

3. Driving Business for Sustainability



3.1 Sustainability Management Policy and Target

(1) Good corporate governance

The Company operates the business in accordance to the policy of business operations with honesty, transparency, and fairness, in which its actions can be inspected by considering the responsibility towards the related stakeholders for sustainable social responsibility according to ESG. (Environmental, Social and Governance).

(2) Business engagement with fairness

The Company operates the business under competitive rules that are honest, truthful, do not oppose any regulations, and do not infringe intellectual properties. If the Company is to use the works or information that belongs to the external individuals' rights for the Company's internal use, then the Company must carefully inspect to ensure that it is not infringing the intellectual properties of others. The Company also promotes and builds conscience among employees to perform in accordance to the Copyright Act of B.E. 2537, by setting a policy about "Rules for using the Company's Computers and Network Systems", in which the Company's computers must use authorized software that received permission from the copyrights' owners; and which are granted the permission to use by the Company only.

(3) Fair treatment to personnel and respect in human rights

The Company strictly operates the business under the required labor regulations and has procedures of personnel management that promote employees' rights and support development in career advancement of employees in every level with equality and fairness, and does not perform any discrimination against the employees. The Company promotes the principles of human rights, and opens to listening the comments and suggestions, and provides freedom of the employees' associations. The Company absolutely does not have employment policies for child labor and illegal labor. Apart from this, the Company also organizes various activities to develop and motivate employees.

(4) Responsibility to customers

The Company gives importance to the standards of the Company's products and services. The Company's policy of Creative content provider, the Company will focus on the articles which published in our media. Magazines, the Company select safety products for readers such as soy ink and green read paper. For the services, the Company is focused in create customer satisfaction with honesty and fairness.

(5) Development in community and society

The Company encourages employees to participate as volunteer in ICT knowledge to kids, and organized annual fire drill trainings; furthermore, the Company always maintained the garbage areas to be clean, hygienic, not disturbing, does not produce odors and become the source of spreading pathogen and germs, in order to keep the community safe and unpolluted.

(6) Environmental preservation

The Company is aware of the environmental quality. We are one of environment protection with ourselves, families, and society. The Company had campaigned and educated employees via email, PR board and Chill Talk's meeting let them aware of and approach to environmental management.

Management impacts on Stakeholders in the Business Value Chain

Stakeholders	Expectations	Treatment of Stakeholders
Shareholders/ Investors	<ul style="list-style-type: none"> - Perform work responsibly for society and the environment and conduct business based on good corporate governance principles. 	<ul style="list-style-type: none"> - Manage and develop the organization to achieve sustainable growth. - Communicate the company's strategies and direction to build confidence in investors. - Hold annual general shareholder meetings. - Publish company information on websites and online media. - Answer inquiries through investor relations channels.
Employees	<ul style="list-style-type: none"> - Provide job security and advancement. - Adapt in line with business changes. - Provide appropriate remunerations and benefits as well as treatment in accordance with labor laws. - Respect human rights. - Ensure work safety. 	<ul style="list-style-type: none"> - Promote and improve employee skills and knowledge continuously to facilitate employee development on every level on the basis of equality. - Specify fair remunerations and benefits in accordance with labor laws. - Treat all employees equally and respect fundamental human rights. - Provide care and recommendations concerning occupational safety, health and environment.
Customers	<ul style="list-style-type: none"> - Set fair prices. - Deliver products and services. - Protect customer information. - Provide recommendations. - Heed opinions and complaints. 	<ul style="list-style-type: none"> - Produce quality products and services at appropriate prices to meet customer needs and and disclose product and service news and information fully and accurately. - Do not disclose customer information without authorization, and store customer information systematically and safely without improper uses of information. - Establish agencies responsible for providing product and service recommendations, consultations, problem solutions and various suggestions.

Management impacts on Stakeholders in the Business Value Chain

Stakeholders	Expectations	Treatment of Stakeholders
Business Partners/ Creditors	<ul style="list-style-type: none"> - Treat trade partners fairly. - Comply with trade conditions. - Combat corruption. - Operate business in a principled and disciplined manner in relations to creditors. 	<ul style="list-style-type: none"> - Include equality considerations in business activities and have in place a fair trade partner selection policy. - Do not damage the company's reputation, nor violate any law, nor purchase goods from trade partners who violate human rights or infringe upon intellectual property rights. - Comply with contracts and terms as agreed upon and, if terms cannot be followed, inform creditors to seek mutual solutions.
Competitors	<ul style="list-style-type: none"> - Follow the rules for good competition in accordance with related regulations and laws. 	<ul style="list-style-type: none"> - Engage in fair trade competition in accordance with related regulations and laws. - Do not monopolize or require trade partners to only sell the company's products.
Community and Society	<ul style="list-style-type: none"> - Promote and support social activities that benefit communities and society. - Give importance to anticorruption. 	<ul style="list-style-type: none"> - Be responsible for providing social assistance and support public benefit activities for communities and localities where the company conducts business. - Fight against, provide training in and control and supervise prevention and monitoring of risks for corruption and never pay bribes to obtain business gains.

Sustainability Management in Social Dimension

The Company's business does not direct impact on the environment. However, the Company is aware of the environmental quality. We are one of environment protection with ourselves, families, and society. The Company had campaigned and educated employees via email, PR board and Chill Talk's meeting let them aware of and approach to environmental management as follows:

1. Energy: Reduce consumption, using energy-saving electrical appliances i.e., air conditioners, LED, lessen the use of elevators and turn-off the lights after using.

The Company's energy-saving plan, in 2022, the Company will be collecting statistics on the use of energy resource. Promote conscience and raise awareness about energy consumption through various company activities.

2. 3R's of Environment

- Reduce (think before use), such as edit on the screen, not on paper, using soft files, to print or copy the both sides and use fabric bags.

- Reuse, such as double-sided paper or used to paper notes, rechargeable batteries.

- Recycle, to separate waste types that can be recycles i.e., paper uses on double-sided, plastic and metal.

In addition, there is a campaign to separate waste such as general waste, recycle waste and hazardous waste, to facilitate destruction or decompose.

3. Management to reduce greenhouse gas problems

The Company gives importance to management to reduce greenhouse gas problems. The activities of the Company that may affect the amount of greenhouse gas emissions in terms of energy consumption, such as the use of electricity from air conditioning and exhibition. However,

the Company is in the early stages of reviewing data collection to define goals, approaches and strategies to reduce future greenhouse gas problems which will reveal the processing time for further notice.

For the environment, The Company's event "COMMART" encouraged the participants to travel to the event by sky train or buses to reduce energy consumption in transportation, utilized technology for registration using QR Code to reduce paper usage, prohibited the use of foam food containers to reduce global warming and greenhouse effect, and distributed e-Brochure to reduce paper usage in print advertising. The partners can publish their products and promotion program thru the Company's PR channels. Recycle in Commart, the Company organized activities to separate recycle waste and e-waste to send to the e-waste disposal properly.

Printing media, the Company lacks its own printing house. The Company's policy to select printing houses that use green-printing innovations in their production, including recycled paper and natural printing ink made from soybeans, which help reduce harm from chemicals that might affect readers' health. These materials are also naturally degradable, environmentally friendly and can help reduce greenhouse gas emissions in production by an amount equivalent to turning off 1,392 lights for 1 day. (See additional information at www.greenlifeprinting.com)

Sustainability management in the social dimension

The Company strictly operates the business under the required labor regulations and has procedures of personnel management that promote employees rights and support development in career advancement of employees on every level with equality and fairness, and without discrimination, whether in terms of employment, remunerations, promotions or training. There is also no discrimination on the basis of differences in sex, age, place of education, ethnicity, religion or lack of social privileges. Furthermore, the Company encourages and listens to the opinions and recommendations, and the right to assemble. The Company has a strict policy to not employ child labor or illegal labor and also organizes activities to develop and motivate employees; for examples

- Having employees to attend both internal and external training according to the jobs' responsibilities, in order to enhance knowledge and capabilities of the employees and adapt them to their works.

- Annual medical check-ups for all employees and also their family for special price.

- The Executive meet employees: The Company annual meeting the Executive to communicate the Company's policies and direction.

- To Present Gifts to employees who complete their 10, 20 and 25 years of service.

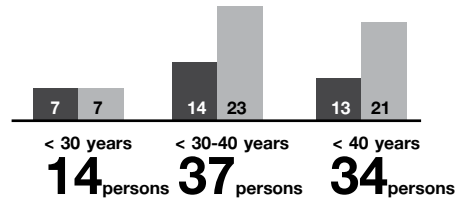
- Other benefits such as Group insurance (consist of Life, accident and health insurance), Social Security, Provident Fund, Marriage Allowance, Funeral Allowance, Visit Maternity and Patient allowance, Performance Bonus, etc.

- Encourage employees to participate in volunteer or perform acts of moral and good for the society.

- Promoting workplace safety. Arranging firefighting scenario and evacuation fire drill training continuously, including the workplace, infrastructure systems and safety equipment support to all employees can work safety and healthy.

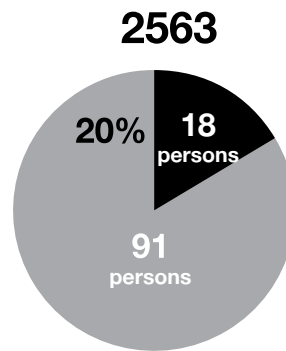
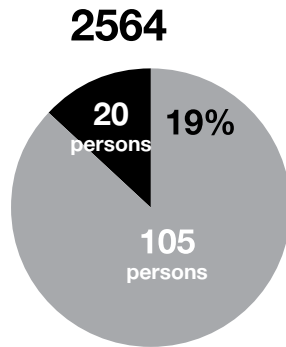
- Promoting unity, such as organizing New Year's Party for employees, and allows the employees of every department to participate in activities to break the ice among them, to get to know their co-workers better, and to create team unity.

Employee proportion by gender



Employee turnover rate

- All Employee
- Employee Turnover



Average number of training hours per person per year



Accident statistics or strike rate

- None -

Other activities



Granted the scholarships to the University of the Thai Chamber of Commerce to support its academic and educational purposes.

Granted the scholarships to the Mahidol University to support its academic and educational purposes.

