

Sustainability Report

2020



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## ASEAN Regional Quality Award Finalist - Body category -

THAI STANLEY ELECTRIC PUBLIC  
COMPANY LIMITED



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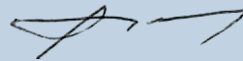
## Message from the Chairman/ Message to Stakeholders



Thai Stanley Electric Public Company Limited was celebrating the 40th anniversary in 2020 amid immense economic and social volatility as a result of Covid-19, which has emerged since 2019. With its effect worldwide, we have done everything to manage the impact, starting from issuing thorough and precise measures to calling for strict compliance and closely monitoring the situation. Preventive equipment is made available while good practices are constantly communicated to staff, stakeholders and communities to increase healthcare and risk awareness. The company has also delivered medical equipment to local hospitals assigned to treat Covid-19 patients at Pathum Thani Province as a gesture of help from the entire group, the Board, the management and our employees.

Throughout the past four decades, we have been a manufacturer of auto lighting equipment who has developed quality products that meet customers' needs while being friendly to the environment and sustainable in social and environmental aspects. The Company has underlined the significance of employee, who are our major resource, by strengthening capacity building and enhancing quality of life through various forms of tangible welfare and prioritizing safety and risk prevention that materially affect lives and properties. In the environmental and energy-saving areas, we have carefully conducted our business to minimize impact to communities while promoting tools and equipment to mitigate environmental impacts and strengthen energy saving. Our goal is to have a zero waste discharge with no more landfill waste. In this regard, the new system including raw materials will be introduced. With regard to community relationship, we have regularly participated in community activities to keep the relationship warm and amicable and to also return something back to the society.

The new normal way of living that the world is facing is a new challenge for us. However, like the spirit of Stanley 's associates who are determined to face the light connecting us to a better future, the company itself is committed to pursue various activities that will enable us to achieve a goal as a valued organization. From our operation, we aim to grow as a manufacturer of the auto lighting systems that responds to customers' needs, promotes industrial safety and that of driving consumers and enhances social and environmental sustainability. The company and Stanley's associates are determined to work together so that everyone will safely go through this Covid-19 pandemic with one another



Mr. 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 appreciate the value of all parties who support the Company.

The 2020 Sustainability Report is prepared using the sustainability assessment principles of the Stock Exchange of Thailand. And some parts use the Global Reporting Initiative (GRI) framework. The main content will report economic, social and environmental performance, for our shareholders, employees, customers and all related parties to understand and acknowledge the company's development determination with sustainability.

## 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 2020 - 31 March 2021. It does not cover the joint ventures the Company has established in Thailand and overseas. The main financial data is shown in 2020 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 opinions of experts or stakeholder because the data is still being prepared and some steps have been stopped due to the COVID-19 virus disease situation.



### General Information

#### Company Name

Thai Stanley Electric Public Company Limited

#### Name in the Stock Market

STANLY

#### Business

A completely integrated business of automotive lighting equipment manufacture and distribution

#### Date established

Company Registered: date 30 May 1980

Public Company Registered date 26 July 1993

#### Location

29 / 3 Moo 1 Bangpoorn-Rangsit Road  
Bangkok 10110

#### CEO

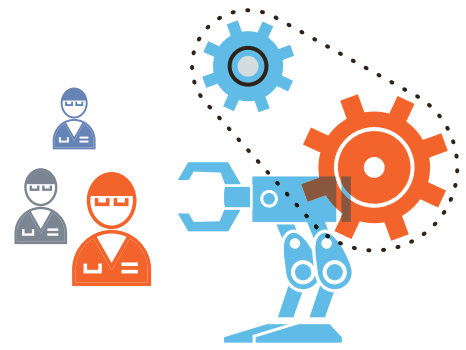
Mr.Koichi Nagano, President

#### Registered capital

383,125,000 Baht



# Thai Stanley Business With Sustainability



Thai Stanley Electric Public Company Limited manufactures and distributes a comprehensive range of lighting equipment for vehicles starting from product design to manufacturing and distributing to local and overseas auto manufacturers. Grounded in our commitment to respond to customer's satisfaction, we focus on product development to ensure their aesthetics with environmental-friendly raw materials. At present, we have grown from being a lighting manufacturer to a producer of safe-driving systems. The Company continues to put serious and constant efforts to improve our 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.

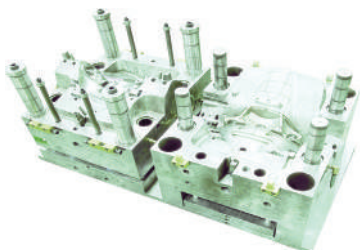


### Automotive bulbs

manufactured by the Company are halogen light bulbs such as T19 and T25 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 5 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.

Production Management by SNAP

The SNAP (Stanley New Approach for Higher Productivity) program has been designed to encourage improvement in every dimension while the evaluation is done through constructive cost reductions. The Stanley Group has implemented SNAP as part of our management strategy for quite some time that it has become a fabric of our global-level corporate culture.

SNAP is set to become our major tool for employees to improve our work process throughout the organization. Office of Productivity Innovation has been set up to support the implementation of SNAP. The Office looks after SNAP-related internal activities as well as those implemented by other companies within the Stanley Group.

We conducted SNAP activities that yielded more complicated outcomes. Major activities implemented were:



Shortening Lead Time from raw material procurement to production process and delivery where the Material and Information Flow Chart (MIFC) was introduced as a tool to analyze circumstances and set targets for improvement. This applied specifically to the improvement of a delivery process of products among companies within the group.

Minimizing the size of production lot by improving preparation time for a production process so that it reflected production costs in terms of time spent and inventory value.

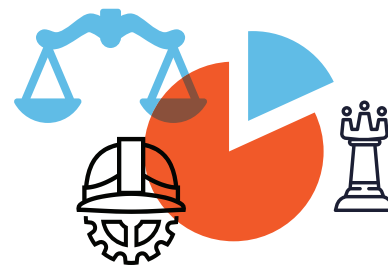
Enhancing staffers' knowledge by revitalizing the SNAP Player training course within the firm, educating employees and providing them with tools and equipment that aligned with our goal to shorten lead time and reduce inventory.

In addition, the development of defect management and control system within the production process effectively led to a database of quality improvement (defect reduction), which then inspired the learning process while the result of defect management knowledge was successfully applied beyond the company to other relevant departments.





# 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

From the Corporate Governance (CG) Policy, 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

The company participated in the evaluation survey project of the Corporate Governance Report of Thai Listed Company : CGR) on a yearly basis. In 2020, being evaluated at a Very Good level

## Anti-Corruption


The Company has set 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.

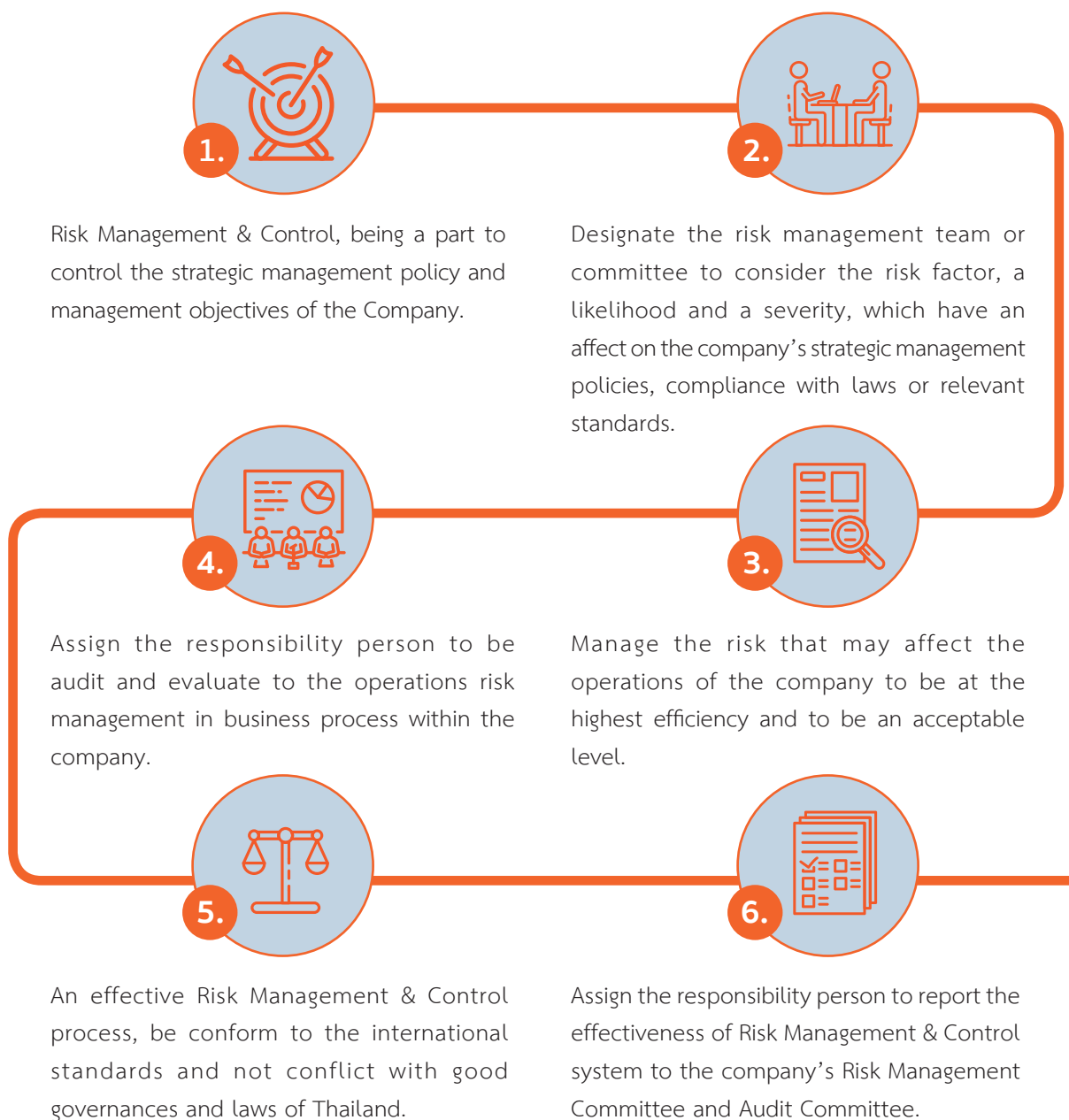
The company provides training to educate employees and stakeholders about the anti-corruption policy. Including the requirements for reporting business suggestions for providing clues about corruption, be illegal, be wrong from the code of conduct of Stanley group both the organization and the individual, which

can be informed at Company Secretary Office by the telephone, fax, e-mail and the secretariat will collect evidence data to propose to the Business Ethics Committee (The company discloses the complete whistleblowing channel on the company’s website.


[www.thaistanley.com /about company/corporate governance policy/ whistleblowing regarding company ethics system](http://www.thaistanley.com/about-company/corporate-governance-policy/whistleblowing-regarding-company-ethics-system)

## Risk and Crisis Management

To control and reduce the impact of the risk that may arise and maintain the sustainable business objective, including control the implementation also comply with the international laws and standards.



Under current environmental conditions, The Company carried out are updating our risk management practice to reflect the operation within the current environment; complying with the risk management policy in a constructive manner by incorporating administration and risk control practices in the strategic management policy and general administration. Reviewing and approving risk control and management requirements as well as the risk management manual, which functioned as a framework to assess and manage the risks.

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 executive from each division and person appointed by the director as necessary. The Business Continuity Plan (BCP) to coordinate with the Risk Management Committee of Stanley Electric Co., Ltd., Japan. to continue to operate.

We perform crisis operation drill annually. In 2020, the drill focused on IT failure where a situation was staged from the beginning till the end until all normalcy resumed so that every department could understand its roles, responsibilities and use the results to align the risk management plan between different departments. The Executive Board took part in the drill by observing and making comments and advice.

## Tax management

Tax practices have been clearly stated in the regulation of the Accounting and Finance Department of which the essence is to file a tax return within the deadlines and to comply with tax-related laws and regulations. At the same time, the company exerts itself to take maximum tax advantages available to us as well as prevent ourselves from overpaying it due to own miscalculation while committing to pay as much as we are obliged to.

The Accounting and Finance Manager is responsible for tax practices to ensure that it meets these principle. To pay tax, calculation forms must be submitted after approval from authorizing persons. In case of tax dispute, advice must be sought from the Executive Board

In the previous year, the company had operating profit before tax of 1,155.64 million baht, paid income tax 206.87 million baht that tax charged rate 20% , the company also received tax benefits from the investment promotion certificate (BOI).

## 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:

The company has set the policy of the operations in purchasing and sale of goods and assets, to be a guideline for practice in this regard, the management and operations of each group are 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, are as follows:



Supplier selection , The Purchasing Department is responsible for selecting suppliers based on the qualifications required by the Executive Board . According to purchasing policy that consider cover to company documents , performance , environmental , employee practical and human rights. At present, the company constantly selects new suppliers for price competition, especially raw materials , and reduce the risk of relying on one supplier too much



Supplier Evaluation , after selection and business dealing together , our Purchasing Department also has an annual assessment in quality, delivery and price etc.





Supplier Development , The company has extended production improvements to suppliers as well. The company adheres to the policy of quality assurance ,by establishing the principle of not buying, not producing, or passing on defect. Therefore, the development of quality to the supplier is beneficial to both the supplier to increase the competitiveness and the company to get quality raw materials on time delivery and the cost is not too high.

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.

- 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 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.

## 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 also issued policies and procedures for controlling customer data. To avoid various risks that can be properly applied to customer data. The Company considered the customers' information that is the most important asset.

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 2020, the Company won the following awards from customers.

1. Quality Award  
Nissan Motor (Thailand) Co.,Ltd.
2. Total Service Parts Performance Award  
Toyota Parts Center Asia Pacific (TPCAP)
3. New Part Preparation Award  
Toyota Parts Center Asia Pacific (TPCAP)
4. C-Award  
Honda Automobile (Thailand) Co., Ltd.
5. 2020 TCC Safety Activity Target and  
Achieving Audit (Level A) Award Toyota  
Co-operation Club ( TCC )



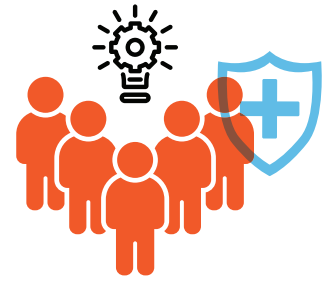
## Vehicle Consumer Management

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 system 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 Activities



Our business philosophy is not limited to being a high-quality product manufacturer only, but we also underline the four parties who help supporting our endeavors, namely, buying customers, selling customers, staff and shareholders. Other stakeholders playing this role include local communities and public agencies considering that we are aware of our social participation. Our social activities are


## 1. Labor management and HR development

In 2020, our HR policy was to actualize the STARS Plan and expand our HR measures by upgrading this STARS Plan, setting measures focusing on individuals and implementing measures relating to organization development and hiring strategy. We first started by making sure that everyone first correctly understood what's going on in a journey to actualize the STARS Plan.

### Labor Management

The Company realizing in the value of our human resources by 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 continually.

### Thai Labor Standard Policy

 <p>1.</p>	 <p>2.</p>	 <p>3.</p>
<p>Thai Stanley Electrics 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.</p>	<p>Thai Stanley 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.</p>	<p>Thai Stanley will review the adequacy, the suitability and the effectiveness of our policy, work regulations and performance results.</p>

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 take the Certified of Thai Labor Standard (TLS 8001-2010), the complete version from the Ministry of Labor Which has been assessed by the Ministry of Labor annually.

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:

### Human rights issues

**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** Female employees who are pregnant are not allowed to work in jobs that may jeopardize their health as designated by the laws. Pregnant employees will be offered work in an environment that will not threaten their wellbeing and pregnancy. There won't be any termination, or reduction of job responsibility, rights or benefits as a result of the pregnancy. The company has arranged a breastfeeding area as welfare for female staffers who return to work after giving birth to their babies.

### Issues of inequality and discrimination

**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

**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.

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

At present, the company has 10 representatives of employees elected to be the Welfare Committee and 16 of the Occupational Safety, Health and Environment Committee, with elections every 2 years. The company provides measures to facilitate the employees' representatives in performing various duties. Equal to other employees Without being harassed, transferred, terminated, or practiced That is not fair

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 enhancement of quality of life,** The Company strives to improve quality of life of our staff to reflect the current economic condition. We increase salary and welfare annually. Adequate and appropriate welfare such as –

- Hygienic facilities are clean and sanitary toilets, clean water, first aid necessities, daily healthcare service offered by doctor and professional nurses available throughout office hours, clean canteen and healthy and inexpensive food are provided
- Supporting knowledge and interests outside working hours, including library and internet (Library Café), fitness room, yoga room, etc.



Other welfare, the company also providing 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 , and from the COVID-19 situation that affects a lot of household income. The company provides a special loan benefit to help alleviate the problem and reduce the informal debt of the employee's family.

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 . The company still operates in some activities.

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), employees can apply for leave according to the rights of the employee by allowing supervisors to approve through the system, reservation for the use of the meeting room in the company, the reservation of the use of the company car, etc.

The company 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

**Discipline and punishment** The company has set the principles of disciplinary calling by deducting or reducing wages or compensation or other money specified by the law on labor protection to be paid to employees and will not perform or encourage the use of physical, mental or compulsive punishment methods intimidate. And set preventive measures and solving problems to prevent employees being trespassed. Harassment or sexual harassment expressed by words, gestures, physical contact or by other methods



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 2020 the Company received the Outstanding Workplace Award for Labor Relations & Welfares from the Ministry of Labor for the 15th 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.



### 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.



### 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.



### 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.



### 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.



### 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.



### 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.

From the 2019 Labor Policy, the company has set the personnel development policy with target all employees must be trained on job knowledge or skills. In which the general employees have a target at least 1 training course



External Seminar by Online



In house training

In 2020 , the company arranged 61 in house training course decreased 38%\* from the previous year and 2,621 employees participated increasing 50% from the previous year , with an average of 19.90 hours of training per employee decreased 29% from the previous year and 73 employees participated in external training courses, decreased 51%\* from the previous year . These courses such as English Business Brush up , Coaching Skill for Leader , Positive Thinking to Improve Work Performance and for the safety of the COVID-19 situation, the company pending the oversea training.

\* Due to the COVID-19 epidemic situation, the company canceled several training programs during the year 2020.

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 have attend training in conjunction with the annual employee performance assessment.



### Thai Stanley Power Up Project

The Company conducting a HR reform project called Thai Stanley Power Up to accommodate our growth. The 4 years LE's Reform Model, which starts at the Lamp Division, is between 2018-2022 and take place in 6 items. Although some activities in the reform project were restricted by Covid-19, most of the project continue to meet its plan. Updates of activities in 6 items are:

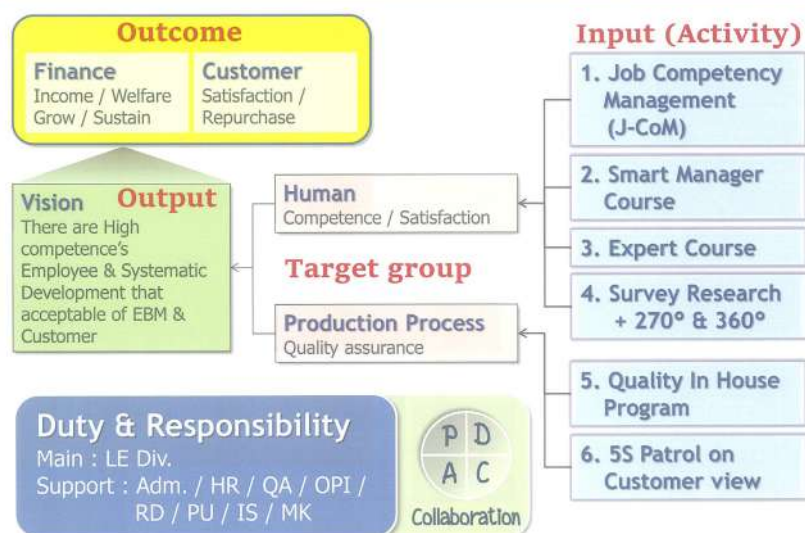
1. **J-CoM (Job Competency Management)** In 2020 to update and facilitate the competency management, we grouped 5 types of work together are New Model, Production, Quality, Engineering, and Planning. In addition, we categorized them in 8 subjects are New Model, Planning & Control, Machine & Equipment, Measurement tool & Testing machine, Supplier control, Production & Quality Control, Design & Change Control and, finally, Education & Management. Application software was implemented to process the management with a purpose to collect policy information and long-term data, annual plans and individual information. The data can be further categorized into capability of learners in each subject, their performances measured in terms of PDCA during each annual exam and summary of report papers at the section, department, unit and individual levels. The

information is for further analysis and development. About 673 staff in the managerial, supervisory and auditing levels had their competency tested. In 2021, the competency test will be open to staff of all levels and extended to other areas in the company.

2. **Smart Manager Course** , offers contents in 3 major items are Basic Knowledge, Smart Management and Practice Presentation. At present, 8 staffs from each factory have completed this course and actively applied their knowledge in the 3 Loss improvement production process. Some of them help teaching the Expert Course. In 2021, this course will be offered to other units. Those graduating from the course will assist the training of the next Smart Manager Course
3. **Expert Course** , at present 11 employees graduating from the course that offers 12 models involving New Model and Mass Production. Some of the coursework are Design & Development, Production preparation, Machine & Equipment, Measurement & Test Tool, Spec & Change Control and Quality Control. These 11 graduates are our major manpower to help teach the 3 Loss improvements where principle problems are analyzed to adopt a systematic control.
4. **Survey Feedback Improve** in 270° 360°, this refers to the actualization of the STARS Plan. It involves a survey of performance and competency as well as compliance of staff at the managerial level. The survey showed an average result of 3.2 (means is  $3 \pm 0.5$ ). Feedback was given to each staff. To further improve the performance, nine areas that received low performance scores were reflected through 6 activities, are
  - 1.) Policy & KPI Breakdown
  - 2.) Activity & Control hearing
  - 3.) One person one subject
  - 4.) 3 Loss Improvement
  - 5.) J-CoM Full-scaled
  - 6.) Individual self-development

In 2021, the 6 activities will continue
5. **Quality In House Program In 2020** , each factory implemented the QIH Application Software to analyze their weaknesses where a total of 89 production problems were identified and resolved. However, upon actual implementation, we found further weaknesses i.e., that implemented measures had to be intensified especially in regard to problems that had led to high losses. In addition, we found that there were needs to shorten time spent to resolve problems. In 2021, we will continue to enhance analytical skills to identify causes and set proper timeframe analysis so that major problems can be quickly resolved and brought under control.
6. **5S patrol by customer view** ; this refers to attempts to identify Quality risk, Safety risk and risk associated with 5S within the production process before exchange was made from customers' viewpoints. The goal is to prevent problems from happening. The production process has been developed from 2018 to March 2021 where weekly check was conducted, which however was temporarily suspended during Covid-19. From patrol we found risk 49% that related to 5S, while 29% was about quality and 22% was about safety. All identified risks were resolved to avoid further problem. Lessons learnt were shared with each factory as a preventive measure.

In 2021, The Company will continue to pursue its planned roadmap based on its strength, namely, collaboration from our staff and our PDCA operation in order to achieve our goal by early 2022



## 2. Safety , Occupational Health and Work Environment

The Company has prioritized safety as the first issue in our management under a concept that “Every employee will leave home for work and be back home safely in all aspects.”

The company has set policies and operations regarding safety, occupational health and working environment along with the regular duties of the employees as follows



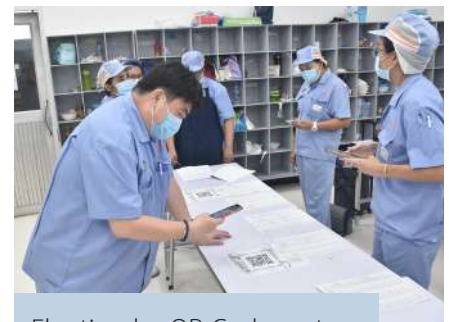
1. The Company has set work safety is the first priority and responsibility of everyone's operation.
2. The Company will strictly comply with laws, rules and regulations and standards governing health, safety, security and environment (HSSE) as well as safety policies and requirements of our clients.
3. The Company support and strive to continue improving safe workplace environment and operating procedures, the use of personal protection equipment (PPE) and the safeguarding of everyone's wellbeing
4. The Company support and promote safety activities to help raise safety awareness among our employees both during working hours and beyond. This includes promoting safety culture, training, incentive giving, public relations and organizing safety competitions.
5. The Company encourages employees, contractors and the third party to take part in health, safety, security and environment (HSSE) activities.
6. The Company require supervisors at all levels to be a role model and to lead by attending training, teach and incentivize as well as by raising awareness of employees to work safely.



7. All employees must regard their own safety, the safety of co-workers and company properties as a priority while on duty.
8. The Company strictly support the 5S scheme ( Tidying, Convenience, Cleanliness, Sanitation and Nurturing habits) at workplace to prevent accident, injuries and work-related illness.
9. The Company advocate every employee to collaborate in our HSSE project. Employees are entitled to propose ideas to improve work environment and procedures for the purpose of safety.
10. The Company support both human and capital resources for safety and HSSE management to establish safety of our employees and the third party.
11. The Company continues to support the safety shop floor management activity to achieve Zero Accident both on and beyond factory floor.
12. The company conducts an assessment based on this policy at least once a year.

### Safety Activities

The Safety Committee has been set up to consist of representatives from top management, elected and appointed representatives from our employees. At present we have 33 members Safety Committee to reviews policies and work plans, surveys the way we work as well as consider projects before submitting various operation reports to the Executive Board. The Safety Committee's term of office is 2 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.



Election by QR Code system

The company encourage employees to assess risk from workplace or from work processes where they can file the Hazard Identification and Countermeasure Registration Form ( the Hiyarihut Form) to their supervisors or a responsible body to resolve problems with appropriate measures.

In 2020, the company has established a safety management policy that is to create a safe and comfortable working environment due to zero work accidents / zero accidents. By setting goals and results as follows



Work-related accident = 0 (zero)

Outcome: achieved

Work-related incident = 0 (zero)

Outcome: achieved

Number of working hours free from accidents 18,000,000 work hours (Man x Hour). The outcome was achieved in March 2021 and the company set a new target of 21,000,000 hours of work or more.

## Safety knowledge Promoting

The Company 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, The company 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. But from the epidemic situation of COVID-19 The company therefore refrains from attending the event.

The company has issued guidelines for safety in order to raise awareness of employees' dangers. That can happen within the company, it's called a culture of safety. At present, there are 7 Safety Cultures, 7 The Cultures of Safe Driving , and 6 Safety Culture's Machines to Strengthen safety awareness by emphasizing and promoting public relations in various forms keep employees aware and act accordingly.

The company also organized the following safety activities on a continued basis are

- Safety training such as how to use a fork lift, Executive Officer at executive level 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. Including safety campaigns such as voice on the line, Monday Meeting and internal media bulletin on the company continuously.



## Occupation Health

Operation: We take into consideration the wellbeing of our staff by focusing on sanitation and hygiene at work, eradicating disease carriers on a monthly basis, providing sanitary facilities and disseminating health information with regard to seasonal diseases and healthcare tips through information boards

- Setting target and outcome , We aim to halve work-related illness of our employees by 50% from the 2019 level. The outcome was achieved.
- Health Check up , Every employee is offered an annual health check-up, which can be general health inspection and health inspection based on risk factors for those working in noisy or dusty areas or those exposed to hazardous chemical vapor.



Each employee receives a health report. In case of doubt, or if one wishes to seek health consultation, he/she can do so by directly asking the doctor. The information is kept confidential. In addition, medical doctors and nurses are available at the work premise every day while basic medication based on private hospital's standards are prescribed.





## Prevention measures during the Covid-19 outbreak

In early 2020, the world experienced the Covid-19 pandemic. In Thailand, a large number of people were infected by the virus. We have given priority to this situation and issued preventive measures including .Setting up areas where hand sanitizer gel and alcohols are available throughout the premise. Distributing face masks for employees to wear at all time from when they leave their homes to their arrival at the company and on the way back. Measuring body temperature of employees and visitors for screening purpose. Erecting information boards to encourage staff to practice social distancing in common areas such as canteen and meeting rooms. And disseminating health information , so far, we have not found any employee infected by the coronavirus. At present, the company continues to implement preventive and surveillance measures against the Covid-19 outbreak



# บัญญัติ 9 ประการ สาธารณสุขร่วมใจ สู้ภัยโควิด-19

**1.** สวมใส่หน้ากากอนามัยให้ถูกวิธี ไม่เปิดหน้ากากอนามัยชนกัน

**2.** ห่างกัน 1-2 เมตร เลี่ยงแออัด งดไปพื้นที่เสี่ยง

**3.** สวมหน้ากากอนามัยให้ถูกวิธี ไม่เปิดหน้ากากอนามัยชนกัน

**4.** หมั่นทำความสะอาด อุปกรณ์ สถานที่ปฏิบัติงานเป็นประจำสม่ำเสมอ

**5.** งดรับประทานอาหารร่วมกับผู้อื่น ยกเว้น บุคคลในครอบครัวเดียวกันที่รับประทานกันเป็นประจำ

**6.** สวมหน้ากากอนามัยให้ถูกวิธี ไม่เปิดหน้ากากอนามัยชนกัน

**7.** สำนึกต่อส่วนรวม ร่วมลดการแพร่เชื้อ พึงระลึกตัวเราอาจมีเชื้อ ต้องป้องกันการแพร่เชื้อต่อผู้อื่น

**8.** รับประทานอาหารให้ครบ 5 หมู่ กินร้อน ช้อนกลางส่วนตัว ออกกำลังกาย พักผ่อนให้เพียงพอ

**9.** ติดตามข่าวสารจากหน่วยงานราชการและจากบริษัทฯ อย่างต่อเนื่อง

**ยึดหลัก D-M-H-T-T-A**

ปลอดภัยแน่นอนครับ

**D** Distancing

อยู่ห่างไว้

**M** Mask wearing

ใส่แมสก์กัน

**H** Hand washing

หมั่นล้างมือ

**T** Temperature

วัดอุณหภูมิ

**T** Testing

ตรวจหาเชื้อ

**A** Application

แอปพลิเคชัน (แอปโพซัน/หมอชนะ)

ดาวน์โหลดเอกสาร

ด้วยความห่วงใยจากคณะทำงานป้องกันโรคโควิด-19

จัดทำโดย SE Department

"ใส่แมสก์กัน หมั่นล้างมือ ถือแอปหมอชนะ เราจะผ่านพ้นวิกฤติโควิด-19" ถ้าเราไทยแสนเลื่อมใสร่วมมือกัน"

Rev.01/22-5-2021

From various activities seriously and consistently resulting in the company receiving an award for occupational health and safety. In the year 2020, the company received the following awards

1. The Outstanding Occupational Health and Safety Award for the 17th consecutive year (December 2020).
2. 2020 TCC Safety Activity Target and Achieving Audit (Level A) as the 5th year from Toyota Co-operation Club (TCC) (January 2021)

The company discloses the safety statistical data at Operation Summary Report



### 3. Supporting Local Communities and Society

The Company is located at Banklang , 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 Banklang 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.

For community development, the company has always relied on its unique employment model, where 80% of residents in Pathumthani 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. But due to the COVID-19 situation therefore refraining from attending activities in the company

Since 2016, the Company invested 22.25% in Pracharath Rak Samakkee Pathumthani (Social Enterprise) Company Limited, that established from government's policy that the objective is to support for more strong local economy , people have more income. At present, products are distributed on a monthly basis from the manufacturers in the group during the convenience market shopping arrangements .But due to the COVID-19 situation therefore suspended this activity.



### Corporate Social Responsibility Activities of Stanley Thailand Foundation (CSR after process)

The Stanley Group has established the Stanley Thailand Foundation since 1993, aiming to promote various CSR activities mainly in Pathumthani province. Remarkable examples of CSR activities launched in 2020 can be described below:

#### 1. Education Activity are

1.1 Annual Scholarship ceremony for year 2020 , provided to 640 students from 121 schools in Pathumthani and 8 schools in Nakornrachasima , total amount 770,000 baht.

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 2020 the foundation selected





4 students from Buakaewkesorn School, Worarachathinaddhamartwittaya School , Triemudomsuksanomklow Pathumtani and Chaiyasithawas “ Pat Saibumrung” School , Pathumthani . Currently, there are 16 students selected to join the program and total supporting amount 1,306,540 baht .



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) , total supporting amount 250,000 baht.

**2. Environmental activities** , the foundation giving away a set of bins to separate waste types to the local community such as temple as Watchinwararam, Watsadet and Banklang Subdistrict Municipality, Khukhwang Subdistrict Municipality and Suanprikthai Subdistrict Administrative Organization Pathumthani Province,

In addition, the foundation corporate with the Safety & Environment Department of Thai Stanley Electric Public Company Limited and Asian Stanley International Co., Ltd. organized Safety To School activities (SEE to School) for 6 schools in Pathumthani Province. By providing knowledge on Safety Environmental and Energy conservation .There was a demonstration of firefighting and fire evacuation. The foundation gave 10 sets of fire extinguishers per school and a set of bins to separate waste types to every school , total amount 430,675 baht.



**3. Charity Activity** such as Air purifier for AIDS patients in the hospital of Wat Phrabatnamphu Lopburi Province and items used in daily life such as rice, dried food, seasoning, detergent for lame children at Ruamphanya Person Lame Association , Nonthaburi Province


Due to the COVID-19 epidemic situation, the Foundation donated medical equipment and financial support for Ladlumkeaw Hospital, Pathumthani Province such as Foldable patient beds , UV disinfection machine, Air purifier , total amount 394,500 baht









## 4. Participation of Stakeholders

Thai Stanley Electric Public Company Limited underlines the priority and simultaneously acknowledges the rights of each group of stakeholders. The policy governing the rights of stakeholders is further described in the corporate governance policy and the Code of Conduct of directors and employees topic. Stakeholders may contact us or file a grievance via our website at [companysecretary@thaistanley.com](mailto:companysecretary@thaistanley.com) where an agency and specific procedures are arranged to handle the matter.

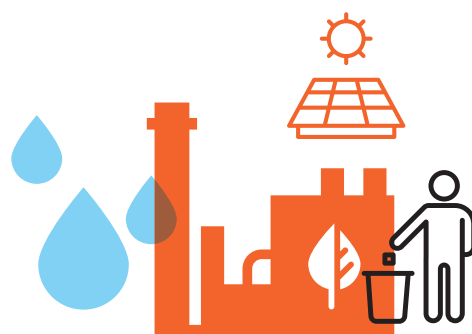
The following were connected transactions between the Company and stakeholders and how they were managed:



Stakeholders	Participation channels	Issues of Interest	The Company's action
<b>Customers</b> 	<ul style="list-style-type: none"> <li>Annual meeting</li> <li>Information sessions</li> <li>Policies relating to activities</li> </ul>	<ul style="list-style-type: none"> <li>Production capacity</li> <li>Product quality</li> <li>Delivery</li> <li>Compliance with customer's policies and various laws</li> <li>Business Continuity Plan (BCP)</li> </ul>	<ul style="list-style-type: none"> <li>Requiring the Satellite Division to exclusively look after each client</li> <li>Attending customers' Meetings</li> </ul>
<b>Supplier</b> 	<ul style="list-style-type: none"> <li>Supplier meeting</li> <li>Informing sessions</li> <li>Policies relating to activities</li> </ul>	<ul style="list-style-type: none"> <li>Purchasing order target/plan</li> <li>Related policies and practices affecting purchasing orders</li> </ul>	<ul style="list-style-type: none"> <li>Requiring the Purchasing Department to look after groups of suppliers based on what they order (i.e. raw materials and others)</li> <li>Organizing annual meeting</li> <li>Providing management advices regarding production and other criteria.</li> </ul>
<b>Employees</b> 	<ul style="list-style-type: none"> <li>Electing/appointing a representative to sit in the Welfare and other committees</li> <li>Communicating policies and other information</li> </ul>	<ul style="list-style-type: none"> <li>Policies, goals, business directions</li> <li>Remunerations, welfare and other staff benefits</li> <li>Capacity building</li> </ul>	<ul style="list-style-type: none"> <li>Have management representatives attend meeting with every Department</li> <li>Representing employees through an election process in the Welfare Committee</li> </ul>

Stakeholders	Participation channels	Issues of Interest	The Company's action
<b>Employee (continue)</b>	<ul style="list-style-type: none"> <li>Appointing employee representatives to attend meetings with other Departments</li> <li>Providing contact and grievance channels both within Thai Stanley and representative companies</li> </ul>	<ul style="list-style-type: none"> <li>Work environment, Health, Safety, Security and Environment (HSSE)</li> <li>Facilities, rest space</li> <li>Other health promotion and relaxation activities</li> </ul>	<ul style="list-style-type: none"> <li>Appointing employees at various subcommittees</li> <li>Organizing activities and providing welfare to employees annually</li> <li>Arranging necessary facilities such as library and fitness center</li> <li>Providing contacting/ grievance Channels</li> <li>Providing channels to communicate with employees such as through information board, Lotus Note mail, PA system and Meetings</li> </ul>
<b>Shareholders</b> 	<ul style="list-style-type: none"> <li>Annual Shareholders' Meeting (AGM)</li> <li>Investors Relations (IR)</li> <li>Annual Report and other reports</li> <li>Company website</li> </ul>	<ul style="list-style-type: none"> <li>Performance and business Goals</li> <li>Dividend payment policy and other management policies</li> <li>Code of Conduct and anti-corruption practices</li> <li>Qualifications of Board of Directors</li> </ul>	<ul style="list-style-type: none"> <li>IR acting as a point of contact for information</li> <li>Organizing an AGM</li> <li>Disclosing information through various channels such as website, annual report, SD report and MD&amp;A</li> <li>Organizing company visit (as appropriate)</li> </ul>
<b>Public agencies, local administration organizations, regulatory agencies</b> 	<ul style="list-style-type: none"> <li>Attending projects</li> <li>Attending meetings</li> <li>Paying courtesy visits</li> </ul>	<ul style="list-style-type: none"> <li>Legal compliance</li> <li>Public Private Participation (PPP)</li> <li>Management of impacts against communities and the society</li> </ul>	<ul style="list-style-type: none"> <li>Collaboration by attending meetings and activities</li> <li>Arranging company visit (as appropriate)</li> <li>Supporting activities</li> </ul>
<b>Local communities</b> 	<ul style="list-style-type: none"> <li>Attending activities at various Projects</li> <li>Attending meetings</li> <li>Paying courtesy visits</li> <li>Providing grievance/ complaint channels</li> </ul>	<ul style="list-style-type: none"> <li>Managing impacts against Communities</li> <li>Promoting or assisting communities</li> </ul>	<ul style="list-style-type: none"> <li>Coordinating with local Representatives</li> <li>Supporting or attending local activities</li> <li>Inviting local representatives to attend our activities</li> </ul>

# Environment Performance and Energy Conservation



As a producer of industrial products, our operation especially our production process is having direct and indirect effects to the environment. Being aware of our impact, we pay close attention starting from the design process where environmental-friendly raw materials are used, to the production process where water, noise, chemical and odor pollution that could affect surrounding communities is seriously taking into consideration. This has lead to a systematic and tangible environmental management especially with regard to a full-fledged water management from where water is actively procured from various sources to when it is brought into the production process and when it is treated before going through the recycling process for re-use in both the production process and in general.

## Environmental Management

The company has appointed the Environment Committee and ER (Environment Responsibility) consisting of executives and employees from all departments. Currently, there are 72 person responsible for pushing for recommendations on environmental management systems. Which is considered in accordance with the relevant environmental laws and other requirements . And to comply Environmental management policy of the company of the Stanley Group (Japan Stanley Environment Policy), with the Safety & Environment Department responsible for driving operational activities covering all areas.



## The environmental policy in 2020

was to achieve zero environmental disaster through the enhancement of our environmental protection capacity and strict compliance to the laws.

## The environmental policy

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. We commit to practice, control and protect the use of natural resources as well as mitigate environmental impacts resulting from our operation for compliance with environmental laws and other requirements.
2. We strive to develop and enhance our environmental management systems relating to our products and services to prevent and minimize environmental impacts and to extend our practice to others involving in our operation.
3. We promote and support environmental activities such as training, public relations campaigns and others to raise environmental awareness among our employees. We also directly and indirectly promote and support environmental protection and mitigation campaigns.





## The environmental target in 2020

we aimed to reduce 1% of our CO2 emissions compared with Value added from 2019, Water consumption vs. Value added, a 1% drop from 2019, and a 1% drop in waste disposal volume from 2019.

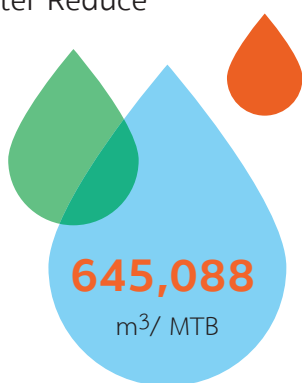
### Environment Slogan



“ Stanley helps reduce the use of water, paper and plastic bags ”

### Result

Water Reduce



4. The Company discloses our environmental policy as a means to communicate with stakeholders and the public at large and to express our commitment to monitor, protect, enhance and develop the environmental management system.
5. We support and take part in environmental activities held by local communities by collaborating with public or other local agencies.
6. We support the environmental shop floor management activities to achieve our best practice in environmental management.
7. The Company conducts a regular assessment regarding the compliance with this policy.

The following were the environmental activities we achieved in 2020:

### 1. Reducing the use of major natural resources

**1.1 Water** we use lots of water for production and consumption within the company each year. At present, our water comes from various sources such as running water from a waterworks agency to recycled water from wastewater going through the treatment process. The company constantly checks water quality (12 times a year)

#### Target

To reduce water consumption rate by 1% from the base year 2019 (Company level) by using the indicators as water usage rate per product and to the number of employees

#### Operations

1. Recycle water is used in the water curtain system of the process of coating workpieces in the Lamp factory, lawn watering system and use it in the bathroom (Toilet flush) at the PQC welfare building
2. Change the toilet flush to save water and change the bathroom sink faucet to the Sensor type in the company.

#### Result

The target was achieved, we can reduce water consumption down to 645,088 m<sup>3</sup> / MTB.

**1.2 Working paper** of the parties both from the office and the production department, a lot of paper is used. The company aims to reduce the use of other tools such as computer programs.

#### Target

to reduce the paper usage rate by 1% from the base year 2019 (company level) by adjusting the conformity assessment method through the use of Excel program. Establish a system for handling waste materials through the use of the program of Information System Department . And set a campaign to reduce paper using every job at least 1 job per week.



Paper Reduce

**2,428**

Ream

Waste Reduce

**1%**

from base year 2019



#### Result

The target was achieved; we can reduce paper usage by 2,428 reams.

**1.3 Waste disposal :** The company promotes employees to realize the worthwhile use of resources, reduce the use of plastic bags, waste sorting, etc.

#### Target

Reduce the amount of waste sent for landfill disposal by 1% from the base year 2019 (company level).

#### Operations

Set the campaign for waste sorting and changing waste disposal methods by pushing for disposal as Reuse and Recycle, Organize a quarterly audit activity from the Environmental Committee to examine the waste management of each department and public relations to raise awareness by training on Company waste management for employee, As well as campaigning for all department to develop a project to reduce the amount of waste At least 1 project per each

#### Result

The target was achieved. The company emphasizes the separation of different types of waste, destroying the waste and sending it to the company in sector for recycle. In addition to pay attention to 5S activities emphasize cleanliness of all areas.

## 2. Management and External Agencies Monitoring

The senior management continued to monitor every work area on a monthly basis to maintain and improve the environment. In 2020 the company hired the third-party agency to measure levels of noise, wastewater, heat and air pollution, the results of which were within the required standards.

## 3. Environmental Training

The company provides regular training in Environmental-related such as the ISO14001: 2015 training and the internal waste management training

## 4. Regular environmental campaign activities

To encourage employee to participate in the environmental protection were implemented through activities such as an exhibition on the occasion of the World Environment Day, the Say No to Plastic Bags project and the Green Factory campaign where executives and employees planted trees together to increase green areas within our compound on the last working day of the year. We also has taken part in educating environmental information to primary school students in Pathumthani Province through the SEE to School activity.



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 since year 2015 – present .

## Energy Conservation

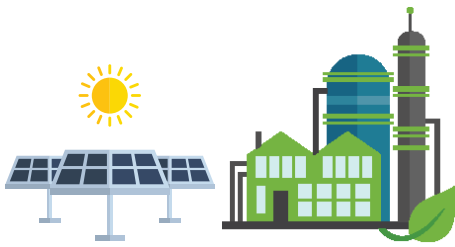
Our business is closely related to electricity and fossil fuel used in the production process and transportation. That's why we underline energy conservation, a proper use of energy to maximize benefit, renewable energy and the energy-saving corporate culture through systematic management.

## Energy Conservation Management

The Company has set up the Energy Conservation Committee whose members come from staff from all departments. The current 20 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 to make all relevant activities happen.

## The Energy conservation policy

1. The Company commits to manage and conserve energy in compliance with the energy saving laws and other rules and regulations.
2. The Company strongly feel that energy conservation is the duty and responsibility of the management and employees at all levels to comply with, monitor and report to the Energy Conservation Committee on a regular basis to express our intention to continue improving the efficiency of our energy consumption.
3. The Company have allocated enough resources relating to energy conservation and energy management to ensure that the endeavor effectively reflects our goals and objectives.
4. The Company promotes production processes and other activities relating to energy consumption aimed for energy conservation and maximization of energy use.
5. The Company have improved the efficiency of our energy consumption at the corporate level to reflect the nature and amount of energy actually consumed. This is to align our consumption behavior with an appropriate technology and to continue updating our best practice on energy conservation.
6. The Company is constantly looking for clean energy for the purpose of sustainable energy and environmental conservation and we are ready to disclose, transfer and publicize our energy conservation activities to related parties and the public.
7. The Company managed to reduce the amount of CO2 emission as witnessed in our 2020 annual indicator index.



Participate in  
**electricity analysis,**  
use clean energy.

## Important issues in regard to energy management

The Company's major types of energy used in our business are:

1. Electricity: At present, electricity accounts for 7.81% of the total expenditures. About 36.85% of electricity we currently consume comes from the Provincial Electricity Authority (PEA) while another 62.03% is bought from the private sector. About 1.12% of our electricity comes from clean energy
2. Fossil fuel – 100% of fossil fuel is used in company vehicles. No fossil fuel is used in the production process.

In 2020, The Company's target and activities in energy conservation were as follows

- Reduce CO<sub>2</sub> by 1% from the base year in 2019 (at the company level) through the verification of energy use using yellow card, awareness training on the use of energy and promotion of the clean energy.

At present, the company has 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. With has power capacity : 1.2 MW . Which can reduce electricity consumption in 2020 (Produced Energy) : 932,704.63 kWh/Year . Can reduce CO<sub>2</sub> Emission : 554.96TonCO<sub>2</sub>/Year and Reduce Electric Consumption : 3,926,686.47 Baht/Year . The Company plans to expand solar cell production capacity in the future at the Lamp 7 expansion factory building and the Lamp 8 factory building.

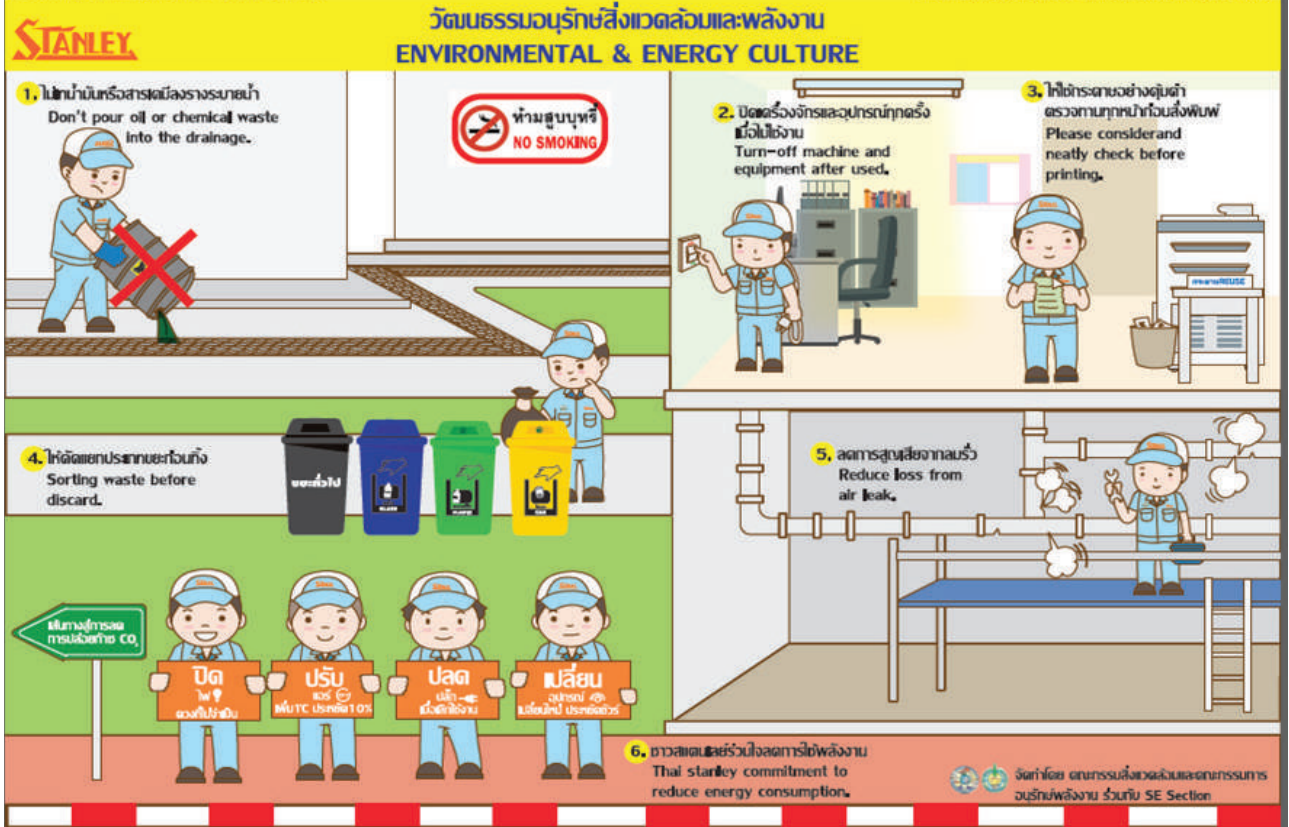
The company also has activities to reduce electricity usage. With a target of 1% decrease from the year 2019 which has the electricity usage value equal to 8.9377 TonCO<sub>2</sub>/MTHB with the activity of reducing energy usage to achieve the target set as follows

- Install the Power Meter and use the electricity data to analyze the defective points.
- Holiday Energy Reduction Project Which will campaign to stop production on Sunday 1 day per month, with the results Makes it possible to reduce electricity use almost as targeted Which has the electricity consumption equal to 8.9377 TonCO<sub>2</sub>/MTHB

The Company continued to urge staff to effectively use the resources where environmental and energy consumption as follows:

- To promoted as corporate culture. Activities were translated into photos and slogans being posted at various sites for staff's visibility





- The message was transmitted through our internal broadcasting system on a daily basis at 11.30 hours
- Monitoring from the Energy Conservation Committee in every department every week to provide work conservation activities cover all areas.
- The executive board underlines the importance of continuous monitoring and advising environmental conservation activities on a quarterly basis
- Assessment of energy conservation potential and the status of energy management

The company summarizes the results of operations on environment and energy conservation on the page of the results of operations.

# Summary Operation Result



Summary Operation Result	Unit	2020	2019	2018
<b>Economic Performance</b>				
Common Stock , Revenue , Profit , Financial Ratio - as in Annual Report	Page	3 , 93	3 , 71	5 , 79
<b>Corporate Governance Performance</b>				
"The number of complaints from business ethics violations that enter the company com- plaint system"	Case	-	-	-
Violation of the Code of Business Conduct is a reality.	Case			
• Corruption	Case	-	-	-
• Use of company information	Case	-	-	-
• Giving and receiving bribes	Case	-	-	-
• Human issues	Case	-	-	-
• Tax payment	Case	-	-	-
<b>Human Resource Performance</b>				
Total Employee	Person	3,107	3,084	3,196
• Male	Person	1,693	1,692	1,736
• Female	Person	1,414	1,392	1,460
<b>Employee provide by division</b>				
Administration Division	Person	118	96	100
Marketing Division	Person	112	55	55
Production and Support Division	Person	2,877	2,933	3,041
<b>Employee by type</b>				
• Permanent	Person	2,662	2,765	2,756
• Fixed Time	Person	445	319	440
<b>Employee by nationality</b>				
• Thai	Person	3,085	3,060	3,171
• Japanese	Person	22	24	25

Summary Operation Result	Unit	2020	2019	2018
Employee by aging				
Under 30 Years old	Person	1,184	1,206	
30 - 39 Years old	Person	1,132	1,138	
40 - 49 Years old	Person	639	605	
Over 50 Years old	Person	152	135	
Employee by Position				
Executive Management	%	0.42	0.16	
Middle Management	%	2.22	1.42	
Primary Management	%	4.22	3.17	
Unit Head and Leader Group	%	12.23	11.65	
Employee	%	80.91	83.60	
New Employee				
Male	Person	420	144	
Female	Person	410	87	
Resignation Employee				
Male	Person	422	251	
Female	Person	378	183	
Female Employee Maternity leave				
Maternity leave	Person	63	64	
Back to work after maternity leave	Person	52	58	
Training				
Training hour per employee (Average)	Hour	20	28	12
Training Expenses	Million Baht	1.10	12.85	
Safety Performance				
Number of Accident - stop working * (Only Employees who have an accident)	Time	0	0	2
The number of deaths from working in the company				
• Employee	Person	0	0	-
• Other Person	Person	0	0	-
Number of illnesses and injuries from work				
• Employee	Person	11	18	10
• Other Person	Person	0	0	-

Summary Operation Result	Unit	2020	2019	2018
Environment and Energy Performance				
Material Utilization				
Main Material utilization (Resin)	Ton	8,123	11,419	10,500
Electricity and Fuel				
Electricity usage	kWh	86,290,247	109,082,595	107,519,164
Electricity usage from Solar Cell	kWh	932,705	246,660	
Fuel usage (Gas)	Liter	228,784	549,246	360,061
Waste , Defect and Industrial waste Disposal				
Quantity of Waste	Ton	3,355	5,185	4,888
Water				
Quantity of water usage				
• Tap water	M <sup>3</sup>	272,131	426,838	372,306
• Groundwater	M <sup>3</sup>	4,302	14,215	7,046
Recycle water usage	M <sup>3</sup>	61,022	69,094	84,481



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