of all levels and all stakeholder groups, Saha Group Industrial Park - Si Racha and Saha Group Industrial Park - Kabinburi was certified as a **Level 5 of Eco Industrial Town of Happiness**. In addition, the Company was selected for listing in **the ESG100 for 2021**, and was also rated **“Excellent” in the corporate governance assessment**. Saha Group Industrial Park - Lamphun was honorary awarded with a **Certificate for Commitment to Good Labour Practices (GLP) for labour management**, which is evident of the corporate governance values aimed at achieving sustainable business growth.

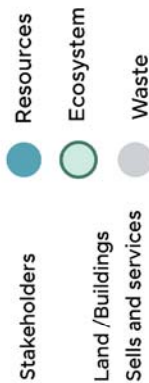
The Company would like to thank all stakeholders for their cooperation and support in helping the company achieve sustainable business operations. The Company is also confident that executive officers and employees of all levels will continue to remain committed to business operations with due regard for society, the environmental and the economy.



## SPI Supply Chain and Stakeholders

## Registered Capital in SET

Bangkok 582,923,188 baht



Investment in Consumer Products  
businesses

- Saha Pathanapibul Public Company Limited
- Lion Corporation (Thailand) Limited
- Thai Wacoal Public Company Limited
- Thanulux Public Company Limited
- I.C.C. International Public Company Limited
- S & J International Enterprises Public Company Limited
- Better Way (Thailand) Company Limited  
etc.

Investment in  
Food and Beverage Businesses

- Thai President Foods Public Company Limited
- President Bakery Public Company Limited
- Kinmin Foods Company Limited
- Kewpie Thailand Company Limited
- American Food Company Limited
- etc.

Investment in Other Businesses

- J-Park Sriracha Nihon Mura
- Saha Capital Tower Company Limited
- Sahacogen (Chonburi) Public Company Limited
- Thai Secom Security Company Limited
- DONKI (Thailand) Company Limited
- Saha Komehyo Company Limited
- XET Company Limited
- Saha Advanced Network Company Limited
- Saha Lawson Company Limited
- Tsuruha (Thailand) Company Limited
- etc.



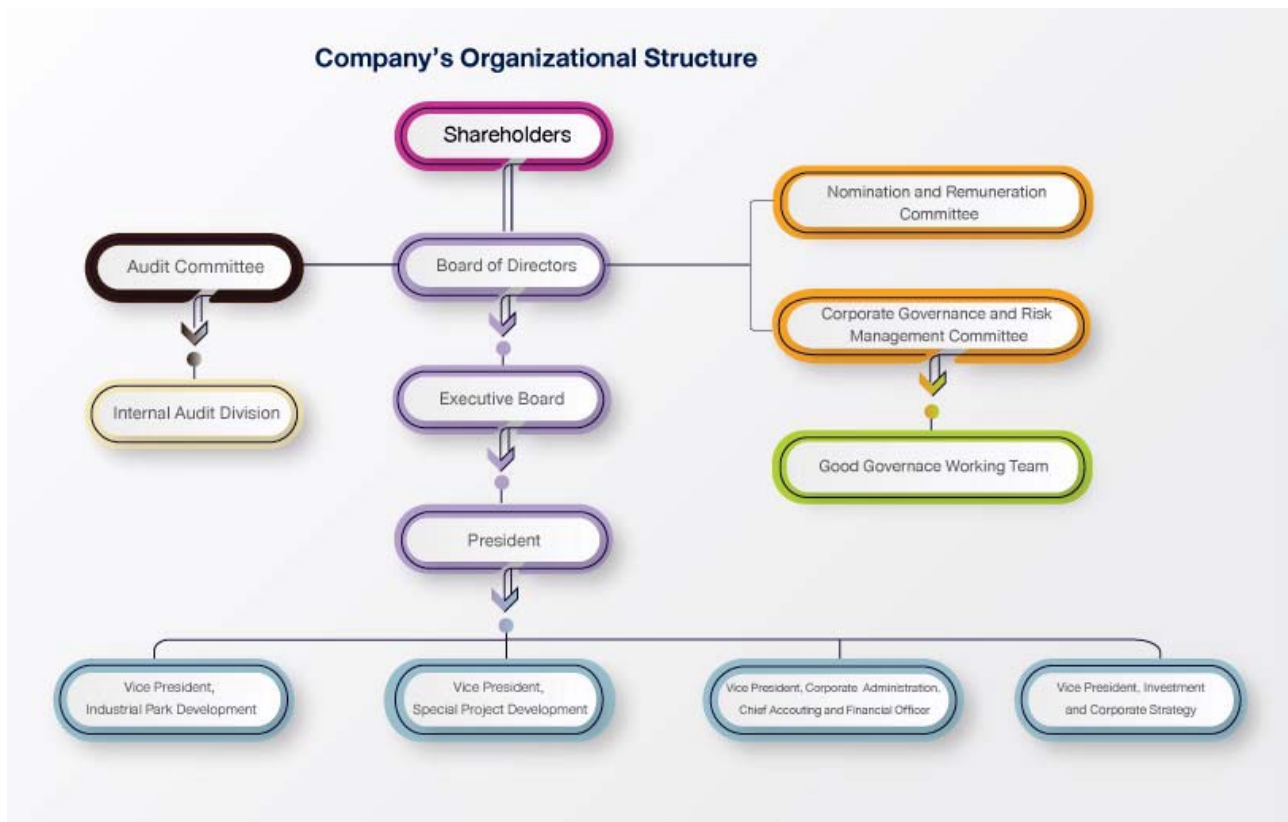
## Reporting Guidelines

**SPI... Business Driving for Sustainability 2021.** The Company is aimed to develop businesses alongside good governance and risk management with due regard to responsibilities for stakeholders throughout the supply chain as well as social and environmental under the **social responsibility policy** of “**Good People, Good Products, Good Society**”. Key issues concerning sustainability have been identified pursuant to materiality assessment principles and disclosures are made **consistent with the Global Reporting Initiative : GRI Standard as Core Option, Eco Industrial Park Index, International Organization for Standardization (ISO), quality management system (ISO 9001), organization environmental management system (ISO 14001), energy management system (ISO 50001)** and consolidation of materials on good corporate governance and the drive for sustainable business growth pursuant to **the Corporate Sustainability Guide for Listed Companies**. The Company is prepared to show preliminary consistency between operations and **UN Sustainable Development Goals (SDGs)** by adhering to the **business philosophy** of **Dr. Thiam Chokwatana** and **SPI values**.



The Company has appointed a Good Governance and Risk Management Committee consisting of 3 Company Directors, 1 Vice-President for Industrial Park Development and 1 Company Secretary, a total of 5 members. The Good Governance and Risk Management Committee appointed a Good Governance Working Team consisting of representatives from all divisions in the Company to collaborate in the drive of various projects to achieve sustainability for the Company (details have been disclosed under the topic of Sub-Committees)

The structure for sustainability management under the oversight of the Good Governance and Risk Management Committee is as follows:



### Scope of Reporting

SPI... Business Driving for Sustainability 2021 was prepared to show the Company's performances relating to management for sustainability and linkage with issues concerning the economy, society and the environment. Operations were undertaken in accordance with a sustainable development plan pursuant to the policy **"Good People, Good**

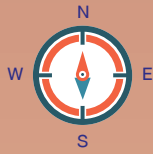
**Products, Good Society"**, which focuses on operations in line with the vision, mission, target and values of the organization. There has been adherence to good corporate governance principles with regard to business risks, data availability and impact on Company operations under the core business of investments in consumer goods businesses, investment in food and beverages, businesses of industrial park development and investments in other businesses. The Company is aimed to develop a tranquil environment and warm atmosphere for all lives under the roof of **Saha Group Industrial**

**Park** under the concept **"Building More than Just an Industrial Park"**. These developments are in line with the **Eco Industrial Park Index** and **Sustainable Development Goals (SDGs)**, as well as international standards of the **International Organization for Standardization (ISO)**, quality management system (**ISO 9001**), organization environmental management system (**ISO 140001**) and energy management system (**ISO 50001**). There is focus on the development of 3 dimensions, namely economy, society and environment. Performance of the Company in areas of the Bangkok Head Office (4<sup>th</sup> floor, ICC International Public Company Limited Building) – Rama 3, and 29<sup>th</sup> floor, Sam Yan Mitrtown Building, Saha Group Industrial Park - Si Racha, Chonburi Province, Saha Group Industrial Park - Kabinburi, Prachinburi Province, Saha Group Industrial Park - Lamphun, Lamphun Province, Saha Group Industrial Park - Mae Sot, Tak Province, have been disclosed (details have been given under the heading **Development of Industrial Parks and Other Investments**)



# SPI

## LOCATION OPERATION



### Lamphun



#### ▲ Saha Group Industrial Park Lamphun

- Central wastewater treatment facilities with a capacity of 6,500 cubic meters per day
- Runway for small planes
- 1,100,000-cubic-meter reservoir
- 50x2 MW Provincial Electricity Authority sub-stations
- Garbage incinerator with a capacity of 50 kg per hour
- Water supply from a well with a pumping capacity of 2,390 cubic meters per day
- Water supply from a water production plant with a capacity of 4,000 cubic meters per day
- Green area e.g. Suan Phra Phom, Dr. Thiam Chokwatana's Sufficiency Agriculture Project, and Ku Nang Ke historic site.

### Prachinburi



#### ▲ Saha Group Industrial Park Kabinburi

- Central wastewater treatment facilities with a capacity of 16,000 cubic meters per day
- Runway for small planes
- 1,000,000-cubic-meter reservoir
- Water production with a capacity of 6,000 cubic meters per day
- 50x2 MW Provincial Electricity Authority sub-stations
- Garbage incinerator with a capacity of 100 kg per hour



### Tak

#### ▲ Saha Group Industrial Park Mae Sot

- Wastewater treatment facilities with a capacity of 400 cubic meters per day
- 55,000-cubic-meter reservoir
- 75 MW of power from the 25 MW Mae Sot 2 Sub-Station of the Provincial Electricity Authority (off site) and the 25 MW Mae Sot 1 Sub-Station
- Water supply from a water production plant with a capacity of 600 cubic meters per day

### Chonburi



#### ▲ Saha Group Industrial Park Si Racha

- 214 MW power plant
- Central wastewater treatment facilities with a capacity of 12,000 cubic meters per day
- Runway for small planes
- 150,000-cubic-meter reservoir
- Water production with a capacity of 18,000 cubic meters per day
- Green area e.g. Suan Phra Phrom, children's playground and sports field

#### ▲ J-Park Sriracha Nihon Mura

### BANGKOK

- ▲ Headquarter RAMAIII
- ▲ Samyan Mitrtown Office



## Stakeholders and Sustainability Materiality

### Assessments of Key Sustainability Issues

The Company has identified materiality sustainability issues after having considered internal factors such as SWOT analysis of the Company, Corporate Risk Profile and studies on trends and changes in global direction, as well as the expectations and needs of all stakeholders, risk management, vision, including the **Eco Industrial Park Index** and **Sustainable Development Goals (SDGs)**, so as to ensure that materiality sustainability issues are accurate and most consistent with the business context. Materiality sustainability issues were selected on the basis of a materiality assessment adhering to Global Reporting Initiative Standard : GRI Standard.

### Steps for Materiality Assessment of Key Sustainability Issues

#### Stage 1 Identification of Materiality Issues

The Company considered the key business issues of 2021 by examining internal factors, namely Company SWOT analysis, Corporate Risk Profile and external factors, namely Eco Industrial Park, Thailand Sustainability Investment (THSI), Sustainable Development Goals (SDGs) and Global Mega Trends.

#### Stage 2 Prioritization of Materiality Issues

The Company prioritized key sustainability issues for 2021 by considering the change in business context of materiality issues obtained from analyses in stage 1 as regards materiality issues for the organization and stakeholders. The issues were examined in 2 dimensions and give a score of 1-5, i.e.

1. Economic, social and environmental impact, including good governance and key business opportunities for the Company.
2. Issues interested by stakeholders and the level of influence on decision-making of relevant stakeholders.

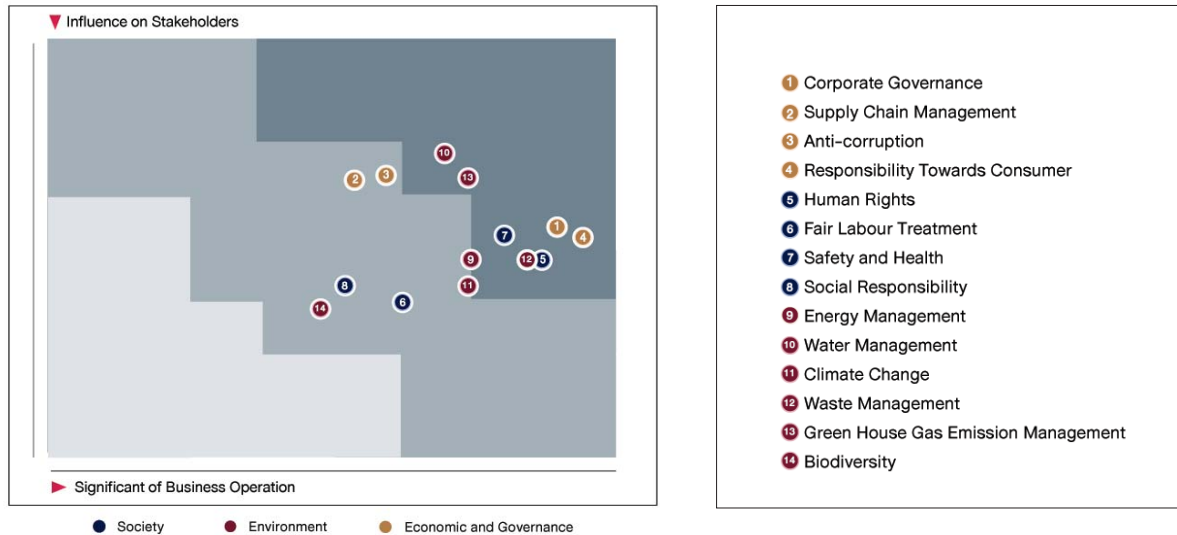
#### Stage 3 Review of Materiality Issues

The Company, by the Good Governance Working Group, reviews materiality issues and submits to the Good Governance and Risk Management Committee for approval of the materiality sustainability issues within the scope of internal and external factors.



### Assessment of Materiality Sustainability Issues in 2021

After a review of Materiality issues in 2021, it was found that internal and external contexts changed affecting expectations of stakeholders. Nevertheless, the expectations of most shareholders remained the same, being an expectation for the Company to be able to create value continually.

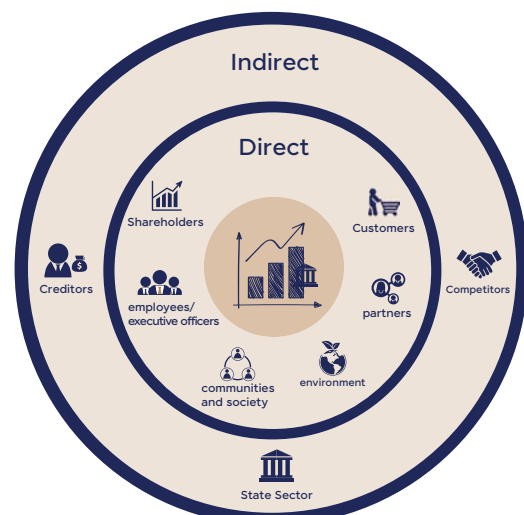


In any event, the Company's sustainability Materiality approved by the Good Governance and Risk Management Committee Meeting No. 2 (Board #7) on 28<sup>th</sup> February 2022 could be divided into 3 chapters incorporating 14 issues. From the key issues analyzed, the Company determined strategies to respond to those materiality issues by classifying the issues into 3 dimensions, namely economic/governance dimension, social dimension and environmental dimension.



## Stakeholders

**Stakeholders.** The Company classified stakeholders into 9 groups, divided into direct stakeholders who have close interests and are directly affected by the business operations of the Company, namely shareholders, employees/executive officers, partners, communities and society, environment, and indirect stakeholders who are remote and indirectly affected by the Company's business operations, namely competitors, creditors and the state sector.










## Stakeholders Engagement

Stakeholder	Engagement Approach	Expectations	Company Processes in 2021
<b>Shareholders</b> 	1. Annual General Meeting of Shareholders 2. Online communications 3. Annual Report 4. Channels for receiving suggestions/complaints 5. Site visits of Saha Group Industrial Parks	<ul style="list-style-type: none"> <li>• Appropriate returns</li> <li>• Potential for continued growth</li> <li>• Risk Management System</li> <li>• Good corporate governance</li> <li>• Corporate social and environmental responsibility</li> </ul>	<ul style="list-style-type: none"> <li>• Search for investment opportunities in line with economic growth trends</li> <li>• Development of innovations and technology to lower costs and minimize environmental impact</li> <li>• Annual review of the Company's good governance principles</li> <li>• Giving the rights of shareholders to propose agenda and/or to nominate candidates to be elected as a Company Director in the General Meeting of shareholders</li> </ul>
<b>Employees/ Executive Officers</b> 	1. General meeting of executive officers and employees 2. Monthly direct communications from the CEO 3. Online, intranet and email communications 4. Annual survey of employee engagement	<ul style="list-style-type: none"> <li>• Appropriate remuneration and welfare benefits</li> <li>• Fair assessment of performance</li> <li>• Job security and career advancement</li> <li>• Assessment of atmosphere and good working environment</li> <li>• Development of capacity, knowledge and competency</li> <li>• Human rights</li> </ul>	<ul style="list-style-type: none"> <li>• Respect for human rights and fair treatment of labour</li> <li>• Appropriate reviews of remuneration and welfare benefits</li> <li>• Reviews for more efficient performance assessments</li> <li>• Prescription of career path and succession plan</li> <li>• Provision of training courses which meet needs and are up to date with changing global trends</li> <li>• Recruitment of internal staff first for the Company's position</li> <li>• Provision of sufficient work supplies</li> <li>• Building a safe and happy environment for work</li> <li>• SPI EMPLOYEE SHARING SURVEY</li> </ul>
<b>Customers</b> 	1. Annual survey of customer satisfaction 2. Customer relations events 3. Direct meetings with customers 4. Online communication channels	<ul style="list-style-type: none"> <li>• Fair business operations</li> <li>• Quality after sales service</li> <li>• Management of customer relations</li> <li>• Environmentally friendly business operations</li> <li>• Risk and crisis management of Saha Group Industrial Parks</li> </ul>	<ul style="list-style-type: none"> <li>• Smart city project</li> <li>• Support for customer businesses, e.g. training for business competency building of customers</li> <li>• Initiation of projects for the prevention and restoration of ecosystems (Eco Industrial Park Project)</li> <li>• Efficient responses to customer complaints</li> <li>• Integrated water management system</li> <li>• Development of renewable energy</li> <li>• Management of all risk factors and planning for emergencies</li> <li>• Application of human rights principles</li> </ul>
<b>Partners</b> 	1. Meetings with partners 2. Assessments of partners 3. Good corporate governance 4. Business ethics 5. Online communication channels 6. Channels for receiving suggestions/complaints	<ul style="list-style-type: none"> <li>• Fair business dealings</li> <li>• Creation of value and sustainable cooperation</li> <li>• Respect for human rights</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with laws, good governance principles, ethics and codes of conduct</li> <li>• Reviews and modifications of guidelines for procurement at fixed periods to ensure that they remain up to date and appropriate</li> <li>• Initiation of projects for the development of partners, e.g. training on relevant legal topics</li> <li>• Application of human rights principles</li> </ul>

## Stakeholders Engagement

Stakeholder	Engagement Approach	Expectations	Company Processes in 2021
<b>Communities and Society</b> 	<ol style="list-style-type: none"> <li>1. Community relations activities</li> <li>2. Community satisfaction surveys</li> <li>3. Online communication</li> <li>4. Other communication channels for accepting suggestions/complaints</li> <li>5. Site visits of Saha Group Industrial Parks</li> </ol>	<ul style="list-style-type: none"> <li>• Resolving traffic problems</li> <li>• Water management</li> <li>• Management of environmental impact</li> <li>• Development of communities and society</li> <li>• Building good relations with communities</li> <li>• Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Smart city project</li> <li>• Resolving traffic problems with all sectors</li> <li>• Systematic management of water for use</li> <li>• Promotion of efficient management of waste by operators in the Saha Group Industrial park</li> <li>• Initiation of projects for prevention and restoration of ecosystems (Eco Industrial Park Project)</li> <li>• Promotion of development of quality of life and economy of communities (areas for communities to exercise and sell community goods)</li> <li>• Building a community network</li> <li>• Resolving various problems of complaints</li> <li>• Educating and assisting in the development of communities to ensure preparedness for various emergencies</li> </ul>
<b>Environment</b> 	<ol style="list-style-type: none"> <li>1. Disclosure of environmental analysis</li> <li>2. Eco Industrial Park Project</li> <li>3. Organizational environmental management standard (ISO 14001)</li> <li>4. Online communications</li> <li>5. Channel for receiving suggestions/complaints</li> </ol>	<ul style="list-style-type: none"> <li>• Strict compliance of laws, regulations and directives on environment</li> <li>• System for good environmental management</li> <li>• Channel for disclosure of environmental data</li> <li>• Disclosure of greenhouse gas emission</li> </ul>	<ul style="list-style-type: none"> <li>• Strict compliance of laws, regulations and directives on environment</li> <li>• Establishment of an environmental working group to oversee environmental matters</li> <li>• Minimization of environmental impact</li> <li>• Building an environmental network</li> <li>• Providing environmental education for stakeholders</li> <li>• Smart city project</li> <li>• Project for the prevention and restoration of ecosystems (Eco Industrial Park Project)</li> </ul>
<b>Competitors</b> 	<ol style="list-style-type: none"> <li>1. Communications via Annual Report</li> <li>2. Report of performance via channels of the Stock Exchange of Thailand</li> <li>3. Channel for receiving suggestions/complaints</li> <li>4. Online communications</li> </ol>	<ul style="list-style-type: none"> <li>• Acting within the framework of fair competition</li> <li>• Not discredit competitors' reputation</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct business in accordance with the business code of conduct</li> <li>• Provide cooperation that is useful for consumers</li> </ul>
<b>Creditors</b> 	<ol style="list-style-type: none"> <li>1. Communications via Annual Report</li> <li>2. Report of performance via channels of the Stock Exchange of Thailand</li> <li>3. Channel for receiving suggestions/complaints</li> <li>4. Online communications</li> </ol>	<ul style="list-style-type: none"> <li>• Strong financial standing</li> <li>• Ability to repay debts</li> <li>• Accurate and timely disclosure of financial standing</li> </ul>	<ul style="list-style-type: none"> <li>• Strict compliance with loan terms and debenture terms</li> </ul>
<b>State Sector</b> 	<ol style="list-style-type: none"> <li>1. Meeting with state agencies</li> <li>2. Communications via Annual Report</li> <li>3. Report of performance via channels of the Stock Exchange of Thailand</li> <li>4. Channel for receiving suggestions/complaints</li> <li>5. Online communications</li> </ol>	<ul style="list-style-type: none"> <li>• Compliance with laws, regulations and directives of the state</li> <li>• Good corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>• Strict compliance with laws, regulations and directives of the state</li> <li>• Promotion of cooperation between the state Sector and the Company</li> </ul>

## Sustainability Management

### Environment



The Company is aimed to develop and improve systems for the management of the environment comply with the environmental management standard ISO 14001, as well as to comply with relevant laws and regulations. These actions are taken to preserve the environment, ecosystem and health of all stakeholders. In this regard, so as to provide a guideline for environmental activities and to ensure the efficient management of the environment, the Company announced an environmental policy and prepared an environmental management handbook. In addition, Saha Group Industrial Park - Si Racha, Si Racha District, Chonburi Province, and Saha Group Industrial Park - Kabinburi, Kabinburi District, Prachinburi Province, were selected as Eco Industrial Towns which achieved a balance of 5 dimensions (physical, economic, environmental, social and management dimensions). In order to promote and develop industrial plants in the area to operate in line with continual developments of Eco Industrial Towns, and to happily and sustainably coexist with communities, as well as to comply with Environmental and Safety Standard Compilation, the Company announced a policy for **Saha Group Industrial Park Development for Eco Industrial Town**. In this connection, the Company also announced the appointment of an **Eco Industrial Town Working Team** to ensure successful completion of such task as the Company's objectives. Various Company activities have been consistent with the **6<sup>th</sup> Sustainable Development Goal** : guarantees of provision of water supply and health for all persons, and sustainable development; **7<sup>th</sup> Sustainable Development Goal** : guarantees for all persons' access to modern and sustainable energy at affordable prices; **13<sup>th</sup> Sustainable Development Goal** : adapting to climate change; **15<sup>th</sup> Sustainable Development Goal** : protection, restoration and promotion for the sustainable use of land ecosystems; and **16<sup>th</sup> Sustainable Development Goal** : peace, justice and strong institutions, i.e. creating a peaceful society, justice, free of divisions, so as to achieve sustainable development and build a justice process that is accessible and accountable.

Saha Group Industrial Park - Si-Racha, Chonburi Province, and Saha Group Industrial Park - Kabinburi, Prachinburi Province, have been **certified as Eco Industrial Towns with a Happiness rating** with regard to the environment for the monitoring of environmental quality (inclusive engagement in environmental quality monitors). Both Saha Group Industrial Parks have systems for engagement in monitors of environmental quality, or EIA Monitoring, both for air quality and water quality. These safeguards have been in place every year and implemented at least 4 times a year. Also, there are networks for monitoring the environment. The relevant sustainability issues are as follows.

## Energy Management

The Company is aimed to undertake activities and develop appropriate energy management systems. Energy conservation has been prescribed as part of the Company operations. The Company is also aimed to continually improve the efficiency of organization energy use, as appropriate to technologies and guidelines. A plan and target for energy conservation has been set and communicated to all employees to ensure proper understanding and implementation. In any event, the Company will undertake an analysis, control and reduction in energy consumption. Energy conservation is the duty and responsibility of executive officers and all employees. They have to cooperate in the implementation of prescribed measures. In this regard, the Company has announced the appointment of an **Energy Management Working Team** to perform the duties of communicating, prescribing and monitoring progress of plan implementation, submitting an annual report, as well as to perform duties relating to other energy management systems as entrusted. At present, the Company has undertaken projects and activities in line with the Company's energy policy, including the promotion and support of customers and partners (Suppliers) who operate businesses in the Saha Group Industrial Parks by giving access to clean energy. The Company has entered into a joint venture with Impact Solar Company Limited, an operator of the business of clean energy, consistent with Thailand's energy policies. The Company also develops technologies

in several forms in order to conserve energy or use alternative energy in lieu of non-renewable electric energy. These undertakings are consistent with the **7<sup>th</sup> Sustainable Development Goal** : guarantees of access for all persons to modern energy at affordable prices, incorporating 3 main principles, i.e. access to energy, increase in proportion of renewable energy and improvement of usage efficiency, which also serves to aid the reduction of greenhouse gas emissions. The undertakings are also consistent with the **13<sup>th</sup> Sustainable Development Goal** : resolving the global warming problem, by carrying out urgent actions to adapt to climate change and the impact of global warming. At present, Saha Group Industrial Park - Si Racha, Chonburi Province, and Saha Group Industrial Park - Kabinburi, Prachinburi Province, have been certified as Eco Industrial Towns with a Happiness rating with regard to the environment, energy management efficient use of energy. The applicable performance indicator is the proportion of factories undertaking activities or measures to reduce energy consumption or increase energy consumption efficiency. In this regard, **the number of industrial factories that have undertaken measures to reduce energy consumption or increase energy consumption efficiency of factories according to plan are 36.36 percent and 66.67 percent respectively.**

The Company has installed solar panels on the rooftop of the Company office building (Solar Rooftop) situated in Saha Group Industrial Park - Si Racha, Chonburi Province. The solar rooftop capacity is 96.39 kilowatts. As a consequence, in 2021, the Company was able to save electricity bills due to the use of solar energy by 26.20 percent (calculated only from the proportion of energy consumption in the office). Energy generated in excess of consumption in the office building was used for Raw Water Pump at Reservoir 1.

Electricity Consumption  
Saha Group Industrial Park - Si Racha



Saha Group Industrial Park - Si Racha, Chonburi Province, promotes the use of solar energy amongst operators. At present, solar cells have been installed, comprising solar rooftops with a capacity of 16,595.58 kilowatts, solar floating with a capacity of 448.80 kilowatts, and in 2021, a Battery Energy Storage System : BESS with a capacity of 500 kilowatts was installed, therefore reaching a total capacity of 17,095.85 kilowatts. As a consequence, in 2021, carbon dioxide emissions were reduced by 11,333.58 tons per year.

#### Installation of Solar Cells in Saha Group Industrial Park - Si Racha



Solar Rooftop and Solar Floating Project  
Saha Group Industrial Parks (Si Racha)

No.	Location	Capacity (kWdc)	CO <sub>2</sub> Emissions Reduction
1	SPI office building	96.39	66.28
2	Factory Outlet	402.71	181.37
3	Warehouse 1-5	4,145.80	3,414.89
4	SPI SME building	2,215.21	1,905.73
5	FUI building	2,578.56	2,057.15
6	Solar Floating	448.80	358.62
7	Operators	6,708.11	3,349.54
8	Battery Energy Storage Systems	500.00	-
Total		17,095.58	11,333.58



Saha Group Industrial Park - Mae Sot carried out activities to reduce carbon dioxide gas emissions by promoting factories in the area to reduce electricity use and rely on renewable energy instead. The operators expressed interests. At present, there is 1 factory that has installed a solar energy system from a total of 6 factories, or 17 percent of all factories. The installation is a Solar Rooftop with a capacity of 279.72 kilowatts.

As for 2021, a renter of the Company's former factory building had a plan to expand production capacity and therefore needed to lease additional factory areas. The Company engaged in the design of such building for lease. This new building has a roof structure capable of installing a solar rooftop system. At present, the Company is in the process of selecting a manufacturer or joint investor, and a project plan has been designed. Completion is expected in 2022 over a rooftop area of 12,000 square meters for the installation of a 600 kilowatt solar rooftop system.

In addition, the Company has implemented measures for the reduction of energy consumption, or the increase of energy use efficiencies. An example was the change of light bulbs to economy bulbs in Company areas both in the office building and common spaces in the Saha Group Industrial Park through various projects, such as the design of office building to conserve electricity, change of street lighting from sodium 250 watt bulbs to LED 100 watt bulbs, and the maintenance of electrical equipment to ensure fit conditions, the installation of solar cells for traffic lights, campaigns for switching off lights during lunch breaks, and smart lighting in conference rooms.



Challenges, risks and impact of severer climate change has caused many disasters, such as floods, droughts, monsoons, wildfires, as well as changes to normal temperatures during seasons. As a consequence, agencies nationally and globally have attached importance to the mitigation of risks and impact. The Paris Agreement, an agreement under the United Nations Framework Convention on Climate Change, prescribed measures for reduction of carbon dioxide gas emissions ratified by various countries to set a *target for controlling the rise of global average temperature to within 2 degrees Celsius, to increase capacities for adapting to the undesirable impact of climate change, as well as to facilitate the flow of funds in line with approaches to developments causing low greenhouse gases and durable to climates*. Thailand has signed and ratified as a party to the Paris Agreement since 2016 and has set a target for reduction of greenhouse gases of the country, compared to base year 2016, by 20-25 percent by the year 2530. In order to drive Thailand's performance to satisfy the agreement obligations that have been ratified as well as to provide a push towards management of greenhouse gases by both the public and private sectors, Thailand is now preparing a Bill on Climate Change which would incorporate reporting and economic tools to create motivations for greenhouse gas emissions by the private sector, as well as promotion measures for the public to alter daily behavior as a way of resolving the climate change problem. Examples are the promotion of generation and use of clean energy, development and promotion of mass transit systems, including the promotion of electric vehicles. These undertakings are consistent with the **13<sup>th</sup> Sustainable Development Goal** : resolving global warming, where urgent actions are taken to respond to climate change and the impact of global warming.



## Green House Gas Emission



Under the disclosure rules of the Office of the Securities and Exchange Commission, listed companies are under a duty to disclose information on organizational greenhouse gas emissions for direct greenhouse gas emissions (Scope I) and indirect greenhouse gas emissions (Scope II). In order to secure confidence in the disclosed greenhouse gas emissions data, the company must indicate the standard used for calculation and verifier/certifier of greenhouse gas data. The verifier must be registered with the Thailand Greenhouse Gas Management Organization (Public Organization).

In 2021, the Company disclosed data on greenhouse gas emission directly and indirectly arising from the business operations in accordance with calculation standard guidelines of the Thailand Greenhouse Gas Management Organization (Public Organization). However, such data has **not yet been verified** as required by the Office of the Securities and Exchange Commission. The year of 2021 has been stipulated by the Company as a year for study on the determination of scope of greenhouse gas emission activities, forms of greenhouse gas emissions from business operations, calculation methods and determination of greenhouse gas emissions and other matters relating to the disclosure of greenhouse gas emissions data. Relevant persons have been sent to participate in training in various courses organized by the Office of the Securities and Exchange Commission and Thailand Greenhouse Gas Management Organization (Public Organization). Moreover, on **1<sup>st</sup> November 2021**, the Company received assistance by Thailand Greenhouse Gas Management Organization (Public Organization) in providing knowledge on organizational greenhouse gas emissions to executive officers and employees of the Company through online means.

The Company determined the scope of disclosure of direct greenhouse gas emissions as organization vehicle use (owned by the organization). Indirect greenhouse gas emissions were derived from the purchase of electricity for business activities. The disclosure of greenhouse gas emissions constitute only part of the overall picture. It still does not cover all processes of the Company. Nonetheless, efforts are made to enable operating officers or any relevant person to know and understand from actual operation and ensure that disclosure of greenhouse gas emissions data for subsequent years are complete and incorporate all processes, as well as to add data on other indirect greenhouse gas emissions for the overall benefit of the country, including verification from a verifier registered with Thailand Greenhouse Gas Management Organization (Public Organization).

**Scope I** Direct greenhouse gas emissions  
Organization vehicle use



**659,720.35 KgCO<sub>2</sub>**

**Scope II** Indirect greenhouse gas emissions  
Electricity for business activities

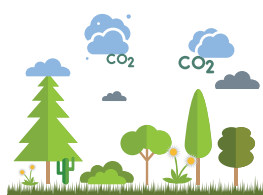


**1,350,232.15 KgCO<sub>2</sub>**

## Green Area



The Company is aimed and committed to reducing pollution to aid communities and the environment. There are controls on air quality to ensure that pollutants meet the required standards. Therefore, in order to minimize any impact on the environment and communities, the Company installed a system for continual inspections of air quality within the areas of Saha Group Industrial Parks to constantly maintain quality. Moreover, there are green spaces scattered around Saha Group Industrial Parks to help filter air and provide sinks for carbon dioxide gas, the principal cause for global warming affecting the environment and communities.



Saha Group Industrial Parks	Green Area (Rai)	CO <sub>2</sub> Emissions Reduction
Si Racha	540	3,023.84
Kabinburi	188	2,710.40
Lamphun	369	18,431.16

## Water Management



Water resources constitute a fundamental resource for the development of the country and is key to existence of humanity. Due to the expansion of the agricultural, industrial, tourism and service sectors, as well as the increase in population, urban expansion and climate change, problems on water shortage has a tendency to for greater severity. In this regard, the Company provides for an integrated and efficient water management which includes solutions for problems on quantity and quality. This integrated approach applies the 3Rs strategy to reduce water use along with controls, monitors and inspections of wastewater treatment systems. In addition, Saha Group Industrial Parks conduct quality checks and analyses on water emissions, of which 100% was found to comply with water emission standards of the Ministry of Industry and continually exceeds the standard.

### Use of wastewater data 2019 - 2021 of Saha Group Industrial Parks

Area	2021		2020		2019	
	Lamphun	Kabinburi	Lamphun	Kabinburi	Lamphun	Kabinburi
Reuse in the industrial park	401,216	71,380	183,285	103,091	113,822	63,333
Sufficiency Agriculture Project	94,188	32,400	77,409	32,400	44,418	32,400
Sport Club* / **	792,018	1,429,800	1,015,950	1,259,023	968,686	1,645,521
<b>Total</b>	<b>1,287,422</b>	<b>1,533,580</b>	<b>1,276,644</b>	<b>1,394,514</b>	<b>1,126,926</b>	<b>1,741,254</b>

\* Haripunchai Golf Club, Lamphun

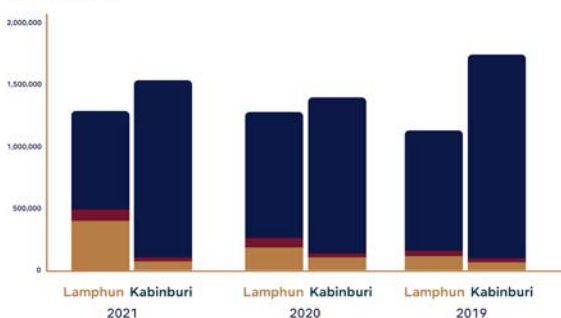
\*\* Kabin Buri Sport Club, Kabinburi

Unit: Cubic Metres

Saha Group Industrial Park - Lamphun, Lamphun Province, Saha Group Industrial Park - Kabinburi, Prachinburi Province, and Saha Group Industrial Park - Mae Sot, Tak Province, **reuse all treated water (100%) in its activities**, namely reuse of water in areas of the industrial parks through the Dr. Thiam Chokwatana Sufficiency Agriculture Project and golf courses in Harinpunchai Golf Club, Lamphun Province, KBSC Golf Club, Prachinburi Province, as well as green areas within Saha Group Industrial Park. Apart from reducing costs for watering of trees, this water reduce is beneficial in terms of economy and value creation under the circular economy principle, and also mitigates the problem of water emissions to public water sources.

### Use of wastewater data 2019 - 2021

Unit: Cubic Metres



Reuse in the industrial park

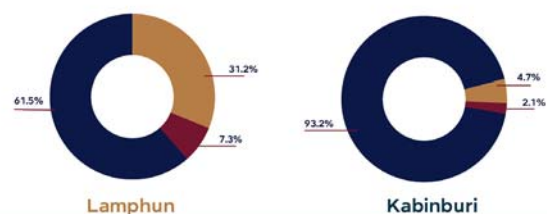


Sufficiency Agriculture Project



Sport Club/ Golf Club

### Use of wastewater data 2021 Saha Group Industrial Park



## Waste, hazardous waste and Pollution Management



The Company attaches importance to the management of solid wastes and hazardous wastes in areas under its responsibility. Focus was given to the reduction of solid wastes and hazardous wastes from their sources by separating and collecting and disposing solid wastes and hazardous wastes under proper methods for the greatest efficiency and effectiveness pursuant to circular economy principles.

### Management of Sludge from Central Wastewater Treatment System

The Company has installed, operated, maintained and continually upgraded its environmental management system to ensure that the working environment of Saha Group Industrial Parks remain suitable and safe to the environment pursuant to environmental management system under ISO 14001. The environmental management systems are adopted in product and service activities of the Company and enable controls over the management of the environment, which includes access to the needs and expectations of relevant stakeholders in the management of central wastewater treatment systems through meetings with representatives of all parties concerned. Reviews are undertaken at least once a year or upon a change of activity that would affect the need or expectation of a stakeholder.

In this regard, Saha Group Industrial Park - Si Racha, Chonburi Province, has installed a sludge system through the use of polymers and disposal of sludge of the central wastewater treatment system. This technology enables swift reductions of accumulated sludge in the central wastewater treatment system through the use of Dewatering System of the Screw Sludge Press for reducing the amount of accumulated sludge in the wastewater treatment system, as well as to press new sludge each day effectively. Saha Group Industrial Park - Si Racha and Saha Group Industrial Park - Lamphun implement measures for sludge obtained from the wastewater treatment system to be used as soil additives and use in the areas of Saha Group Industrial Parks. These measures enable reductions in sludge requiring disposal in landfills as well as lower the costs of sludge disposal and lower costs of organic fertilizer purchases for maintaining the green areas in Saha Group Industrial Park, which are carried out continuously.

Moreover, the Company has set a **target for sorting of solid wastes into 4 types**, namely recycle waste, general waste, hazardous waste and organic waste. At present, the Company sorts recycled wastes with the cooperation of employees and Company trading partners, i.e.

**Plastic bottles** From to the outbreak of COVID-19, the Company sent sorted plastic bottles to **Yanawa District Office and PTT petrol service stations** in the area where the office is situated to participate in the **Bottle Sorting to Assist Doctors Campaign**.





**Staples and Aluminum Rings** The aim of donations of staples and aluminum rings was to mold into crutches, canes and walkers for disabled and senior persons, or to mold into components for prosthetic legs for disabled persons. As a result of scientific, technological and industrial significant advancements, there has been discoveries of metals for use in prosthetic legs which are durable, strong and more flexible, and has a longer life, being high-grade aluminum and stainless steel which are stronger than regular aluminum. The Prostheses Foundation of H.R.H the Princess Mother has converted donated paper staples and aluminum rings to monies and used those funds for the procurement of more materials for prosthetic legs.



**Old Desk Calendars** The Company has donated those calendars to the Bangkok School for the blind for use in writing braille characters.



Moreover, the Company has campaigns for the reduction of paper use by employees with a view to reducing costs of the Company and reducing general wastes of the organization. In 2021, the accounting and finance department employed the e-tax invoice system, which is consistent with the practices of the Revenue Department and new work methods. This also shows commitment and determination of the Company to manage solid wastes. In 2022, the Company will expand its target for sorting wastes and hazardous wastes by providing sorting bins for employees.

**Organic Wastes** Saha Group Industrial Park - Lamphun provide service the Hariphunchai Golf Club, a 9 hole golf course, as well as opened a restaurant for golf course users and the general public. About 4 kilograms of food wastes are generated from remains or cooking in restaurant each day and can be reused by mixing them with dried leaves and grass. Also, in Saha Group Industrial Park - Lamphun, water hyacinth in the wastewater treatment system, wood chips and weed are used to make soil additives used for maintenance of the green areas in the industrial park and golf courses.



### **Water Pollution Control**

According to the criteria and **Eco Industrial Town index for the environment**, as regards **management of water quality, criteria 7.1 control of water pollutants, index 7.1.1. compliance with wastewater quality standard**, the quality of wastewater must not affect communities. Saha Group Industrial Park - Si Racha, Chonburi Province, and Saha Group Industrial Park - Kabinburi, Prachinburi Province, has obtained analysis results of wastewater at the point of emission from the industrial park and communities in all areas of release of water to public sources to comply with the wastewater standards of the Ministry of Industry. 100% of the analysed samples continually exceeded the legally required standards. Also, to build confidence for surrounding communities, Saha Group Industrial Park in both areas collaborated with local government agencies and communities to regularly monitor water quality in public water sources around Saha Group Industrial Park.



### Air Pollution Control

Under the Eco Industrial Town index, as regards the environment, management of air quality, criteria 8.1 index 8.1.1. ambient air quality in the industrial estate, industrial zone, industrial park and communities must comply with standards. Saha Group Industrial Parks monitors and analyses ambient air quality around the industrial factories, industrial estate, industrial zone, industrial park and communities at points of monitors, which meets all relevant standards and continues to exceed standards (in the past 3 years) in at least 4 parameters.



### Biodiversity



The environment is considered to be an important element which all sectors are required to cooperate in order to protect, maintain and improve for sustainable business growth, create a good environment, improve ecosystem efficiency, reduction of threats to biodiversity. Focus is given to the development of environment management system in order to minimize the impact of the organization's operations on biodiversity and the implementation of a plan for protection of impact on biodiversity. These undertakings are consistent with the 15<sup>th</sup> Sustainable Development Goal : protection, restoration and support for sustainable use of land ecosystems and criteria under the Eco Industrial Town index as regards the environment, ecosystem efficiency, **criteria 13.1 ecosystem efficiency for resources management**. In any event, the Company operates under the standard for environmental management (ISO 14001), standard for energy management system (ISO 50001), standard for quality work management system (ISO 9001), and index for Eco Industrial Town, including the Sustainable Development Goals (SDGs). These standards have been used continually to oversee and develop management systems, assess risks, prescribe measures for the control and minimization of environmental impact, monitors and checks, reporting and improvements for the development of the supply chain through various activities of the Company. The activities cover economic/governance, social and environmental factors so as to maintain the balanced survival of ecosystems. As a consequence, the Company's business operations would help in the sustainable conservation of biodiversity.



## Sustainability Management

### Society



The Company is determined to carry out business operations with due regard to communities and society, as well as respect for fundamental human rights of employees, customers, partners, communities and society throughout the Company's business supply chain. The Company is also committed to compliance with human rights principles and places importance to the fair, equitable and non-discriminatory treatment of labour, in terms of employment, remuneration, promotion, training and development. There is no discrimination on the basis of gender, age, financial institution, race and religion, as well as the promotion of employment of the less privileged, namely disabled, elderly and former convicts to extend an opportunity to build a career and secure income. The Company allows for engagement and encourages continual participation, communication and reporting of performance. In order to achieve the intended objectives for these social undertakings, the Company carries out a survey of community satisfaction for the Company's social undertakings. These undertakings are consistent with the **1<sup>st</sup> Sustainable Development Goal** : Elimination of Poverty; **5<sup>th</sup> Sustainable Development Goal** : achieving gender equality and empowerment of women and girls; **8<sup>th</sup> Sustainable Development Goal** : promotion of economic growth that is continuous, inclusive and sustainable, full employment, productivity and suitable work for all; **10<sup>th</sup> Sustainable Development Goal** : reduction of inequality domestically and internationally; **11<sup>th</sup> Sustainable Development Goal** : ensuring that cities and human settlements are inclusive, safe, resilient and sustainable, and consistent with the **17<sup>th</sup> Sustainable Development Goal** : building partnership and international collaboration on sustainable development with focus on the environment, society and good corporate governance, being tools for fostering trust of communities and stakeholders.

### Human Rights



The Company has announced a **Human Rights Policy** as a guiding principle for Company Directors, executive officers and employees. At the same time, the Company provides a channel for complaints of human rights violations or employees of the Company who believe they have not been treated fairly, as well as provided suitable processes in this respect.

The Company has published a **Labour Management Manual pursuant to Thai Labour Standards, Social Responsibility on Business Labour, TLS 8001-2563**. This manual is reviewed periodically to ensure that the Labour Management Manual pursuant to Thai Labour Standards remain updated and effectively suitable for management under Thai Labour Standard TLS 8001-2563. The manual covers staff (employees) of the Company and employees of suppliers, sub-contractors and contractors performing work in the Company's business premises pursuant to rules under Thai Labour Standards, Social Responsibility for Labour, i.e. forced labour, compensation for work, working and rest hours, holidays and leave days, discrimination, discipline and punishment, sexual harassment, violence, child labour, women labour, freedom of association and collective bargaining, safety, occupational hygiene and working environment and labour welfare. Also, working regulations were also published. In this connection, the following actions have been taken.





## Fire Drills/Relocation of Chemicals Activities

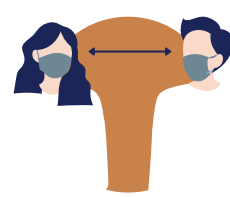


## Safety





In the past year, apart from safety guidelines, the Company also emphasized means of **minimizing risk to employee safety due to the outbreak of COVID-19**. Guidelines were issued during the spread of COVID-19 and those guidelines have been constantly revised in line with the situation. Also, welfare was provided to all employees, such as the provision of additional health insurance which pay upon detection (fine, pay, end campaign), distribution of antigen test kits (ATK) to employees and family members and carrying out COVID-19 tests by qualified nurses. Also, surfaces were cleaned and ozone cabinets and air purifiers were provided in office areas.



**Fair Treatment of Labour.** The Company has a human resource policy which gives importance to all levels of employees on an equal and fair basis under the management strategy derived from **the S-P-I Organizational Value**. There is a focus on the term “Value”, namely values in relation to 4 aspects, people, engagement, system and process and stakeholders, being the foundation for development, empowerment and preparedness for growth. Undertakings were carried out through the upgrading of personnel by promoting competency building of personnel with skills and competence to become **good and smart people** committed to the Company. Efforts are also taken to develop the systems and processes of work in order to increase continually increase working efficiency pursuant to good governance principles so as to foster the confidence of stakeholders throughout the supply chain. As a consequence, this would contribute to the Company’s business competitive edge and preparedness for various changes in the present and the future.

Moreover, in order to reduce risks relating to labour treatment of partners, the Company held meetings and exchanged opinions and advice on various practices with principal partners (suppliers and subcontractors), including the signing of a **letter of commitment to meet or exceed compliance levels set by relevant labour laws and regulations**, TLS 8001-2563.

### Fair treatment of the Workforce



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.

## Complaints in 2021

0

complaint



A whistleblower channel has been made available, but there were no submissions at all in 2020.

### Human Rights



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.



Saha Group Industrial Park - Lamphun received a **recognition for Good Labour Practices (GLP)** and a symbol for use in management and as a guideline for good labour practices as regards labour management, being an aspect of social responsibility. The recognition also serves as a model for other operators to emulate in engaging in moral business activities. **All business operators in Saha Group Industrial Park - Lamphun (100%) applied these Good Labour Practices in labour management.**

In 2021, the Company **did not receive an complaints concerning human rights as a consequence of its business operations.**

Under section 96 of the Labour Protection Act B.E. 2541 (1998) provided that an employer with 50 employees or above must provide for the establishment of a welfare committee of the workplace to act as a representative of employees for consultation with the employer on matters concerning the provision of welfare benefits within the workplace for employees. Therefore, **the Company arranged for an election of a Welfare Committee**, giving employees an opportunity to have a role and participate in the expression of opinion as a representative of employees through the Welfare Committee in meetings, consultations with the Company,

in order to provide, improve, prescribe guidelines for suitable welfare and create a work-life balance for employees. Moreover, the Company has offered a channel for all employees to express opinions or suggestions through the channel for complaints, e.g. suggestion box, through which the Company has applied information to the revisions and development for happy coexistence with the Company.

In pursuance of government policies to promote disabled and less privileged persons for better qualities of lives by providing public convenience facilities to meet the needs of the disabled, build capacities, offer aid, provide education, welfare as well as find jobs for the less privileged, disabled or handicapped, and build security in human dignity through the elimination of discrimination and all forms of human rights infringement, a National Plan for Improving the Quality of Life of the Disabled was announced. The plan focuses on the promotion of equal and equitable access without discrimination, creation of a better environment, technology development and information that may be accessed and utilized by the disabled, empowerment of the disabled and care for the disabled. The plan also includes the capacity building and strengthening of organizations for the disabled and networks to promote constructive politically correct views to disability and the disabled. The Promotion and Development of Disabled Quality of Life Act B.E. 2550 (2007) was enacted as a law and directive relating to availability of work for the disabled. Therefore, in order to promote jobs for the disabled for sufficient self-supporting income, reducing societal burden and improving the quality of life of the disabled, as well as the enable living in society with human dignity, **the Company sponsored work of disabled and caregivers of the disabled by exercising the right under section 35 in lieu of employing disabled persons to work pursuant to section 33 of the Promotion and Development of Disabled Quality of Life Act B.E. 2550 (2007), continually till present. In 2021, the Company sponsored aid to the disabled and caregivers of the disabled through the Project on Jobs to Supplement Incomes of Disability Discharged Army Personnel and Family Members** under the supervision of the Royal Thai Army, 2 projects were launched, namely the Mobile Popcorn and Fresh Milk Grass Jelly Trading Scheme (Supplemental), Uttaradit Province, and Convenience Store Scheme, Phetchabun Province. At the end of the project, it was found, as regard changes in terms of development of the quality of lives of the disabled, family members and communities, that family members are delightful, proud and happy for the sponsorship. Families enjoy greater morale and receive a drive to seek trading opportunities in various places to supplement family income and to apply the income as working capital for daily living, thus improving quality of lives.



## Community and Society Responsibility

In order to achieve the company's target for community and social responsibilities the Company conducted **a satisfaction assessment of corporate social responsibility at least once a year** under various topics, namely: **1) services of CSR officers** which are inclusive of willingness, diligence in providing services, regularity of field visits, manners and conduct of officers, convenience of contact to request for services/information queries and suggestions and advice which are clearly comprehensible; **2) project/activities** which are comprehensive, continuous projects/activities, widely publicized and beneficial to the communities; **3) participation of communities in activities**; **4) access to publicity of CSR tasks/activities**; **5) overall satisfaction of CSR operations**; **6) environmental management** which is inclusive, communication of news on environmental management, convenience and promptness of environmental information notification, care of dust, smoke, smell, sound and maintenance qualities of public water environmental; **7) management of safety and health** which is inclusive of safety and health. **A minimum score of 3.50 in every heading has been set. The CSR satisfaction survey showed scores which exceeded the standard criteria in every heading.** So as to enable community and social operations to achieve the objectives and targets set for 2021, Saha Group Industrial Parks carried out CSR operations through various activities in 6 areas, namely quality of lives of communities, communication and relation building for sustainability, education and educational learning activities for students, religion and tradition maintenance, health and other public benefit activities, as follows:



**1) Quality of Lives of Communities.** The Company promotes the quality of lives of communities in the vicinity of Saha Group Industrial Parks. Good quality of lives with respect to physical and mental health were of concern. Various activities were carried out, such as hire of local workforce, support for community sales of goods, public benefit activities in the form of trash collection, public benefit activities to return fishes to water, money and item donations to support activities of children foundations, including sponsorship of activities to create jobs for the elderly.



Support area for local community sales of goods



Public benefit activity of returning fish to Khlong Yang, Wang Tan Subdistrict, Kabinburi District, Prachinburi Province

Public benefit activities with Ban Rai Community of Si Racha District, Chonburi Province



Money and item donations



Grant of soybeans milk to the Children's Foundation

Dok Mai Jan Creation Event at Ban Rai Nueng Community



In addition, Saha Group Industrial Park - Kabinburi, Prachinburi Province, and Saha Group Industrial Park - Lamphun, Lamphun Province, launched the Dr. Thiam Chokwatana Sufficiency Agriculture Project. The Company pursues a policy of not releasing wastewater treated at the central wastewater treatment facility to public water sources. As a consequence, all treated wastewater (100%) are reused in this campaign. Also, the Company launched the project to serve as a learning center for agriculture. This shows that industrial business activities, the environment and communities can coexist in line with the sufficiency economy philosophy as a guide for developing industries alongside management of the environment and sustainable coexistence with communities. In addition, jobs are also created for people in the communities surrounding Saha Group Industrial Parks.

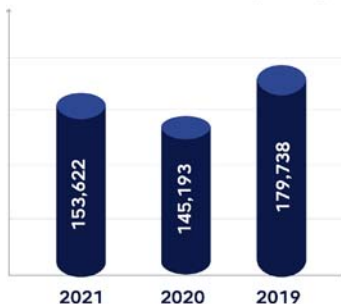
**The Dr. Thiam Chokwatana Sufficiency Agriculture Project.** In 2021, a total of 3 group visits comprising 35 persons were held. However, due to the outbreak of COVID-19, and to prevent the spread of COVID-19, the number of visits to the Project were limited.

### Project Operation Results Visitors

	2021	2020	2019
Groups	3	10	23
Visitors	35	737	1,525

Remark: The number of visits to the Project were limited, due to the outbreak of COVID-19.

### Project Operation Results Sales Volume (Baht)



Apart from serving as a learning center, the Dr. Thiam Chokwatana Sufficiency Agriculture Project, Lamphun Province, generated incomes for communities through hire of community labour to work in the Sufficiency Agriculture Project. In 2021, the project hired 9 workers at a cost of 2,208,000.- baht (equal to 2020), and sales revenue for agricultural products in 2019, 2020 and 2021 totaled 179,738 baht, 145,193 baht and 153,622 baht respectively.

At present, Dr. Thiam Chokwatana Sufficiency Agriculture Project Lamphun Province produces agricultural products that are accredited with Good Agricultural Practices (GAP) for 21 products, and in 2021 further applications were submitted for GAP accreditation of another 11 agricultural products from the project, namely lemongrass, jackfruit, chives, lettuce, water spinach, alligator weed, white morning glory, Chinese broccoli, Chinese spinach, beetroot and spinach.

This shows that products are of good quality in accordance with set standards. Productivity is sufficient to cover costs and the production process is safe for farmers and consumers. Resources are put to the most beneficial use creating agricultural sufficiency without causing environmental pollution.

### Agricultural Products have been certificate "Good Agriculture Practices (GAP)"

#### Saha Group Industrial Park - Lumphun



**32 Plants**



- |                     |                       |                       |                        |
|---------------------|-----------------------|-----------------------|------------------------|
| 1. Lemongrass       | 9. Plu Kaow           | 17. Graft             | 25. Melon              |
| 2. Citronella grass | 10. Chinese Kale      | 18. Lime              | 26. Kimchu guava       |
| 3. Galangal         | 11. Bok choy          | 19. Fig               | 27. Sweetcorn          |
| 4. Holy Basil       | 12. Beetroots         | 20. Brazilian Spinach | 28. Mulberry           |
| 5. Eggplant         | 13. Spinach           | 21. Moonflower        | 29. Coconut            |
| 6. Lemon basil      | 14. Garlic chives     | 22. Red roselle       | 30. Green mango        |
| 7. Parsley          | 15. Butterfly pea     | 23. Lettuce           | 31. Mango barracuda    |
| 8. Celery           | 16. Water convolvulus | 24. Jackfruit         | 32. Phet Ban Lat mango |

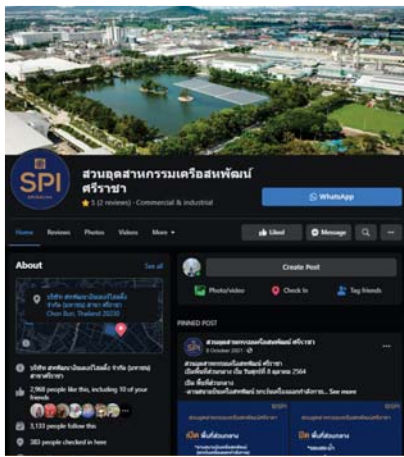
### Agricultural Products of Dr. Thiam Chokwatana Project Saha Group Industrial Park - Kabinburi



- |                |               |             |           |          |
|----------------|---------------|-------------|-----------|----------|
| 1. Lime        | 3. Holy basil | 5. Mulberry | 7. Mango  | 9. Guava |
| 2. Sweet basil | 4. Bamboo     | 6. Coconut  | 8. Papaya |          |

In 2021, the Dr. Thiam Chokwatana Sufficiency Agriculture Project Kabinburi, Prachinburi Province, produces 9 different agricultural products, namely lemon, basil, sweet basil, bamboo, guava, mulberry, coconut, mango and papaya. Sales of agricultural produce between 2019, 2020 and 2021 were at 14,610.50 baht, 26,514.50 baht and 14,646 baht respectively. Furthermore, the Company opened certain areas in the project to surrounding communities to engage in agricultural occupations.

## 2) Communications and relations building for sustainability



## 3) Education and Learning Activities for Students



Non-Formal Education Project - Baiboon School



Workshop Project on Cultivation of Plants by the King's Philosophy by Sufficiency Agriculture Project with Wat Nong Sew School, Pasak, Muang Lamphun, Lamphun Province

Consulting on Fairy Mushroom cultivation, Wat Nam Poo, Pasak, Muang Lamphun, Lamphun Province



#### 4) Upkeep of religions and traditions



Merit Making Festival

New rice and rice harvest Festival

#### 5) Health



Blood Donation

Screening for cervical cancer



Support for COVID-19 screening





COVID-19 vaccination event for employees



Provision of areas in Saha Group Industrial Parks for use as quarantine areas for COVID-19 under strict disease prevention measures.



Donation of items to various agencies during the COVID-19 outbreak.



## 6) Other public benefit activities



Sponsorship for establishing checkpoints during the Songkran Festival



Collaboration in the construction of check dams in Lamphun Province at Wat Doi Makhor, Makhua Jae Subdistrict, Muang District, Lamphun Province



Sponsorship for the installation and repair of electrical lines in Wat San Luang, Pasak Subdistrict Muang Lamphun District, Lamphun Province

Tree trimming along the fence of Moo Ban San Luang, Pasak Subdistrict, Muang Lamphun District, Lamphun Province



Trimming of trees and sponsorship of water transport trucks to bring freshness to Wat Nong Siw School, Pasak Subdistrict, Muang Lamphun District, Lamphun Province.

“Happiness Sharing for Society” from Saha Group through the donation of happy sharing bags to communities surrounding Saha Group.





## Good Corporate Governance



Governance is the system of structure and processes of relationships between the Board of Directors, executive officers, employees and shareholders to build competitiveness leading to growth and long-term value increase for shareholders whilst having regard for all stakeholders. The Board of Directors, executive officers and all employees are committed to the Company's mission. That is, the promotion of good governance, improvement of personnel with knowledge, morals, ethics, as well as social and environmental responsibilities. Importance is given to business operations which are honest, just, transparent and accountable, **in line with the principles of good governance, business ethics and codes of conduct as regards the Board of Directors, executive officers and employees.** In pursuance of management and responsibilities of good governance, the Board of Directors, appointed 3 Sub-Committees, consisting of the Audit Committee, Nomination and Remuneration Committee and Good Governance and Risk Management Committee to screen certain tasks within the assigned scope. The committees report back to the Board of Directors on a regular basis. In this regard, committee members must possess the qualifications stated by law and rules. Qualifications, scope of responsibilities, terms in office and company committee reporting, as well as the assessment of performance of all company committees have been prescribed as **detailed in the disclosure under the heading good governance.** These undertakings are consistent with **the 16<sup>th</sup> Sustainable Development Goal** : peace, justice and strong institutions, meaning building peace, justice, non-divisions for sustainable development, creating a justice process for all to access and building an effective and accountable institution; and the **17<sup>th</sup> Sustainable Development Goal** : building powers of partnership, international cooperation for sustainable development.

### Management of Supply Chain

The Company treats partners equally, justly and with mutual respect, and has taken into consideration mutual benefits. There is a system for selection of partners in the supply chain whose business operations have to be lawful and in compliance with standards of safety and occupational hygiene and be environmentally friendly. Policies and guidelines have been prescribed. In this regard, the Company attaches importance to the development of capacities of partners to increase competitiveness alongside parallel sustainable business growth. The Company has applied quality management standard ISO 9001-2015 by prescribing a **Quality Procedure (QP), selection/hire of contractor (QP-CO-004)** as a guide for selection of contractor/hire of contractor. The process covers the selection/hire, delivery, assessment and registry of contractors as well as **quality procedures, procurements (QP-CO-005).** This is to ensure that procurements are efficient. Importance is given to activities which could affect the environment and economic uses resources relating to energy in the area. **There is also a commitment to comply with labour laws and Thai Labour Standards by signing a letter of intent with suppliers and contractors.** The process of selection/hire of contractors and process of procurement covers **quality management systems, environmental management system (ISO 14001 or green label), social responsibility (CSR or ISO 26000)** and due regard to product and/or service safety. **Reviews of suppliers/contractors registry are carried out every year** to illustrate the commitment for partners of the Company to comply with the Company guidelines.

	The Company shall put a system in place to select environmentally friendly trading partners in the supply chain whose operations comply with relevant laws, as well as safety and occupational hygiene standards. Business partners shall be treated on the basis of fair competition, equality, and mutual respect.	
	Trading partners' secrets or information shall be treated with confidentiality and shall not be wrongfully exploited for personal gain or the benefit of a related person.	
	The Company shall build good relations and understanding with trade partners, which will serve as the basis for knowledge exchange. The development and creation of value added to goods and services shall be jointly undertaken to promote mutual growth.	
	The Company shall adhere to trade agreements and provide accurate information. In the event that a violation is inevitable, the Company shall expeditiously engage in negotiations with trading partners in order to reach a mutual solution and prevent losses.	
	The Company shall not demand, receive, or consent to the receipt of any property or other benefit outside trade agreements.	

Moreover, in order to manage the supply chain of the Company most effectively, the Company stipulates that there should be a survey of needs and expectations of suppliers/contractors once a year, including at least one joint meeting with the Company's partner per year to allow for communications and understanding with partners as regards business operations with joint regard for society and the environment.

In 2021, there were a total of 216 partners registered in the partner registry. Of this, there were 5 key partners who sold goods and/or provided services which are essential for the Company's business activities, public utilities (electricity), environmental management and occupational hygiene and safety after considering the sales-purchase volume constituting 90 percent of the total sales and purchase value. All those 5 key partners are companies in the Saha Group and applied similar good governance principles.

### Anti-Corruption

The Company is aimed to provide education and understanding of good governance principles, business ethics and the code of conduct for Company Directors, including anti-corruption, for Directors, executive officers, employees, and all stakeholders through activities and Company communication channels, as follows:



- Communication on anti-corruption policy and practices of anti-corruption policy, nogift policy for all stakeholders
- Training on good governance principles and anti-corruption to executive officers and all employees via online system, including orientation for new employees.



- Testing of knowledge and understanding on good governance principles and anti-corruption for executive officers and all employees. It was required that all employees had to pass the test by a score not lower than 80 percent. In 2021, all employees (100%) passed the assessment of knowledge and understanding relating to good governance and anti-corruption as required.

### Employees Evaluated

100 ★

Employees have passed Corporate Governance (CG) and Anti-Corruption evaluation.

- The Company achieved certification as a member of the Collective Action Coalition against Corruption in Private Sector (CAC Certificate) for the first time on 14<sup>th</sup> October 2016 and was recertified for a 2<sup>nd</sup> time on 4<sup>th</sup> November 2019. It is planned that an application for next round of recertification will be submitted in 2022, which confirms the Company's intent to anti all forms of corruption.



**Send notification letters requesting the cooperation, to inform on important information regarding employees misconduct and inappropriate behavior towards partner companies.**

- Sending letters requesting for cooperation to refrain from giving gifts to executive officers or employees of the Company during the new year festival to trading partner companies and relevant agencies.



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

- Personnel participating in the Corruption Risk & Control : Technical Update (CRC) and Anti-Corruption : The Practical Guide (ACPG) courses organized by the Thai Institute of Directors.

- Opening of channels for complaints and prescription of guidelines, conditions and processes for consideration of complaints or clues of wrongdoings in the handbook on anti-corruption policies and directives under the anti-corruption policies.

#### The Channels of Complaint, Practices are as follows;



**Direct verbal complaints or complaints in writing.**  
 - Internal Audit Manager  
 - Human Resources Management Manager  
 - Company Secretary  
 - Accounting Manager



**PO Box:**  
 3, Sathupradit Post Office, Bangkok 10124



**E-mail Address:** cac@spi.co.th



**Tel.** 662-293-0030



**Feedback Box**

## Complaints in 2021

# 0 complaint

**A whistleblower channel has been made available, but there were no submissions at all in 2021.**





## Responsibilities towards Consumers

The Company provides for regular assessments of customer satisfaction at least once a year (during June-July). The assessment of satisfaction of basic utility services provided by service providers **must receive a reply of the satisfaction assessment questionnaire in an amount of not less than 60 percent** of the number of satisfaction assessment questionnaires sent to customers. **In 2021, there was a return of 100 percent** of all satisfaction assessment questionnaires sent to customers. **Results of customer satisfaction surveys passed the criteria in all aspects**, namely landscape, greenery and aesthetics. Saha Group Industrial Park – Si Racha, Chonburi Province, Saha Group Industrial Park - Kabinburi, Prachinburi Province, and Saha Group Industrial Park - Lamphun, Lamphun Province **possess green areas constituting 29.57 percent, 21.46 percent and 29.5 percent respectively**. There was a customer suggestion that the Company undertake trimming of tree branches to preserve orderliness. As regards, satisfaction of **road surface in the industrial park, the Company has regularly** maintained the roads to prevent and minimize accidents. As regards satisfaction of **water drainage systems** in the Saha Group Industrial Parks, the Company conducted assessments of all physical attributes in all Saha Group Industrial Parks to install a rainwater drainage system. The drainage systems are inspected monthly. Also, a plan for prevention and resolving emergencies has also been prepared and emergency drills held every year. As regards **satisfaction for cleanliness and consistency of tap water flows**, in order to secure confidence in cleanliness of tap water, the Company requires the collection of water samples at the point of tap water distribution (4 times a month), and at the final release point (once a month) for analysis in laboratory. There are also controls on pressure, flow rate at the pressure gauge at all filter stations every 2 hours and pressure gauge at the final destination once daily. Pumps operability are maintained once a month. As regards satisfaction for **services of Company employees**, the Company is aimed to apply quality management controls to foster confidence in fair service standards, improve service quality and strictly comply with laws and regulations to meet the needs and satisfaction of customers. Employees of all levels are continually engaged in the improvement of quality management systems. Efficiencies and effectiveness of operations are controlled and maintained to meet international quality management standard ISO 9001:2015. As regards **satisfaction of lighting in the roads** within the Saha Group Industrial Parks, the operability of light bulbs are maintained at all times. Daily checks are carried out and verified by standard lighting measuring tools pursuant to the Notification of the Ministry of Industry. Electricity transformers are inspected and maintained to meet the standards of the Provincial Electricity Authority, and the intensity of light met the average criteria, which was not less than rules and general standards for installation of electricity and lighting. As regards, **satisfaction of maintaining safety (only entry-exit points of Saha Group Industrial Park)**, the Company provides controls for vehicles entering or exiting Saha Group Industrial Parks. Close circuit cameras have been installed. Random inspections are carried out of surveillance footage and screens are inspected to ensure than cameras are functional. Access cards are also issued in the event of entry-exit from the Saha Group Industrial Park during 22.00 – 5.00 hours. These inspections are carried out once a month so as to prevent accidents, inspect accident statistics, as well as prevention and/or notification of relevant authorities to promptly resolve situations. Also, **joint emergency drills are held once a year**.

In order to build confidence in safety for all customers in the Saha Group Industrial Park - Si Racha, Environmental Project EMP-031, **Project to Compile a Comprehensive Database on Factory Chemicals for Preparedness of Emergencies in Saha Group Industrial Park - Si Racha** was launched. The aim was to compile data on chemicals and emergency plans of factories, compile and prepare layout plans of all factories in the project to display information on chemicals and means of resolving various situations. Also, there would be integration of responses to emergencies in the industrial park, analyses of data and development of the management of safety and the environment.





The Company has opened for suggestions from customers which would be applied to planning of various areas of the Company for improving customer satisfaction. Communications can be made to the Property Marketing, **Email : [amphol@spi.co.th](mailto:amphol@spi.co.th)** or office staff (Community relations) Email : **[chalita@spi.co.th](mailto:chalita@spi.co.th)** or by telephone : 038-480-444

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



**Property Marketing Manager**

**Email : [amphol@spi.co.th](mailto:amphol@spi.co.th)**



**Administrative Officer (Community Relations)**

**Email : [chalita@spi.co.th](mailto:chalita@spi.co.th)**



**Tel : 038-480-444**

**Website : [www.spi.co.th](http://www.spi.co.th)**



### Personal Data Protection

The Company appreciates the importance of data privacy which constitutes a key fundamental privacy right. This right must be protected under the Universal Declaration of Human Rights and the Constitution of the Kingdom of Thailand B.E. 2560 (2017) has recognized and protected this right. Furthermore, the Personal Data Protection Act B.E. 2562 (2019) will come into force on 1<sup>st</sup> June 2022.



Therefore, as a guideline for protection of personal data for Company Directors, executive officers and all employees in accordance with the law, international standards on personal data protection, in line with the Personal Data Protection Act and company good governance principles, the Company issued a **Personal Date Protection Policy** which covers all processing of personal data undertaken by the Company, including any person who becomes aware of personal data due to an involvement with the Company activities, requiring compliance with the law and Company Personal Date Protection Policy. This policy includes collection, use, disclosure, storage and destruction of data.

In order to create an awareness and understanding of executive officers and all employees, **the Company provided workshop training between 25<sup>th</sup> January – 29<sup>th</sup> April 2022 (9 sessions).**

### Smart City

This refers to a city which benefits from the use of modern and smart technology and innovation to increase efficiencies of services and urban management. Costs and usage of city and people's resources are lowered. There is focus on good design and engagement of business and people sectors in the development of the cities under the concept of modern and habitable towns for urban population, good quality of live, sustainable happiness. Development plans comprise of 5 main elements, namely determination of areas and targets, development of infrastructure, data and safety system, smart city services in 7 areas (smart environment, smart economy, smart energy, smart public service, smart living, smart travel and transport and smart citizens), and management and engagement.



**Saha Group Industrial Park - Si Racha, Chonburi Province** is situated in a province targeted for smart city development by the Thailand Smart City Office. Saha Group Industrial Park - Si Racha has applied various technology to the development of areas in the industrial park towards a smart city system. Activities or projects were launched in line with the type and characteristics of smart cities in various areas, such as **measurements of air quality, measurements of water quality, development of sales reporting systems, Line applications, inventory management system and security system**. This also includes development of technological preparedness of personnel. In order to enhance competencies to achieve development of a smart city in the future, the Company collaborated with joint venture companies in the installation of a fiber glass network to support 5G technology to support the development of the industrial sector in line with current technological trends.

Saha Group Industrial Park - Si Racha has developed a system for recording registration numbers of vehicles entering and exiting the area. The information system division has applied a registration recording system for vehicles entering and exiting by using an automatic counting and registration plate reading system. Photos of registration plates are taken from an LPR Camera (Licence Plate Recognition Camera) and analysed and processed into data in the form of numbers, letters, car model and colour. **The purpose of this application is to collect data for traffic analysis and safety inspections for cars entering and exiting** during the daytime and nighttime.

Information can easily be retrieved and processed for use in other areas, such as times of frequent movement, number of entries and exits each month, number of cars remaining in the industrial park for unusually long periods, and analyses of number and type of cars entering and exiting, and number of entries and exits made at each gate.

