

Corporate Social Responsibility

Overall Policy and Operations

The Company determines its mission for everyone to follow, one of which is “we will operate business with responsibility to social, community and environment”. Moreover, one of the Company’s identity that place importance on social and environment, “C = Commitment to Quality, Safety, Health, Environment and Social Responsibility” has been enforced and published on the website under “About us/ QSSHE Policy” to ensure implementation throughout the organization. The Company also strives for social development and environment preservation to exhibit fair and consistent responsibility to social and all stakeholders.

The Company adhere to the Stock Exchange of Thailand’s 8 principles of CSR guidelines as follows;

1) Business operation with fairness

The Company runs business with good corporate governance principles and determines organization’s corporate governance policy for efficient, transparent and accountable operation by publishing manual for Good Corporate Governance, Ethics and Code of Conduct and Anti-Corruption Policy under section 3 of TRC’s Code of Conduct which consisted of 12 categories as follows;

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| Category 1 Code of Conduct towards Human Rights and Labour Laws | Category 7 Code of Conduct towards Confidentiality, Use and Protection of Information and Internal Information |
| Category 2 Code of Conduct towards Safety, Security, Health and Environment
2.1 Safety, Security and Health
2.2 Environment | Category 8 Code of Conduct towards Business Competitors |
| Category 3 Code of Conduct towards Conflicts of Interest | Category 9 Code of Conduct towards Customers |
| Category 4 Code of Conduct towards Receiving and Giving of Gifts or Assets and Reception | Category 10 Code of Conduct towards Vendors and/or Creditor |
| Category 5 Code of Conduct towards Anti-Fraud/ Anti-Corruption | Category 11 Code of Conduct towards Intellectual Properties or Copyright |
| Category 6 Code of Conduct towards Political Affairs | Category 12 Code of Conduct towards Employee |

2) Anti-Fraud and Anti-Corruption

The Company announced its anti-fraud and anti-corruption policy that was approved by the 6/2016 Board of Directors meeting on 11 August 2016 to executive and employee at all levels. The anti-fraud and anti-corruption mandates are specified in the Company’s 2020 Good Corporate Governance manual under “section 4 anti-fraud and anti-corruption policy” which contains topics of definition, policy, duties and responsibilities, procedure, measures, channel to report wrongdoings, provide suggestions or file complaints. The manual is also published on the Company’s website under “Anti-Corruption Policy”. This is to ensure that the Company’s business operates in compliance to applicable laws and regulations and with honesty, transparency and fairness.

In 2020, the Company did not receive any complaints, or information relating to fraud, or corruption.

The Company operates business with respect to human rights, not involve in any human rights violation, fair labour treatment, support gender equality and employ people with disability as permanent staff in accordance to section 1 of the Company's code of conduct manual.

5) Responsibility to Customers

The Company is aware of providing efficient services that meet customer's needs and delivery in a timely-manner under safety standards in accordance to section 9 of the Company's code of conduct manual.

The Company undertakes customer satisfaction survey upon project completion to assess customer's feedback on the quality of products and services. The survey topics consist of 1. Quality of work 2. SSHE services 3. Quality of the Company's staff 4. General services 5. Services received from the Company. Results of the survey and customer's comments will be reported to management so that they can be used to develop and improve the Company's services for better customer's satisfaction.

6) Environment Preservation and 7) Community or Social Development

The Company gives importance to environment preservation and community or social development as specified in section 2 of the Company's code of conduct manual. The Company has a policy to build sense of awareness to all employee to help preserve environment in business operation. Impact assessment on social, community and environment are carried out among vendors, customers and stakeholders prior to establishing work process with appropriate preventive measures to ensure sustainable utilization of resources that will minimize cost and bring highest benefit to the organization.

8) Innovation and Distribution of CSR Innovation

No information for this topic

In 2020, the Company and subsidiaries were not subject to any investigation by any authorization unit, nor violated any laws and regulations pertaining to corporate social responsibility in accordance to the Stock Exchange of Thailand's 8 principles of CSR guidelines.

The Company realizes the importance in taking care of and being responsible to social and environment and ensure that the business operation will not cause any negative impact to community and environment. Social development activities are also conducted to enhance positive perception and trust in the organization.

The Company divides its CSR management into 2 parts i.e. CSR-In-Process and CSR-After-Process as follows;

1. Corporate Social Responsibility for Work In-Process (CSR-In-Process)

The Company's main businesses is construction in energy and petrochemical industry including basic infrastructure. Therefore, community safety and environment preservation during construction and after delivery are crucial. In every process of every projects, environment, social and community are carefully considered, for example, tidiness, site safety, waste disposal and community surrounding construction area. Social responsibility awareness is encouraged together with the Company's goal which is delivery of standardized work that meet customer's needs in a timely-manner.

● Project accepted

- Construction site: the Company will evaluate whether the construction site will cause problems to community nearby and check whether ownership rights is legally valid. The Company will enter the site and commence work only when permission from project owner and related authority are obtained.
- Procurement of materials and products: prior to using the materials and products, the Company's quality control unit will perform qualification check according to

project owner's determination. Moreover, logistics and supplies management division will evaluate distributors and subcontractors every 6 months and consider such evaluation results in next procurement. The evaluation of "Seller and Service Provider after Products or Services Delivery"'s topics consist of 1. General Management 2. Quality of Product/Service 3. Punctuality 4. SSHE 5. Design and Engineering. As for new distributor or subcontractor, the Company will send announcement regarding quality, SSHE and CSR policy together with the Company's SSHE regulations to ensure same understanding and implementation.

- Employment: the Company gives job opportunity to people in community surrounding construction site to create circular economy.

● During construction

- The Company assigns team to give information to people in the community for understanding and acknowledgement of potential impact from construction as well as benefit. In case of impact or problem arise during construction, the Company will clarify and solve such impact immediately. The Company also provides communication channels i.e. website, phone or through staff at site office for complaints and suggestions.
- The Company plans transportation route with minimum impact to the community by appropriately managing materials and equipment delivery schedule.
- The Company provides manual and guideline regarding safety in workplace and training to employee and concerned persons.

- The Company determines construction design by ensuring safety in construction area in accordance to related laws.

● Project delivery

- Once the construction is completed, the Company will restore the landscape into its original state prior to delivery to project owner.
- The Company provides construction warranty according to the agreed period.
- The Company conducts customer's satisfaction survey to assess satisfaction level and future needs and use as reference for improvement to highest efficiency.

2. Social and Environment Activities (CSR-After-Process)

In 2020, the Company and subsidiaries conducted social and environment activities throughout the year as follows;

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■ Give gifts on Children's Day

The Company and SKW participated in Pornpraruang Prasit Kindergarten and Pornpraruang Prasit School's Children's Day activities by giving gifts as moral support to the country's valuable resources.



■ Job Training for BanKhai Technical College Student

The Company has enter into cooperative agreement with BanKhai Technical College by providing on job training at branch office in Rayong province.



2) Blood Donation Activity

The Company and KW has been hosting blood donation activity twice a year in February and August every year since 2008. All employee and people nearly are welcomed to donate. In 2020, total of 75 bags of bloods or 32,650 ml. were collected and donated to Rajavithi hospital. In addition, during the activity in August, jasmine plants were distributed to blood donors on the occasion of Mother's day.



3) Donation for Public Use extended to Disadvantaged

■ Donation of Used Beverage Cartons to Green Roof Project under Friends in Need (of "PA") Volunteers Foundation

The Company and SKW conducted Big Cleaning Day with 5S and waste separation. After sorted out UHT cartons throughout 2020, the Company handed the collected cartons to Big C Supercenter Public Company Limited's representative to proceed with recycle into roof sheet for further use in Green Roof Project under Friends in Need (of "PA") Volunteers Foundation. 1 roof sheet is in size of 1x2.40 m. and uses approximately 2,000 cartons to produce.



■ Donation of Staple and Aluminum Pull Tab to Association of Persons with Physical Disability International

Continuously from the Company's 5S activity, employee in each department separated waste, staple and aluminum pull tab in order to donate to Association of Persons with Physical Disability International in Pathumthani province for further use as materials for prosthesis.



■ **Donation of Old Calendars to Produce Braille Books**

The Company and SKW collected calendars, books and magazines and donated to Educational Technology for the Blind Center, Foundation for the Blind in Thailand for further use as materials for braille books.



■ **Donation to Association of Persons with Physical Disability International**

The Company donated various stuffs such as bags, shoes, books and electric appliances to Association of Persons with Physical Disability International in Lumlukka district, Pathumthani province.



■ **Computers for the Younger Project**

The Company and SKW jointly donated computers and electrical equipment to the Mirror Foundation under the Computers for the Younger Project in accordance to the Company’s policy on CSR especially support to the youth in remote area.



4) Community Development and Other Activities

■ **Happy Sharing Meal**

Due to the fact that the COVID-19 pandemic effected many people’s living, the Company came up with Happy Sharing Meal project and donated meal box and drinking water to Khan Na Yao Police Station to further distribute to people in the nearby area



- Voluntary Project for Development of Ditch and Drainage Canal by the side of Vibhavadi-Rangsit Road**

SKW sponsored backhoe and truck to the National Water Command Centre to integrate drive for flood-problem solving in Bangkok and territory. Voluntary project for development of ditch and drainage canal by the side of Vibhavadi-Rangsit road was commenced during 21 May to 2 June 2020.



- For Hometown Project**

“For Hometown Project”’s objective is to develop local community and quality of life of the people in employee’s hometown. Not only it develops the society but also give the employee a sense of pride to be part of the help and development to their hometown. The project started since 2003 and in 2020, the Company funded 2 projects which were renovation of multipurpose space project at Nikhom Sang Ton Eng 8 in Buriram province and renovation of ER room project at Laem Bua Tambon Health Promoting Hospital in Nakornchaisri district, Nakorn Pathom province.

For Hometown Project will be conducted every year for better quality of life and hometown of our employee in accordance with the Company’s policy in operating business sustainably and return to the community.



- Support Quality of Life of Srithanya Hospital’s Patients**

The Company recognizes the importance of quality of life of Srithanya hospital’s patients, therefore, the support project was formed. The Company initiated works and jobs for the patients to have income and moral support and gain their own self-esteem.



5) Environmental Campaign Activity

- Sapling Plantation**

On the occasion of World Environment Day on 5 June, the Company, with awareness of the importance of environment, came up with the sapling plantation campaign. The Company gave out 100 of saplings to employee for plantation in their residents.



Safety, Occupational Health and Environment Regulation

The Company and SKW give precedence to safety, occupational health and environment management. Executives and employee at all levels are together implemented not only as comply by laws and policy but also international standard and strive towards being a zero accident organization for better quality living of employee and stakeholders.

Executive's Determination

The Company's executives determine that every projects are executed with consideration of safety in life and property without negative impact to the environment. By cooperation of all levels, the executives are responsible in encouraging serious management and follow-up, providing fund and resources, building safe working environment, securing sufficient and appropriate materials and equipment to ensure that the determination is achieved. For instance,

- **Extended Knowledge For Safety Trainers**

The Company prioritized knowledge development and skills enhancement, hence, encouraged and supported the employee for the training courses to become safety trainers such as working in confined spaces, safety in electrical works and safety in forklift works so that they can transfer such knowledge to concerned persons for correct and safe execution.

- **Safety Training for Employee**

The Company specify that every employee much attend safety training as prescribed by laws such as safety training for new staffs, safety training for supervisors, safety training for executives and training for safety committee.



6-hour safety training for new staffs



First aid training



Basic firefighting training

Employee whom assigned to works that evaluated as high risk and with control mitigation must pass such specific training courses prior to work commencement.



Confined spaces training



Confined spaces training



Forklift training

■ Occupational Health Management : under COVID-19 control measurement

The Company awared of employee' safety and health during the COVID-19 pandemic, therefore, monitoring measurement was launched i.e. cleanliness, mask wearing, body temperature checking and social distancing according to the Ministry of Health's standard.



■ Safety Workplace Campaign, 5S Activity



Executives joined 5S activity with employee on Big Cleaning Day



■ Legislation Compliance

To comply with laws and to monitor and provide recommendation accurately and independently, high level executives appointed central safety committee to work with project committee with duties to supervise the operation to be in accordance with safety-related laws and standard including provide suggestions, with safety committee in each project, to ensure safety work environment according to laws and report to executives for acknowledgement every month.



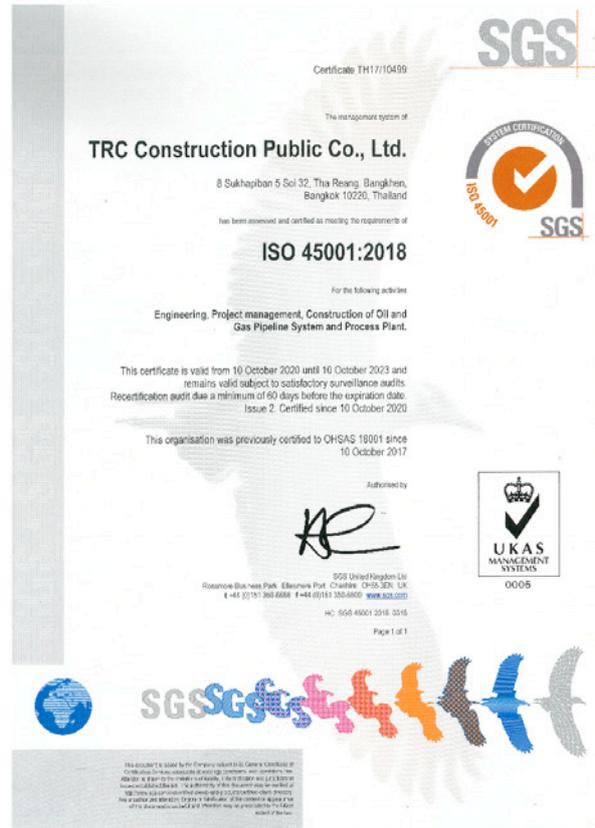
SSHE committee training



Dangerous chemicals management training

SSHE Management System

■ The Company initiated management system improvement from OHSAS 18001:2007 to ISO 45001:2018 in January 2020 and received certification in October 2020. The key of this achievement is leadership of high executives and worker participation that result to strong management system leading to the highest goal which is sustainable SSHE eventually.



■ Monitoring, Measurement and Control

The Company focuses on preventive safety measurement starting from readiness of workers e.g. no trace of any substance and alcohol, consequently, random substance and alcohol checking was conducted.

- Readiness before work
- Alcohol checking





- Environmental Monitoring

To ensure that safety management system was implemented in compliance with the Company’s determined standard, central QSHE management division monitored project operation and work environment so that there was no impact to employee and surrounding community.



- Safety Communication and Awareness

To raise awareness of workers in safety and caution in work, each project had supervisor, safety officer and project manager to rotately share their experiences in Safety Morning Talk and discuss in small group over preventive measurement to control and manage risks before start working.

- Safety Talk



■ Best employee of the month award



■ Award and Certification

SKW in Pracharumjai-Mitrmaitree Road Improvement project received certificate for 800,000 work-hour with appropriate safety measurement from Construction Control Division, Department of Public Work, Bangkok Metropolitan.

