



Sustainability Report 2018

Contents

	page
Messages from the Chairman	3
About This Report	4
- Reporting Guideline	
- Report Scope	
- Information Collections	
Thai Stanley Business with Sustainability	5
- Our Products	
- Production Management (SNAP)	
Economic Performance	7
- Corporate Governance	
- Anti-Corruption	
- Risk and Crisis Management	
- Supply Chain Management	
- Consumer Management	
- Innovation for business and society	
Social Performance	12
- Labour Management and Employee Development	
- Safety , Occupational , Health and Work Environment	
- Local Community and Society Supporting	
- Other Stakeholder Engagement	
Environment Performance and Energy Conversation	23
- Environment Management	
- Energy Conservation Management	
Operation Summary Report	27
GRI Content Index	28

Message from the Chairman

As a manufacturer of comprehensive automotive lighting that meet international standards, The Company is committed to manufacturing, designing products and implementing sophisticated technology in our system with a goal to enhance sales and profits in a sustainable manner. However, what's equally important is our supporters, namely, shareholders, employee, suppliers, communities and the government who have been involved in our business in various aspects through activities mentioned in this Report.

Safety practice is the main activity for which we give utmost priority since it involves people's life and property. That's why we focus at the matter and have organized intensive activities including training and raising safety awareness. Thanks to this commitment, we have been awarded the outstanding workplace on health, safety, security and environment by Ministry of Labor for 15 consecutive years.

Environment and energy conservation activities are also what we have relentlessly pursued. We are vigilant over impact that could occur to communities. Although we don't have any dispute with any community, yet, we aim to reduce environmental impact, promote energy conservation tools and have our management and the Environment Committee monitor our environmental actions on a regular basis.

Our human resource (HR) activities are carried out in a systematic manner. This includes skill enhancement and technology promotion to enhance quality of life of our employees who are our valuable asset.

Our various activities are conducted to meet the goal set by Thai Stanley and the Stanley Group to become a valuable and sustainable organization as reflected through everyone's support.



Apichart Lee-issaranukul
Executive Chairman

About this Report

Reporting Guideline

Thai Stanley Electric Public Company Limited prepares this sustainability report to disclose information on Economic, Social and Environmental performances under the business philosophy to become a world-class fully integrated manufacturer of automotive lighting equipment while earnestly

This 2018 sustainability report is the second sustainability report published by the Company based on the framework developed by Global Reporting Initiative (GRI) and certain material aspects are still currently being prepared. However, the Company hopes to improve the sustainability report to make it better in the further.

Report Scope

This report presents the information on policies and operating results of Thai Stanley Electric Public Company Limited from the period between 1 April 2018 - 31 March 2019. It does not cover the joint ventures the Company has established in Thailand and overseas. The main financial data is shown in 2018 Annual Report

Information Collection

Information to be disclosed in this report was collected by Administration Division from relevant departments such as Safety & Environment , Accounting & financial , CG Department.

The company has not reported the opinion of competence person , experts or stakeholders , because it is in the process of preparing the team and the process for each relevant issue.

Thai Stanley Business with Sustainability

Thai Stanley Electric Public Company Limited has operated a completely integrated business of automotive lighting equipment manufacture and distribution for 36 years. The Company has adopted a management policy to meet customer satisfaction as well as constantly develop product designs and improve production.

Our Products

The Company manufactures three types of products, including automotive bulbs, automotive lamps, and dies & molds. From research and development of all three types of products are interconnected.

- **Automotive bulbs** , manufactured by the Company are halogen light bulbs such as T19 and S25 to be used as parts of automotive lamp sets, sold as replacement bulbs, and exported to Stanley Group's companies overseas. At present, the Company has one automotive bulb plant with sales volume making up approximately 5% of the total sales.

- **Automotive Equipment lamps** , including headlamps, tail lamps, and signal lamps are the core products manufactured by the Company , specific in each model for domestic automotive manufacturer customers and its subsidiaries overseas. Today, the Company has five automotive lamp plants with sales volume making up approximately 90% of the total sales.

- **Dies & molds** , The company produces molds for all types of injection molding , which is produced only for each model of the lamp. At present , the Company has one die & mold plant with sales volume making up approximately 5% of the total sales.



Automotive Bulb Products



Automotive Lighting Equipment



Mold Product

Production Management

As a manufacturer of automotive lighting, we place priority to the design and manufacturing process to ensure that our products meet international standards, satisfy customers, deliver with efficiency and encompass an effective cost control to maintain our profit. We have implemented the Stanley New Approach for Higher Productivity (SNAP) strategy aimed to improve our work processes in all areas where performance is measured through tangible cost reduction.

This year, our SNAP activity focuses at areas required for complicated improvements. Main activities are:

1. Reducing lead-time, which will start from when raw materials are purchased to manufacturing and delivering products. The Material and Information Flow Chart (MIFC) will be implemented as a tool to analyze and set improvement targets with a focus especially at the process of delivering products among companies within our group.

2. Downsizing production lots by shortening preparation time required for the production process with a target to reduce production costs in a form of time spent and the inventory.

3. Enhancing staff's knowledge and know-how where the SNAP Player training curriculum will be revised. In addition, employees will be trained to be knowledgeable of tools required to meet our strategic goals to reduce both the lead-time and inventory.

In addition, we have created a database for quality improvement (waste reduction) to develop the in-process waste management and control system. This system will lead to the learning and extensive implementation of waste management in other relevant departments organization-wide. Aside from this waste management database, as part of our HR development project, during the past year, we already initiated the Mini-Expert project and the Smart-Manager project. This year, we plan to start the Job Competency (J-Com) project and the On-the-Job Training (OJT) program scheduled to be implemented within the 2019 fiscal year.



Economic Performance

The company has a policy to manage the business to be effective and corporate governance policies that give priority to operations with fairness, transparency, and taking into account the impact of business operations on the entire supply chain

Corporate Governance

The company provides guidelines for business ethics, including the code of conduct for directors and employees to be considered as a guideline. The Board of Directors and executives have regularly reviewed and adjusted to suit the situation.

For the directors The Company clearly and appropriately establish the structure, roles, duties and responsibilities of the Board of Directors and executives and the Board of Directors has to evaluate their own performance

In management, the company produces, maintains and reviews the control system in terms of financial status, operations, and oversight of various operations. To be effective and legitimate. As well as risk management and priorities for early warning signs and irregular transactions.

Information disclosure , the Company concern into account the accuracy, completeness, transparency and timeliness for shareholders and all groups of stakeholders to receive information equally. The company has disclosed the principles and practices of corporate governance set out by the Stock Exchange of Thailand in the annual report page96-111

Anti-Corruption

The Company has set its anti-corruption policy considered the company's Code of Conduct stating that "The Board of Directors, executives, staff members, and other related parties are strictly prohibited to get involved in any form of corruption including offering, promising, soliciting, demanding, and giving or accepting bribes as well as request others to accept those corrupted practices on their behalf, related to the company's business operations".

For the review and evaluation of this requirement, each department manager is directly responsible for assessing risks in various areas prior to informing the Risk Management Committee at least once a year. Similarly, the Office of Internal Audit will be required to annually evaluate all corruption-related issues before proposing them to the Audit Committee and the Board of Directors, respectively.

For the penalty of misdemeanor, the company will consider the termination of employment contract without compensation payment. However, over the past years, there was no risk of corruption found.

The company has also announced its intention to join the Collective Action Coalition campaign developed by the Thai private sector.

Risk and Crisis Management

Our risk management policy is as follows.

“We must guarantee the safety of our employees’ life and body, which we considered having the highest priority. We must take care of property and implement measures against risk by cooperating with local organizations and government agencies, nurturing the relationship with different businesses and presenting necessary and adequate information for the implementation of risk prevention measures.”

The Company has set up the Risk Management Committee whose duties are to review risk factors, opportunities and the extent of damage that may affect the management policy. The Risk Management Committee oversees risk practices to ensure their compliance with relevant laws or standards. The Committee consists of executive directors and department manager and higher, having the Risk Management Section being its secretary.

In 2018 The Company revised risk management standards by aligning its practices with the quality management system governing auto part manufacturing (IATF 16949). We also formulated a risk management framework that could be applied with the Enterprise Risk Management Framework, which consisted of the following:

In case of crisis , The Risk Management Committee will consider establishing the Business Continuity Plan (BCP) , which will act as a centralized response to the crisis so that it can continue its operations. The structure is as The Director is the President , Deputy Director is the Vice President and membership is the board of directors. The executives from each division and person appointed by the director as necessary.

The Business Continuity Plan (BCP) must coordinate with the Risk Management Committee of Stanley Electric Co., Ltd., Japan. to continue to operate.

The company has conducted a review of various crises such as floods, fires every year by simulating the situation from the beginning of the situation until the end of the operation process to the level of entry into normal conditions , for that all departments understand the role and the simulation results to improve the risk management plan of each agency accordingly with the cooperation of the Stanley Electric Co., Ltd., Japan to advise such simulations.

Supply Chain Management

As the Company manufactures automotive lighting equipment for sale to automotive manufacturer customers, its supply chain includes suppliers, customers or automotive manufacturers, and consumers or motor vehicle users. The Company manages its supply chain as follows:

Supplier Management

The company have policy that strictly complies with agreement or contract made with the suppliers by adhering to operating business with integrity to self and to other parties in accordance with law and related rules and regulations. The supplier selection is according to purchasing policy that consider cover to company documents , performance , environmental , employee practical and human rights.

- Supplier Selection The Purchasing Department is responsible for selecting suppliers based on the qualifications required by the Executive Board.

- Supplier Development The Company requires its suppliers to improve their production. Since the Company has adopted a quality assurance policy and adhered to the principle of not buying, not producing, and not selling defective products, the quality improvement required for suppliers is beneficial to both the suppliers and Company.

- Supplier Meeting The Company arrange for Meeting with business partner is also held with the purpose to keep partner updated about the company movement and to hear opinions; for example, for bank or creditor; the company will invite them to the meeting together with securities analyst so as to be informed about the company quarterly performance, or for the case of suppliers; supplier meeting is held every year through purchasing department in order to inform about annual purchasing policy and confer QCD award to the suppliers who delivered the good products and being punctual.



For construction contractor, a separate meeting will be held by occupational health and safety officer and invite the staff who is responsible in the field of repairing, construction, or expansion of the company properties to the meeting in order to ensure that safety measure is extended to the involved parties.

The company initiated the project of developing raw material suppliers to be quality suppliers by delivering goods on time, being competitive which leads to quality raw material with reasonable price. The project has been carried on until present, divided into 2 activities as follows:

1. Supplier SNAP , The company extends productivity improvement activity to suppliers and sends SNAP (Stanley New Approach for higher Productivities) team together with purchasing officer to the supplier company in order to educate and conduct productivity improvement activity in an periodical manner during 6 month period.

2. Supplier Improvement Project , The company will choose the suppliers to help them to identify problems and give advices on manufacturing efficiency.

The company also provides customer support and encourage vendors to be certified to international standards as quality assessment to provide a quality of supply chain.

- Evaluation In addition to supplier selection and purchase, procurement conducts an annual evaluation to assess suppliers on various aspects such as product quality, delivery, and prices.

Customer Management

The Company has set a customer policy as follows:

Management: To meet customer satisfaction first and foremost by improving standards in key areas, including quality, cost, delivery, development, safety, and human relation through the plan – do – check cycle.

Quality: To develop a quality assurance system that meets international standards and to deliver products with confidence in gaining customer satisfaction and trust.

The Company has adopted the competition policy and guidelines that promote fair competitive practices and as normal business.

- Product Design and New Technology Exhibition Because each vehicle or motorcycle model uses specific automotive lamp, the Company's research & development and sale teams work with individual customers to design products that truly meet the needs of each customer

Furthermore, Stanley Group has organized a exhibition to present automotive lamps designed by the Group's research & development teams and other products to customers.

- Customer Meeting and Involvement Because each of the Company's products is designed and manufactured for specific vehicle model, the Company has regularly held a meeting with its customers and participated in activities organized by customers

- Customer Evaluation The Company has been evaluated by customers on an annual basis for its quality, price, and delivery. In 2018, the Company won the following awards from customers.

1. 2018 TCC Safety Activity Target and Achieving Audit (Level A) (3rd) from Toyota Motors (Thailand) Co.,Ltd. (February 2019)

2.. Environment Award from Thai Honda Manufacturing Co.,Ltd. (March 2019)



Vehicle Consumer Management

The Company has set up a Quality Assurance Department to be responsible for assuring product quality, providing suggestions about products, consulting, and receiving complaints to ensure that customers satisfy with the quality of products and services.

Business and social innovation

The company and the Stanley group have the idea of designing products from being a lighting device to safety devices by helping motorists to have visibility in various environments or weather conditions in driving better. In addition to adding value to products, there is also a greater contribution to social security.

Social Performance

The Company's social performance can be divided into 4 groups as follows:

1. Labor Management and Human Resource Development

Labor Management

Realizing the value of our human resources, The Company has established a labor management system to provide fair protection and treatment to our employees because we believe that this will result in higher quality of life and better productivity. We have formulated the Thai labor standard policy to guide our practice to meet the requirements of the Thai labor standards, labor laws and other regulations governing work enhancement.

Thai Labor Standard Policy

1. The Company commits to comply with the provisions of the Thai labor laws, requirements of the Thai labor standard as well as other relevant laws and regulations.
2. The Company strives to enhance the quality of life of our employees as well as workplace environment and welfare as appropriate and will work to have them improved or enhanced on a continued basis.
3. The Company will review the adequacy, the suitability and the effectiveness of our policy, work regulations and performance results.

The management convenes annually to review the adequacy and suitability of this policy. In addition, the Thai labor standard will apply not only internally to the entire organization but also to suppliers and subcontractors.

The Company has issued its labor management manual, considered an ultimate document of the labor management system according to the Thai Labor Standards explained below:

Discrimination The Company has expressed its intention not to support any discrimination action on employment, payment of wages and other financial supports, social welfares, training and development opportunities, promotion, employment termination, and retirement, which are due to the difference of nationality, race, religion, language, age, gender, marital status, sexual orientation, disability, HIV infection, preference of a political party, or personal concept and idea.

The company will never hinder, interfere, or conduct any action deemed to have affected the employees' rights and their routine practices without causing any damage to the company.

Child Labor The Company will never approve, support, or get involved in employing a child labor whose age is under 15 years old. Also, the company has never encouraged the use of child labor in any business activity that may cause an impact on occupational health and safety.

Pregnancy The Company will never allow any pregnant employee to work in inappropriate working conditions that will be harmful to her health and physical body. According to the relevant laws, pregnant ladies must be stationed in an appropriate working environment that will not affect

their health and pregnancy. Similarly, there will be no termination of employment offered to pregnant employees, particularly during the pregnancy period. No diminution of position or benefits is always guaranteed due to pregnancy.

The company has cautiously evaluated this issue with its suppliers to promote the abolition of human rights in the Thai society.

Freedom of Business Association and Negotiation The Company provides its employees with the right to join various committees in the company and fully possess the right of negotiation, selection, or election of corporate representatives. The company will never hinder or interfere with the exercise of employees' rights. At present, the company possesses authorized representatives elected to represent the Welfare Committee and the Occupational Health and Safety Committee. The election will be held in every two years.

Since the establishment, The Company has never been involved in any labor dispute and there is no labor union existing in the company.



Welfare and Quality of Life Development, The Company takes into account the development of the quality of life of its employees to suit current economic conditions. To ensure the happiness of the work-life balance, the company has considered the increase of salaries for all employees on a yearly basis, while providing every personnel with appropriate organization-based welfares such as travel allowance, uniform, and laundry service. Employees will also be offered special presents for special occasions like birthday and the New Year festival. The company approves food expenses for diligent employees working overtime and outside the company. Furthermore, the company also remains alert in offering medical expenses to employees and their family members. These benefits will be considered and approved on a yearly basis.

The company organizes fun-filled activities to promote employees' good health, for example, sporting events and recreation activities. To foster greater awareness of Thai cultures for all employees, the company has launched its culture-based activities. Remarkable examples are the Buddha image bathing, Buddhist lent candle parade, dry-food almsgiving, and merit-making ceremony for special occasions.



Promoting the Use of Technology , We have produced a QR Code as an option for employees who use smart phones to download employee's manuals, training manuals and other types of manual in a more convenient manner. In addition, corporate work forms are accessible through the intranet via a program. This includes, for example, the Human Resource Management System (HRMS), which allows employees to submit leave forms based on their entitlement to supervisors who will approve it via the system, or a system to reserve meeting rooms and company cars.

At Thai Stanley Electrics, we have implemented the cashless project since 2017 in which we encourage employees to use less cash while making payments by relying more on Siam Commercial Bank's mobile application to pay, for example, food in the company's canteen and return of advance to our Finance & Accounting Department. The idea is to reduce the use of cash, increase transaction speed, promote sanitation by having vendors contact fewer banknotes and coins and foster technology that will help the country transiting into the Thailand 4.0 digital age.

In addition to carrying out internal labor activities in the company, for outside the company has always participated in labor activities with government agencies. In August 2018 the Company received the Outstanding Workplace Award for Labor Relations & Welfares from the Ministry of Labor for the 13th consecutive year.



Human Resources Development

The company has implemented the STARS Plan as a principal system to develop our human resources. The plan covers the capacity-building process and career advancement programs, which can be specified into six systems as follows.

1. Qualification , We determine job qualifications to reflect capacity levels of employees when it comes to their performances. The qualification is also used to determine fair and suitable remunerations.

2. Position , About duties, roles, authority and responsibility in each position of each department are clearly described. Promotion and qualification system are evaluated based on the criteria set by the Promotion Committee.

3. Rotation , This refers to the practice of rotating employees to work at another department to handle different types of work in order to create and enhance their capacity, which will finally allow them to be promoted.

4. Evaluation , The evaluation system determines criteria for evaluation, which will be used to support the increase of salary, awarding bonuses, promotion and career advancement. The system also reflects strengths and weaknesses of employees for further development. The evaluation criteria is based on the principles of fairness, suitability and acceptability.

5. Wage , The wage structure consists of base salary, competency allowance, title/position allowance and other assistance benefits such as overtime pay, overtime holiday pay, food stipend, attendance allowance and transportation and shift allowance. There will be an annual salary increase, which will be based on the following indexes: the government's increase of minimum wage, an inflation rate that indicates changes of the cost of living, and the industrial situation.

6. Skill Development , We strive through our policy to enhance employees' skill where minimum training hours for each level or position of employees are pre-determined.

The company will review training courses suitable for employees, namely, strategic training, training based on department work and self-development. The training can be internally and externally. Employees may be sent to train and work overseas with companies within the group.

In 2018, the company arranged 69 in house training course and 1,522 employees participated, with an average of 12 hours of training per employee and 232 employees participated in external training courses. These courses such as the Action Plan and Target , Performance Management System and Train The Trainer and 11 employees were sent to Japan for overseas training.

The Human Resources Department currently implements the Employee Training program to collect training information of all staff. Supervisors will evaluate employee's performance after they attend a training in conjunction with the annual employee performance assessment.



Thai Stanley Power Up Project

We have systematically started the HR capacity-building project through the four-year Thai Stanley Power Up program, which commences at LE's Reform Model. Year 1 of this program will focus at analysis and study of various factors that affect the enhancement of both human resources and the production process with a goal to accommodate our business growth and customers' demands. So far, we have organized the following 6 activities:

1. J-Com (Job Competency Management) . This is where rules and regulations required to manage capacity of staff at each level are written. PDCA-based criteria are created for each job, together with assessment methods and identification of weaknesses in order to upgrade the know-how and enhance staff's capacity that truly meet our demands in a more systematic way.

2. Smart Manager Course . Under this program, training courses are designed to strengthen management skills and capacity. Workshops are organized to deliver knowledge to future executives to enable them to set visions, foresee strategies and formulate work plans for the development of the organization they will be entrusted to oversee.

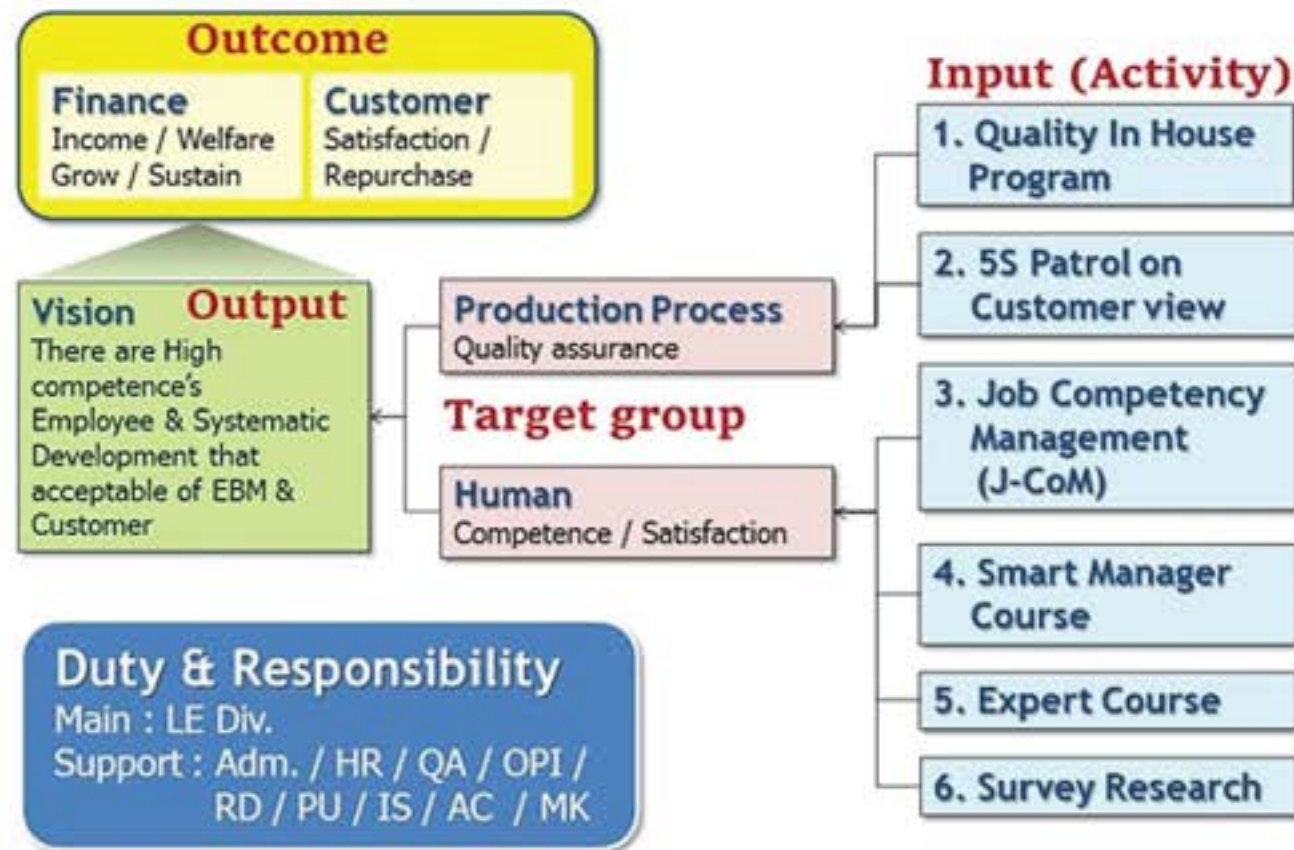
3. Expert Course. Training curriculums under this program are designed to nurture specialists who need to be knowledgeable in specific areas ranging from new model to mass production. The training techniques range from self-study to mentoring and exchanging ideas with senior management. Graduates from this expert course program will become the J-Com training instructor and help analyzing problems in the production process.

4. Survey Research . The survey is conducted to learn more about factors relating to personnel, organizational influence and corporate influence that could affect workplace behaviors and operation efficiency. A sampling group within the scopes of research is identified and the survey result is analyzed using both technical methodology and SPSS to learn more about strengths and weaknesses as well as possibilities to improve work behavior and efficiency in order to translate them into actual implementation.

5. Quality In House Program . The program refers to a computer program written to translate quality-related problems found in the production process into charts and graphs for a better and quicker understanding. Information is collected to identify probable causes. The data is also kept in a systematic manner for every plant to have a better access. In addition, problem-solving skills are enhanced so that each plant is able to resolve problems coherently.

6. 5S Patrol by Customer View. This refers to the quality and safety risk assessment conducted within the production process where problems are potentially perceived through a customer's lens so that effective solutions could be achieved and the production control process could continue to be enhanced.

At present, we are preparing relevant tools for these six main programs. So far, the progress has been in accordance with our plan.



The company has been certified with the Thai Labor Standard (TLS 8001 - 2010) of the complete version by the Ministry of Labor, which is audited on a yearly basis.

2. Safety , Occupational Health and Work Environment

The Company has prioritized safety as No. 1 issue in our management under a concept that “every employee will leave home for work and be back home safely in all aspects.”

Our Safety policy implemented hand in hand with each employee's roles and responsibilities, is as follows.

1. The Company have setting workplace safety is the first priority when it comes to each employee working in their roles and responsibilities.

2. The Company strictly complies with all the rules, regulations and standards relating to safety occupational health and work environment as well as those implemented by our customers.

3. The Company promote and support the improvement of workplace environment, safe work practices, the use of personal protective equipment (PPE) and employees' wellbeing.
4. The Company supports and promotes safety activities that will nurture safety awareness of employees both at workplace and otherwise. This includes, for example, building safe work culture, training, public relations and organizing safety contests.
5. The Company require supervisors at all levels to become a role model by leading, training and inducing employees and by nurturing their awareness of safe work practices.
6. The Company require all employees to take into consideration his/her own safety, the safety of their co-workers and company properties while performing their work.
7. The Company supports the 5Sor activity (de-cluttering, being convenient, clean and healthy, and nurturing safe habit) at our workplace in a strict manner to prevent accidents, work injury and work-related diseases.
8. The Company advocate for collaboration among employees in the HSSE project. Employees are entitled to advise ideas to improve workplace environment and safe work practices.
9. The Company provide human resource and financial budgets to manage the HSSE projects to ensure safe workplace for employees and the third party.
10. The Company have supported the Safety Shop Floor Management activity implemented to achieve the zero accident within the workplace and outside.
11. The Company setting an annual evaluation of these policies will be made at least once a year.

Safety Activities

The Safety Committee has been set up to consist of representatives from senior executives, elected and appointed representatives from our employees. At present we have 31 members Safety Committee to reviews policies and work plans, surveys the way we work as well as considers projects before submitting various operation reports to the Executive Board. The Safety Committee's term of office is two years and it convenes at least once a month. Meanwhile, the Safety and Environment Department, which directly reports to the management, is a main body to help supporting various units to achieve activities based on corporate goals. It also collects safety statistics as a means to improve and propose a better and safer workplace environment and employees' wellbeing.

In 2018, our safety policy was to create a safe workplace environment where accident became zero. The goal of accident-free working hour threshold before any work could be disrupted due to accident was set at 7,000,000 working hours and higher and the goal was achieved in May 2019. At the moment, the new accident-free working hour threshold is set at 10,000,000 hours.

We also opened the Safety Dojo Center to strengthen understanding and create safety awareness among our employees and third-party contractors. Not only the center assists us to achieve our zero-accident goal, but it also works as a training premise and a center for comprehensive safety learning. A simulation station at the center shows various risk scenarios that could occur from different situations. In addition, Thai Stanley Electric offers training opportunity to employees at this center each month. The third-party such as government agencies and education institutes may also visit this center as part of their study.

We organized the following safety activities on a continued basis:

- Safety training such as how to use a fork lift, executive training;
- Fire drill during day and night time;
- Top Gun's drill for emergency situation (Top Gun is the name of the highly-emergency response team);
- Safety, environment and energy conservation exhibitions



From 2011 until now , The company has been certified OHSAS18001 and from collaborating in various activities , making the company receive continuous safety awards. In 2018, the company received the following awards:

1. The Outstanding Occupational Health and Safety Award for the 15th consecutive year (August 2018).
2. Pathumthani Occupational Health and Safety Contest 2018 (Safety Dojo Project)
3. 2018 TCC Safety Activity Target and Achieving Audit (Level A) from Toyota Motors (Thailand) Co.,Ltd. (3d)



The company discloses the summary of the performance of this report. (Page Summary report)

3.Supporting Local Communities and Society

The Company is located at Ban Klang , Pathumthani , and has been established outside the industrial estate location. The company is highly cautious of impacts that may possibly cause to the surrounding communities. Never having any dispute with the community, the Company is in collaboration with Ban Klang Municipality, representing communal people in organizing tradition-based activities, remarkable examples are the Buddha image bathing, Buddhist lent candle parade, dry-food almsgiving and to use of local food products is a set of snacks at the shareholders' meeting. The rice from the farmer group in Surin Province is processed into Difuku as a new year gift to customers.



For community development, the company has always relied on its unique employment model, where 80% of residents in Pathum Thani province and the nearby vicinity are employed. The company offers opportunities for students of local universities to visit factory for more knowledge and broader understanding on product manufacturing and management.

Since 2016 , The Company collaborated with Pathum Tani Provincial Office to organize the “Pathum Tani Public-Private Collaboration to Purchase Rice from Farmers” project to purchase rice from farmers in Surin, Yasothon, and Roi Et for use within the Company. Local farmers were also welcomed to sell their rice and products the market fair organized monthly by the Company.



Corporate Social Responsibility Activities of Stanley Thailand Foundation

The Stanley Group has established the Stanley Thailand Foundation since 1993, aiming to promote various CSR activities mainly in Pathum Thani province. Remarkable examples of CSR activities launched in 2018 can be described below:

1. Education Activity

1.1 The foundation had presented annual scholarships to 1,239 students from 16 schools in Pathum Thani province and 6 schools in Nakhon Ratchasima province.

For individualized scholarships (Outshining Fund), the foundation was consistently responsible for all education-related costs starting from the high school to Bachelor's Degree levels. In 2018, 2 outstanding students from Chitralada Technology College were selected to take part in the individualized scholarship program, where 4 students were already graduated with a Bachelor's Degree. Currently, there are 19 students selected to join the program



1.2 The foundation offered its concrete support to the science competition named the Stanley Science Project Contest held to encourage primary and secondary students to create excellent robotic devices. The competition was hosted by the Technology Promotion Association (Thailand-Japan) and Buddhaddhamma Camp Project of Watbangkudithong, Pathumthani



1.3 The foundation donated educational equipment as books for library and 300 bicycles to 30 schools in Lad Lum Kaew, Thayaburi, Lam Luk Ka, and Nong Sua communities.



2. Environment Activity

The foundation had donated garbage to communities in Pathumthani such as Banklang Municipality , Kukwang Municipality and Suan Prik Thai Subdistrict Administrative Organization.

3. Charity Activity

The foundation had donated other necessities for HIV-patient of Wat Phra Bat Nam Phu in Lopburi province and lame children of the Ruamphanya Person Lane Association in Nonthaburi province. In addition, the foundation also donated money to help flood victims in Laos.

In January 2019 , the foundation cooperate with Safety & Environment Department , Thai Stanley Electric PCL.to arranged Safety To School at Watbangkuwat , Muang , Pathumthani by providing safety knowledge ,Fire demonstration and the foundation gave 10 sets of fire extinguishers to schools.



4. Other Stakeholder Engagement

The company recognizes the rights of stakeholders such as employees, shareholders, government sectors, and local communities as required by laws and makes sure that their rights are properly protected and treated.

Employees The company realizes that the company is growing because of the cooperation of every employee so the employees are valuable resource of the company. The company policy are cover employee sustain in respect with safety, welfare, privilege for employees and the company have certified for Thai Labor Standard, TLS800-2003 (since June 2008 until present) from Ministry of Labor and Social Welfare. The Company has disclosed information about employee management in this report under the topic of labor management and employee development of social performance section.

Shareholders The company policy is to protect shareholders' rights in an equitable manner as required by law. The policy is set that dividend paid to shareholders will not be less than 30% of net profit (Financial Statement - The company only) The Company has disclosed information about shareholder treatment in the annual report under the topic of corporate governance of shareholder engagement and communication section.

Local Communities and Society The Company recognizes the importance of society and local communities as it has been a part of the society ever since it was established. The Company has participated in supporting local activities regularly.

Moreover, the Company has set guidelines for treating and managing stakeholder rights in the corporate governance policy and code of conduct for directors and employees. Stakeholders can contact and file a complaint with the Company through the Company's website (info@thaistanley.com, companysecretary@thaistanley.com). The complaints will be handled by responsible unit according to the procedures set up by the Company.

Environment Performance and Energy Conservation

Environmental Management

The Company has set up the 23 member Environment Committee to underline our priority in environmental practices. The Environment Committee's duties are to promote and recommend environmental management systems based on relevance to the environmental laws and other requirements to ensure compliance with the environmental policy of both The company and Japan Stanley. The Safety & Environment Department is the responsible agency for all activities encompassing all areas.

The Company 's environmental vision is as follows.

“We commit to conduct our corporate activities through effective use of resources and continuous development of environmental management systems to safeguard natural abundance and nurture environment in the sustainable society.”

To reflect our environmental vision, The Company has formulated the environmental policy to ensure that our staff are fully aware of their roles and responsibilities in environmental protection when it comes to their work. Details are as follows.

1. The Company committed to pursue and supervise the use of resources as well as prevent any environmental impact resulted from our activities in compliance with the environmental laws and other relevant requirements.

2. The Company intend to continue developing and improving our environmental management systems relating to our production process to reduce and prevent environmental impacts. We also strive to expand our practices to other parties involving in our activities.

3. The Company supports and promotes environmental activities including training and publicity to enhance staff's environmental awareness and conservation and to directly and indirectly prevent and reduce environmental impacts.

4. The Company disclose our environmental policy as a way to communicate and express our commitment to control, protect, develop and improve our environmental management system to stakeholders and the public.

5. The Company support and participate in community environmental conservation activities through collaboration with state agencies, local governments and others.

6. The Company promote the environmental shop floor management to achieve our goal to have a good environmental system in place.

7. The Company conduct regular evaluations based on the environmental policy described above.

In 2018, The Company set a goal to enhance staff's environmental awareness. The following activities were carried out.

1. Main activities to reduce the use of resources were:

1.1 Reducing the use of water by 1% from the 2017 base year where indicators were the use of water per product and per a number of staff; the use of recycled water in the water curtain system during the glazing process in the lamp factory; and recycled water being used for lawn-watering and toilet flushing. We were able to achieve our goal by being able to reduce as much as 35,000 cubic meter of water per year.

1.2 Reducing the amount of waste destined for landfill by 5% from the 2017 base year through our campaign of waste separation and adjustment of waste disposal methods where waste was disposed through reusing and recycling instead. In addition, the Environment Committee conducted a monitoring activity on a quarterly basis to examine each department's waste separation. A training on waste management was held for staff to create awareness in this subject. Every department was encouraged to conduct at least one project that featured its attempt to reduce waste. We managed to achieve our goal as we underlined the importance of waste separation where trash was destroyed and bundled for sale as recycled waste. We also promoted the 5S activity focusing at cleanliness at all areas.

1.3 Reducing the use of paper by 1% from the 2017 base year where evaluation was implemented through the Excel program instead. In addition, the Information System Department wrote a program to handle materials no longer in use. Each department was asked to submit one project to reduce the use of paper within the department and the goal was achieved.

2. Regular environmental campaigns were organized to encourage staff to participate in the environmental conservation activities. For example, an exhibition was held on the World Environmental Day, a no-plastic bag activity was organized to reduce its use and a Green Factory was conducted in which the management and staff planted trees together to increase green area within the compound on the last work day of the year.



3. The senior management continued to monitor every work area on a monthly basis to maintain and improve the environment.

The Company also had the third party supervise and monitor its environmental quality where levels of various pollution within the compound ranging from noise to wastewater, heat and air quality were measured, the results of which were within the standards.

The Company have not found any violation of the environmental laws. There weren't any accident induced by the environment factor, either. We did not have any conflict or receive any environmental complaint from communities or third-party agencies.

The Company has been certified for the ISO14001 (2015).

The results of our environmental actions were summarized under the topic of Summary of performances.

Energy Conservation Management

The Company has set up the Energy Committee whose members come from staff from all departments. The current 24 member Energy Committee oversees energy practices by ensuring that they align with the energy conservation policy and management procedures. The Committee is responsible for coordination, supervision and production of energy conservation reports. It also encourages the management to comply with the laws, having the Safety & Environment Department as a body to make all relevant activities happen.

The Company's energy conservation policy is as follows:

1. The Company be committed to effective energy management and conservation, while strictly pursuing energy conservation laws and regulations.

2. The Company consider energy conservation to be the responsibility of top management and employees at all levels to cooperate in implementing the prescribed energy conservation measures, including the monitoring of outcomes to be reported to the Energy Conservation Committee on a regular basis. This reflects the company's passionate desire to continuously improve energy efficiency.

3. The Company allocate sufficient resources for energy conservation and management to ensure that the idea is in line with the company's objectives and goals.

4. The Company develop effective production process including activities related to energy consumption aiming for the achievement of energy conservation and management, considered part of the company's operations.

5. The Company improve energy efficiency to be in line with the nature and amount of energy used, where modern technology and good practices are applied in an appropriate and continuous manner.

6. The Company look for clean energy that allows energy conservation and sustainable environment. We are ready to disclose, inform and publicize our energy conservation activities to relevant parties and the public.

7. To Reducing the emission of CO₂ 5% from the 2013 base year (target 9.51 Ton Co₂ /MTHB, 2013 result 10.01 Ton Co₂/MTHB)

In 2018, Thai Stanley Electric's goals and activities in energy conservation were as follows.

- Reducing the emission of CO₂ from the 2013 base year by 5% through the Yellow Card activity where use of energy was tested; conducting training to promote awareness in energy consumption; promoting renewable energy in the form of solar rooftop.

In August 2018, The Company installed solar cell panels on the rooftop of our Lamp 7 Factory and the PQC Building, which encompasses a canteen, a library, a gym, an area for supporting production engineering and the training area of production staff before they are dispatched to work in the production line. The PQC Building was built with energy conservation in mind where the LED lighting is implemented together with the dimming switch while some of its areas are lit by natural light. The 14,282-square meter area required 1.2 MW electrical capacity. In the end, about 1,619,000 kWh/Year of produced energy was reduced and 963,305 ton CO₂/year was emitted less than before, which estimate to help us reduce the energy consumption worth Baht 6,815,990 per year.



The Company also conducted activities aimed to reduce electricity consumption with a goal to reduce 5% of our overall consumption from 2013's level of 9.51 ton CO₂/MTHB. The activities conducted to achieve this goal included the installation of power meters where information of electricity consumption was analyzed to find a loophole. In addition, a campaign was organized to reduce power consumption during holidays where the production line was suspended once a month on Sunday. This resulted in the goal of reduced power consumption being met as witnessed from the electric consumption level of 9.11 ton CO₂/MTHB.

Besides, The Company continued to urge staff to effectively use the resources where environmental and energy consumption was promoted as corporate culture. Activities were translated into photos and slogans being posted at various sites for staff's visibility. In addition, the message was transmitted through our internal broadcasting system on a daily basis at 11.30 hours. The executive board underlines the importance of continuous monitoring and advising environmental conservation activities on a quarterly basis. In addition, our potential to conduct energy conservation and our energy management status was regularly evaluated.

Operation Summary Report

Summary Operation Result	Unit	2018	2017	2016
Economic Performance				
Common Stock , Revenue , Profit , Financial Ratio - as in Annual Report	Page	5 , 79	3 ,	3 , 73
Corporate Governance Performance				
Number of Complaints of Violation	Case	0	0	0
Violation of the Code of Business Conduct is a reality.	Case	0	0	0
Human Resource Performance				
Total Employee	Person	3,196	2,997	2,897
Male	Person	1,736	1,616	1,584
Female	Person	1,460	1,381	1,313
Employee provide by division				
Administration Division	Person	100	100	101
Marketing Division	Person	55	44	39
Production and Support Division	Person	3,041	2,828	2,729
Employee by type				
Permanent	Person	2,756	2,649	2,629
Fixed Time	Person	440	322	240
Employee by nationality				
Thai	Person	3,171	2,971	2,867
Japanese	Person	25	26	28
Safety Performance				
Number of Accident - stop working	Time	2	1	-
Training				
Training hour per employee (Average)	Hour	12	12	12
Environment and Energy Performance				
Material Utilization				
Main Material utilization (Resin)	Ton	10,500	10,356	
Electricity and Fuel				
Electricity usage	kWh	107,519,164	100,528,991	95,053,513
Fuel usage (Gas)	Liter	360,061	350,041	255,913
Waste , Defect and Industrial waste Disposal				
Quantity of Waste	Ton	4,888	5,067	4,526
Water				
Quantity of water usage				
Tap water	M ³	372,306	374,367	389,538
Groundwater	M ³	7,046	7,357	8,600
Recycle water usage	M ³	84,481	55,817	28,612

GRI Content Index

GRI Indicator	Descriptions	Page	
		Annual Report	SD Report
Strategy and Analysis			
G4-1	Provide a statement from the most senior decision-maker of the organization	6-9	
G4-2	Provide a description of key impacts, risk and opportunities		
Organizational Profile			
G4-3	Report the name of the organization	63	3
G4-4	Report the primary brands, products and services		4
G4-5	Report the Location of organization's head quarters		
G4-6	Report the number of countries where the organization operates		
G4-7	Report the nature of ownership and legal form		
G4-8	Report the markets served including geographic breakdown , sectors served and types of customers and beneficiaries		
G4-9	Report the scale of the organization		
G4-10	Report types of employees and their classification (such as gender, permanent employee , region , substantial portion and significant variations)		26
G4-11	The percentage of total employees covered by collective bargaining agreements		
G4-12	Describe the organization's supply chain		8
G4-13	Report any significant changes during the reporting period regarding the organization's size structure, ownership or its supply chain		8
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization		
G4-15	List externally developed economic , environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses		
G4-16	List memberships of associations (such as industry associations) and national or international and advocacy organizations in which the organization participates in as strategic member		
Identified Material Aspects and Boundaries			
G4-17	Organizational consolidated financial statements or equivalent documents status	21-28	
G4-18	The process for defining the report content and the Aspect Boundaries and how the organization has implemented the Reporting Principles for defining Report Content		1
G4-19	List all the material Aspects identified in the process for defining report content		1
G4-20	For each material Aspect, report the Aspect Boundary within the organization		
G4-21	For each material Aspect , report the Aspect Boundary outside the organization		
G4-22	The effect and the reasons of any restatements of information provided in previous reports		
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries		
Stakeholder Engagement			
G4-24	A list of stakeholder groups engaged by the organization		5-9
G4-25	The basis for identification and selection of stakeholders with whom to engage		22
G4-26	The organizational approach to stakeholder engagement		
G4-27	The key topics and concerns raised through stakeholder engagement and how the organization has responded to those key topics and concerns		
Report Profile			
G4-28	Reporting period (such as fiscal or calendar year) for information provided		3
G4-29	Date of most recent previous report (if any)		
G4-30	Reporting cycle (such as annual , biennial)		3
G4-31	The contact point for questions regarding the report or its contents		
G4-32	The organizational performance "in accordance" with GRI Content index , or the reference to the External Assurance Report		
G4-33	The organizational policy and current practice regarding external assurance for the report		
Governance			
G4-34	The governance structure of the organization, including committees of the highest governance body		
Ethics and Integrity			
G4-56	The organizational values , principles , standards and norms of behavior such as code of conduct and codes of ethics		

GRI Content Index

GRI Indicator	Descriptions	Page	
		Annual Report	SD Report
Category : Economic			
Economic Aspect : Economic Performance			
G4-DMA	Disclosure on management approach for Economic Performance of Economic Aspect	9	
G4-EC1	Direct economic value generated and distributed		
G4-EC2	Financial implications and other risks and opportunities for the organizational activities due to climate change		
G4-EC3	Coverage of the organizaional feined benefit plan obligations		
G4-EC4	Financial assistance received from government		
Economic Aspect : Market Presence			
G4-DMA	Disclosure on management approach for Market Presence of Economic Aspect		
G4-Indicator			
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation		
G4-EC6	Proportion of senior management hired from the local community at significant location of operation		
Economic Aspect : Indirect Economic Impact			
G4-DMA	Disclosure on management approach for Indirect Economic Impact of Economic Aspect	9	
G4-EC7	Development and impct of infrastructure investment and services supported		
G4-EC8	Significant Indirect economic impacts, including the extent of impacts		
Economic Aspect : Procurement Practices			
G4-DMA	Disclosure on management approach for Procurement Practices of Economic Aspect		8
G4-EC9	Proportion of spending on local suppliers at significant locations of operation		
Category : Environmental			
Environmental Aspect : Materials			
G4-DMA	Disclosure on management approach for Materials of Environmental Aspect		22
G4-EN1	Materials used by weight or volume		
G4-EN2	Percentage of materials used that are recycled input materials		
Environmental Aspect : Energy			
G4-DMA	Disclosure on management approach for Energy of Environmental Aspect		24
G4-EN3	Energy consumption within the organization		24
G4-EN4	Energy consumption outside of the organization		
G4-EN5	Energy intensity		
G4-EN6	Reduction of energy consumption		
G4-EN7	Reduction in energy requirements of products and service		25
Environmental Aspect : Water			
G4-DMA	Disclosure on management approach for Water of Environmental Aspect		21
G4-EN8	Total water withdrawal by source		
G4-EN9	Water sources significantly affected by withdrawal of water		
G4-EN10	Percentage and total volume of water recycled and reused		
Environment Aspect : Emissions			
G4-DMA	Disclosure on management approach for Emissions of Environmental Aspect		22
G4-EN15	Direct greenhouse gas (GHG) emission (Scope1)		
G4-EN16	Energy indirect greenhouse gas (GHG) emission (Scoop2)		
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope3)		
G4-EN18	Greenhouse gas (GHG) emissions intensity		
G4-EN19	Reduction of greenhouse gas (GHG) emissions		
G4-EN20	Emissions of ozone-depleting substances (ODS)		
G4-EN21	Nox , Sox and other significant air emissions		
Environment Aspect : Effluents and Waste			
G4-DMA	Disclosure on management approach for Effluents and Waste		23
G4-En22	Total water discharge by quality and destination		
G4-EN23	Total weight of waste by type and disposal method		
G4-EN24	Total number of volume of significant spills		
G4-EN25	Weight of transported, imported , exported or treated waste deemed hazardous under the term of the basel convention Annex I , II , III and VIII and percentage of transported waste shipped internationally		

GRI Content Index

GRI Indicator	Descriptions	Page	
		Annual Report	SD Report
G4-EN26	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the organizational discharges of water and run off		
Environmental Aspect : Products and Services			
G4-DMA	Disclosure on management approach for Products and Services of Environmental Aspect	75	23
G4-EN27	Extent of impact mitigation of environmental impacts of products and services		
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category		
Environmental Aspect : Compliance			
G4-DMA	Disclosure on management approach for compliance of Environmental Aspect	none	22
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for no-compliance with environmental laws and regulations		
Environmental Aspect : Transport			
G4-DMA	Disclosure on management approach for Transport of Environmental Aspect		
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organizational operations and transporting members of the workforce		
Environmental Aspect : Overall			
G4-DMA	Disclosure on management approach for Overall of Environmental Aspect		22
G4-EN31	Total environmental protection expenditures and investments by type		
Environmental Aspect: Supplier Environmental Assessment			
G4-DMA	Disclosure on management approach for Supplier Environment Assessment of Environment Aspect		23
G4-EN32	Percentage of new suppliers that were screened using environmental criteria		
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken		
Environmental Aspect : Environmental Grievance Mechanisms			
G4-DMA	Disclosure on management approach for Environmental Grievance Mechanisms of Environment Aspect		
G4-EN34	Number of grievances about environmental impacts field, addressed and resolved through formal grievance mechanisms		
Category : Social			
Sub-category : Labor Practices and Decent Work			
Labor Practices and Decent Work Aspect : Employment			
G4-DMA	Disclosure on management approach for Employment of Labor Practices and Decent Work Aspect	107	9-13
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region		
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		
G4-LA3	Return to work and retention rates after parental leave, by gender		
Labor Practices and Decent Work Aspect : Labor / Management Relations			
G4-DMA	Disclosure on management approach for Labor / Management Relations of Labor Practices and Decent Work Aspect		11 - 16
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements		
Labor Practices and Decent Work Aspect : Occupational Health and Safety			
G4-DMA	Disclosure on management approach for Occupational Health and Safety of Labor Practices and Decent Work Aspect		16 - 18
G4-LA5	Percentage of total workforce represented in formal joint management worker health and safety committees that help monitor and advise on occupational health and safety programs		
G4-LA6	Type of injury and rates of injury, occupational diseases rate, lost day and absenteeism and total number of work-related fatalities, by region and by gender		
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation		
G4-LA8	Health and safety topics covered in formal agreements with trade unions		
Labor Practices and Decent Work Aspect : Training and Education			
G4-DMA	Disclosure on management approach for Training and Education of Labor Practices and Decent Work Aspect		14 - 16
G4-LA9	Average hours of training per year employee by gender and by employee category		

GRI Content Index

GRI Indicator	Descriptions	Page	
		Annual Report	SD Report
G4-LA10	Programs for skills management and lifelong learning that support the continue employability of employees and assist them managing career endings		14
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category		
Labor Practices and Decent Work Aspect : Diversity and Equal Opportunity			
G4-DMA	Disclosure on management approach for Diversity and Qual Opportunity of Labor Practices and Decent Work Aspect		11
G4-LA12	Composition of governance bodies and breakdown of employees per membership and other indicators of diversity		
Labor Practices and Decent Work Aspect : Equal Remuneration for Woman and Men			
G4-DMA	Disclosure on management approach for Equal Remuneration for Woman and Men of Labor Practices and Decent Work Aspect		14
G4-LA13	Ratio of basic salary remuneration of women to men by employee category , by significant locations of operation		
Labor Practices and Decent Work Aspect :Supplier Assesment for Labor Practices			
G4-DMA	Disclosure on management approach for Supplier Assessment for Labor Practices Aspect		12
G4-LA14	Percentage of new suppliers that were screened using labor practies criteria		
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken		
Labor Practices and Decent Work Aspect : Labor Practices Grievance Mechanisms			
G4-DMA	Disclosure on management approach for Labor Practices Grievance Mechanisms of Labor Practices and Decent Work Aspect		9
G4-LA16	Number of grivances about labor practices field , addressed and resolved through formal grievance mechanisms		
Category : Social			
Sub-category : Human Right			
Human Rights Aspect : Investment			
G4-DMA	Disclosure on management approach for Investment of Human Rights Aspect		11
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations , including the percentage of employee trained		
Human Rights Aspect : Non-discrimination			
G4-DMA	Disclosure on management approach for Non-discrimination of Human Rights Aspect		12
G4-HR3	Total number of incidents of discrimination and corrective actions taken		
Human Right Aspect : Freedom of Association and Collective Bargaining			
G4-DMA	Disclosure on management approach for freedom of Association and Collective Bargaining of Human rights Aspect		7
G4-HR4	Operation and suppliers identified in which the right to exercise freedom of association and collection bargaining may be violated or at significant risk , and measures taken to support these rights		
Human Right Aspect : Child Labor			
G4-DMA	Disclosure on management approach for Child Labor of Human Right Aspect		11
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor		
Human Rights Aspect : Forced or Compulsory Labor			
G4-DMA	Disclosure on management approach for Forced or Compulsory Labor of Human Rights Aspect		11
G4-HR6	Operations and suppliers identified as having significant risk for incidents of compulsory labor and measures to contribute to the elimination of all forms of forced or compulsory labor		
Human Rights Aspect : Security Practices			
G4-DMA	Disclosure on management approach for Security Practices of Human Rights Aspect		11
G4-HR7	Percentage of security personnel trained in the organizational human rights policies or procedures that are relevant to operations		

GRI Content Index

GRI Indicator	Descriptions	Page	
		Annual Report	SD Report
Human Right Aspect : Indigenous Rights			
G4-DMA	Disclosure on management approach for Indigenous Rights of Human Right Aspect		11
G4-HR8	Total number of incidents of violations Involving rights of indigenous peoples and actions taken		
Human Right Aspect : Assessment			
G4-DMA	Disclosure on management approach for Assessment of Human Right Aspect		
G4-HR9	Total number of percentage of operations that have been subject to humann rights reviews or impact assessments		
Human Right Aspect : Supplier Human Rights Assessment			
G4-DMA	Disclosure on management approach for Supplier Human Rights Assessment of Human Rights Aspect		8
G4-HR10	Percentage of new suppliers that were screened using human rights criteria		
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken		
Human Right Aspect : Human Rights Grievance Mechanisms			
G4-DMA	Disclosure on management approach for Human Rights Grievance Mechanisms of Human Right Aspect		
G4-HR12	Number of grievances about human rights impacts filed , addressed and resolved through formal grievance mechanisms		
Category : Social			
Sub-category : Society			
Society Aspect : Local Commuities			
G4-DMA	Disclosure on management approach for Local Communities of Society Aspect		9
G4-SO1	Percentage of operations with implemented local community engagement , impact assessments , and development programs		
G4-SO2	Operations with significant actual and potential negative impacts on local communities	none	none
Society Aspect : Anti-corruption			
G4-DMA	Disclosure on management approach for Anti-corruption of Society Aspect		5
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risk identified		
G4-SO4	Communication and training on anti-corruption policies and procedures		
G4-SO5	Confirmed incidents of corruption and action taken	none	none
Society Aspect : Public Policy			
G4-DMA	Disclosure on management approach for Public Policy of Society Aspect		
G4-SO6	Total value of political contributions by country and recipient / beneficiary		
Society Aspect : Anti-competitive Behavior			
G4-DMA	Disclosure on management approach for Anti-competitive Behavior of of Society Aspect	72	
G4-SO7	Total number of legal actions for anti-competitive behavior , anti-trust , and monopoly Practices and their outcomes		
Society Aspect : Compliance			
G4-DMA	Disclosure on management approach for compliance of Society Aspect		19
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations		
Society Aspect : Supplier Assessment for impacts on Society			
G4-DMA	Disclosure on management approach for Supplier Assessment for Impacts on Society of Society Aspect		
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society		
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken		
Society Aspect : Grievance Mechanisms for Impacts on Society			
G4-DMA	Disclosure on management approach for Grievance Mechanisms for Impacts on Society of Society Aspect		
G4-SO11	Number of grievances about impacts on society filed , addressed and resolved through formal grievance mechanisms		

GRI Content Index

GRI Indicator	Descriptions	Page	
		Annual Report	SD Report
Category : Social			
Sub-category : Product Responsibility			
Product Responsibility Aspect : Customer Health and Safety			
G4-DMA	Disclosure on management approach for Customer Health and Safety of Product Responsibility Aspect		9 - 10
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement		
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of productions and services during their life cycle by type of customers		
Product Responsibility Aspect : Product and Service Labeling			
G4-DMA	Disclosure on management approach for Product and Service Labeling of Product Responsibility Aspect		
G4-PR3	Type of product and service information required by the organizational procedures for product and service information and labeling , and percentage of significant product and service categories subject to such information requirements		
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and services information and labeling , by type of outcomes		
G4-PR5	Results of surveys measuring customer satisfaction		
Product Responsibility Aspect : Marketing Communications			
G4-DMA	Disclosure on management approach for Marketing Communications of Product Responsibility Aspect		10
G4-PR6	Sale of banned or disputed products	none	none
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications , including advertising , promotion , and sponsorship , by type of outcomes	none	none
Product Responsibility Aspect : Customer Privacy			
G4-DMA	Disclosure on management approach for Customer Privacy of Product Responsibility Aspect	103	
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	none	none
Product Responsibility Aspect : Compliance			
G4-DMA	Disclosure on management approach for Compliance of Product Responsibility Aspect		
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	none	none



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Be Friendly to the Environment

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