



2020

Sustainability Report

Sri Trang Agro-Industry Public Company Limited



The Green Rubber Company

"Passionately We Drive Possibility"

>> STA...The Green Rubber Company >>

CONTENTS

Corporate

- 3 MESSAGE FROM CHAIRMAN
- 4 GETTING TO KNOW SRI TRANG
- 14 SUSTAINABLE RESPONSIBILITY MANAGEMENT
- 18 THE PRACTICES WITH STAKEHOLDERS
- 22 ABOUT THIS REPORT
- 25 MEMBERSHIP OF ORGANIZATIONS FOR ECONOMIC, SOCIAL AND ENVIRONMENTAL DEVELOPMENT

Governance

- 26 BUSINESS OVERVIEW AND ECONOMICS PERFORMANCE
- 27 GOOD CORPORATE GOVERNANCE
- 28 ANTI-CORRUPTION
- 30 RISK MANAGEMENT
- 36 ORGANIZATIONAL INNOVATION

Social

- 38 HUMAN RIGHTS AND EMPLOYEES' CARE
- 43 TRAININGS AND EMPLOYEE DEVELOPMENTS
- 46 OCCUPATIONAL HEALTH AND SAFETY
- 48 SUPPLY CHAIN MANAGEMENT
- 49 PARTNERSHIP DEVELOPMENT
- 50 RESPONSIBLE FOR CUSTOMERS AND CONSUMERS
- 51 PARTICIPATION IN COMMUNITIES AND SOCIETY DEVELOPMENT

Environment

- 56 ENVIRONMENTAL POLICY AND MANAGEMENT
- 57 CLIMATE CHANGE AND ENERGY CONSERVATION
- 59 ORGANIZATION'S WATER MANAGEMENT
- 60 AIR POLLUTION MANAGEMENT
- 61 WASTE MANAGEMENT
- 65 ENVIRONMENTAL MEASUREMENT RESULTS

Achievements

- 66 AWARDS AND ACHIEVEMENTS OF THE YEAR 2020
- 68 GRI CONTENT INDEX



MESSAGE FROM CHAIRMAN

Dr. Viyavood Sincharoenkul
Chairman and Managing Director



The outbreak of the Coronavirus (COVID-19) pandemic has changed the world in many ways. Border closure and lockdown measures have had a strong impact on businesses around the world and the global economy. Faced with this unprecedented situation, we promptly responded with the formation of a COVID-19 emergency response team in every company within Sri Trang Group. We have established preventive measures to effectively protect the health and safety of employees, providing adequate and suitable protective equipment, and have in place effective supply chain management, from the procurement of raw materials to the delivery of products to customers. We have set up an efficient management system to closely coordinate with government agencies, suppliers and customers as part of our risk diversification. As a result, our operations have not been affected by the COVID-19 situation and are running smoothly.

Aside from internal management, we also have concern for all stakeholders who have been affected by the situation. We have provided as donation gloves to public hospitals and government agencies, both local and overseas, and have provided food and other essentials to the local communities.

We will continue with our expansion plan and the use of innovative production technology, alternative energy, artificial intelligence (AI), robots and digital systems to improve production efficiency, while taking into account social and environmental impact. We will continue working on projects that will improve the quality of life of people in the local communities and in society, and will continue to build confidence among stakeholders. We believe that all of this will lead us to a sustainable business growth in this new, changing world.

GETTING TO KNOW SRI TRANG



Company Name : Sri Trang Agro Industry Public Company Limited

Listed Name : STA

Established : April 30, 1987

Headquarter : 10 Soi 10, Phetkasem Road, Hatyai, Songkhla, 90110 Thailand.

Tel. : 0-7434-4663

Fax. : 0-7423-7423

Number of Employee : 15,052 (As 31 December 2020)

Registered Capital : Baht 1,535,999,998.00

Vision

Passionately, we drive possibilities
>> the green rubber company >>

1. We are committed to delivering to our shareholders, having regard to sustainable growth and reasonable, consistent returns to shareholders, the highest level of satisfaction.
2. We are committed to an environmentally sound approach to production, through which we strive to inspire satisfaction and confidence in our customers and suppliers.
3. We are committed to the practices of good corporate governance and to operating with fairness and transparency with a view to improving the living and working conditions of our stakeholders.
4. We are committed to providing our employees with a pleasant work environment, fair compensation and career advancement opportunities.
5. We are committed to minimizing the social and environmental impact of our operations and to the sustainable consumption of natural resources.

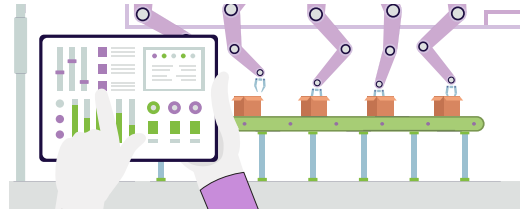
Mission 2020

Trade war continues to escalate between China and US. This has caused serious damage across the globe. NR suffers due to demand disruption and many mid-stream suppliers went bankrupt and thus rubber price collapses.

Fortunately, Sri Trang came out from this global crisis unscratched due to our strong fundamental. In fact, we are growing stronger and more powerful and highly motivated.

Still, we have to stay vigilant and keep close watch on potential external pressure such as strong Thai baht, potential wage increase, Hong Kong crisis and demand stays slow and low.

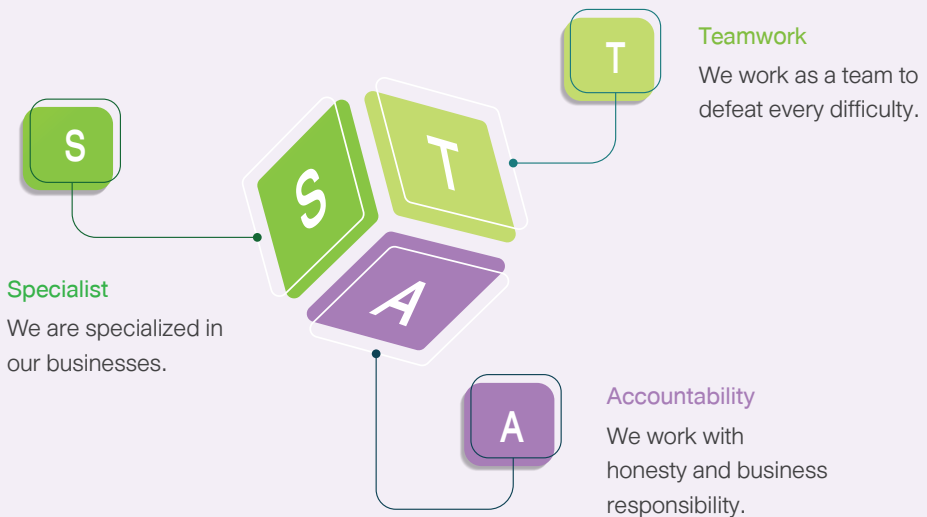
While we will protect as many jobs as possible, we will continue to innovate and invest in more



automations, more AI, sensors, digitalization, smarter factories and upgrade and more training in our HR forces.

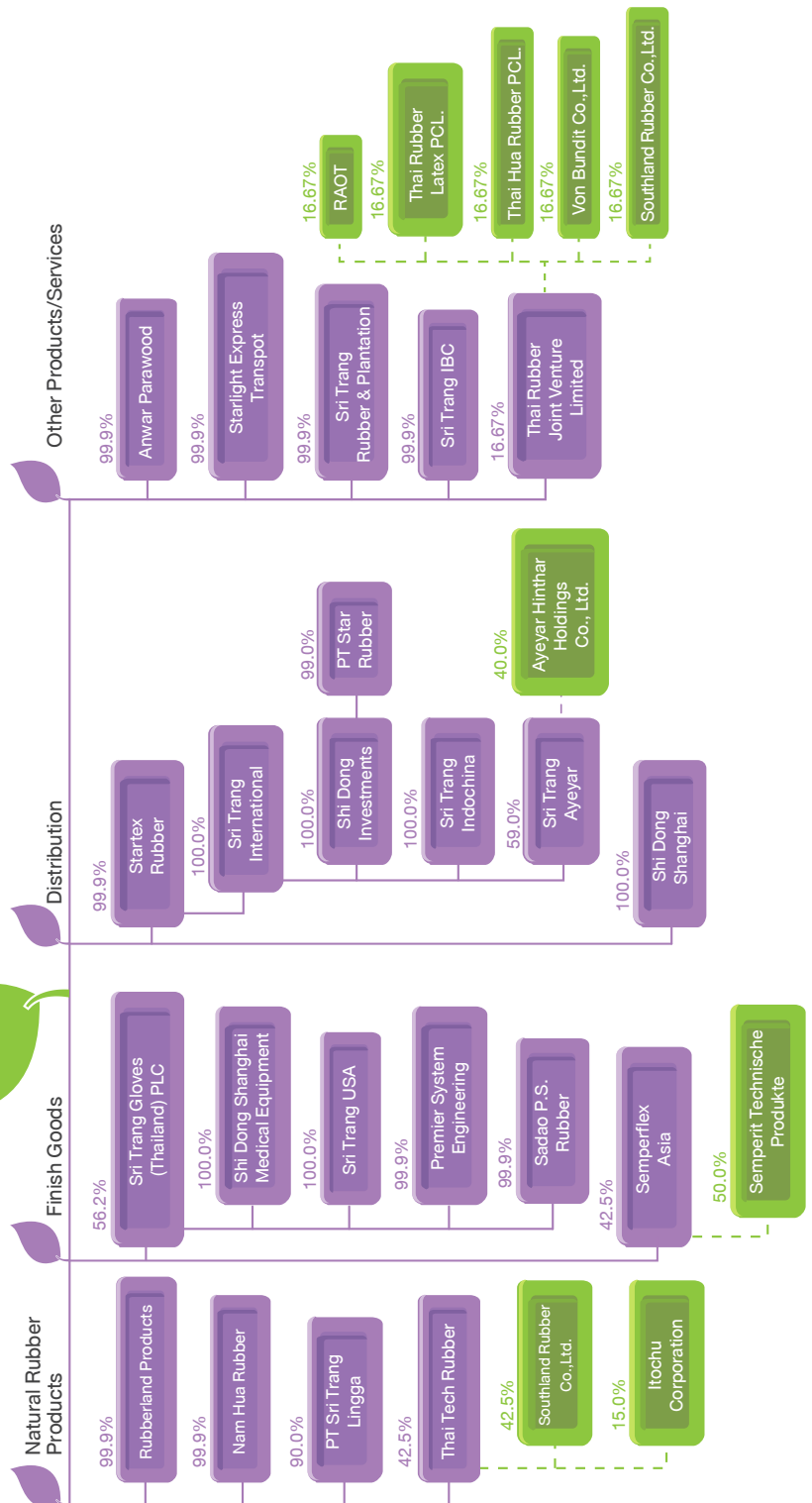
It is, therefore, extremely important to realize the world today is different from the past. Either we adapt, improve, innovate, accept new technologies or we become irrelevant.

Core Values

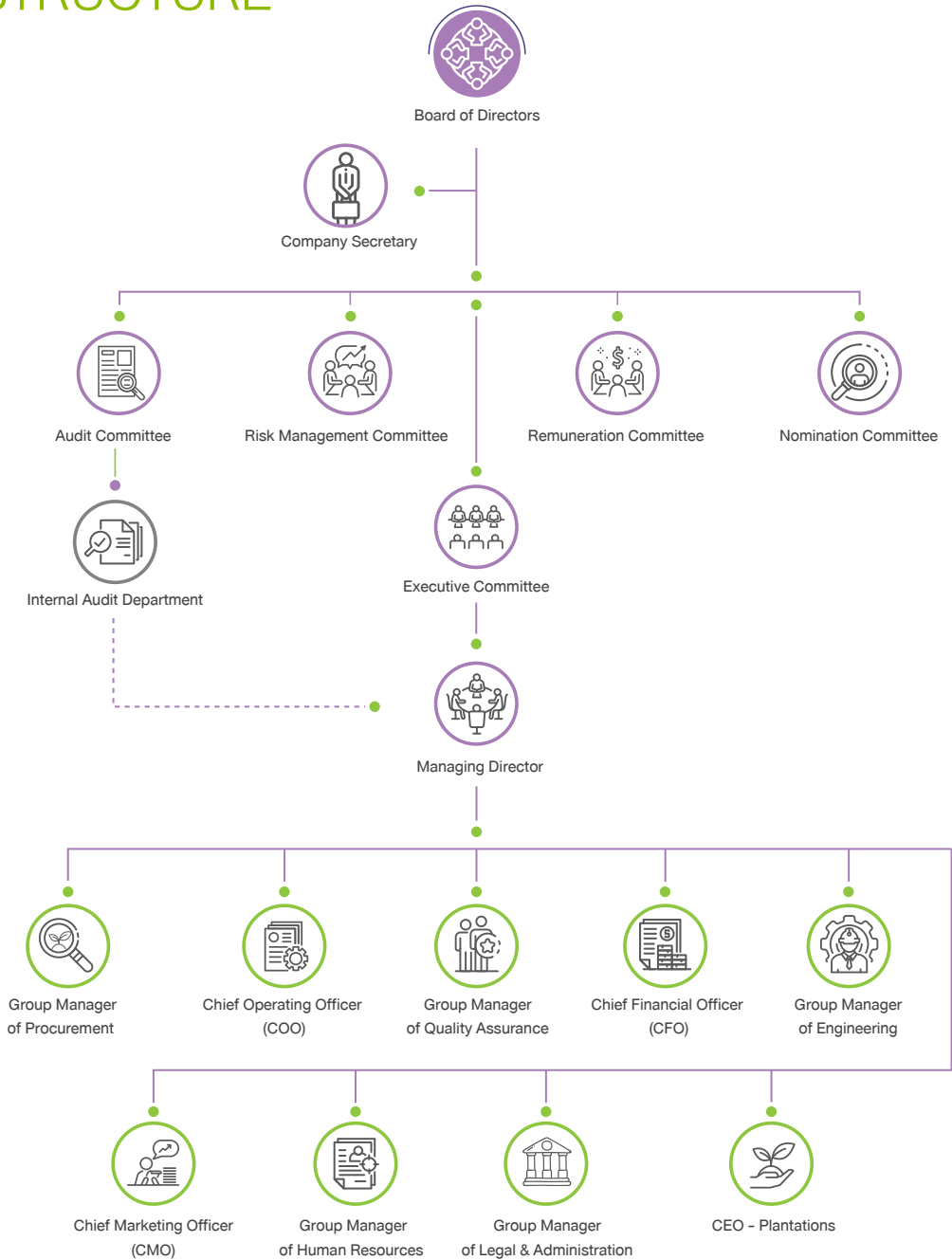


GROUP STRUCTURE OF THE COMPANY

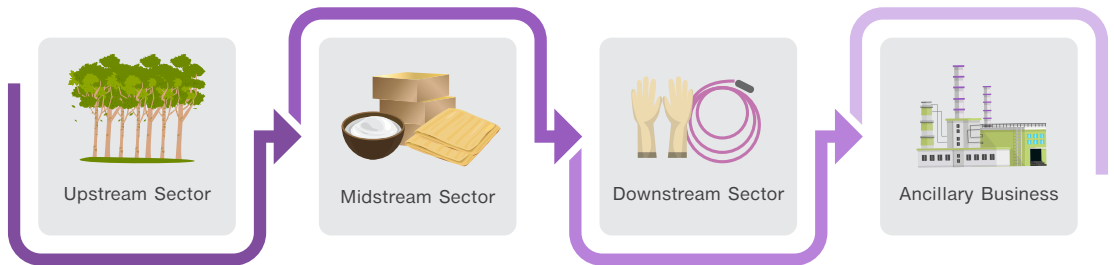
STA



CORPORATE STRUCTURE



PRODUCTS AND SERVICES



Upstream Sector (Rubber Plantations)



As of 31 December 2020, we had approximately 45,000 hectares of rubber plantations in 19 provinces of Thailand, with the majority located in the north and northeast. Some of the rubber trees on our plantations have been providing yields since 2015, facilitating the raw material sourcing in our core midstream operations. We estimate that in 2020, the rubber trees that can be tapped will make up around 25% of total rubber trees.

Moreover, since July 2019, STA group received the certification from FSC™ (Forest Stewardship Council™) on FSC-FM (Forest Management Certification) and FSC-COC (Chain-of-Custody Certification) which makes us become **the World's First FSC-Certified Fully Integrated Natural Rubber Company.**

Midstream Sector (Natural Rubber Processing)

As of 31 December 2020, Sri Trang Group had a total of 36 production facilities, of which 32 are located in Thailand, three in Indonesia, and one is in Myanmar. Altogether, the facilities provided a total production capacity of approximately 2.84 million tons per annum. In 2020, our utilization rate was at approximately 55 of total production capacity. We have introduced more automation to our production process in order to improve efficiency, reduce energy consumption and become more environmentally friendly. In the long run, we are focused on maintaining relationships with our existing customers as well as increasing market share amid industry volatility.

Natural rubber processing is the core business of Sri Trang Group, accounting for about 59 of the Group's total revenues in 2020. We produce a complete range of natural rubber products, namely, Technically Specified Rubber (TSR), Ribbed Smoked Sheets (RSS) and Concentrated Latex (LTX) to serve demand from all types of customers including tire manufacturers and glove producers from all over the world.



Technically Specified Rubber (TSR)

Product Type

- | | | |
|--------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| Produced in Thailand: | Produced in Indonesia: | Produced in Myanmar: |
| <ul style="list-style-type: none"> • STR • STR CV • STR Mixture | <ul style="list-style-type: none"> • SIR • SIR Mixture | <ul style="list-style-type: none"> • Myanmar Block Rubber |

Use

Raw material for the manufacture of automotive tires.



Ribbed Smoked Sheets (RSS)

Product Type

- 5 grades of RSS: RSS1, RSS2, RSS3, RSS4 and RSS5
- ADS (Air-Dried Sheets)
- RSS 1XL

Use

Raw material for the manufacture of automotive tires and automotive parts, belts, pipes and shoes, etc.



Concentrated Latex (LTX)

Product Type

- 60% Concentrated Latex
- HA – High-Ammonia Latex
- MA – Medium-Ammonia Latex
- LA – Low-Ammonia Latex
- Double Centrifuge Latex

Use

Raw material for the manufacture of examination gloves, condoms, elastic and adhesives, etc.

Downstream Sector

Sri Trang Group produces two finished products, namely examination gloves and high-pressure hydraulic hoses.

EXAMINATION GLOVES

Sri Trang Gloves (Thailand) Public Company Limited ("STGT"), one of Sri Trang Group's flagship companies, engages in the production and distribution a wide variety of medical examination gloves, industrial gloves, and general purpose gloves from both latex and nitrile rubber. The gloves are available powdered or powder-free to suit various uses and user preferences. In addition to supplying products as an OEM (Original Equipment Manufacturer), we also market and distribute our products under our own **"Sri Trang Gloves"** brand, both in the domestic and overseas markets.

In 2020, we achieved our installed capacity target of 33 billion pieces of gloves per annum which produced latex and nitrile gloves in the proportion of 71 and 29 respectively.

We are widely regarded as Thailand's largest and the world's leading glove producers. Our glove product is one of the key products driving the Group's revenue and net profit, accounting for about 41 of the Group's total revenues in 2020.



HIGH-PRESSURE HYDRAULIC HOSES

Semperflex Asia, jointly established by STA and an Austria-based company, is Thailand's largest producer of high-pressure hydraulic hoses, which are widely used in the heavy industry.

Ancillary Business

Our subsidiaries within this division provide operational support to our primary operations.



Sales and Distribution

We have established four trading and distribution centres for natural rubber and gloves in Singapore, PRC, US and Vietnam namely Sri Trang International, Shi Dong Shanghai, Shi Dong Shanghai Medical Equipment, Sri Trang USA, and Sri Trang Indochina.



Logistics

Starlight Express Transport provides transportation and logistical services in Thailand and also handles export/import customs and documentation.



Parawood Processing

Anvar Parawood produces rubberwood as well as other types of wood, which are assembled into pallets for use within Sri Trang Group.



Engineering and Research & Development

Premier System Engineering provides machinery and equipment maintenance services and also conducts research and development activities including devising new technologies and customising products to customers' specifications.

MULTI-NATIONAL PLATFORM



NATURAL RUBBER PRODUCTS



59%

OF REVENUES FROM SALES OF
GOODS AND SERVICES IN 2020

1.0 Million tons

OF NATURAL RUBBER
PRODUCTS SOLD IN 2020

2.84 Million tons

PER ANNUM IN NATURAL
RUBBER PROCESSING CAPACITY
AS OF DECEMBER 2020

8%

MARKET SHARE OF
GLOBAL NATURAL RUBBER
CONSUMPTION IN 2020

26%

OF THAILAND NATURAL
RUBBER PRODUCTION
VOLUME IN 2020

36 Processing facilities

OF NATURAL RUBBERS IN
THAILAND, INDONESIA, AND
MYANMAR





GLOVES

41%

OF REVENUES FROM
SALES OF GOODS AND
SERVICES IN 2020

3 Factory locations

IN THAILAND, THE WORLD LARGEST
SOURCE OF CONCENTRATED LATEX

33,000

Billion pieces
INSTALLED CAPACITY PER
ANNUM AS OF DECEMBER 2020



EXPORTING TO
140
countries
worldwide

28,043
Billion pieces
OF GLOVES SOLD IN 2020

13

Sri Trang Agro-Industry PLC.



SUSTAINABLE RESPONSIBILITY MANAGEMENT

Policy and guideline practices for CSR of Sri Trang Group, our core mission, lays on the 5 meaning of "GREEN" Natural Rubber



1 Good Corporate Governance

The company is dedicated to good practices of corporate governance focusing on the structure of the Board of Directors, management, and shareholders to create a competitive advantage which will build growth and increase value of shareholders in the long run. In addition, other stakeholders are also taken into consideration. The company adheres to the principles of good corporate governance 2006 suggested by the Stock Exchange of Thailand and Code of Corporate Governance 2012 suggested by Singapore Stock Exchange. Both principles are appropriately applied to our Group's business operation in each circumstance

2 Responsibility to Supply Chain

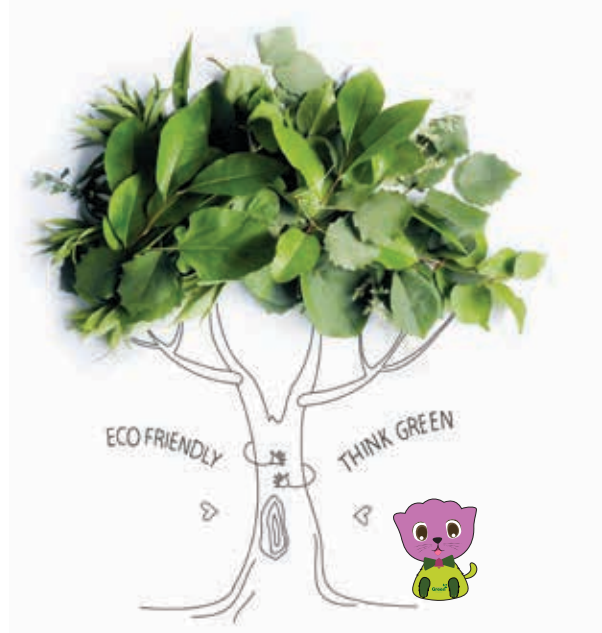
Sri Trang Group's core business is to produce primary natural rubber products (Midstream processing). Yet, the Company has extended business line to cover the whole supply chain right start from rubber plantations to the production of finished products. This allows the Company to strictly control the quality of products to respond downstream business who focus on the quality of the product at most. Another main concern of downstream businesses, whether latex examination glove producers or tyre makers, is to ensure the safety for users. Thus, our responsibilities through supply chain management cover;

2.1 Rubber farmers and rubber dealers

Our Group is strived for fair, transparent, clear principles, and accountability procurement of natural rubber which is the main raw materials for our production. We also encourage rubber farmers to produce high quality of rubber without contamination and to properly store the rubber so that the quality of raw materials will meet our factory's standard. Moreover, we support rubber farmers with knowledge to properly operate rubber plantations in order to increase yield which will in turn increase their revenues as well as sustainable quality of life.

2.2 Customer

Our Group is committed to producing high quality products and provide good services to create the highest satisfaction for the customers. We sincerely handle complaints from customers and promptly improve and correct flaws that might be caused from productions and/or services to create the highest effective and efficient production.



3 Environmental Friendly and Safe Operation

As our Group's nature of business is directly related to the natural and environment, we strictly adhere to environmental practices by implementing the effective environmental management systems. We also set up measures to prevent and minimize the environmental impacts caused by different activities from our Group to comply with laws and regulations. Furthermore, we aim to develop and promote more green areas within the factories to retain moisture, increase fresh air, and reduce unfavorable odors from production process. In addition, we reduce the use of chemicals in rubber plantation and production of natural rubber products as well as finished products since it might affect the environment and communities in the long run. Aside from environmental-friendly production and being aware that we are part of community, we stick to practice guidelines to preserve and maintain the ecological and social environment of the surrounding communities which will not only create the livable community but also support companies to smoothly and steadily run the business in the long term.

In terms of health & safety, our Group fully complies with laws, regulations and other related requirements. We provide training, set up adequate and effective health & safety rules and plans in workplace, and create a safe working environment for employees, contractors, and the other related parties.

4 Engagement with Transparency

Our Group is committed to operating business with fairness, transparency, and accountability in all process. We believe that to operate business with fairness and ethic, comply with laws, and respect the rules of society could build confidence of stakeholders and reduce conflict of interest. This will benefit business operation of the company in the long run. We also encourage every level of our employees to work with integrity and adhere to ethic of business. Employees should not exploit benefits that may cause conflict of interest to the Company and its stakeholders and should not improperly indulge on business operation. We also have a policy against all forms of corruptions to establish standards of transparent business operation which will benefit the organization and rubber industry in the long run.

5 Nurture Sustainability Attitudes Towards Organization

The Company believes that effective and sustainable CSR practices is rooted from the awareness of employees in every level from all departments. They need to have a positive attitude to follow the policies and have responsibility to society and other related parties. Our people also volunteer to participate in the community development and of business partners' quality of life improvement. Moreover, they cooperate to change their working behavior and daily lifestyle in accordance with environmental conservation guidelines, to reduce energy consumption costs, and to enhance the effectiveness of organization. The Company promotes and supports staffs to devote to social activity, for example, to volunteer and participate activities of community, alleviate natural disaster victims, appropriately and continuously support any kinds of shortages in the community, and create a benevolent society and social care for each other to remain forever.

From policy and Vision "The green rubber Company" the Company set up 4 GREEN strategy which focuses on four key areas as follow:

1 Green Products

We produce high-quality products that are free of chemical substances that detrimentally affect the health and safety of end-users.

2 Green Process

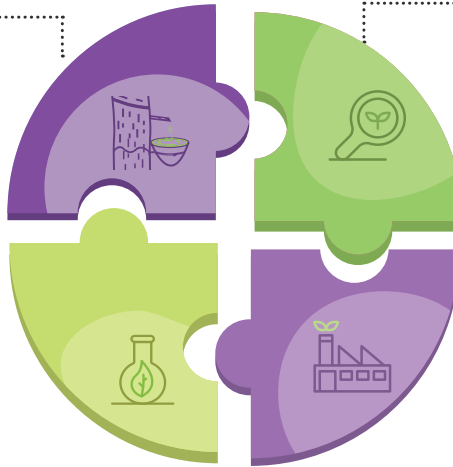
The production process for every one of our products is based on the concept of sustainability and energy efficiency. Our production facilities do not generate hazardous substances that cause adverse impact on the environment and the neighboring communities.

3 Green Procurement

We source raw materials from ethical suppliers with sustainable practices and strive to guide rubber farmers toward the sustainable management of rubber plantations.

4 Green Company

In every aspect of our operations, we are guided by the belief that transparency is key to building trust and achieving long-term success. We also seek to make a positive difference to the local communities and foster long-lasting relationships through various forms of community engagement.



The Guideline and Frame work to support the 4 GREEN strategy and UN SDGs Goal

1 Economic (Green Company)



"Sustainable Growth"

TOPIC	KEY SUCCESS
<ul style="list-style-type: none"> • Good Corporate Governance • Anti-corruption • Increased production and Expand market share • Strengthen the customers' and Partners' trust • Manufacturing quality products according to customer requirements. • Educated rubber farmer to make a good quality raw material • Create innovation and new technology 	<ul style="list-style-type: none"> • CG and AGM score • Member of The Private Sector Collective Action Coalition Against Corruption (CAC) • Economic performance • Customer satisfaction • Customer complaint • Sri Trang rubber farmer project • R&D and innovation project • Benefit from Kaizen& QCC activity



2 Social (Green Supply)



“Create more happiness for internal and external society”

TOPIC

- Development and employees' care
- Human Rights and Fair Labor Practices
- Good health, Safety and Good working environment
- Establish responsible process to consumer care
- Engage supplier or partners' for social responsibility
- Social and Community Development

KEY SUCCESS

- Turnover rate
- Disabled persons employment
- Accident rate
- Consumer complaints
- No. of Suppliers who acknowledge anti-corruption policy
- Cost and project to supported and developed community

3 Environment (Green factory, Green product)



“Focus on the effective environmental management system”

TOPIC



- Energy reduction and renewable energy
- Reduce CO₂ emission
- Efficiency resourcement and reuse material
- Oriented towards managing to reduce Impacts of the production
- Develop and share innovation of environmental responsibility
- Planting and increasing the green areas
- R&D environmental friendly products

KEY SUCCESS

- Energy Conservation Project
- STA champion project
- Reduce waste “Green Company” project
- % of rubber transportation vehicle of “the Bun Tuk Yang Tid Rang Srang Roi Yim” project
- Test kit on sulfate content in raw material
- Green Industry up to level3

THE PRACTICES WITH STAKEHOLDERS

The Company recognizes about stakeholders' engagement. Have conducted surveys, analyzed and prioritized in order to meet the stakeholder expectation appropriately by determination the responsible departments' obligations in accordance with the company's required guideline and periodically reviews stakeholder's expectations and adjust the responses accordingly. In 2020, the company classified the stakeholders into 8 groups as follows:

STAKEHOLDERS	COMMUNICATION CHANNEL/ PARTICIPATION	NEEDS/ EXPECTATION	RESPONSES TO EXPECTATION	INDICATORS/ RESULT 2020
 <p>SHAREHOLDERS, INVESTORS, ANALYSTS, AND MEDIA</p> 	<ul style="list-style-type: none"> Shareholders' meetings Q&A by phone and email Annual report and Sustainability Report The Company's website Analyst's Meeting Meeting domestic and foreign investors through various activities such as Opportunity Day, Thailand Focus, Corporate Day and Roadshow. 	<ul style="list-style-type: none"> The Company has good performance and continuous growth. Consistent dividend payment Shareholders receive accurate, complete, timely and sufficient information for decision making. The Company operates with transparency and manage a good internal control system. There is no news that will affect the reputation of the company. 	<ul style="list-style-type: none"> Operates strategically along with good corporate governance. Appropriate dividend policy. The Company adheres to the ethics and code of conduct regarding responsibility to shareholders. Accurate, timely and sufficient disclosure of information. Accurate, up-to-date and user-friendly website. 	<ul style="list-style-type: none"> The Company consistently pays dividend to our shareholders. As for FY2019, the Company paid the dividend at Baht 0.35 per share. Moreover, the Company also paid the interim dividend during FY2020 at Baht 0.50 per share. The Company was evaluated to be counted in the Thailand Sustainability Investment (THSI) for 6th consecutive year and was selected in the list of 73 stocks in the SETTHSI index. The Company joined domestic and international investors meeting with investors, fund managers and media in a total of 83 times. Number of visits through Company website in the part of investor relations, a total of 64,504 times from 31,511 times in 2019.

STAKEHOLDERS



EMPLOYEES

- The Company's monthly meeting
- Kaizen, QCC, 5s, Safety talk, KYT
- Intranet, email, website, Facebook, Line STA Family
- Suggestion box
- Channels for complaints
- Others activity

COMMUNICATION CHANNEL/ PARTICIPATION

- Fair remuneration and good welfare
- Respect in human rights and non-discrimination
- Good health, Safety and Good working environment.
- Career stability and opportunities for career advancement.
- Competency development

NEEDS/ EXPECTATION

- Ethics and Conduct of responsibilities of employees
- Human right and non-discrimination policy
- Implementation of standard system ISO14001 and ISO 45001, BSCI
- Whistle Blowing Policy
- Training plan
- Internal activity: Happy workplace/ Activity Prize.

RESPONSES TO EXPECTATION

- Zero complaint
- Turnover rate < 3%. In 2020 = 2.3%
- Zero accident rate. In 2020 = 0.4 %

INDICATORS/ RESULT 2020



CUSTOMERS

- Online communication: phone, e-mail, website, Facebook and Line@
- Customer Satisfaction Survey
- Factory visiting
- Engage activities with customers
- Customers meeting
- Trade exposition

- Good products & services
- Fair dealings
- Keep confidential information of customer.
- Jointly in product development

- Compliance with ethics and Conduct of relation with Customers.
- Implementation of standard system ISO9001, 14001 and ISO45001, BSCI, FSC.
- Research and development.
- Improvement of production process to meet customers' requirements.

- Customer satisfaction score
- Market share
- Sales volume
- New customer
- New products

STAKEHOLDERS



RAW MATERIAL SUPPLIER/ RUBBER FARMERS

- Mobile Application STA FRIEND.
- Line@sritranggroup, Facebook, Call center.
- Online communication system : phone, e-mail and website.
- Publication media; brochures, Vinyl
- Site Visit and evaluating suppliers.
- Engagement activities.
- Participation with Rubber Farmer, Cooperative and Government Sector.

COMMUNICATION CHANNEL/ PARTICIPATION

- Quick and updated information within timeframe.
- Fair agreements.
- Fair & transparent competition in pricing.
- Received trading and rubber knowledge.

NEEDS/ EXPECTATION

- Conduct of Relations with Business Partners.
- Approve and Re-Approve procedure.
- Raw material purchasing procedure.
- Criteria and specification of raw material received.
- Suppliers' evaluation Work Instruction.
- Anti-corruption policy and practices.
- "Sri Trang Puen Chao Suan" Project.

RESPONSES TO EXPECTATION

- Increasing raw material supplier.
- Quality raw material within requirement.
- Supplier evaluation A grade, Target >70%, 2020 = 89%
- "Good quality latex" Project. Satisfaction rating = 90%

INDICATORS/ RESULT 2020






BUSINESS PARTNERS/ SUPPLIERS

- Various channels of communication: phone, email and website.
- Yearly evaluation of business partners.
- Meetings with business partners and suppliers.
- Joint activities.

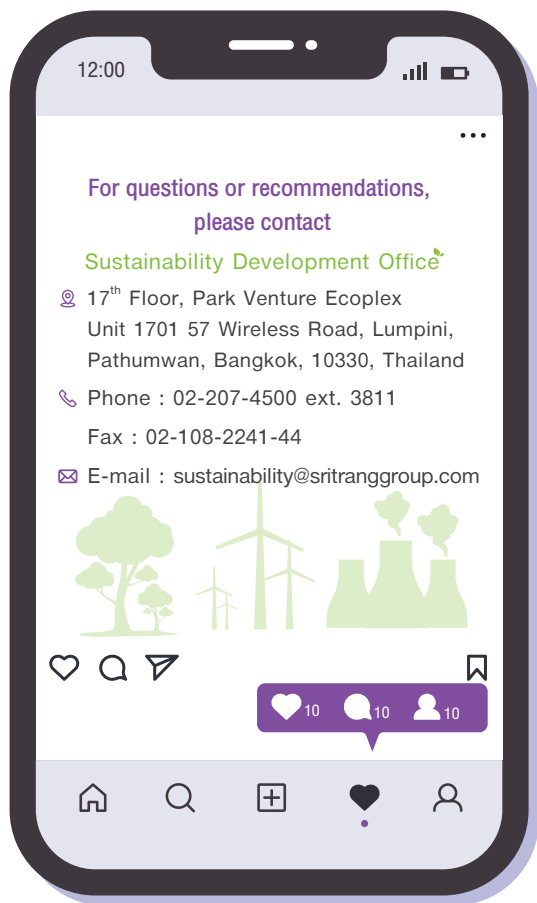
- Standard procurement system that is transparent and verifiable.
- Received correct information of products and services Procurement.
- Received income from appropriate workloads.
- Received payment for goods and services on time.
- Jointly developed product quality.

- Adherence to purchasing policy
- Anti-corruption policy.
- Obtaining CAC certification and encouraging partners to join.
- Whistle blowing channel.
- Partner development.

- Delivery on time and meet the requirements.
- Supplier evaluation.
- 102 of partners who have signed their intention to anti-corruption.

STAKEHOLDERS	COMMUNICATION CHANNEL/ PARTICIPATION	NEEDS/ EXPECTATION	RESPONSES TO EXPECTATION	INDICATORS/ RESULT 2020
 <p>COMMUNITY</p>	<ul style="list-style-type: none"> • Participate activities with community. • Community survey. • Publication signboard. 	<ul style="list-style-type: none"> • Participation in community and society. • Support for community activities. • No negative impact to community. • Social and environment responsibility. • Respect in human right and anti-corruption. 	<ul style="list-style-type: none"> • Providing Social and community development project. • Support and jointing for community activities. • Recruitment local employee. • Participation in community activities. • Survey of impact on the community. • Open house 	<ul style="list-style-type: none"> • Supporting to community development 103 projects. • Supporting community activities amount of 986,135 baht. • Employees from the community 1,429. • Community survey results
 <p>CREDITORS/ BANKS</p>	<ul style="list-style-type: none"> • Meeting • Phone, e-mail • Company website 	<ul style="list-style-type: none"> • Fulfillment of contractual terms and conditions. 	<ul style="list-style-type: none"> • Compliance with contractual terms and conditions. • Accurate and timely response to questions about financial conditions. 	<ul style="list-style-type: none"> • Confidence in doing business with the Company.
 <p>GOVERNMENT SECTOR / ENTERPRISE / PRIVATE SECTOR</p>	<ul style="list-style-type: none"> • Meeting and informing • Factory visit • Participation in various projects. • Participation as a working committee on requested by government agencies. 	<ul style="list-style-type: none"> • Compliance with state laws and regulations. • No negative impact action with society & environment. • There is a standardized environmental management system. • Have good occupational safety and health. • To cooperate and support various projects of the government sector. 	<ul style="list-style-type: none"> • Compliance with state laws and regulations. • Right and fast information. • Support and Participated in activities. • Participation as a working committee with government agencies. 	<ul style="list-style-type: none"> • Permission to operation continual. • Obtaining green industry certification. • Certificate/Awards from government.

ABOUT THIS REPORT



The Company has disclosed to shareholders via QR Code and can download this report and report year 2019 from the Company Website www.sriranggroup.com/sustainability/report

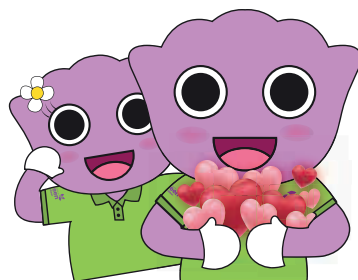
This is 8th year of sustainability report that the Company publish which aims to communicate to all stakeholders about the direction and, economic social and environmental performance approach to sustainability development since 2014. "This report has been prepared in accordance with the GRI Standards: Core option". Including the corporate social responsibility comply with the guidelines of the Stock Exchange of Thailand and UN SDGs.

SCOPE OF REPORT

This report shows the performance on key issues affecting sustainable business operation of the Company, covering the Company's business operations of Natural Rubber and some of Finished Products in Thailand. Covering period 1 January to 31 December, 2020

ASSURANCE OF THE REPORT

This report is subject to key review by each department of management to ensure accurate and complete information and comprehensive responses to all stakeholders.



KEY SUSTAINABILITY ISSUES (MATERIALITY)

In addition to engagement with stakeholder. The Company has identify and prioritization material issues which effect to business. Including risk and emerging risk with impact the Company in order to find the right approach and set a proper management planning, as the following

MATERIALITY



IDENTIFICATION

The Company collects important information on both internal and external factors based on a survey of the needs or expectations of each group of stakeholders and an analysis of the effects of our internal operations and the changing external contexts, including the sustainability trends which affect the Company's operations



PRIORITIZATION

The Company gathers the key issues and prioritizes them by using the Materiality Matrix as a ranking tool as follows:

- The horizontal axis represents the significance of the organization's economic, social and environmental impacts, ranked from the least important to the most important.
- The vertical axis represents the influence on the assessments and decisions of stakeholder, ranked from the least important to the most important.



VALIDATION

The important issues from the analysis and ranking were verified by the working group and presented to the Board of Directors to approval for disclosure in the Sustainability Report 2020. The materiality issues are as follows:



KEY SUSTAINABILITY ISSUES

GOVERNANCE AND ECONOMY

KEY SUSTAINABILITY	REPORT TOPIC	PAGE
1. Code of Conduct and Good Corporate Governance	1. Good Corporate Governance	27
2. Anti-corruption	2. Anti-corruption	28
3. Good performance and continuous dividend	3. Business overview and economic performances	26
4. Risk Management and Business Continual Plan	4. Risk Management	30
5. Customer Relations	5. Responsible for customer and consumer	50
6. Supply chain management	6. Business partners practice	48
7. Supplier and Rubber Farmer Development	7. Partnership development	49
8. Innovation, Research and development	8. Corporate Innovation	36

SOCIAL

KEY SUSTAINABILITY	REPORT TOPIC	PAGE
1. Development and Employees' care	1. Human rights and employees' care	38
2. Health and Safety workplace	2. Occupational health and safety	46
3. Complaints management	3. Whistleblower policy	29
4. Supporting and Participation with community	4. Participation in community and social development	51
5. Product quality and service	5. Responsibility toward customers and consumers	50

ENVIRONMENTAL

KEY SUSTAINABILITY	REPORT TOPIC	PAGE
1. Environmental Impact	1. Environmental management	56
2. Energy Consumption	2. Climate change and Energy conservation	57
3. Carbon dioxide emission	3. Climate change and Energy conservation	57
4. Water consumption and waste water treatment	4. Water resource management	59
5. Emission Management	5. Management of air pollution	60
6. Waste and unused material	6. Waste Management	61

MEMBERSHIP OF ORGANIZATIONS FOR ECONOMIC, SOCIAL AND ENVIRONMENTAL DEVELOPMENT

The Company has become members of various public and private organizations that contribute to the economic, social and environmental development of the natural rubber industry, and has participated in various activities and projects that support the implementation of the guidelines for sustainable development.

1 ECONOMIC

- Thai Rubber Association
- Thai Latex Association
- Thai Rubber Glove Manufacturers Association, TRGMA
- Thai Hevea Wood Association
- The Federation of Thai Industries
- Wood Processing Industry Club, The Federation of Thai Industries
- The Federation of Thai Industries Provincial Chapter
- International Rubber Association (IRA)
- Association of Natural Rubber Producing Countries (ANPRC)
- The Natural Rubber Policy Committee, Ministry of Agriculture and Cooperatives
- International Rubber Consortium Limited (IRCO) established by the Government of Royal Kingdom of Thailand, Government of Republic of Indonesia and Government of Malaysia
- SGX Rubber committee member, Singapore
- Rubber Trade Association member of Singapore
- Thai AEO Importer & Exporter Association
- Department of International Trade Promotion, Ministry of Commerce
- Thai Listed Companies Association
- Collective Action Coalition Against Corruption: CAC

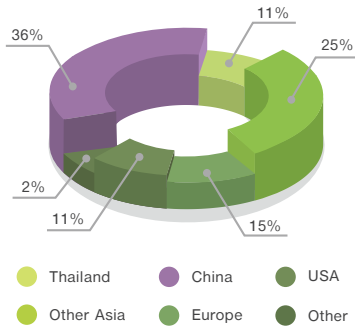
2 SOCIAL

- Unicef Thailand (CRBP)
- CSR club, Thai Listed Company Association
- STEM Education Thailand

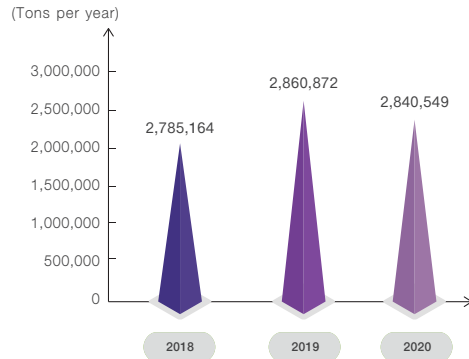
3 ENVIRONMENT

- Water Institute for Sustainability, The Federation of Thai Industries
- SNRI Member of Sustainable Natural Rubber Initiative (SNR-i)

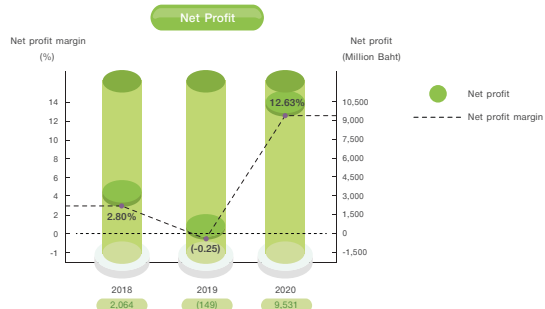
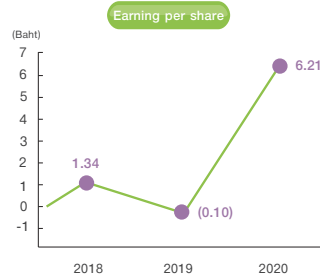
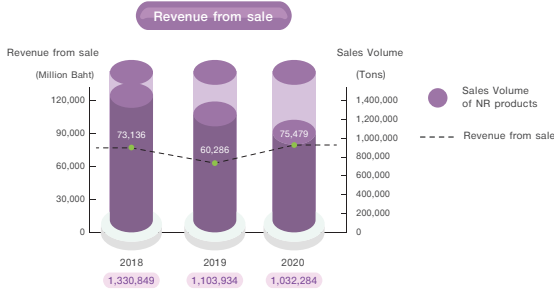
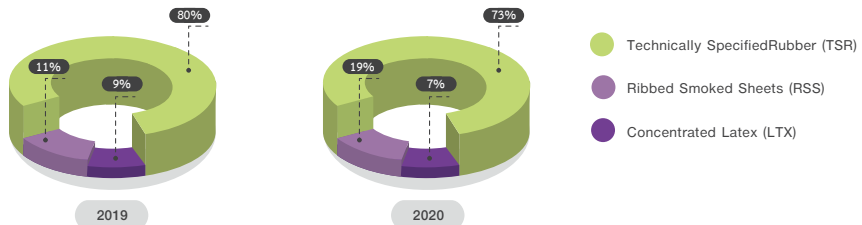
BUSINESS OVERVIEW AND ECONOMICS PERFORMANCE



Production Capacity of Natural Rubber



Production Ratio by Product Category



GOOD CORPORATE GOVERNANCE



The Board of Directors of STA has conducted the business operation appropriately and effectively in accordance with its objectives by utilising expertise, diligence, and due care to protect the interests of the Company and to comply with the laws, objectives, and the Articles of Association of STA. The Board of Directors of STA has also followed the Principles of Good Corporate Governance for Directors of Listed Companies and the Principles of Good Corporate Governance for Listed Companies 2017. The roles and responsibilities of the Board of Directors of STA are all managed with due care, in particular in the process of decision making. Careful consideration is given using reasonable judgment based on honesty, transparency, ethics, and the concern of stakeholders as well as all aspects of the best interests of shareholders.

GUIDELINE FOR THE COMPANY'S GOOD CORPORATE GOVERNANCE

The Company has used the self-assessment form for the SET's Code of Best Practices as a guideline and adapted the Corporate Governance Code for Listed Companies 2017 (CG Code 2017) in the Company's implementation of the principles of good corporate governance. The Company believes that this would provide benefits to the Company in the long run and help the Company to operate with ethics and responsibility toward stakeholders as well as minimize environmental impact and adapt to the changing circumstances, which would lead to the long-term, sustainable value creation.

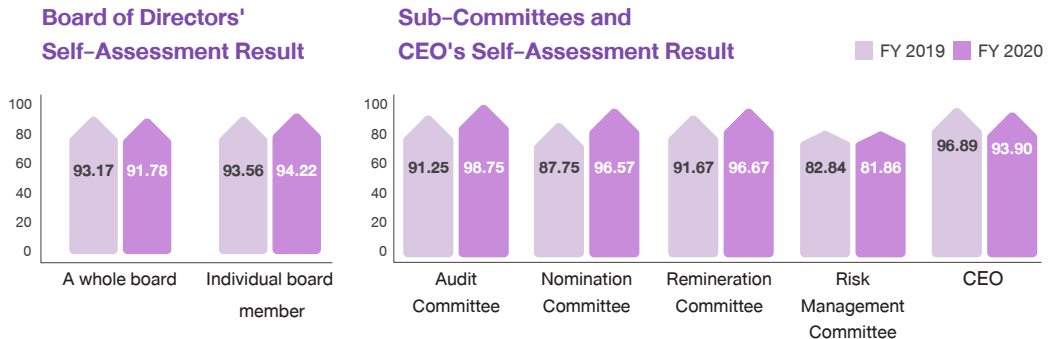
In 2018, the Board of Directors acknowledged the 8 principles of the CG Code, which the Company Secretary presented to the Board of Directors during the Meeting 6/2018 on July 16, 2018 and has always considered it as a guideline. In 2019, the Board of Directors has approved the Tax policy to guide the operation about the Company's Tax.

EVALUATION OF THE PERFORMANCE OF THE DIRECTORS

STA has conducted the Directors' Self-Assessment where the assessment form is in accordance with the good corporate governance so that the assessment results can be further used to develop the performance of the directors. Four types of assessment form are;

- 1 The Board Assessment Form (Assessment of the Board as a whole)
- 2 Individual Board Member Assessment Form (Self-Assessment)
- 3 Sub-committee Assessment Form (Self-Assessment of the Sub-committee comprised the Audit Committee, the Nomination Committee, the Remuneration Committee, and the Risk Management Committee)
- 4 Chief Executive Officer (CEO) Assessment Form

SUMMARY OF THE EVALUATION AS FOLLOW;



In 2020, the Company has organized STA and good corporate governance training course.

The focus of the course is Principles and Practices of good corporate governance, Core values, Code of conduct and policies related as follows: Conflict of Interests Policy, Anti-Corruption Policy, The Whistleblower Policy, Risk Management Policy.



On the part of good corporate governance please find more details in the 2020 Annual Report.

ANTI-CORRUPTION

The CAC Council resolved to certify STA as a member of Thailand's Private Sector Collective Action Coalition against Corruption (CAC) on August 21, 2018. STA has continuously implemented measures in accordance with CAC's guidelines. In 2020, STA did the assessment, examination, and define the internal control to prevent anti-corruption risk. We also did publish and communicate anti-corruption policy and practice to Board of Directors, management, and employees including external parties such as stakeholders, suppliers, business partners. In order to inculcate and create awareness about the anti-corruption to our employees, the Company arranged training sessions about the good corporate governance along with a test after training.



Moreover, STA prepared the questionnaire about conflict of interests of directors, management, and employees to be the Company's data base, and to be analyzed for the preparation of preventive measures in the future. The Board of Directors also approved the revision of Anti-Corruption Practice Guideline to be in accordance with CAC's guideline in December 2020 and STA prepared the CAC's self-assessment form for the re-certification process in March 2021 as well.

In addition, the Company has publish the anti-corruption policy and roles in part of corporate governance at www.sritranggroup.com

THE WHISTLEBLOWER POLICY

The Company has committed to conduct auditable business properly, transparency, fairly in compliance with Good Corporate Governances and has issued this Whistleblower Policy regarding invalid or inappropriate action which may cause the damage to the Company including protective measures for claimer who is in good faith. The Company has established a channel of communication for all groups of stakeholder are able to report are able to complaint when they encounter, observe or suspect wrongdoing or violations of policies, rules, regulations, laws, good corporate governance, code of business conduct, or any other disciplines of Sri Trang Group that may cause the damage to the Company's property and reputation. The Company has established a channel of communication for shareholders or any stakeholders to directly report to the directors. The Audit Committee assigned to receive these complaint reports will investigate and report to the Board of Directors.

Year 2020, there are 11 complaints related to services ,products sourcing and others, the Company investigated and already closed 10 complaints, left only 1 in the process.

The Whistleblower Policy of Sri Trang Group can be reached through these following channels;



Channel 1:

By Letter : either by post or by hand directly

The Corporate Secretary Office
Sri Trang Agro-industry Public Co.,Ltd.
17Fl, Park Ventures Ecoplex, Unit 1701, 1707-1712
57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330



Number
02-207-4590

Channel 2:

By Telephone
number

Channel 3:

By E-mail Address

E-Mail: corporatesecretary@sritranggroup.com

Channel 4:

By directly report to

the units responsible for that issue.



For more details see in the Annual Report, 2020.

RISK MANAGEMENT



Due to the complexity and fast changing of business environment currently, these may affect the ability to achieve the goal of driving the organization to sustainable success. Risk management is an important process that helps in systematic planning to handle business uncertainty.

The Company uses risk management in accordance with the international standards “ERM” to apply at all levels of the organization (Disclosure 102-11) as a tool to support the strategy, management and create a risk management plan for every investment project to achieve the overall business objectives and in accordance with the guidelines for sustainable business development with the environment and society by communicating and encouraging all employees at all levels to realize the responsibility of risk management together to create a corporate culture.

In 2020, the Company has organized training about the business continuity management system by external speakers to senior and mid-level executives to build knowledge and understanding fundamentals of Business Continuity Management (BCM) in applying crisis preparedness and manage

business continuity in accordance with international standards. Including build confidence to stakeholders that the Company will be able to cope and respond to crisis and deliver products continuously.

RISK MANAGEMENT STRUCTURE

Director, executives and employees in the organization are involved in risk management. Risk Management Committee (RMC) consisting of senior executives from the business group, work groups and various departments are responsible for monitoring the performance and developing the risk management system for the entire organization to have an effective risk management system to ensure that appropriate actions are taken to manage risk.

VISION OF RISK MANAGEMENT

Sri Trang Group is an organization with risk management throughout the organization through the Enterprise Risk Management: ERM risk assessment process to support management and add value to the organization.

OBJECTIVE OF RISK MANAGEMENT

1

Usage of risk management for the whole organization and define risk management as the decision part, strategy, work planning and operation of STA.

2

Guideline for managing the exists risk to acceptable level by considering the effective measures to reduce the chances and /or affect from risk that would be occurred in order to reach the objective in organization and units level.

3

For the top managers and risk management committee get the importance risk information, trends and overview in order to be able to effectively control risks of STA group.

4

For all departments to identify, assess, and manage importance risks regularly and aware of the risk level that acceptable and real runs with the appropriate capital.

5

In order to communicate and transfer the knowledge of risk management to employees regularly and develop them to have understanding, awareness their risks thru risk management under the responsibility together.

RISK MANAGEMENT POLICY

STA group highly concerns the importance of risk management as we define risk management policy to manage STA and its affiliated companies as follow:

1

Appointed risk management as the responsibility of employees at all levels that must be aware of the exist risks in their work and organization and focus on various risk management that managed under internal control in a systematic and adequate level.

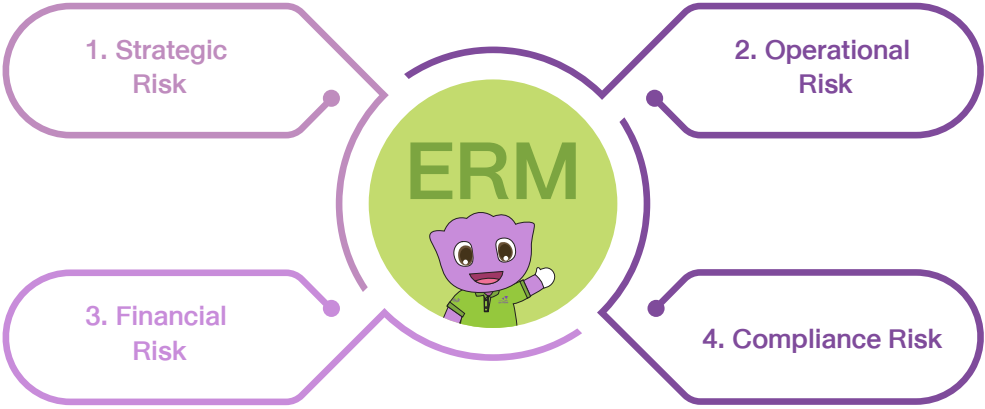
2

Promote and support usage of risk management as an important tool for management of STA and its affiliated companies that personnel at all levels must have understanding, cooperation, and use risk management to create a good image, support good corporate governance, excellent management and create reliance for shareholders or stakeholders of STA.

3

Promote and develop usage of modern information technology systems in the risk management process of STA and its affiliated companies. And encouraging personnel at all levels to access information sources of risk management information thoroughly as well as establishing a risk management reporting system for the Risk Management Committee to be effective.

The Risk Management Committee systematically carries out the risk of the organization. According to the ERM (Enterprise Risk Management) standard risk management framework covering 4 main risk factors including:



For more information please see in 56-1 or Annual report 2020

RISK MANAGEMENT PERFORMANCE

Evaluation from the risk that be considered the importance trend in the future include Economics, Social, Environment and Business' goal. The Company has defined the measure of risk management to create a trusting in managing as follows:

1 Economic Risk

TOPIC	IMPACT	MANAGEMENT
<ul style="list-style-type: none"> Natural Rubber Price Volatility prices (supply and demand of natural rubber, Prices of crude oil, energy and oil-based chemicals, Currency fluctuations and speculative) Discrepancy between the growth in demand for natural rubber and expectations 	<ul style="list-style-type: none"> Increased production costs Decreased sales volume and profits 	<ul style="list-style-type: none"> Raw material sourcing management Use of hedging tools Use of financial derivatives Production of various products Variety customer base
<ul style="list-style-type: none"> Supply chain management 	<ul style="list-style-type: none"> Raw material is not enough or the delay delivery causes production disruption 	<ul style="list-style-type: none"> Creation of procurement network Visiting suppliers Category sales group Supplier Code of Conduct



2 Social Risk

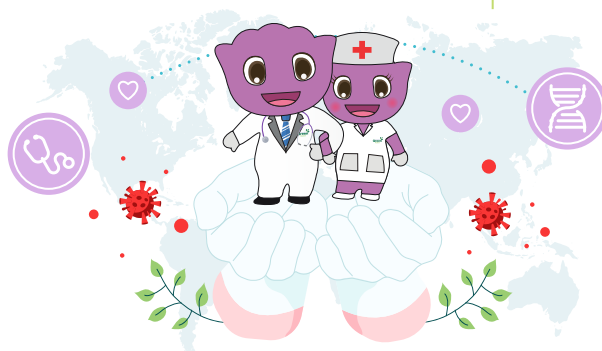
TOPIC	IMPACT	MANAGEMENT
<ul style="list-style-type: none"> Accident or Emergency Workplace illness 	<ul style="list-style-type: none"> Employees health & safety Stakeholder trust 	<ul style="list-style-type: none"> Occupational health & Safety plan Annual health check-up Emergency plan
<ul style="list-style-type: none"> shortage of labor 	<ul style="list-style-type: none"> Production Disruption and/or Production Stoppage 	<ul style="list-style-type: none"> Human resource management Using automation system
<ul style="list-style-type: none"> Products that do not conform to standards 	<ul style="list-style-type: none"> Consumers safety 	<ul style="list-style-type: none"> Internationally accredited laboratory Standard certification for product quality and safety

3 Environmental Risk

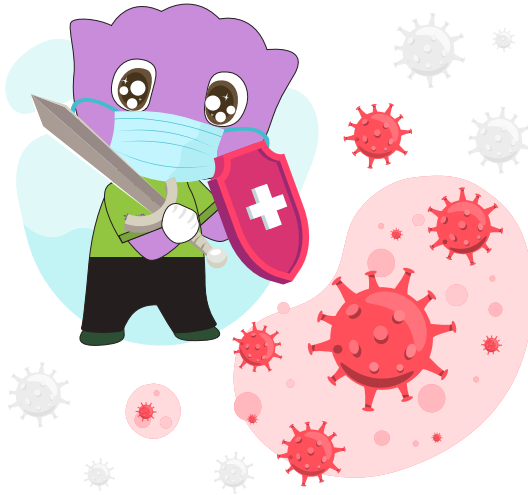
TOPIC	IMPACT	MANAGEMENT
<ul style="list-style-type: none"> Environmental Management 	<ul style="list-style-type: none"> Negatively affect the Company's reputation Increased production costs from imposition of fines or termination of the Company's operations. 	<ul style="list-style-type: none"> Strictly and continually managed environmental system in accordance to ISO14001 Compliance with regulations and laws
<ul style="list-style-type: none"> Air quality management 	<ul style="list-style-type: none"> Impact on nearby communities may cause complaints 	<ul style="list-style-type: none"> Consistent Monitoring Research and development to improve the system

4 Emerging Risk

TOPIC	IMPACT	MANAGEMENT
<ul style="list-style-type: none"> New laws and regulations relating to the Company's business operations, both domestic and overseas 	<ul style="list-style-type: none"> Matters affecting the Company's reputation; penalty fees/fines Temporary suspension of business to improve operations 	<ul style="list-style-type: none"> Setting up a team responsible for the study of environmental measurement together with government agencies Hiring law firms in countries where the Company has investments as legal advisors
<ul style="list-style-type: none"> Extreme weather events or natural disasters 	<ul style="list-style-type: none"> Matters damaging to the business operations Below-target productivity Loss of income from business interruption 	<ul style="list-style-type: none"> Having a Business Continuity Plan (BCP) Taking out risk insurance
<ul style="list-style-type: none"> Cyberattack 	<ul style="list-style-type: none"> Loss of income because the Company cannot sell products or provide services to customers Loss of the Company's intellectual property or proprietary information Customers and business partners losing confidence in the Company's information security system Increased legal expenses 	<ul style="list-style-type: none"> Creating a back-up network system and server in order to enable continuous working. Creating a system to prevent unauthorized persons from intruding into/destroying the Company's network and imposing strict security measures, e.g. a firewall system, a periodic authorization review, and an information back-up
<ul style="list-style-type: none"> Epidemic: Covid-19 	<ul style="list-style-type: none"> Impact on business interruption due to employee is infected. May be affected by purchasing, procurement of raw materials and shipping to customers. 	<ul style="list-style-type: none"> Set up emergency working team RM safety stock management Implement proper logistic management Develop pestilence emergency plan



BUSINESS MANAGEMENT IN RESPONDING TO THE OUTBREAK OF COVID-19



Under the situation of covid-19 outbreak in 2020 which impacts to business worldwide, the Company precautiously and closely monitor and evaluate risk assessment which may affect business. The Company has guidelines in dealing with covid-19 as follow;

- Appointed the emergency working team to communicate, communicating with staffs and visitors for prevention of covid-19 which includes customer, suppliers, government officers. Monitored the temperature of staffs before entering into office venue and facilitate with sufficient sanity alcohol gel/ liquid and necessary sanitary equipment all over working places.
- Announced the CV-19 preventive actions in office mainly to avoid visiting in the risky destinations and avoid or refrain any physical meetings or conferences either in and outside office venue.
- Defined screening measure at the entrance of factories and offices for all staff and third party such as temperature check, no entry without mask wearing etc. In case anyone showing the temperature over 37.5°c or potential illness symbols of covid-19, such persons will be referred to the emergency team immediately.
- Set up the procedures in case of there is any staff tested positive for covid-19 to ensure the continuance of operation, smooth and clear communication, collaboration with the government agencies will be conducted effectively in timely manner.
- The IT Department writes a program to monitor employee travel, which helps monitor and notify employees' risk groups in order to act in a timely if employee infected with COVID-19 as not to affect or have the least impact on the Company's business operations.
- Donated medical gloves to hospitals or government officials for public safety and healthcare handling.
- Donated foods and living necessities to staff and community nearby factories who suffered from the lockdown of the outbreak.

ORGANIZATIONAL INNOVATION

In today's competitive business environment innovation is something that helps to develop competitiveness and create sustainability for the organization. The Company has established a research and development team and uses quality activities to support and encourage self-development of its employees to create new knowledge to improve work processes and problem-solving skills, resulting in the formation of a culture of creating organizational innovation.

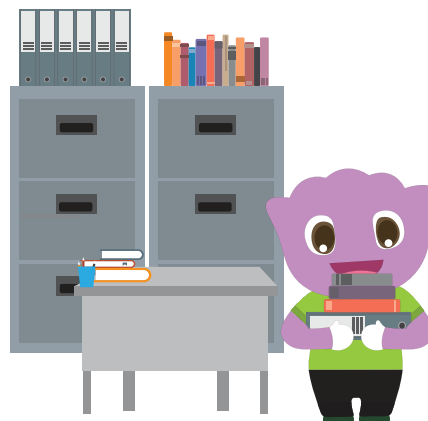
In 2020, the Company has invested in research and development to increase the production capacity and product quality in the amount of THB 68.50 million covering all product groups of the Company, both natural rubber products and rubber glove products to meet customer needs and environmental management goals. A total of 52 projects were completed during the year and 4 projects are to be continued in 2021.

In 2020 the Quality Activities Department has requested the management's approval to organize the contest STA Champion and the Reduce Waste "Green Company" project to promote the improvement of work processes, reduce costs, protect the environment through QCC, KAIZEN activities, which not only foster employee development but also create morale for employees and promotes corporate innovation as follows:

2020 STA Champion Contest

Category	Number of competing projects	Number of awarded projects	Total value of awards (Baht)
QCC	84	10	257,500
KAIZEN-Team	140	6	112,500
KAIZEN-Individual	810	6	88,000

Reduce Waste "Green Company" Contest



PUBLICIZING ENVIRONMENTAL INNOVATION

PRODUCTION TEAM



Nattaphon Sae Heng



Sakdinan Kansuwan



Akapong Choopheng



WINNER OF STA CHAMPION CONTEST

RENEWABLE ENERGY RUBBER TURBINE

From the management's policy **"A CHANGING WORLD"** and promotion of corporate innovation through such activities as QCC, KAIZEN and **STA**

CHAMPION project, all employees are encouraged to create inventions to support the reduced consumption of resources such as electricity and water.

ORIGINAL CONDITION OR PRACTICE

In the production of block rubber in the vibration screen, rubber debris is dropped along with small foreign matter and an employee had to stand to scoop out the falling rubber debris in the grate to separate the foreign matter before returning it to the production process again

IMPROVEMENT

From the concept of utilizing water, a resource already available in the system, to better use by making a channel to direct the water flow back from the process to the treatment system so as to drive the turbine to pick up rubber debris whereby leftover materials and equipment such as old bicycle wheel, scrap and axles from SBR rubber crates are applied to make turbines.

ACHIEVEMENT



- **Productivity**

Able to reduce staff work hours by 8 hours/day
= 144,000 minutes per year

- **Cost reduction**

Reduction of electricity cost from the pellet machine from 8 hours to 4 hours, = THB 73,869.36 per year.

- **Environmental**

Reduction of energy consumption from the pellet machine by 21,288 kilowatt-hour/year, reduction of carbon emission from electricity consumption by 11,942.56 kgCO₂ eq per year.

HUMAN RIGHTS AND EMPLOYEES' CARE

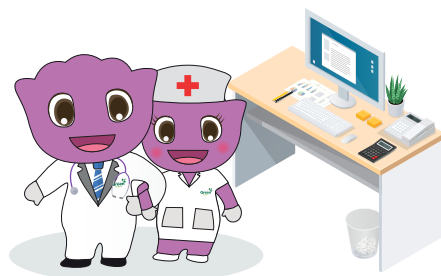


The Company respects and promotes human rights and equality and has announced human rights and non-discrimination policy. The Company subscribes to the fair treatment of all employees in accordance with code of conducts and business.

The company also emphasizes the promotion of the employment of disadvantaged workers and disabled people. To support sustainable development goals, UN SDG1, No poverty, and SDGs 10, Reduce inequality. In year 2018 the Company initiated "Career opportunity to create good people to society" project. Practice of working skills to prisoner from Provincial Department of Corrections. The employment of 20 good prisoners who near to be released to work in the position of weighing and pressing, cleaning, mixing, raw material receiving with the minimum wage rate in law. In year 2019 was extended to the Udon Thani branch in the position of weighing and pressing, mixing, packing, quality control, contaminate inspector, total of 19 employees. In order to add values for good behavior prisoner. Moreover this project also reduce absenteeism of the workers. After finished if the prisoner has been released and has a good working record, the Company also gives an opportunity to apply for work.

For the employment of the disabled people, the Company also sending staff to visit to create morale for disabled employees and established the activity for develop and create happiness to the disabled employees regularly.

In 2020, the Company hires people with disabilities as follows:



		Natural Rubber	Glove	Total
Disabled Employee (persons)	Inside	42	4	46
	Outside	8	67	75
Wages Payable (Baht)		5,731,200	6,000,340	11,731,540

Since 2015, the company is one of 30 organizations that have declared their intention to support child-friendly business operations. Under the ten principles of Child Rights and Business Conduct or CRBP developed by UNICEF The United Nations Global Compact and Save the Children are integrated into the corporate social responsibility policy and strategy: as follow;



RECRUITMENT



The Company has recruiting staff both from internal personnel by promoted or relocating work units to advance and grow up. In terms of external recruitment, the Company recruitment according to the job Description for each position combined with emotional intelligence in order to get employees who are suitable for the position, being smart and good. The Company specifying the necessary details for recruitment information through various channels such as the company website, jobs websites, job recruitment in the provincial so that interested people can be to apply in equally. As for the employment of foreign workers, the Company operates in accordance with the law. And also have the documents on how to recruit neighbor employees. In addition to the quality system department will do an audit 1 time a year.

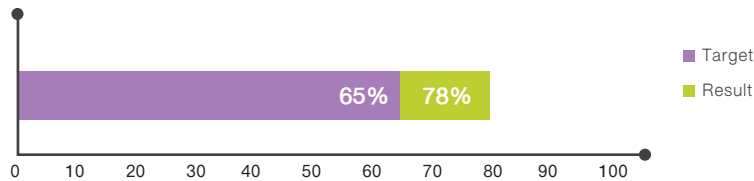
EMPLOYEES' CARE

The Company's employees are instrumental in driving the Company toward long-term success. The Company therefore gives priority to human resources management, from employee recruitment, fair compensation, training programs to develop skills and opportunities for career advancement, as well as the health and safety of all employees

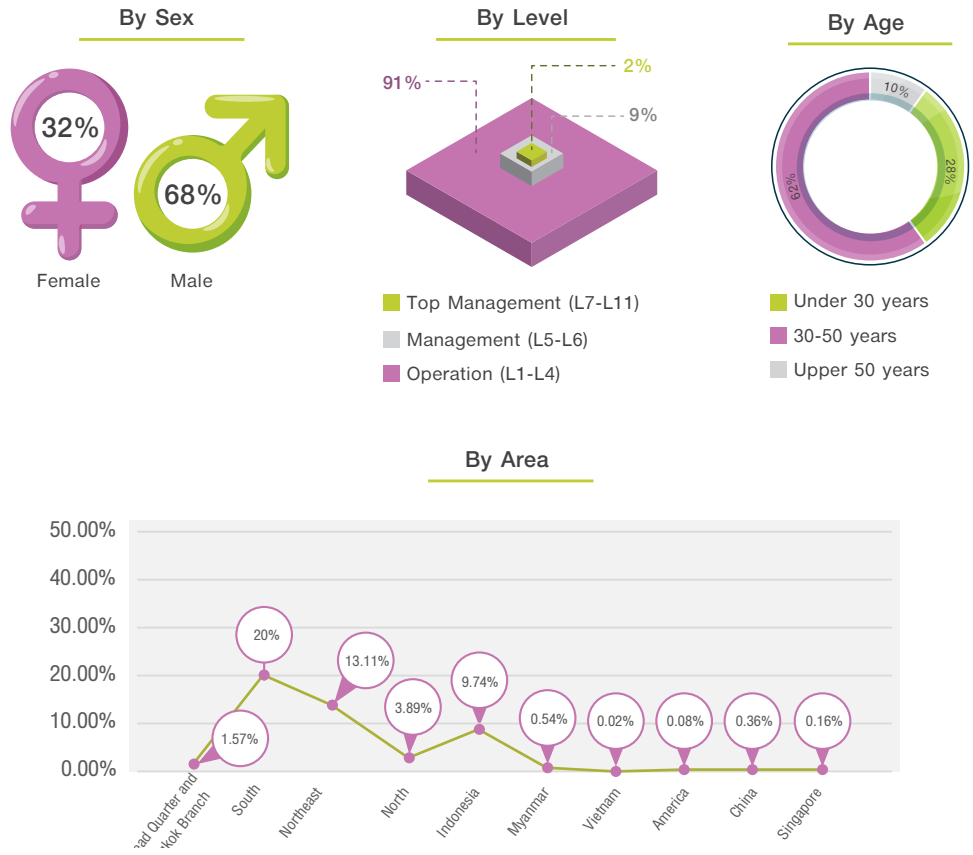
Aside from legal entitlements such as provident fund and workman's compensation fund, the Company's employees are remunerated in the form of overtime payment, extra payment for employees who perform a hard shift and yearly bonus. The employees are also entitled to benefits such as uniform, rent subsidy, accommodation, per diem, health insurance and accident insurance, emergency aid, education and training programs, etc.

In 2020, the company has set a target for employee engagement survey at 65% and pilot design survey of employee engagement with the organization. In total, 95 employees completed the survey. The survey was 78%.

Employee Engagement



As of 31 December 2020, the Company had 15,052 employees which can be categorized as follows:





Turnover

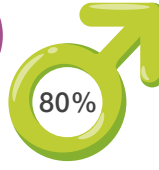
2.18%

Target <3%

Employee termination by sex

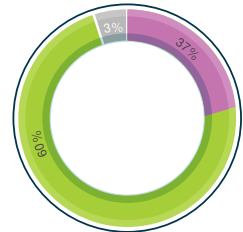


Female



Male

Employee Termination by Age



■ Under 30 years
■ 30-50 years
■ Upper 50 years

Promoted Employee



% Promoted Employee

3.16%

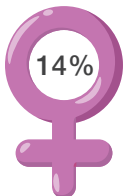


Maternity leave

Return after
maternity leave

76%

New Employee

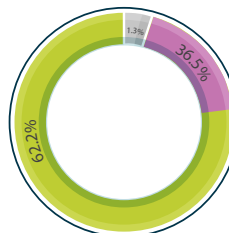


Female



Male

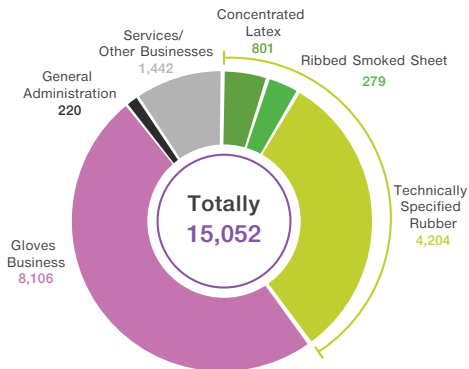
By Sex



By Age

■ Under 30 years
■ 30-50 years
■ Upper 50 years

As of 31 December 2020, the Company had 15,052 employees which can be categorized as follows:



EMPLOYEE'S REMUNERATION

The Company determines the remuneration of employees at the appropriate rate according to the professional position. And are equal to men - women. The Company also is exploring for compensation and benefits comparable to similar industries for appropriate remuneration.

The Company implemented the PMS: Performance Management System management system by establishing a work management system. The Company establish the PMS working group to considered and the guideline of evaluate .Set up the Key Performance Indicator in each business unit In order to set the goals of each agency to be consistent and the same way throughout the organization, such as setting goals, operating profit and loss performance, main units and support units and customer satisfaction etc., the part of the performance management system used for consideration Employee rewards and bonuses.

The company set up specific unit responsible for remuneration and productivity management to increase labour efficiency in accordance with reasonable benefits. Almost 8 years, the company exclusively focus on "productivity management" by outsourcing productivity specialist to set up and exercise practical system within company. In addition, most of staffs and top management recognize and hold a productivity mind on a high level. It can be proved by the development of productivity increase continuously more than 50% in 8 years (from 70 kg per man hour to be 110 kg per man hour) entirely natural rubber group. Obviously, it also notice that we have huge expansion and increase production capacity but nevertheless we remain the same level of workforce.

Our focus through productivity management is to eliminate loss, waste and inefficiency in process, furthermore the strengths of our productivity management which can differentiate to other companies are:

1. Benchmarking/Best practice concept – we apply the good point where we have many plants in the same business, then we can compare the operation and find out the best solution or new improvement all the time. Especially, the challenging target influence our plants must improve and reach to the higher performance continuously.
2. Multi-skilling - the company enhance the capability of people by training several skills or knowledge on different fields. Our staffs who are responsible more than two jobs and can rotate or substitute other missing function, in consequence they will be promoted and earn more income from various skills. For example, data center project.
3. New/upgraded technologies – the company set up budget to invest in R&D projects and focus on new technology also the upgrade of existing technologies every year. Particularly, we research and develop in automation system or robot to replace number people or reduce workload of people. The most important is these technologies will substitute hard or dangerous work, it is able to contribute quality of life of our workers become healthier.

TRAININGS AND EMPLOYEE DEVELOPMENTS

Nowadays business operations is an age which technology and artificial intelligence have clearly influenced. Therefore we develop employee learning in line with the changes, focus on digital learning, including self-learning to become Lifelong Learning, enabling employees to have knowledge and gain skills that can response to the changes in timely.

EMPLOYEE DEVELOPMENT POLICY

STA recognizes that human resources are our most valuable asset. We have accordingly developed a well-rounded employee development program that provides training to develop various skills and knowledge, as well as seeks to instill environmental awareness. Our Employee Development Center is responsible for providing all our employees with suitable training programs to help them develop and enhance the skills relevant to their lines of work.

Following are the employee development programs organized by our Employee Development Center:

1. In-house training in the fundamentals of the employee's respective lines of work, for example, production, services, technology and management.
2. Various development activities, such as 5 S, Quality Control Circle (QCC), Kaizen, One Point Lesson (OPL), that seek to develop and improve the skills employees can utilize in their daily work assignments, for example, the use of new technologies and how to simplify work processes.
3. STA Culture is a program that seeks to instill in new recruits the core values of STA, as well as to forge a bond between new recruits and STA employees who work in different positions or in different locations.
4. Through STA Share & Learn, STA selects our employees who are proficient in their respective lines of work to impart their knowledge to and share their experiences with other employees at various organized events such as Sri Trang Smart Trainer, STA Talks and Sri Trang Conversations.
5. Employees of STA are regularly taken on field trips, both in Thailand and overseas, as well as field trips to learn about the operations within Sri Trang Group, so that they can acquire new knowledge and be exposed to new experience that may be useful in their respective lines of work.

In 2020,

The Company has implemented the @Core system for evaluating employees. It is convenient, fast and accurate, which can be used to evaluate the results of the trial, monthly evaluation of blue collar employee and the annual evaluation of white collar employee.

The Company has developed various training tools as follows;

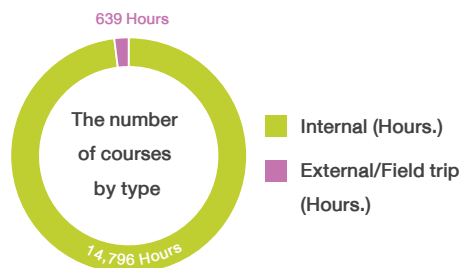
- ☐ @Core System
- ☐ Stream
- ☐ One Drive
- ☐ OBS Studio
- ☐ Zoom, MS Teams, Conference, Skype

Training hours average per man per year

Target : 6 / Actual : 14



The proportion of training by category	No. of Course
Administration	24
Manufacturing	209
Service	73
Technical	227
On the job training	1,538



Total training cost **3.4 Million Baht**

EMPLOYEE DEVELOPMENT AND CREATING INNOVATION

The Company believes that creating a platform to showcase your achievements in the organization to allow employees to participate in displaying their work and talent making pride and exchange of works will be a shortcut to expand the results the organization. The importantly is training them to learn ways to become a champion and ways to keep it which have to continuous improve working.

The Company encourage employee to create innovation by kaizen and Quality Control Circle (QCC) activities. In 2020, Performance as below;

In 2020, Performance as below;

Natural Rubber

Activity	Subject	Save Cost
OPL	260	-
Kaizen	950	21,628,419
QCC	84	7,635,188

Finished Products

Activity	Subject	Save Cost (baht)
OPL	1,529	-
Kaizen	656	115,085,998
QCC	199	123,013,046

QCC_ACTIVITY

Optimizing the process of paying daily employee wages to 2/17 of every month.

MEMBER



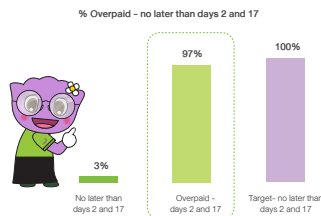
Productivity Team: STA-HQ

1. Mrs.SOPITA PAWANNO
(Specialist Manager of Human Resource)
2. Ms.SUKANYA KONGCHUAY
3. Mr.WINAI CHIAW-ARAM
4. Ms.PATCHAREEYA KOSAIYAKANON
5. Ms.ROONGKARN ADSAWASUDSAKORN
6. Mrs.PHITCHAPHAT VORATAMATIP

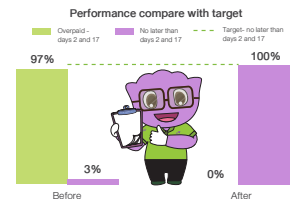
PLAN



TARGET

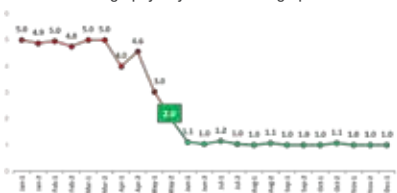


PERFORMANCE



OUTCOME

Average pay days for each wage period



CONCLUSION

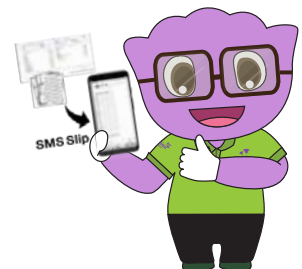
- **Quality:** more accurate.
- **Productivity and Delivery:** Reduced operating time 19,200 hours/year
- **Safety:** Reduces the risks of air and noise from the continuous printer.
- **Reduce costs:** Reduce the working time of employees making wages for 4 days, totaling 120,000 baht/year.

• Environment:

1. Reduce the use of 100,000 cards per year and printing ink.
2. Reduce the cost of A4 paper, totaling 3,510 baht/year.
3. Reduce from changing the slip of paper to slip SMS, worth 141,245 baht/per year. Total 264,755 baht/year

• Morale:

1. Employees do not have to double check the information.
2. Daily workers get their wages a certain date and faster.
3. It is the morale and encouragement for employees to make financial plans in their daily life.



OCCUPATIONAL HEALTH AND SAFETY

The Company always adheres to the regulations concerning occupational health and safety, paying extra attention to the health and safety of all employees as the Company realizes that every employee is the most important resource for the Company and is one of the main contributors to the organization. To fulfill the obligation of making sure that all employees are healthy and safe, the Company has provided the employees with health insurance, regular medical checkups, safe working and atmospheres along with a frequent inspection of the environment within working areas, risk assessments, emergency plan and preparation for emergency preparedness.

The Company has continuously and consistently improved the safety, health and environment in the workplace. By defining the objectives, Target and action plans. Management review and annual performance audits.

Occupational health and safety policies are necessary to be aware of and strictly taken into an action in order to create quality living by the following practices;

- Compliance with state laws and regulations concerning safety, occupational health and working environment
- Improvement, prevention and development for any risky tasks that may cause injuries or harms to employees and other people.
- Improve and develop a continuous and consistent management system for safety, occupational health and working environment by internal audit for qualities' system



- Providing resources by means of personnel, time and budget
- Proper and sufficient communication and training for safety, occupational health and working environment for employees

The Company provides a workplace welfare committee consisting of elected representatives of employers and employees. To allow employees have discuss with employers on the other welfare arrangements.

In term of safety management system, the Company have monitoring with indicators as follow;

Group	Injury Frequency Rate (IFR)	Injury Severity Rate (ISR)	Total Recordable Injury Rate(TRIR)	*Illness and death on duty (person)	Accident with lost time
Target				0	0%
NR	4.32	39.83	10.94	0	1.37%

*Employee and contractor

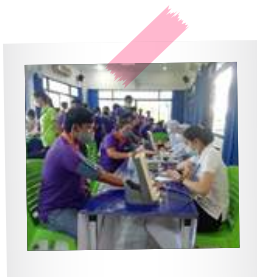
Environmental and safety evaluation of contractor

- Amfori BSCI system, 100% rubber gloves product group
- ISO14001, 100% Natural Rubber, 100% Gloves product

HEALTH AND SAFETY PROMOTION

In addition to staff orientation and training as provided by the Occupational Health and Safety Program, the Company has organized activities to create a culture of safety and health for employees.

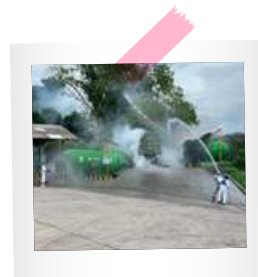
- SAFETY TALK & KYT (kiken yoshi training)
- Exercise by the principles of ergonomics.
- SET WEEK/Safety data board/Occupational Health and Safety exhibition
- SAFETY BOX
- Contesting safe areas/Outstanding Occupational Safety and Health Committee
- Organizing sport events within the company
- Participation in various government programs such as
 - o The disease-free, safe and happy workplace project
 - o Declaration into the Thai labor standard system (Mor Ror Thor.8001-2553)
 - o Good Labour Practice- GLP A project for promoting welfare for improving the quality of life of the elderly workers
 - o Outstanding model business establishment in safety Occupational health and work environment for the year 2020, Provincial and National level
 - o Certified standard in Prevention and Remediation of Drug Problems in the Workplace
 - o Excellent establishment in labor relations and welfare Labor year 2020, Provincial and National level



Annual Health check



Creating Safety Culture Activity



Ammonia emergency preparedness plan

SUPPLY CHAIN MANAGEMENT

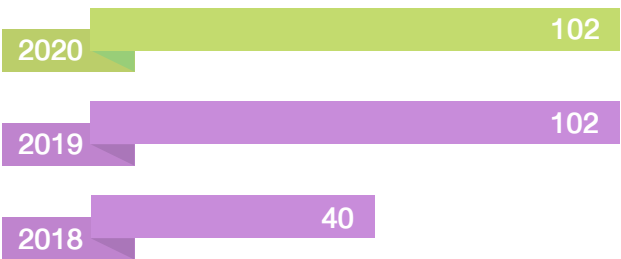
PROCUREMENT AND RESPONSIBILITY TO BUSINESS PARTNERS

The Company has established the purchasing policy of the Sri Trang Group in accordance with the social responsibility policy and comply with the business code of conduct on partners and competitors strictly to anti-monopoly, unfair competition, prevent corruption and develop new vendors, by defining practices of the organization and selection to do business with social responsible partners such as green procurement, purchase energy-saving equipment, no child labor or forced labor, non-discrimination, fair employment and participation in environmental preservation. Including promoting knowledge for partners to be responsible for society. Using the Supplier Assessment Form in the BSCI code of conduct system that covers both social and environmental aspects applied to annual assessment of major suppliers.

In assessing the risks that may arise from business partners, the Company has evaluated the order of value with the suppliers in order to know the important customers that affect the operations of the organization which will be managed appropriately. Based on the analysis of first 10 major raw material suppliers, no supplier has a value of purchase more than 5%.

In terms of transparency in the procurement system, the Company set up internal audit and risk assessment that may be potential to fraud and corruption. In the case of finding that there is no transparency or fraud will take disciplinary action against employees according to the Company's regulations and have a blacklist system with such suppliers

In 2019, there were 102 partners who signed to show the intention of anti-corruption.



In 2020, the Company is involved in creating local economies as below;

Purchasing local products and services

Unit: Million Baht



Proportion of local purchasing of products and services

Unit: %



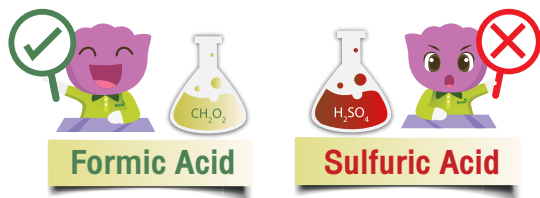
PROCUREMENT OF NATURAL RUBBER RAW MATERIALS



In the procurement raw materials, the Company has developed a mobile application, launched under the name "STA Friends," to facilitate the buying and selling of raw materials through easy registration and placement of orders, ensuring fairness to all raw material suppliers. In 2020, the company has made full use of the application development

The Company has also increased communication channels via Line@sritrang, Facebook, Call center 02-207-4500 so that raw material suppliers are able to conveniently and promptly contact the Company.

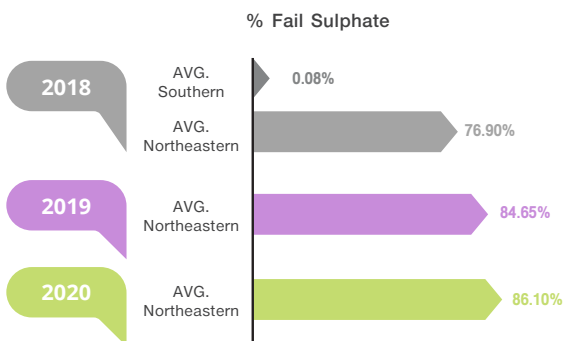
PARTNERSHIP DEVELOPMENT



From the idea of Green Procurement, focus the sourcing of clean raw materials, and giving importance to creating sustainability for partners and communities, especially those of raw material suppliers and rubber farmers.

The Company encourages the suppliers of raw materials and rubber farmers to gain knowledge and understanding in the rubber business. By providing knowledge in producing quality rubber reduce environmental impact which will help create a good income and quality of life through various projects such as created "Good quality latex created happiness" project, "Production of good quality cup lump", reducing the use of wrong coagulant agents, "Bantookyang Tidrang Sangroyyim" project to reduce the environmental impact of transportation. Which in the northeast Raw material recruitment and quality control department will visit suppliers and will teach you how to detect sulfates in rubber cup lumps along with communicating the good quality of rubber. Including the impact of poor quality rubber, Annually

In general procurement (Non-rubber) purchasing department of the company arrange for study trip, meeting with suppliers and annual auditing of partners together with the quality department to make suggestions, problem solving and improve the quality and delivery of raw materials in accordance with the requirement of the Company. Including social and environmental assessments in order to develop partners to grow together with socially responsible.



The raw materials that are used in the production of TSR, RSS and Concentrated Latex are cup lump, unsmoked rubber sheets and field latex, respectively. Because raw materials accounted over 90% of our production costs, we have established procurement centres in the vicinity of raw material sources. Moreover, we have launched the application called “SRITRANG FRIENDS” for buying raw materials from rubber farmers in Thailand. This application helps facilitate and create a new experience for all rubber suppliers to sell rubber anywhere and anytime which considered as a disruptor in rubber trading business for the sustainable rubber industry in Thailand.

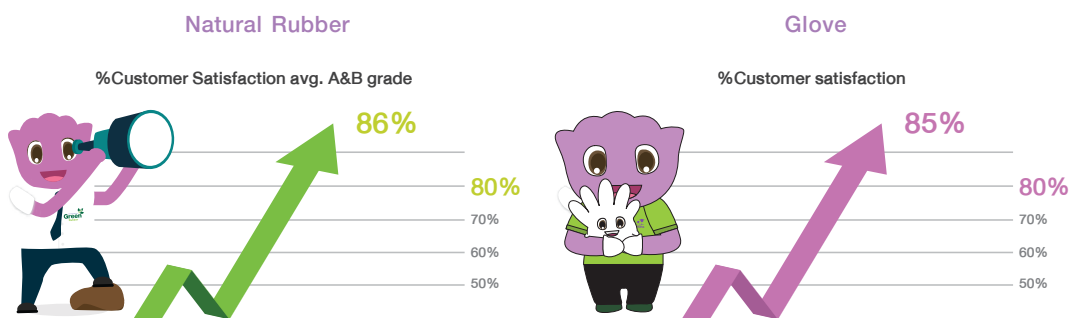


RESPONSIBLE FOR CUSTOMERS AND CONSUMERS

The sales and marketing department of the Company has been abiding by the Company's business ethics concerning customer relations, with an aim to create the best satisfaction and confidence with the customers in receiving the best quality products and services, with the right prices. The department also provides complete and correct information about every product, on-time delivery, product guarantees as well as sufficient communications channels for customers to make complaints about the Company's products and services. Moreover, The Company is responsible for keeping customers' confidential information private and secured, organized visiting trips to the Company's factories for customers to create better understandings about the Company's operations and products.

The Company thrives to strengthen the relationships with the clients, by organising annual meet up, while also establishing an evaluation system for customers to obtain feedbacks of their satisfaction towards the Company.

In 2020, Customer satisfaction results are



PARTICIPATION IN COMMUNITIES AND SOCIETY DEVELOPMENT



The Company believes that sustainable business operation should include the community and society development to grow together in economy, social and environment. Including development the quality of life of people in the community through various activities and projects which initiated by ourselves and to meet the expectations of stakeholders as follows;

CHILDREN AND YOUTH

The project to support school development and improvement the playground, library building, provides sports equipment, necessary consumer goods to schools that are lacking in the area where the factory is located. Includes activities such as organizing the National Children's Day, as well as the involvement activities according to the ability of employees, such as:

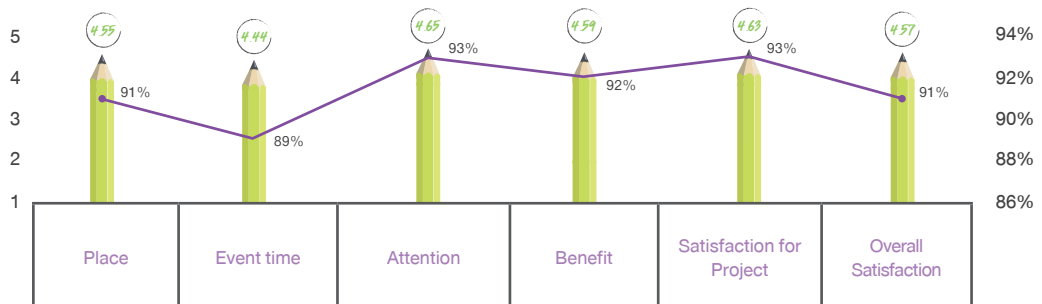


• STA STEM STUDENT

The 4th year of Sri Trang Community Learning Center, Encourage 5th and 6th grade students to learn and practice outside the classroom. In subjects such as science and mathematics. Year 2020 has run 2 schools by Sri Trang Agro-Industry Company Public Company Limited, Sa Kao Branch and Rubberland Products Company Limited Bueng Kan branch, the number of students attended a total of 72 people.



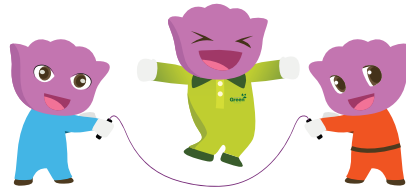
Satisfaction score of STA STEM project 2020



- Project to create jobs, generate income, reduce household expenses. Teach students at Ban Pakkadee School, Kanchanadit District to make their own dishwashing liquid. To reduce family expenses and can generate income.

SPORT

The Company believed that sports encouragement is a way to improve the society. The Company has support such activities by providing budget, sports equipment, and participating in sporting events of community and others agencies.



CAREER DEVELOPMENT AND WELL-BEING

In addition to employ people in the community, another important thing is supporting and promoting career based on the needs and abilities of the community to create better living as follows.

- **Good Water Community Relations Project**

In the north and northeast's factory we constructed ponds to reserve water for using in the production and released fish to the pond as also indicators of water quality. When fish growing, the company will arrange activities for villagers that have a fish selling career and others to catch the fish to food and sold.

In 2020, the branches that have been working in the project are Thung Song branch and Ubon Ratchathani branch. Income generated by the project to buy fish species and support for doing 1,580 kg of merit-making food in the village is 63,200 Baht. Number of people in the community who have participated in the project 125 people.



- **Female Power Project**

To strengthen communities by increase career paths and enhancing income for the community. In 2020, the Company implemented 2 projects, 2 products (Sri Trang Squishy from latex, broom from plastics bottles). The participants 80 persons.

- **Projects to promote and support community occupation**

The company has established a policy to promote and support the occupation of the community where the factory is located. To create a good economy for the community. By promoting the purchase of products such as drinking water, broom, wood smoke liquid, New year baskets souvenirs of important events and service support such as custom wooden pallets Contracting jobs in 2020 can generate income for community over 737,717 Baht.

- **"Good quality latex to create happiness" project**

The Company has announced its intention For partners, friends, gardeners made good quality fresh latex covers collection and purchase points for quality fresh latex assembled with transport vehicles that meet the standards of the Department of Land Transport. To raise standardsThai rubber and jointly create good quality latex Leading to good income sustainably, the Company has operated in the product line of concentrated latex number 7 Factories both in the South and Northeast. There are included participants. 346 persons from government agencies 48 persons, partners 248 persons, community representatives 50.



Satisfaction score of good quality latex to create happiness project 2020



HEALTHCARE

The Company takes into account the health and safety of people in the community and society. Therefore, Sri Trang Gloves (Thailand) Public Company Limited to share caring through the support of medical rubber gloves for the community and various agencies for use to prevention of safe exposure, such as blood donation center, Thai Red Cross Society, District Health Promotion Hospital, University, Ruamkatanyu foundation, Soi dog and Rakmaw for stray cats Foundation. In addition to the health of the user Supporting gloves for stray cat and dog sterilization activities or rabies vaccination camp counting that the company have participated to help solve social problems in another way as well.

In 2020, due to the COVID-19 epidemic, Sri Trang Group has donated gloves to the hospital and Government agencies Both domestic and international, total value 2,000,000 Baht.

- **Donate 1 million medical gloves to the Ministry of Public Health**

On February 25, 2020, Sri Trang Group donated 1,000,000 pieces of medical gloves to the Ministry of Public Health. To support public health work with Dr. Sukhum Kanchanaphimai, Permanent Secretary of the Ministry of Public Health along with the senior management of the Ministry of Public Health being a representative at the Office of the Permanent Secretary, Ministry of Public Health. The donated medical gloves will be handed over to hospitals and agencies involved in the monitoring and control of the novel coronavirus (COVID-19) outbreak.



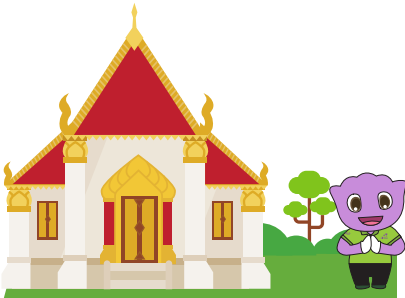
- **The project "Sharing and visit the chronic patient"**

Trang branch collaborate with Starlight Express Transport and Public Health Volunteers at Bang Rak Community Village give the patient a necessary item for treatment at home to 20 patient, by representatives of the company have participated in the field with the staff and village health volunteers, every 3 months to monitor patient symptoms and encourage the patient to get better.



HELPING DISASTER VICTIMS AND DISADVANTAGED

The Company provides assistance to disaster victims or disadvantaged people in society. Both domestically and internationally by the participation of employees, subsidized funds, survival bags, drinking water and medical gloves, through an organization directly, Customers and Partners. In 2020, the Company has helped flood victims in Loei, Trang Province, Nakhon Si Thammarat Province and Surat Thani By giving drinking water, Sri Trang, survival bags and necessary items in total 75,000 baht and the Company, Narathiwat Branch, donated 10,000 baht to orphaned children in the activity "Siphoning eyes to Nong Kampha to the 1441 Adha Day" every year which is organized for the 4th year.



CULTURE AND LOCAL TRADITIONS

The Company has provided support to local culture and traditions in every community where the Company's operation in order to preserve the local culture and traditions.

ENVIRONMENT AND SURROUNDINGS

- **Aquatic life Conservation**

The Company takes into account the ecological restoration and food chain by collaborating with government agencies to organize activities releasing aquatic species into rivers, canals and seas to help restore ecosystems Food chain and maintain the abundance of nature. In 2020, 21,000 fish and 200,000 prawns were released.

- **Green Area**

The Company gives importance to conserving the natural environment and reducing global warming. By increasing green areas to help absorb carbon dioxide and building weir to restore balance to the forest through activities for planting trees both internal and external by collaborating with government agencies every year.



In 2020 the Company has been planted

34,736 plants

- **Sri Trang Volunteer**

To strengthen unity and raise awareness of public mind for employees to improve the environment of both the nearby and faraway communities, such as villages, temples and schools to create a good environment. Including demonstrating the sincerity in sustainable operation with the community such as volunteer activities, cleaning road for community, volunteer escort monastery.



In 2020 the company held

103 projects



- **Activities to improve the landscape of Baan Kiatcharoen School "Sri Trang Sri Baan Sri Muang"**

Rubberland Products Company Limited Buriram Branch send volunteer employees to jointly paint the building, school fence, improve lawn area and repair damaged equipment. The activity is responsive to the needs of the community and support the Company's participation in community and social development.

- **Accommodation pavilion "Sri Trang Sri Ban Sri Muang"**

Sakon Nakhon Branch Company sent volunteer employees to build residential pavilions for villagers adjacent to the factory and repair damaged equipment. The activity is responsive to the needs of the community and support the take part in the development of the Company's community and society.

- **"Bantookyang Tidirang Sangroyyim" Project**

The project "Bun-Took-Yang Tid-Rang Srang-Roi-Yim" to encourage suppliers, rubber farmers, and truck owners to deliver rubber to the Company's factories with good practice. This helps prevent the serum from the cup lump leaking onto roads during driving to the Company's factories. By preparing the truck tire cup lump standard which has continued for 5th year. In 2020, more stringent measures have been added a work manual is created determined measures to check every vehicle that comes to deliver rubber cup cubes within the company and has developed additional measures online inspection To reduce exposure, which could help prevent the current spread of COVID-19. Operate the entire product group of TSR products, 17 factories across the country. Eastern factory, the Northeast, the East and the North **have an average of 99 percent of rubber trucks that meet the standard.**



- **Useful soil project: Sludge processing to organic fertilizer for the communities**

The Company has operated projects for the third consecutive year to add value of sediment from wastewater treatment systems and process soil sludge into organic fertilizers. It is the development of sustainable agriculture which can reduce costs by manufacturing fertilizers are used by the community. The sludge used for fertilizer production has been analyzed for no contamination of dangerous heavy metals.

In 2020, there are 2 branches in operation: Narathiwat branch and Pattani branch, joining in the mobile province and Bantookyang Tidirang Sangroyyim exhibition to distribution of organic fertilizers to the community totaling 50 kgs and more than 500 tons to the Pattani Provincial Agricultural Office for utilization. in addition the Company organizing a fertilizer demonstration activity from sludge to pass on knowledge to students Ban Khao Tum School Pattani Province.

More various activities can be find from the Company website www.sritranggroup.com in part of sustainability (Sustainability Activities)

ENVIRONMENTAL POLICY AND MANAGEMENT

The Company realizes and attaches great importance to environmental stewardship alongside business expansion and has thereby formulated environmental policies and operational guidelines to be in line with its vision and social responsibility policy, as well as to instill awareness among employees to create a green culture in taking care of the environment both within and outside the organization by adopting the ISO14001: 2015 environmental management system used as a guideline in the performance of the organization and the implementation of various activities and projects driven by the factory environmental working group with an executive representative of the environmental management system as the supervisor and reporting outcomes to the Board of Directors.

In accordance with the strategic direction of the organization under the policy of quality, safety, occupational health, environment and energy conservation, "Determined to be the leader of the green rubber industry", whereby the Company has a firm commitment to the following:



The company has continuously implemented the environmental management system and remains committed to the target that every newly-built block rubber plant must be certified within 1 year of being certified for ISO9001.

In 2020, there are 13 companies that received ISO 14001 certification.

Regarding the potential impact on the community, the Company conducted a survey of surrounding communities that may be affected by the Company's operations in a radius of 5 km by sampling representatives of the people in the community. From the survey of satisfaction with improvement is at the moderate level.

CLIMATE CHANGE AND ENERGY CONSERVATION

At present, climate change and global warming are becoming more severe every year. The Company recognizes the importance of this issue and is firmly committed to reducing energy consumption, Improving work processes to reduce greenhouse gas emissions from business operations of the organization The Company has appointed an energy conservation committee and a person responsible for energy in the factory to formulate energy saving measures and operations are performed in accordance with the Energy Conservation Promotion Act BE 2535, successfully achieving energy conservation goals through measures such as selection of energy-saving equipment, use of renewable energy, biomass fuel, etc.

The Company also participates in carbon footprint projects, both products and enterprise, whereby the amount of greenhouse gases emitted both directly and indirectly from each activity can be determined.

In 2020, Rubberland Products Company Limited, Buriram branch has joined as a pilot organization the Project to Expand the Promotion of Carbon Footprint of Organizations in the industrial sector, Phase 9 and 5 companies have registered with the Thailand Greenhouse Gas Management Public Organization.

The Company has established its energy management strategy as follows:

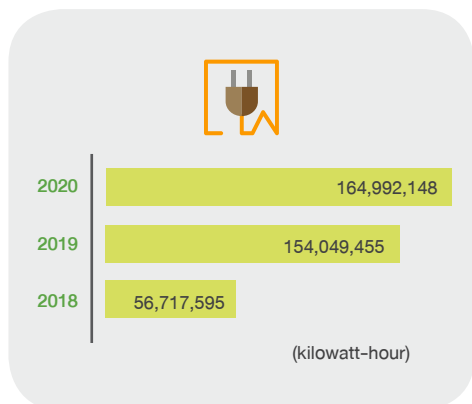
- Regularly inspect equipment and machinery to maintain their working condition for maximum efficiency.
- Improve and change equipment as appropriate and optimize machinery to reduce energy consumption.
- Study and develop innovations in renewable and alternative energy for use within the Company.

Target

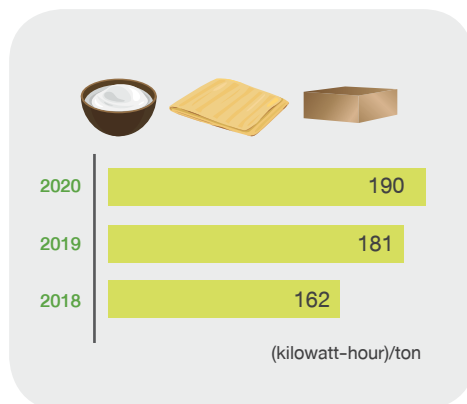
- Reduce the ratio of electricity consumption per product unit by 5%* compared to the base year 2019.

Performance

Electricity consumption



Electricity consumption per unit



RAISING EMPLOYEES' AWARENESS

The Company encourages employees to be aware and focus on energy consumption in daily life such as using cloth bags instead of plastic bags, reducing paper use, rejecting foam boxes and reducing use of single-use plastic bags, factory campaign to sort waste in support of recycling and reducing the amount of waste sent for disposal, as well as increasing green areas within the organization and participation in forest planting, building weirs with communities and government agencies.



2020 Energy conservation project

A total number of 39 projects Cost reduction of 7.5 million bath



ELECTRICITY (KWH)		
Before	After	Save
13,607,266	10,713,573	2,893,693

Able to reduce greenhouse gas emissions by 1,684.42 tCO₂-eq

2020 : Emission of greenhouse gases* (Scope 1 and 2)

Group	Unit	Scope 1	Scope 2	Total
Natural rubber products	tCO ₂ -eq	13,347	96,042	109,379

*The scope1 and 2 GHG emissions values for the entire group are estimates calculated on the basis of the organization's core raw materials and energy using TGO's office / hotel and other carbon footprint calculations, which have not yet been certified.

2020: Greenhouse Gas Emission per Unit (Scope 1 and Scope 2) (tCO₂-eq/ Ton)



Target : reduce 5% within 2024 compared to the base year 2019.

ORGANIZATION'S WATER MANAGEMENT

Water resource is both cost and a necessary resource for production. In addition, Thailand is currently experiencing an increasing drought. For the purpose of sustainable water management, the Company has set the following guidelines:

- Adequate water supply and suitable water quality must be provided.
- The quality and quantity of water used must be taken into account so as not to affect the communities surrounding the factory.
- Set goals for the annual increase in water efficiency, by using the 3R principles.

Target

- STR plants can recycle water 100%
- Able to reduce ground water consumption by 5%

Performance

2020, the amount of water used (M³/year)

2019	2020	Reduction of water use
2,133,144	2,015,520	113,100

Reduce
= 5%

WASTEWATER TREATMENT

The Company provides a standardized wastewater treatment system, where the effluent that is discharged from the concentrated latex factory, Trang branch and rubber glove factory meets the legal criteria whereby the BOD online system is installed to ensure that the water that is released to the public meets legal standards.

The Company has supported the development and improvement of wastewater treatment technology for maximum efficiency in order to reduce environmental impacts, especially the STR plant which can recover 100% of the water after treatment, thus reducing the amount of water resources used in production, based on the following strategies

- Monitor and control the wastewater treatment system to be efficient at all times.
- Optimize the wastewater treatment system so as to ensure effective water recovery for re-use in production.
- Apply technology and innovation as part of monitoring and control of the wastewater treatment system.

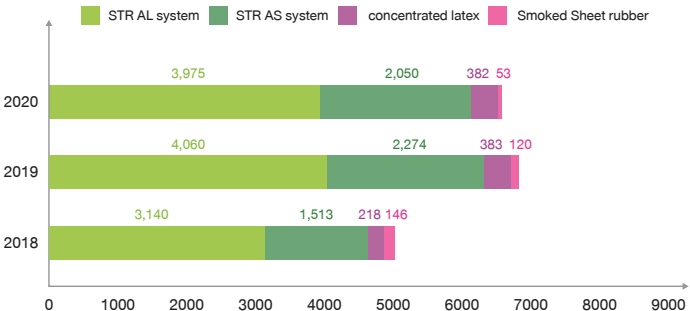
Target

- 100% of the treated water can be re-used

Performance

- Create an emergency pond for the purpose of managing the serum from the cup lump before entering the wastewater treatment system.
- Using recycled water in various activities.

Amount of water entering the wastewater treatment system (Avg M³/day)



AIR POLLUTION MANAGEMENT

The Company has installed an air pollution treatment system according to the type of production process, especially for the block rubber factory which was found to affect the neighboring communities. Details of the Company's air pollution management are as follows:

- Odors arising from organic degradation of raw materials, cup lumps are treated by spraying wood vinegar and organic substances consistently and at regular intervals.
- The treatment system applied to odor from rubber Dryer and from production of rubber mixture is installed wet scrubber, deodorizer and bio-filter.
- The multi-cyclone system is installed to treat boiler air quality before it is released to the outside.

The Company has tried to mitigate impacts from source, however, the weather and wind direction are also important factors that may cause an impact on nearby communities from time to time. Therefore, the Company has added measures for managing activities and production processes to reduce impacts both within the factory and nearby communities as follows:

- Establish best practices to reduce the impact of odor from factory activities.
- Study and develop more efficient technology for treating odor from STR drying process.
- Determine the method to monitor or forecast the impact on the communities surrounding the factory.
- Establish a requirement for risk assessment to reduce the impacts of risk factors causing odor.

Targets

- Able to treat and eliminate odor arising from rubber drying and rubber mixture production so as not to impact the community.
- Able to forecast possible impacts that may occur on the community from the operation.
- Able to reduce risk factors leading environmental odors.

Performance

- Project to treat odor from STR drying process using bio-filter.
- Establishing a closed system for storing cup lump.
- Installation of wind direction measuring instruments for analysis and monitoring.
- Spraying biological deodorizer on raw rubber cup lumps in the building after storage.



1. Bulding for storage cup lump



2. Wind direction measuring instrument

WASTE MANAGEMENT

The Company has adopted a waste management system according to the 3R principle (Reduce Reuse Recycle) as a guideline for the management of waste materials in the factory to be reused in the originating factory or in other agencies to reduce the amount of waste for disposal in the “Waste-to-Value” Project that has been implemented since 2015 and the application of the Circular Economy concept as a guideline for efficient use of resources by reusing within the factory in 2018, as well as a campaign to raise awareness for employees about the impacts that will occur. The Company has spearheaded activities within the factory under the following guidelines:



- Make the utmost use of available raw materials and resources by developing and creating value for materials used, from production to delivery to consumers.
- Sorting and reusing materials
- Improve work/production processes to help minimize the amount of waste generated

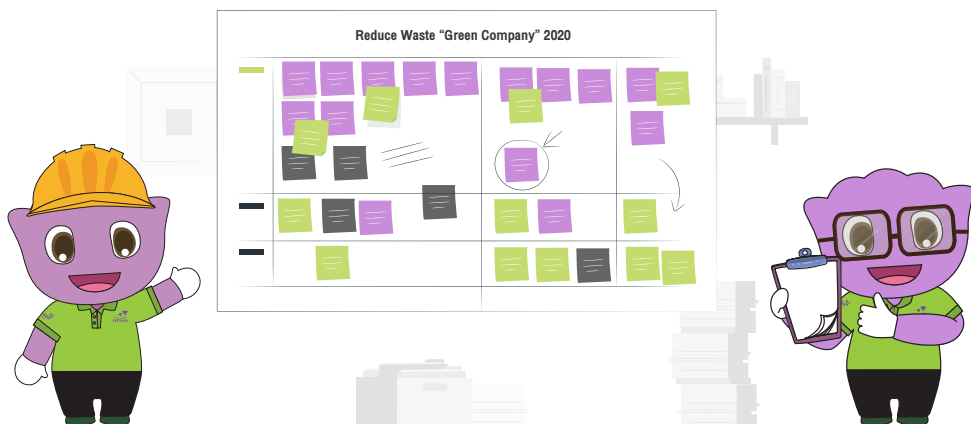
Target

- Reduce waste per unit of production by 5% compared to the base year 2019 within 2024

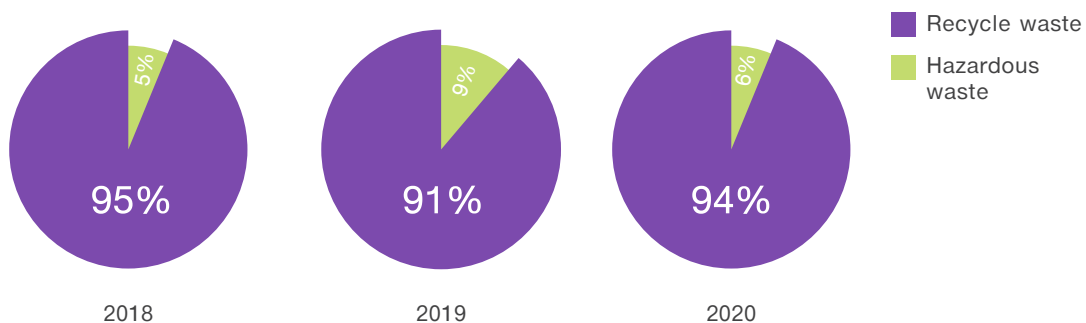
Performance

- >> Implementation of a Waste Management Project requiring sorting and storing waste/unused materials by type so that they can be further utilized or sent for legal disposal.
- >> Campaign for Reducing and eliminating the use of foam food packaging and single-use plastic bags within the company.
- >> Holding “Invention from Waste Material” Contest
- >> Implementing the Reduce Waste “Green Company” Campaign.

In 2020, the Quality Activities Department requested approval for **the Reduce Waste Program “Green Company” 2020** to stimulate and raise awareness on the reduction of the quantity waste and increase the value of the waste generated, whereby employees submitted 11 projects.



Proportion of hazardous waste to recycled waste



PRODUCTION WASTE

Branch	Recycle waste (Metal scrap)			Recycle waste (Plastic scrap)			Hazardous waste (Used oil)		
	ton			ton			ton		
	2020	2019	2018	2020	2019	2018	2020	2019	2018
Natural Rubber*									
Thungsong	36.4	21.0	22.2	4.3	2.3	2.4	1.8	1.0	0.6
Sikao	59.4	62.1	33.9	17.0	17.5	12.3	2.2	2.9	2.1
Buengkan	26.7	-	6.9	3.4	-	-	2.2	-	1.4
Trang	4.8	9.6	6.7	9.5	-	-	-	0.4	1.4
Buriram	28.9	20.0	39.1	5.9	3.5	3.4	2.4	1.0	1.6
Mukdahan	1.6	2.3	3.8	0.3	0.9	0.4	1.1	0.6	-
Udonthani	35.1	3.1	19.0	1.3	0.2	1.1	1.8	3.4	1.4
Ubon-ratchani	20.0	11.9	34.6	6.3	2.7	1.7	2.3	-	2.0
Pitsanulok	8.8	11.5	17.3	2.7	6.1	10.0	2.6	7.0	-
Total	221.7	141.4	183.5	50.6	33.2	31.2	16.4	16.2	10.5



SECOND PRIZE

Reduce Waste Project “Green Company” to reduce the amount of Waste in the factory STA-TG-LTX is the use of waste materials to add value such as

1. SCRAP METAL FROM DISMANTLING TANKS WAS USED TO BUILD A STAIR STRINGER BETWEEN TREATMENT PONDS NO. 5 AND NO. 3



%Savings 31%

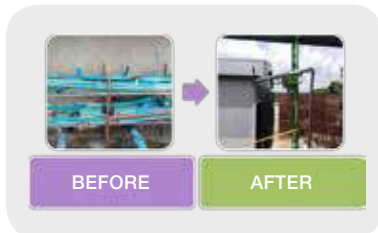
COST

Use the size I-beam iron 300 * 150 * 11.5 * 22 mm, total 6 m, amount 1 line
Weight (6 * 76.80 = 460.80 kg)
Waste amount from storage area before improvement 1500 kg.
After improvement = 1500-460.80 equal to 1,039.2 kg.

WASTE VALUE

Reduce the cost of purchasing iron, iron, I-beam by THB 11,953.16.

2. 6-INCH PVC SCRAP PIPES FROM THE DEMOLITION OF THE SEWAGE SYSTEM WERE USED TO MAKE A GUTTER FOR RAINWATER, SKIM DEPARTMENT



% Savings 25%

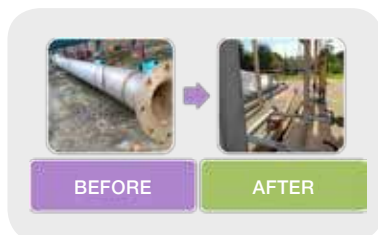
COST

5 x 6 inch PVC pipes
Reduce the amount of Waste from the storage area of the tanks before improvement 20 lines after improvement = 20-5 equal to 15 lines

WASTE VALUE

Reduce the cost of purchasing PVC pipes.
Value of 6-inch PVC pipe = 1,704.67 Baht / piece
Discount (5 * 1704.67 = 8,523.35 Baht)

3. 6 INCH STEEL PIPES FROM THE DEMOLITION OF THE SEWAGE SYSTEM WERE USED TO INSTALL AIR BLOWER DUCTS, SEWAGE POND 6



% savings 80%

COST

Reduce the amount of waste, bring the pipes back to the system for reuse; 5 pipe strands were removed from the demolition after updating and reuse, remaining = 5-4 equal to 1 strand.

WASTE VALUE

6-inch Steel pipes, price 2,039 baht/piece
Able to reduce expenses by (4 * 2,039) = 8,156 Baht



**TOTAL COST SAVINGS
FOR THE PROJECT
232,826 BAHT**

Environmental expense account of Natural Rubber Group

	2020
Expenses for pollution control equipment	Million Baht
Wastewater treatment cost (cost of wastewater treatment system)	91.0
Air pollution treatment cost (Electricity + water)	22.4
Waste disposal cost	2.0
Environmental protection expenses	Million Baht
The cost of operating an environmental management system, includes cert ISO14001	0.06
The cost of environmental audits	2.1
Cost of improving the odor treatment system	21.2
Expenses for improving the wastewater treatment system	44.9



ENVIRONMENTAL MEASUREMENT RESULTS

AIR EMISSION RESULTS

Branch	2020				2019				2018			
	TSP Standard	SO2 Standard	NO2 Standard	CO Standard	TSP Standard	SO2 Standard	NO2 Standard	CO Standard	TSP Standard	SO2 Standard	NO2 Standard	CO Standard
	< 320 mg/m3	<60 ppm	<200 ppm	<690 ppm	< 320 mg/m3	<60 ppm	<200 ppm	<690 ppm	< 320 mg/m3	<60 ppm	<200 ppm	<690 ppm
Thungsong	N/A	N/A	N/A	N/A	9.4	2.0	3.8	24.8	7.7	2.5	1.0	4.0
Sikao	4.6	7.6	61.9	443.9	29.6	37.9	77.9	472.0	76.1	25.5	35.6	400.3
Buengkan	81.8	12.7	48.2	151.7	193.0	2.3	4.7	542.5	30.0	20.0	82.0	168.0
Buriram	51.8	19.7	44.1	181.7	16.6	11.0	83.6	180.8	91.6	5.0	3.0	304.0
Mukdahan	20.4	8.6	81.8	65.8	122.0	4.5	7.0	85.0	285.0	11.0	3.7	219.0
Udonthani	7.9	38.2	197.3	399.0	29.7	27.8	146.5	635.0	33.0	2.1	20.8	260.6
Ubon-ratchani	105.7	10.0	7.0	165.0	113.9	8.0	5.2	108.6	143.9	6.4	3.2	170.4
Pitsanulok	11.9	11.0	2.4	51.7	113.5	7.0	6.0	56.0	37.6	7.5	10.5	65.8

Remark : Air quality standards follow Notification of the Ministry of Industry Re: Determination of the amount of impurities in the air emitted from the factory, 2006

TREATED WATER QUALITY RESULT

Branch	2020				2019				2018			
	BOD Standard	COD Standard	SS Standard	pH Standard	BOD Standard	COD Standard	SS Standard	pH Standard	BOD Standard	COD Standard	SS Standard	pH Standard
	< 20 ppm	< 120 ppm	< 60 ppm	5.5 – 9	< 20 ppm	< 120 ppm	< 60 ppm	5.5 – 9	< 20 ppm	< 120 ppm	< 60 ppm	5.5 – 9
Natural Rubber												
Thungsong	16.0	71.0	21.0	7.8	14.0	65.5	30.0	7.5	27.5	113.5	46.5	7.5
Sikao	20.8	65.3	22.8	7.6	14.9	74.1	27.6	7.5	17.6	71.3	23.5	7.6
Trang	10.5	37.0	15.5	8.0	8.5	27.0	9.0	8.0	10.0	43.0	19.0	8.1
Hatyai	3.8	40.3	12.3	7.3	3.5	37.5	13.3	7.3	0.47	3.3	0.3	7.2
Buengkan	11.0	98.5	36.5	6.9	11.8	63.1	16.7	6.9	7.0	105.0	39.0	7.1
Buriram	7.7	92.4	6.9	7.6	6.6	78.0	18.8	7.4	10.4	87.0	18.8	7.2
Mukdahan	10.2	71.9	22.5	7.2	8.3	93.5	23.5	7.1	21.0	86.7	33.8	7.0
Udonthani	9.5	77.8	13.6	7.4	4.0	53.5	9.5	7.1	4.4	76.0	13.0	7.4
Ubon-ratchani	6.0	29.5	7.5	6.8	5.0	35.9	5.5	6.9	7.4	61.0	15.0	7.6
Pitsanulok	12.9	77.5	18.5	7.5	8.8	75.0	11.0	7.6	3.9	61.8	10.2	7.1

Remark: Wastewater quality standards are in accordance with Notification of the Ministry of Industry Re: Establishment of factory effluent control standards 2017

AWARDS AND ACHIEVEMENTS OF THE YEAR 2020



Thailand Sustainability Investment (THIS)

2019 for the 6th consecutive year from the Stock Exchange of Thailand.

Sustainability Disclosure Award 2020

The Sustainability Disclosure Award 2020 in the Sustainability Disclosure Recognition for the 2th consecutive year

CSR-DIW Continuous Award 2020

- Sri Trang Agro-Industry Public Company Limited, Hat Yai Branch, Sikao Branch, Thung Song Branch, Phitsanulok Branch, Kanchanadit Branch, Trang Branch
- Rubberland Products Company Limited Hat Yai Branch, Bueng Kan Branch, Buriram Branch
- Nam Hua Rubber Company Limited
- Anwar Parawood Company Limited

Sri Trang Agro-Industry Public Company Limited was awarded the Outstanding Organization for the Promotion of the Disabled Person 2020

from the Ministry of Social Development and Human Security.

- Sri Trang Agro Industry Public Company Limited, for 2th consecutive year
- Rubberland Products Company Limited

The disease-free, safe and happy workplace award.

- Sri Trang Agro-Industry Public Company Limited Trang Branch and Pattani Branch

Outstanding model business establishment in safety Occupational health and work environment for the year 2020, National level

- Rubberland Products Company Limited Bueng Kan Branch

Outstanding model business establishment in safety Occupational health and work environment for the year 2020, Provincial level

- Sri Trang Agro-Industry Public Company Limited, Trang Branch, Sikao Branch, Kalasin Branch, Sakon Nakorn Branch

Excellent establishment in labor relations and welfare Labor year 2020, National level

- Sri Trang Agro-Industry Public Company Limited, Narathiwat Branch
- Rubberland Products Company Limited Bueng Kan Branch

Excellent establishment in labor relations and welfare Labor year 2020, Province level

- Rubberland Products Company Limited Mukdahan Branch

To be Number 1

- Rubberland Products Company Limited Bueng Kan Branch, outstanding level of Northeastern
- Rubberland Products Company Limited Mukdahan Branch
- Sri Trang Agro-Industry Public Company Limited, Phitsanulok Branch

The Ecological Industrial 2020

Honor Team Awards

- Sri Trang Agro Industry Public Company Limited, Hat Yai Branch
- Rubberland Products Company Limited, Hat Yai Branch
- Nam Hua Rubber Company Limited

The Ecological Industrial Factory

Gold Plus Awards

- Sri Trang Agro Industry Public Company Limited, Hat Yai Branch

The Ecological Industrial Factory

Silver Awards

- Rubberland Products Company Limited, Hat Yai Branch
- Nam Hua Rubber Company Limited

Carbon Foot Print Organization

- Sri Trang Agro Industry Public Company Limited, Sikao Branch, Udon Thani Branch, Kanchanadit Branch.
- Rubberland Products Company Limited, Buriram Branch, Hat Yai Branch

Green Industry 2020

The Company is committed to being a green industry ... for development in a balanced and sustainable, company certified as follows:

- **Green Industry Level 1**, 5 factories : Sri Trang Agro-Industry Public Company Limited, Kalasin Branch, Sa Kaeo Branch, Loei Branch, Pattani Branch and Narathiwat Branch
- **Green Industry Level 2**, 2 factories: Sri Trang Agro-Industry Public Company Limited, Huai Nang Branch and Anwar Parawood Company Limited
- **Green Industry Level 3**, 20 factories:
 - Sri Trang Agro Industry Public Company Limited, Hat Yai Branch, Trang Branch, Sikao Branch, Thung Song Branch, Udon Thani Branch, Chumphon Branch, Surat Thani Branch, Kanchanadit Branch, Ubon Ratchathani Branch And Phitsanulok branch
 - Rubberland Products Company Limited and Rubberland Products Company Limited, Hat Yai Branch, Bueng Kan Branch, Buriram Branch, Mukdahan Branch
 - Nam Hua Rubber Company Limited
 - Sadao PS Rubber Company Limited

GRI CONTENT

INDEX

General Standard Disclosures

GRI Standard Title	Disclosure Number	Disclosure Title	Page	SDGs
GRI 101: Foundation 2016 General Disclosures				
GRI 102 General Disclosures	Organizational Profile			
	102-1	Name of the organization	4	
	102-2	Activities, brands, products, and services	8-11	
	102-3	Location of headquarters	4	
	102-4	Location of operations	9	
	102-5	Ownership and legal form	7	
	102-6	Markets served	12,13	
	102-7	Scale of the organization	4	
	102-8	Information on employees and other workers	40-42	SDGs 8 Employment
	102-9	Supply chain	48-50	
	102-10	Significant changes to the organization and its supply chain	2, 5, 23, 35, 49	
	102-11	Precautionary Principle or approach	30	
	102-12	External initiatives	51-55	
	102-13	Membership of associations	25	
	Strategy			
	102-14	Statement from senior decision-maker	2, 5	
	102-15	Key impacts, risks, and opportunities	32-35	
	Ethics and Integrity			
	102-16	Values, principles, standards, and norms of behavior	4-5, 14-15, 27-29	
	102-17	Mechanisms for advice and concerns about ethics	4, 14-15, 27-29	SDGs 16-Ethics and lawful behavior

GRI Standard Title	Disclosure Number	Disclosure Title	Page	SDGs
GRI 102 General Disclosures	Governance			
	102-18	Governance structure	7	
	102-19	Delegating authority	27-28, 30	
	102-20	Executive-level responsibility for economic, environmental, and social topics	7	
	102-22	Composition of the highest governance body and its committees	7, 27-28	SDG16-Inclusive decision making
	102-24	Nominating and selecting the highest governance body	Annual report: 62	
	102-25	Conflicts of interest	15, Annual report: 73	SDG 16 - Effective, accountable and transparent governance
	102-29	Identifying and managing economic, environmental, and social impacts	16-17, 23-24, 32-34, 49, 55, 60	SDG 11-Sustainable transportation, SDG12 Air quality
	102-32	Highest governance body's role in sustainability reporting	23	
	102-35	Remuneration policies	39, 42	
	102-36	Process for determining remuneration	42	
	Stakeholder Engagement			
	102-40	List of stakeholder groups	18-21	
	102-42	Identifying and selecting stakeholders	18	
	102-43	Approach to stakeholder engagement	18-21	
	102-44	Key topics and concerns raised	18-21, 23-24	
GRI 102 General Disclosures	Reporting Practice			
	102-45	Entities included in the consolidated financial statements	26, Annual report: 28-29	
	102-46	Defining report content and topic Boundaries	22	
	102-47	List of material topics	23-24	
	102-48	Restatements of information	22	
	102-49	Changes in reporting	22	
	102-50	Reporting period	22	
	102-51	Date of most recent report	22	

GRI Standard Title	Disclosure Number	Disclosure Title	Page	SDGs
GRI 102 General Disclosures	102-52	Reporting cycle	22	
	102-53	Contact point for questions regarding the report	22	
	102-54	Claims of reporting in accordance with the GRI Standards	22	
	102-55	GRI content index	70-75	
Material Topics				
GRI 200 Economic Standard Series				
GRI 103 Management Approach	Economic			
	103-1	Explanation of the material topic and its Boundary	8-13, 18	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 201 Economic Performance	201-1	Direct economic value generated and distributed	9, 12-13, 18, 21, 26, 38, 48, 52, 53	SDG1- Nondiscrimination, SDG8-Economic Inclusive Employment,SDG9 -Innovation, SDG10-Diversity and equal opportunity
GRI 103 Management Approach	Procurement			
	103-1	Explanation of the material topic and its Boundary	48-49	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 204 Procurement Practices	204-1	Proportion of spending on local suppliers	48	SDG12-Procurement practices
GRI 103 Management Approach	Anti-corruption			
	103-1	Explanation of the material topic and its Boundary	28	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		

GRI Standard Title	Disclosure Number	Disclosure Title	Page	SDGs
GRI 205 Anti-corruption	205-1	Operations assessed for risks related to corruption	28-29	SDG16- Anti-corruption
	205-2	Communication and training about anti-corruption policies and procedures	28	SDG16- Anti-corruption
Material Topics GRI 300 Environmental Standard Series				
GRI 103 Management Approach	Energy			
	103-1	Explanation of the material topic and its Boundary	56-58	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 302 Energy	302-1	Energy consumption within the organization	57	SDG7-Energy efficiency, Renewable Energy, SDG9-Reserch and development SDG12-Sustainable sourcing, SDG13-Energy efficiency
	302-3	Energy intensity	57	
	302-4	Reduction of energy consumption	58	
	302-5	Reductions in energy requirements of products and services	57	
GRI 103 Management Approach	Water			
	103-1	Explanation of the material topic and its Boundary	59	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 303 Water	303-1	Water withdrawal by source	59	SDG6
	303-3	Water recycled and reused	59	SDG6
GRI 103 Management Approach	Emission			
	103-1	Explanation of the material topic and its Boundary	60	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		

GRI Standard Title	Disclosure Number	Disclosure Title	Page	SDGs
GRI 305 Emissions	305-1	Direct (Scope 1) GHG emissions	58	SDG3-Air quality, SDG13-GHGs emission
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-4	GHG emissions intensity		
GRI 103 Management Approach	Effluents and Waste			
	103-1	Explanation of the material topic and its Boundary	61	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 306 Effluents and Waste	306-1	Water discharge by quality and destination	65	
	306-2	Waste by type and disposal method	61-62	SDG12-Material recycling
GRI 308 Supplier Environmental Assessment	Supplier Environmental Assessment			
	308-1	New suppliers that were screened using environmental criteria	48	SDG12- Procurement practices
	308-2	Negative environmental impacts in the supply chain and actions taken	-	SDG11-Sustainable transportation
Material Topics GRI 400 Social Standard Series				
GRI 103 Management Approach	103-1	Explanation of the material topic and its Boundary	38	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 401 Employment	Employment			
	401-1	New employee hires and employee turnover	41	SDG8-Employment
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	39	
	401-3	Parental leave	41	

GRI Standard Title	Disclosure Number	Disclosure Title	Page	SDGs
GRI 103 Management Approach	Occupational Health and Safety			
	103-1	Explanation of the material topic and its Boundary	46	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 403 Occupational Health and Safety	403-1	Workers representation in formal joint management–worker health and safety committees	47	
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	47	SDG3-Occupational health and safety
GRI 103 Management Approach	Training and Education			
	103-1	Explanation of the material topic and its Boundary	43	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 404 Training and Education	404-1	Average hours of training per year per employee	44	SDG4-Availability of a skilled workforce
	404-2	Programs for upgrading employee skills and transition assistance programs	44	SDG8-Employment training and education, Availability of a skilled workforce, SDG9
	404-3	Percentage of employees receiving regular performance and career development reviews	44	
GRI 103 Management Approach	Supplier Social Assessment			
	103-1	Explanation of the material topic and its Boundary	48	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		

GRI Standard Title	Disclosure Number	Disclosure Title	Page	SDGs
GRI 414 Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	48	
GRI 103 Management Approach	Local Communities			
	103-1	Explanation of the material topic and its Boundary	15, 17, 21, 51	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 413 Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	51-60	
	413-2	Operations with significant actual and potential negative impacts on local communities	55, 56, 60	
GRI 418 Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	



Sri Trang Agro-Industry Public Company Limited