

3.4 Social Sustainability Management



3.4.1 Social Policy Guidelines

The Company is fully committed to organization development for sustainable growth with ethical care and under good corporate governance for stakeholder, economy, society, and environment. The Company is aware of corporate, social and environmental impacts, therefore, conducts its business with social responsibility toward balance, stability, sustainability, and happiness according to the Guidance on Sufficiency Economy for Industries (TIS9999).

The Company establishes the corporate development policy for sustainable growth with social and environmental responsibilities as operational guidelines recognizing corporate impact on various bodies. The Social Responsibility Committee reviewed and revised the said policy and submitted to the Company's Board for approval on May 13, 2025 as follows:

1. The Company shall conduct its business under good governance, ethical conduct, and good corporate governance as well as ethical care for stakeholder, economy, society, and environment with respect for human rights;
2. The Company shall strives to develop and improve management of quality of life, environmental management, occupational health and safety following MS-QWL, ISO14001, ISO45001, ISO9001, IATF16949, and ISO50001;
3. The Company shall integrate vision, mission, corporate goal, and guidelines on business sustainability;
4. The Company shall formulate strategy and performance guidelines as well as effective and efficient responsive results to the organization;
5. The Company shall conduct analysis of the cause, driving force, risk, and opportunity for sustainability;
6. The Company shall review and evaluate targets and business sustainability development plan together with social and environment.

For the continuity of effective CSR and environment implementation to be more responsive to environment, society, and corporate governance as well as to foster the balanced, stable, sustainable development and happiness as stipulated by the said vision and mission.

On May 12, 2022 the Board revised and resolved for appointment of members of the Corporate Social Responsibility and Environment for Sustainable Development Committee as members of "the Sustainability Committee" with an authority for strategy/direction/policy/measure setting in relation to environmental, social and governance (ESG) in order to drive the company towards an organization with competitiveness, transparency, honesty and integrity in business while opposing all kinds of misdeeds and corruptions in compliance with the principles of good corporate governance, risk management at the operational level, and internal control (Governance, Risk and Compliance: GRC), anti-fraud and corruption, sustainability management (SM) and corporate social responsibility (CSR) in order to create governance and confidences among all stakeholders and reach sustainable growth throughout the value chain. The Sustainability Committee members and Working Group members include Associate Professor Dr.Sucharit Koontanakulvong being independent member, directors/audit committee members, senior executives and representatives from all departments. This aims for CSD/SD collective action of all concerns as mentioned in 9.2 - Sub-committee. There are 7 working groups working on different CSR focuses.

1. Corporate Governance
2. Human Rights
3. Labor Practices
4. Environment
5. Fair Operating Practices
6. Consumer Services
7. Community Engagement and Development

The scope of duties and responsibilities of the Social and Environmental Responsibility for Sustainability Committee and working groups are clearly defined to ensure effective implementation of social and environmental responsibility which can be measured and assessed against sustainable development in 3 dimensions: economic, social, and environmental toward sustainability development.

Social and Environmental Responsibility Operational Guidelines

For the balanced, stability, and sustainable growth with happiness along with better systematic social responsibility development performances, and in addition to the Organization Sustainability Development, the Company has drawn frameworks for social responsibility and adopted the ISO26000 since 2012 by adhering to 7 key principles as follows:

1. **Accountability:** The Company's performance shall be auditable by external unit.
2. **Transparency:** clear and accessible information is disclosed to stakeholders and all concerned.
3. **Ethical Behavior:** standard ethical practices are stipulated that all actions shall be conducted with honesty, impartiality, fairness, care for environment and stakeholders.
4. **Respect for Stakeholders' Interests:** The Company recognizes stakeholders' interests, in this regard, views and recommendations on corporate business management are welcome concerning e.g., political, proposal, decisional impacts on stakeholders.
5. **Respect of the Rule of Law:** The Company's business is conducted in compliance with related laws and regulations.
6. **Respect of the International Norm of Behavior:** inclusive of international treaty, order, notification, agreement, resolution, and recommendation as endorsed by concerned international organizations.
7. **Respect for Human Rights:** The Company's implements its policies and operation aligned with declaration of human rights.

In order to promote social responsibility and sustainability, since 2013, the Company has joined the Flagship Project with Department of Industrial Works, Ministry of Industry.

The Company promotes knowledge for better understanding among employees on Corporate Social Responsibility, Department of Industrial Works (CSR-DIW) Standard for them to be able to act collectively to promote the Company to become socially responsible organization.

In 2025, the Company carried out social and environmental responsibility related activities following 8 principles

1. Fair business practices
2. Anti-corruption
3. Respect for Human Rights
4. Fair treatment of Labor
5. Consumer Responsibility
6. Environmental Care
7. Community/Society Involvement and Development
8. Be Responsible Innovative Organization for Society, Environment and Stakeholders

The above 8 principles encompassing impacts in 3 dimensions social, economic, and environmental. In addition, the Company conducted training during 2021 for employees in various matters including 5S, Kaizen, Energy Management Standards, safety, corporate sustainability development which regarded as key factors leading to achieve business sustainable growth and best interest to shareholders.

Besides adopting ISO26000 and CSR-DIW, the Company also organizes CSR activities applying Guidance of Sufficiency Economy Philosophy for its continuing sustainable development.

Monitoring and Review of CSR and Environment for Sustainable Development Performance

The CSR Committee monitors and reviews CSR and environment for sustainable development performance applying Guidance of Sufficiency Economy Philosophy. Results in this regard are submitted to the Company’s Board for acknowledgment and approval as annual plan and strategy. In 2025 approval was granted on May 13, 2025.

In conclusion, the Company’s sustainable development performance in 2025 has no negative impact on environmental, social, and governance (GSC). In implementing business in line with the above mentioned 8 principles, there was no case of public news that might affect business operation, Corruption includes any complaints from any stakeholders in the Company’s operations in accordance with the 8 principles mentioned above.

CSR Strategy for Sustainability

The CSR Committee with consent from the Company’s Board defines an intergrate corporate social responsibility strategy into the Company’s master plan where problems and solutions for effective and efficient corporate CSR operation are identified. The 3-year (2025-2027) CSR strategic plan, which is social, economic, and environmental result based, is revised in alignment with the Industrial Standard Following Sufficiency Economy in Industrial Sector (TIS 9999 volume 1-2556 B.E) as shown:

Year	Implementation	Targets
2025	Integrating CSR and SDGs	<ul style="list-style-type: none"> Integration of CSR and SDGs into all units
2026	Reexamining the internal and external CSR and sustainable development contexts	<ul style="list-style-type: none"> Defining significant standards of CSR and SDGs for appropriate corporate development
2027	Development of quality and social responsibility and sustainability development to be rolled out across business chain	<ul style="list-style-type: none"> Defining CSR and quality development guidelines Short and long terms action plan and guidelines in place

In 2025, **social and environmental responsibility has integrated into work process of every department** through training, workshop, and improvement of standard systems in accordance with the new versions of Quality Standard System ISO 9001:2015, IATF 16949:1016; Environmental Management System ISO 14001:2015; Energy Management System ISO 50001:2001; and Occupational Health and Safety Management System ISO45001. **Corporate context survey and review have been carried out to standardize measures for social and environmental responsibility toward sustainable development** and corporate innovation management in accordance with the Innovation Management System ISO 56002:2019. This ensures all employees realize that every activity implemented shall recognize social and environmental responsibility toward organization development that balance, stabilize and sustain growth with happiness. This has helped improving effectiveness and organization capacity concerning creative ideas and social responsibility through innovation process e.g., community networking, product development from local wisdom. Consequently, the Company has passed the Innovation Management System (ISO56002:2019) test conducted by the Management System Certification Institute (Thailand) under the competitiveness capacity improvement through innovation program.

On February 28, 2025, the Board's Meeting resolved for the review of Business Ethics and Work Performance Guidelines Handbook specifying performance standards of business operation for all group of stakeholders. The Handbook is disseminated via various channels e.g., Email, intranet, and Company's website at www.sssceth.com covering various matters including continuously trains and monitors the compliance practices of employees and the newly recruits with the Handbook. **As for the year 2025, no action violating the ethical and work practices was found.**

Implementation of CSR Strategy for Sustainability

To meet the TIS.9999 standards, the Company establishes the Industrial Standard Following Sufficiency Economy in Industrial Sector (TIS 9999 volume 1-2556 B.E.) working group comprising vice president, senior executives, and representatives from departments/units for cooperation.

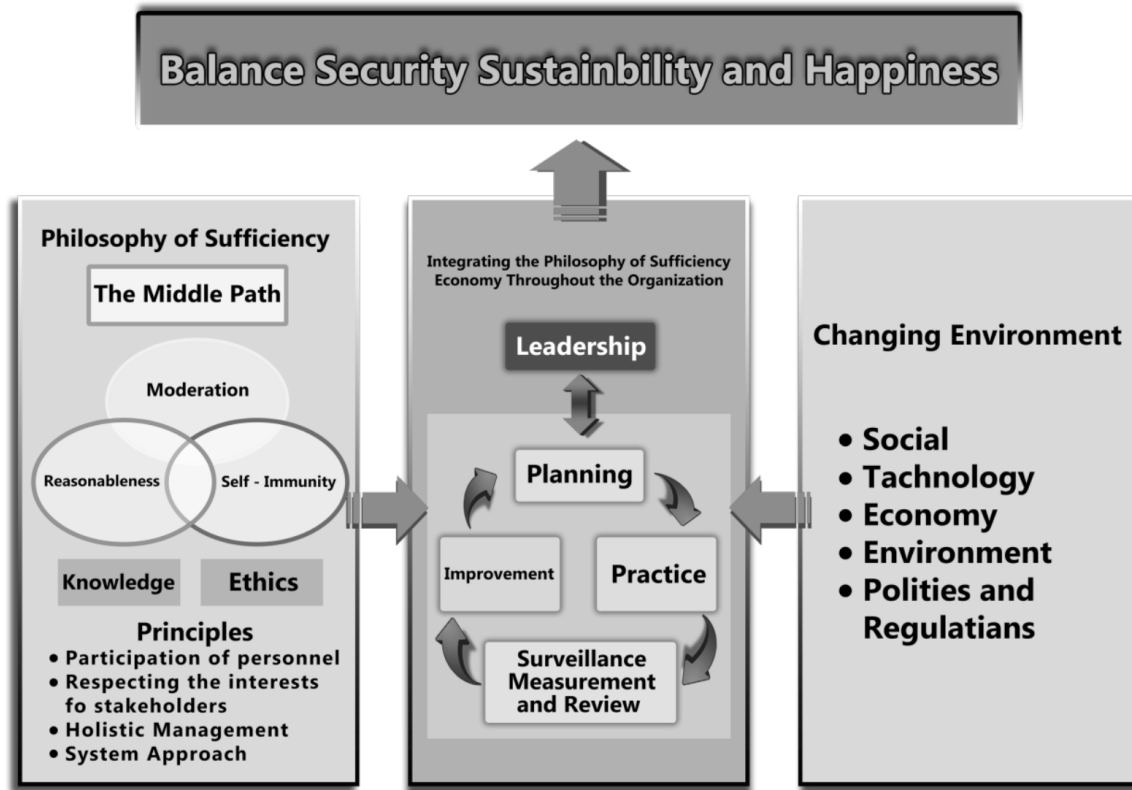
The revised CSR policy as mentioned in Attachment 5: "Roles and Responsibilities of Stakeholders" as guidelines for implementations responsible for any impact stemming from the Company's operation.

The Company stipulates for the adoption of "The Sufficiency Economy Policy for Industrial Sector" (TIS. 9999) to its corporation. Various factors are taken into management and operation including moderation, reasonableness, self-immunity, as well as knowledge and virtue. This aims to achieve a balanced development in economic, social, environmental, and cultural dimensions that sustains stability and growth as well as brings about happiness and readiness of being able to take on internal and external environmental changes and uncertainties. Accordingly, the Company sets forth its operational guidelines as follows:

1. Promotes personnel engagement by boosting the consciousness, knowledge and virtue of the employees, with the aim of equipping them with the philosophies of self-sufficiency, well-roundedness, prudence, integrity, diligence, patience, unity and sharing;
2. Appropriately and fairly respects and cares for the stakeholder interest as well as legal rights.
3. Develops a holistic and systematic management structure, in terms of leadership, planning, implementation, monitoring, improvement and information technology, with the goal of creating efficient and effective business outcomes.
4. Encourages personnel to learn about, and gain a better understanding of, the benefits of natural resources and ecosystems, which include land, water, forest and biodiversity, all of which play a vital role in fostering human minds, livelihood, and interdependency.

Framework for Industrial Standard Following Sufficiency Economy in Industrial Sector (TIS 9999 volume 1-2556 B.E.) as applied by the Company during 2014-2025 is illustrated as shown:

Balance Security Sustainability and Happiness



Sufficiency Economy Philosophy.....toward Balanced and Sustainable Development

TIS. 9999 - The Guidance on Sufficiency Economy for Industries

Since 2025, the Philosophy of Sufficiency Economy based on the Guidance on Sufficiency Economy for Industries (TIS. 9999) as shown above, had been applied, both internally and externally toward achieving sustainable development as follows:

Framework 1. 3 Rings, 2 Conditions, and 4 Principles Strategies

Ring 1. Moderation - Sufficiency for needs and appropriateness for one's status, society, the environment, and the culture of each locality, at a level of not being too much or too little so that it causes suffering to oneself. This concept consists of:

- (1) Conducting social activities that one is interested in and prepared to do;
- (2) Planning social activities in a systematic fashion and gradually expanding step-by-step, without precipitation or anticipation of quick results;
- (3) Allocating budget monies to properly carry out social activities, at a level which does not exceed one's capacity to be responsible for, and does not create burden or trouble for, oneself and others;
- (4) Using resources economically at the best value; and
- (5) Promoting the production and management of community products in line with market needs.

Ring 2: Reasonableness - Reasonable decision-making about implementation based on academic, legal, and cultural principles, by thoroughly taking into account relevant factors, circumspectly forecasting outcomes, selecting something good and appropriate to apply, and treating stakeholders in a reasonable fashion. The stakeholders consist of:

2.1 Shareholders

- Sharing benefits on a fair and regular basis.
- Managing with transparency and be auditable.
- Providing support for social activities that benefit society as a whole, as well as the organization.

2.2 Executives and employees

- Treating executives and employees as family members.
- Promoting executives and employees' quality of life.
- Encouraging executives and employees to use resources with the best value.
- Promoting employees' personal financial management, such as savings, household accounting, and financial planning.
- Promoting sports and recreation for executives and employees.
- Encouraging executives and employees to participate in social activities in a serious, concrete manner with cooperation at all levels.
- Supporting social activities to be carried out in a circumspect and reasonable fashion.

2.3 Customers

- Treating customers as family members e.g., by being friendly to them.
- Pricing goods and services on a fair and reasonable basis.
- Providing products/services and management that meet national and international standards.
- Providing accurate, complete information about products and services.
- Managing customer relations before and after sale to ensure customers' maximum satisfaction with products/services.
- Jointly carrying out socially-beneficial activities.

2.4 Partners

- Treating partners as family members, such as providing cooperation, opportunities, and support.
- Supporting business related activities in order to jointly develop the market.
- Jointly carrying out socially-beneficial activities.

2.5 Competitors

- The competition must comply with the legal, ethical and code of conduct frameworks.
- Jointly carrying out socially-beneficial activities.

2.6 Communities

- Governance that shall not create problems on community so as to achieve common benefits, e.g., conducting volunteer activities for community development.

2.7 Society

- Supporting social activities in different areas, such as education, occupational promotion, and assistance for the disadvantaged.

2.8 Environment

- Conserving natural resources and environment for sustainability, both inside and outside the organization.
- Promoting and supporting projects relating to natural resource and environmental conservation, such as providing educational programs for employees and community members, as well as organizing projects to improve or rehabilitate the environment

Ring 3: Good immunity - Preparation of personnel and the organization to respond to domestic and international changes and impacts including social, technological, economic, environmental, and political, by taking into account the possibility of potential situations in the near and distant future. Personnel shall be able to adapt, seek opportunity, respond in a timely manner, and possess competitiveness.

- 3.1 Providing assistance to local community/society toward sustainable self- reliance.
- 3.2 Providing cooperation network that creates synergy for carrying out collective work.
- 3.3 Appointing personnel responsible for managing social activities to ensure continuity of such activities.
- 3.4 Promoting the use of wisdom of the organization's personnel or local wisdom/local scholars in order to develop social activities respond to community needs and the concept of creative economy.
- 3.5 Providing systems for systematic monitoring and evaluation both within and outside the organization.
- 3.6 Encouraging personnel to realize the importance of continually being initiative.
- 3.7 Promoting the laying of a strong foundation for marketing by gradually expanding markets from the local level to the regional, national and international levels, reducing risk through market diversification.
- 3.8 Providing knowledge of copyrights, trademarks, patents, designs, invention, etc. to protect Thai intellectual property both inside and outside the country.

Condition 1: Knowledge

- 1.1 Creating knowledge within the organization.
- 1.2 Transferring knowledge, skills, experiences, and expertise to personnel in the organization as well as to people outside, as necessary and appropriate.
- 1.3 Providing on the job training to employees, and promoting the application of knowledge and skills gained during training to their actual works as well as to benefit others.
- 1.4 Promoting and providing opportunities for employees to participate in the operational process beneficial to the organization, such as management activities and social activities.
- 1.5 Encouraging employees to independently give comments that are beneficial to the operation of work and activity, problem-solving, organizational development, or other matters.
- 1.6 Developing the organization to become educational or learning center for sufficiency economy of society.
- 1.7 Creating an organizational culture based on sufficiency society.

Condition 2: Virtues

- 2.1 Integrity
 - Operating business and social activities with integrity, such as transparent and auditable bookkeeping.
 - Extolling good people to serve as a role model for personnel in the organization and society.
 - Raising employees'/general public's consciousness of doing good without expecting anything in return.
- 2.2 Patience
 - Encouraging employees to work with diligence and patience. Providing diligent allowance, bonuses, benefits, and rewards as appropriate.
 - Supporting doing good activity by employees/the general public, such as social activity.

2.3 Sharing

- Encouraging employees/the general public to have a love for, a bond with, and a gratitude towards themselves and their family, co-workers, the organization, community, society as a whole, and the nation.
- Encouraging social activity that creates love and harmony to repay the land's beneficence.

The principles of TIS9999 as adopted by the Company for personnel and organizational behavioral changes that creates balanced development are elaborated as follows:

Principle 1. Involvement of people

The Company promotes personnel collaboration in the improvement of corporate efficiency and effectiveness. This is being done under the principle that personnel at all levels are assets of the organization, with collaboration their knowledge and skills are maximized to fully benefit the organization.

Principle 2. Respect for stakeholders' interests

The Company accepts and focuses on stakeholders' interests and legal rights, and responds to their concerns in an appropriate and fair manner.

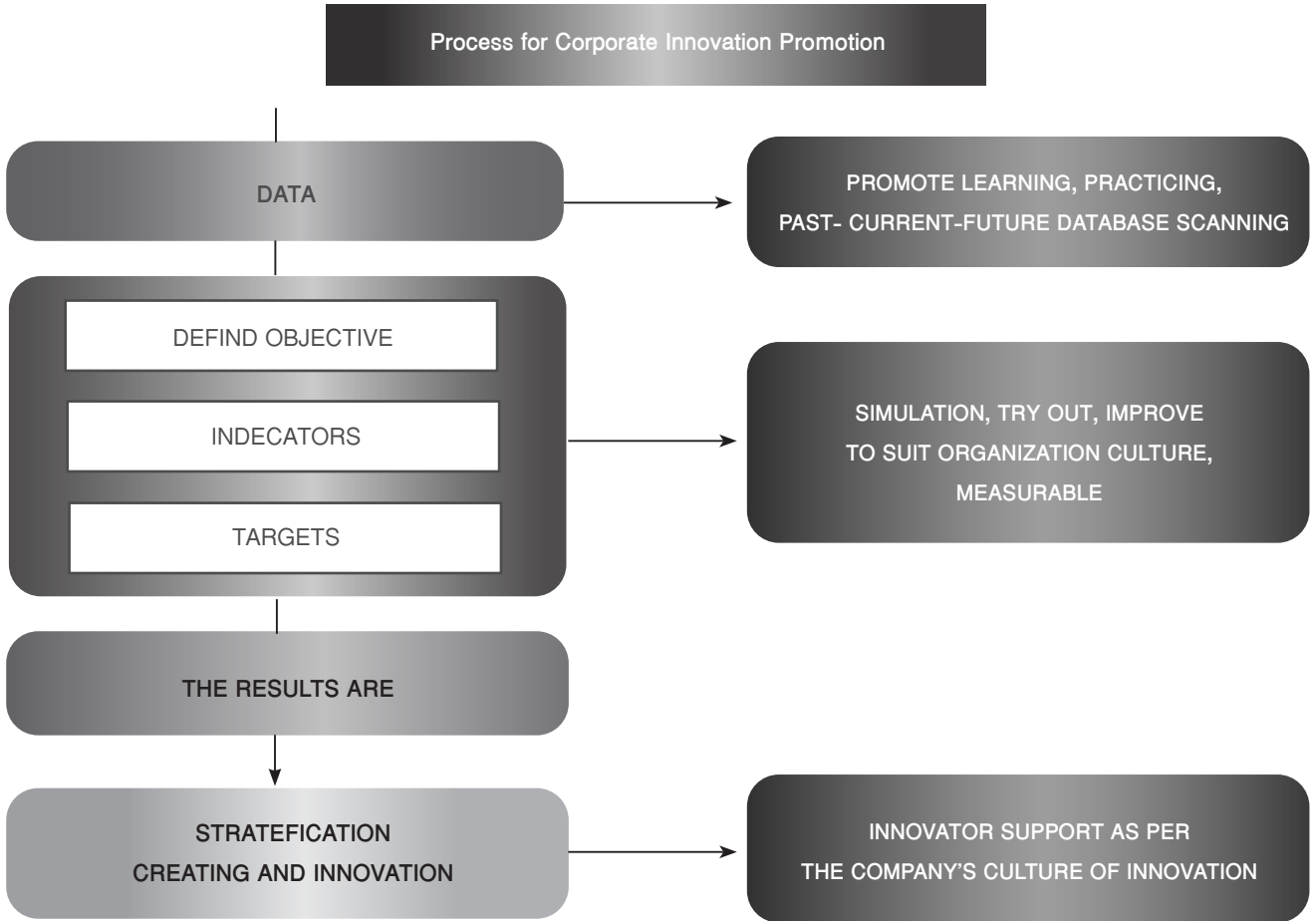
Principle 3. Holistic management

The Company considers matters in a systematic and comprehensive fashion, including leadership, planning, customer focus, personnel, information, process, and business outcomes. Moreover, the Company takes into account organizational interests in the short and long run which are determined as factors supporting the development of clear vision toward desired directions.

Principle 4. Systematic approach to management

The Company systematically identifies, manages, and facilitates understanding of related processes, in terms of input, process, outcome, feedback, and the environment. The said factors are taken into planning, organization structuring, governance and control processes for efficient and effective achievement of the corporate objectives.

Process Innovation and Sustainable Development Innovations for Business and Society



The Company is committed to continually develop its CSR activities. More importantly, the Company launches various activities as well as improved processes to enhance creative thinking of employees. In 2025, the Company promoted innovative thinking resulted in the existing innovations including innovations for employee, business and society as details shown.

Innovation for Employees

To ensure employees are “Happy at Work” according to the operational guidance of giving consultancy; creating happiness; supporting problem solving; developing EQ, enhancing volunteer spirit, and increasing life skills through the following innovations:

Innovation	Objective
Keep Sorrows in Jar-Open the Jar to Face Problems	To give empathy for employees to be able to solve their problems and find way to happiness, the chat on LINE application is used in this regard.
Merit Saving	To promote happiness and EQ development
Lawyer to Be	To provide legal advice on financial issue
Happy Smile Pha pah	To promote the sharing of happiness and smile to society
SSSC. Health Care	To facilitate sick employees by introducing medical specialist and accompany them to the doctor.
SSSC. Fixit	To provide electrical appliance repair service for employees, free of charge, by technicians of the Engineering Unit

Innovation for Business

To reduce waste in the production process and to increase agility that responds more quickly to customers' needs, the FIT & FAST strategy implemented in 2025 is as follows:

1. **Reduce Top-End:** to reduce waste as a result of degradation products from first grade to second grade to meet customers' requirements
2. **Width Control:** to control the width of steel coil so as to reduce waste which promotes effective use of steel.
3. **Thickness Control:** each steel manufacturer has different steel thickness control, as such, purchasing methods for the same order of thickness of raw steel has been applied for suitable thickness and to reduce excessive steel weight.

Such practices create the following innovations

Innovation	Objective	Output
Fit - Fast - Smart Production	Develop online program for purchasing, manufacturing, and delivery.	<ol style="list-style-type: none"> 1. Reduction of human error 2. Cost saving 3. Developed IT by SSSC 4. Response to customers' needs 5. Customers' satisfaction
Truck Queue (continuing development)	Develop logistic application for product delivery	<ol style="list-style-type: none"> 1. Sub-contractors received fair treatment 2. Reduction of traffic jam 3. Reduction of waiting time 4. Real-time mobile queuing application available
Barcode for Steel Pallet (continuing development)	Develop real-time tracking program for Steel Pallet	<ol style="list-style-type: none"> 1. Reduction of storage errors 2. Exact number remain in the plant known 3. More effective of management 4. Reduction of loss 5. Reduction cost 6. Effective stock optimization
Receiving Mother Coil (continuing development)	Develop barcode reader program applying on domestic and foreign vendors	<ol style="list-style-type: none"> 1. Reduction of defects of Receiving Mother Coil 2. Reduction time consuming 3. Application of barcode reader to all suppliers

Innovation for Society

Innovation	Objective	Output
Safety Learning Center	To promote corpus of knowledge and to set up center for safety, 5s, CCCF and Kaizen learning	<ol style="list-style-type: none"> 1. Established learning center for occupational safety, health and environment of workplace 2. Learning equipment and tools for Ministry of Labor's safety learning center
Learning Center for Drug Prevention and Resolution	To debrief the practical prevention and solution to drugs for subsequent roll out.	<ul style="list-style-type: none"> • Center for lesson learned on prevention and solution to drugs according to the TO BE NUMBER ONE project • Center for lesson learned on standard on prevention and solution to drugs in an establishment (SDE)

The internal process development and improvement for innovation creation throughout the years 2021-2025, the Company conducted training and gave advice on Increase Productivity by Lean & IE Techniques aiming at reducing loss in production process and increasing flexibility responding to customers' needs more quickly.

Key Elements of ISO 56002:2019 Innovation Management System



Since 2019, the Company has joined the Process Innovation Coaching Program with the Stock Exchange of Thailand and the National Productivity Institute. The purposes are to develop and uplift the Company's internal process toward innovation creation, thinking development, be open minded for business know - how. Subsequently, be able to apply acquired knowledge and skills to existing and state of the art technologies responding to customers' needs and satisfactions. In 2020, the Company participated in the workshop on ISO 56002:2019 Innovation Management System held by the Office of Industrial Economics and the Management System Certification Institute (Thailand). The workshop aims at strengthening competitive capacity to meet international standards for innovation management and networking. Thus, participants are able to apply to their management of the Company's innovations in conformity with international standards so as to achieve the followings:

1. The increase of new markets, business growth opportunities and income;
2. Cost saving and reduction of innovation risks;
3. Higher effectiveness and capacity in relation to innovation creation; and
4. Social responsibility cultivated through innovation processes e.g., community networking, product development from local wisdom.

The Company has been honored by the Management System Certification Institute (Thailand) for its application of ISO56002 Innovation Management System to the organization.

Innovation Organization

Goals for 2025 - 2030	The Company aims to build an innovative organization to drive organizational excellence by developing innovation in four aspects
2025 - 2027	<ol style="list-style-type: none"> 1. Operational Innovation 2. Social Innovation
2027 - 2030	<ol style="list-style-type: none"> 3. Business Innovation 4. Product Innovation

In 2025, the Company and its employee developed an innovation project based on IOT technology (Interne of Things) called "1 click, change your life with IOT" to be beneficial to the society and community sustainability. The aim of the project is to raise safety living for the member community in a sustainable manner. By installing "emergency signal switch" in places all around the target community such as temples, schools, community leader's offices and the Company's office, if any of 8 misfortunes such as drugs, fire, accident, medical emergency, gambling and fighting happens, the IOT signal from the switch will be turned on by the community members and will be automatically sent to responsible units and LINE application enabling a prompt resolving action for the case without revealing the real indentity of informers to the public for the sake of their safety.

3.4.2 Social Performance

1. Occupational Health and Safety

The implementation of occupational safety, health and environment of the workplace for employee, contractor, sub-contractor, community, and stakeholder under the SSSC core value "**Safety First, Customer Satisfaction, Social Care, Continual Mobilizing for Development**" in compliance with ISO45001.

Policy on Occupational Safety, Health and Environment of the Workplace

The implementation of occupational safety, health and environment of the workplace is regarded as duties and responsibilities of every executive and employee. **It is considered important that whenever accident occurs to the transport truck on which the names of the Company and customer are attached, as consequent damage is not only to the truck and goods being transported, but also to the environment**

The Company, therefore, implements its Occupational Safety, Health and Environment of the Workplace Policy and has been certified ISO45001 accordingly. The policy stipulates that:

- (1) The Company shall be committed to creating safe and pleasant work environment so as to protect employees from work related injuries and illness. Workplace environment is created taking into account purpose, size and context of the organization as well as potential risks;
- (2) The Company shall comply with legal requirements and stakeholders' needs;
- (3) The Company shall be committed to eliminating and reducing occupational health and safety risks;
- (4) The Company shall be committed to continuously improving management of occupational safety, health and environment of the workplace;
- (5) The Company shall be committed to providing advices and ensuring the participation of workers through various processes;
- (6) The Company welcomes delegations paying study visit to observe safety, occupational health, and working environment as well as disseminates related information in this regard to public and concerned parties;

Risk assessment shall be carried out regularly with according improvement to meet required standards so as to prevent workplace and other related accidents. Key performance indicators (KPI) shall be identified to assess each employee's performance applying CCCF (Completely Check Completely Find out) to achieve the required zero accident through observation and identification of any possible harm that may occur while working (CCCF for factory = 2 items/person/year, for office = 1 item/person/year). KPI of each unit shall be at zero.

To facilitate the management framework of health, safety, and wellbeing, the Company adopts the 7 Golden Rules to implement VISION ZERO strategy for zero accidents and healthy work. The implementation aims to develop safety management system leading to safety culture in the organization.

The 7 VISION ZERO golden rules consist of 1) take leadership, 2) identify hazards, 3) define targets, 4) ensure a safe and healthy system, 5) ensure safety and health in machines, equipment and workplaces, 6) improve qualifications, and 7) invest in people.

Accident statistics or leave rate or sick leave during the year 2025

	2023	2024	2025
Injury Frequency Rate (I.F.R.) Time/Million Hours	6.82	3.49	2.67
Occupational Related Diseases Rate (ODR)(no./Million Hours)	0	0	0
Injury Severity Rate (I.S.R.) Day/Million Hours	0	0	0
Leave Rate from Work Related Injuries (AR)(no./Million Hours)	0	0	0
Occupational Fatality Rate (person)	0	0	0

Accident statistics from work

	2023	2024	2025
Number of employee work injuries leading to employee absence (times)	0	0	0

The Company has continuously implemented “**Safe Drive for Truck Sub-contractor**” in alignment with the SDG 13 “Climate Action” and SDG 17 “Partnerships for the Goals” since 2016. Transportation of goods to customers via contractor/sub-contractor who shall have medical checkup before starting, and whose transport truck and equipment shall be also checked for safety. This is to prevent and lessen pollution impact from the accident. The Company also implements “Truck Queue Program” in alignment with SDG 16 “Peace, Justice and Strong Institutions” by developing logistic application software for transportation of goods whereby after the said medical checkup and truck and equipment safety check are done, truck queue can be obtained via the application installable on mobile phone. This has created fairness for sub-contractor while lessened traffic congestion and waiting time.

All truck sub-contractors have been trained to instill safety consciousness.

2. Respect for Human Rights and Fair Treatment of Labor

Respect for human rights and fair treatment of labor are well recognized as value added and productivity increase. The Company, therefore, **presses an important on labor development** through the “SSSC 3 Smart for Sustainable Continuous” including multi skilling for flexible workforce. Promotion of career path for new generation employee is in place to ensure career advancement that is no gender discrimination and restriction. Competent employee shall receive full opportunity and support which in turn reduce turnover rate (turnover rate of 2025 = 3.65% and 2024 = 7.14%). As such, the Company is able to retain its competent personnel along with strategy management concerning community development toward smart society.

The Company recognizes the respect for human rights to protect, respect, remedy; and ethical treatment for labor as factors creating added value and production growth. Therefore, fair and impartial treatment of labor as well as the provision of learning opportunity are emphasized. The guidelines for practice in this regard are as follows:

- Gives supports and respects the protection of human rights e.g., acts against labor exploitation and child labor.
- Establishes working system emphasizing health and safety in the workplace.
- Provides fair terms of employment, and competency-based wage payment.
- Provides appropriate welfare as necessary, support the development of quality of work life.

The Company is committed to conduct its business under good governance principles together with ethical care for stakeholder, society, and environment under the innovation policy stating “the Organization shall ensure employees’ wellbeing and enjoyment at work.”

The Company is committed to perform, as suggested by the UN Guiding Principles on Business and Human Rights: UNGPs encompassing 3 pillars:

- (1) Protect
- (2) Respect
- (3) Remedy

The Company also uphold the 10 international principle of the UN Global Compact which are:

Human Rights

- (1) Support and respect the protection of internationally proclaimed human rights;
- (2) Make sure that they are not complicit in human rights abuses.

Labor

- (1) Uphold the freedom of association and the effective recognition of the right to collective bargaining;
- (2) Elimination of all forms of forced and compulsory labor
- (3) Effective abolition of child labor;
- (4) Elimination of discrimination in respect of employment and occupation.

Environment

- (1) Support a precautionary approach to environmental challenges;
- (2) Undertake initiatives to promote greater environmental responsibility;
- (3) Encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

- (1) Work against corruption in all its forms, including extortion and bribery.

Business ethics on human rights

The Board sees respect for human rights is fundamental to personnel development relating to its business in terms of value added by which personnel resources are crucial factors.

Therefore, the Company has declared its business ethics policy on human rights as guidelines for practices since 2013. In connection to this, the surveillance process on human rights has been integrated to the policy which was reviewed as shown in attachment 5.

Respect for the law guidelines and human rights principles

To promote respect for human rights principles and labor practices within the organization and strengthen confidence that all employees and all groups of stakeholders will be treated, protected and respected for their basic rights equally and fairly, the company has established guidelines as follows:

1. The Company adheres to the principle of human rights and respects for dignity and privacy of employee of all levels. Employees are treated equally and fair without discrimination against physical appearance, thinking, race, nationality, country of origin, religion, gender, language, age, complexion, education, social status, culture, norm, and others.
2. The Company stresses cautious work operation of all employees in prevention of business operations violation of human rights as well as look after human rights practices.
3. The Company supports all activities regarding protection of human rights
4. The Company communicates, disseminates knowledge, promotes understanding, supports business partner in business value chain, supplier, contractor, joint venture regarding joint business operation with ethics, respect for human rights and fairness in accordance with human rights and policy.
5. The Company monitors the compliance of employees to the Company's human right principles for their respect to human rights without negligence or ignorance of violated actions and that they are required to report violations to supervisors or responsible persons as well as cooperate in the investigations. Any doubts or inquiries in all respect of the Company's human rights is to be directed to their supervisors or responsible persons through various channels specified.
6. The Company provides fairness and protection to those who report related human rights violations with protection measures for reporters or those who cooperate in reporting human rights violations as defined by the Company's Whistleblower Protection Policy.

7. The company continuously develops and implements a human rights management process (Due Diligence Process). In case of any human rights violation, the Company identifies issues and assesses related risks and impacts; defines the group or individual affected; plans and determines solutions and preventions; resolves and prevents human rights violations; checks the results; and provides an appropriate mitigation process.
8. The company inspects and follows up on the results of managing and resolving human rights violations in accordance with its inspection and follow-up process including providing support and cooperation in resolving the impacts arising from or related to the company.
9. The Company is committed to creating and maintaining an organizational culture committed to human rights respecting in accordance with this aspect of its policy.
10. Violating human rights is considered a breach of the Company's code of ethics conduct and the violators are subjected to disciplinary actions or criminal prosecution if the misconduct violates the laws.

Guidelines for Business Operation with Respect for and Support of Children's Rights

The Company continually places great importance on respecting for and supporting of children's rights. In connection to this, policy is instituted stating clearly that there shall be absolutely no employment of illegal child labor, human trafficking, forced labor or slave labor or forced overtime labor, labor under the age of 18, and the underage; unless provided by laws and regulation concerning age, working hour, payment, health, and safety.

In 2015, the senior executives of the Company declared the intention to promote Children's Rights and Business Principles. For all levels of employees to obtain knowledge and better understanding concerning respect for children's rights, since 2016, the Company has joined the **Thaipat Institute in collaboration with the UNICEF** applying the following 10 principles of "Children's Rights and Business Principles - CRBP to its business operation with respect for and support of children's rights.

- (1) Respects for children's rights and be committed to supporting human rights of children.
- (2) Supports the elimination of child labor in all business activities and business relationships.
- (3) Provides decent work for young workers, parents and caregivers.
- (4) Ensures the protection and safety of children in the workplace and all business activities.
- (5) Ensures that products and services are safe, and seek to support children's rights through them.
- (6) Uses marketing and advertising that respects for and supports of children's rights.
- (7) Respects and supports children's rights in relation to the environment and to land acquisition and use.
- (8) Recognizes children's rights in security arrangements.
- (9) Helps protecting children affected by emergencies or disaster.
- (10) Reinforces community and government efforts to protect and fulfill children's rights.

Age-Friendly Business

Since 2016, the Company has become partner of the Age-Friendly Business Network with the Thaipat Institute and the Department of Elder Affairs, Ministry of Social Development and Human Security; in preparation for the aging society of the organization and of the country. In this regard, the Company set forth the policy or "Business Guidance on Older Persons" for application to business activities in relation to the elderly.

Preparation

- (1) Gives pledge and be responsible for personnel entering old age.
- (2) Ensures the age friendly products and services are designed and developed.

Protection

- (1) Respects for and promotes elderly rights in making business transaction and transaction in business chain.
- (2) Ensures that the elderly is provided with welfare, health and safety in the workplace and business activity.

Participation

- (1) Provides valuable work and working environment flexible for the elderly as well as opportunity to cooperate and invest in the business.
- (2) Provides knowledge management system where knowledge, experiences and wisdom of the retiring personnel is shared to others.
- (3) Advocates government roles and civil society concerning the protection of welfare of the elderly.

Business and Human Rights Action Plan 2023 - 2027

The Company strongly commits to run its business with responsibility to respect for human rights, avoid abuse or negative impact on human rights. The Company has adopted the National Action Plan on Business and Human Rights phase 1 (2023 - 2027) as the Company's Action Plan 2023 -2027 encompassing 4 priority areas: 1) Labor; 2) Community, Land, Natural Resource and Environment; 3) Human Rights Defenders; and 4) Cross Border Investment and Multinational Enterprises.

Human Rights Due Diligence

The Company has set guidelines for conducting human rights due diligence annually in 5 main issues as follows:

1. Announcement or policy review
2. Awareness raising
3. Risk assessment
4. Corrections and remedies
5. Monitoring and reporting results

The Company's Human Rights Performances of 2025

- (1) Reviewed and revised the Company's human rights policy by issuing an Announcement issue 62/2025 on Human Rights Policy and Labor Practices (revised edition 2025) adding more key social issues of human rights as follows:
 - The Company provided fair and equal treatment to all employee, stakeholders of all sectors without prejudice to birth of origin, race, sex, age, complexion, religion, physical disability, unprivileged groups, family status, education or any statuses not involved to business operation. The rights of employees were also taken care of in accordance with related laws such as equal rights at work, wages, compensation, promotion, various benefits, occupational safety and health at workplace, and freedom to assemble and negotiate etc., under the rules, regulations, announcements and orders of the Company.
 - The company respected the rights of consumers/customers such as fair business treating and took care of personal data of employees, partners, customers, and all stakeholders as confidential data without data disclosure to unrelated parties or data transferring without the owner's consent.
 - The company respected the rights of its partners by fair business conduct and a transparent procurement process to promote fair competition including encouraging human rights principles and etc.
 - The company opposed violence, child labor and forced labor in all forms, both internally and externally, throughout the organization's supply chain and did not involve with any agency, organization or person that violates human rights or human trafficking in any case.
 - The company supported equal rights for sexual preference (LGBTQI+) and opposed unfair act or discrimination on grounds of gender.

- The company recognized and gave support to community rights by listening to opinions and supporting community.
- The company was open to criticism hearing, comments and suggestions from all stakeholders with no objection to role of human rights defenders.
- The company provided a comprehensive human rights audit (Human Rights Due Diligence) at least once a year and a measure of penalty for offenders.

(2) The Company created organizational awareness of human rights through integrated activities: training of employees on issues directly and indirectly related to human rights; posting notices/campaigns in easily noticeable points throughout the organization such as poster supporting gender equality and diversity during Pride Month, campaign poster to stop sexual harassment in workplaces. This included surveillance to ensure that human rights violations not to occur internally, externally, and throughout the organization's supply chain in order to emphasize and raise awareness of the issue of human rights as the matter of all person that was needed for attention and precaution of violation.

(3) Made mutual agreements with trade partners, particularly with the contractor through business value chain, to implement policy and operational guidelines combating the violation of human rights and not involve in any fraud. Trainings concerning measures combating violation of human rights and fraud were conducted to enhance understanding and participation of suppliers providing freight service to the Company.

(4) Promoted equality in race for every individual employee by putting up notice board and signboard in 4 languages: Thai; Japanese; Khmer; and Burmese to facilitate foreigners working with as well as those visiting the Company.

(5) Adopted the 10 principles of Children's Rights and Business Principles under the cooperation with the UNICEF, and carried out according continuing training to ensure all business activities place great importance on children's rights.

(6) Reviewed the age-friendly business policy or business performance guideline in preparation, protection, and cooperation for aging society of the employees and country.

(7) Set forth policy and guidelines in respect for law and international human rights binding directors, executives, and employees to attach to. It is the responsibility of the Legal Department as a compliance unit to monitor, audit, and assess the compliancy in this regard and report to the Company's Board for acknowledgement.

(8) Implemented stringent auditing and monitoring to ensure the conformity with relevant environmental law that there shall be no environmental human rights violations, published risk management handbook, and continuously carried out human rights risk assessment.

Furthermore, the company has issued Company Announcement No. 63/2025 regarding the policy and measures to prevent and end violence in the workplace, aiming for fair and reasonable practices and focusing on workplace free from harassment or violation of rights of all kinds. This includes prohibiting violence, intimidation, or harassment against colleagues, visitors, or any other person within the company's workplace.

Workplace violence is defined as any behavior or action, including intimidation, violence, harassment, disturbance, disruption, threats, or intimidation in any form that occurs in the workplace and violates personal rights, both physical and mental.

Behaviors to Prevent Violence

1. All employees should respect their colleagues, supervisors, and subordinates.
2. All employees should reduce the risk of violence by avoiding sarcastic, mocking, aggressive, or vulgar language, avoiding workplace altercations and refraining from bringing weapons into the workplace.
3. All employees should help monitor and report risky behavior to their supervisors to prevent cases that may lead to workplace violence. They should also not ignore such problems if they occur with colleagues.
4. Supervisors at all levels should set a good example and have direct responsibility to prevent workplace violence.

Unacceptable behaviors that constitute violence

1. Verbal actions such as mockery, sarcasm, threats, shouting, insults, or vulgarity that have negative impact on mental well-being and violate personal rights.
2. Physical actions such as restricting or limiting freedom, fighting, kicking, punching, beating, or physically harming others, resulting in physical and mental impact.
3. Other actions such as displaying images, objects, or messages that express violence and have a negative impact on the physical or mental health of individuals in the workplace.

Process for Resolving Violence

1. **If the problem can be resolved independently**, the victim or injured party should write to the perpetrator to inform them of the unacceptable behavior or request them to stop.
2. **If the problem cannot be resolved independently**, proceed as follows:
 - File complaint with the perpetrator's supervisor after the case occurs and request that supervisor to investigate the facts within 15 days. Failure to take any action will be considered neglect of duty.
 - File complaint with the responsible section or person, arrange a meeting to discuss solutions to the problem and consider punishing the offender within 15 days.

Measures and Guidelines for Human Rights Impacts Remedy

The Company has established mechanisms to remedy human rights impacts on individuals and communities affected by human rights violations resulting from its business operations, whether or not preventive measures were taken. This is done through the Company's complaints mechanism, focusing on transparent, accessible, legitimate, and human rights-compliant remedies. Remedies include both monetary and non-monetary forms.

Furthermore, these remedies involve a consultation process to reach a settlement. The Company provides full opportunities for affected parties to participate in negotiations to ensure that victims can access the remedies and receive effective compensation, enabling them to resume normal lives.

Human Rights Strategy for Sustainability

The Company has adopted the strategy "SSSC 3 Smart for Sustainable Cooperation" which is a strategy to drive towards the SSSC Change 4 All project as follows:

Change 1 Innovation Soft-Rotating Innovation that Does Not Poke Hands

Developing labor skills to create soft-rotating innovation that does not poke hands, which is to develop work-processes to be more convenient, faster, safer and to reduce the rate of sick leave from fatigue from work among employees.

Change 2 Health SSSC Good Health Center Project

It helps promote nutrition and exercise to ensure that employees have good health, reduce the risk of various diseases and help employees access health services and provide recommendations for specialist doctors through the SSSC Health Care innovation.

Change 3 Savings

Enhance knowledge in saving and promote savings through group savings cooperatives and various activities for employees to increase income and reduce expenses.

Change 4 Safe Basics of Life

Encourage employees to have the opportunity to use their knowledge to help develop nearby communities through safety promotion activities.

Summary of 2025 Monitoring

- The Company, customer, partner, contractor, and stakeholder in business chain act completely in compliance with labor law, policy and guidelines. No illegal act in relation to labor law, violation of human rights and human trafficking was committed.
- The Company received Exemplary Organization for Human Rights Award (honorable mention award for large enterprise) for 3 consecutive years (2019 and 2021) and Exemplary Organization for Human Rights Award 2022-2023 (good level) from the Rights and Liberties Protection Department, Ministry of Justice.

Human Rights as Important Issues for Organization Success

Realizing the importance of equal human rights and its impacts on everyone's living, the Company focused on sustainable business with good governance by applying 3 key human rights principles to attain responsible business operations: environmental, social and good governance as well as caring for all stakeholders and human rights due diligence so as to protect and lessen risks from human right violation toward groups of vulnerable and stakeholders throughout the organization supply chain. Reducing possible risks from human rights violation that might has an impact on the Company's image and finance was also taken into action.

Results from business conduct with respect for human rights

To create additional value and increase sustainable productivity with the Company's caring concept "Happy Employees and Enjoyable Working" on the principle of problem consultation, creating happiness, solving problems, and EQ developing together with developing old skills and teaching new variety of skills through training and guidance (coaching) for employees on a regular basis, the Company witnessed a decreased turnover rate in 2025 at 3.65%; an increased production efficiency; a decreased product claiming rate; and a decreased work error to "0" (zero). Also, the Company encouraged career path and promotion opportunity for different career paths among new generation employees; employee of all ages having life security/stable especially nearing retirement age; raising awareness of the delicate issues of the LGBT community; and promoting mutual respect among employees of all departments to create a good working environment. As a result, there were no complaints, both internally and externally.

In addition, the above-mentioned business operation with responsibility of the Company could increase operational level to reach people in nearby communities. The company has adopted technology and innovation developed from the ideas of its employees to improve safety and to create income distribution channels for the community, such as

- 1 Click, Change your Life with IOT innovation
- Safe society, driver without drugs innovation
- SSSC on-line market place innovation and more

It also helped to strengthen good relationships between the community and both public and private agencies in the vicinity so that the organization could develop and grow together with the surrounding communities in a sustainable way.

3. Potential Development and Care for Employees

The Company focuses on improving quality of life of employees by promoting learning for change to reduce skill deficiency which in turn foster effective team working and unity; encouraging the spirit of volunteerism, impartiality. Organization supports include resources and technology resulted from the management of SSSC 3 Smart for Sustainable Cooperation”

Besides, recognizing basic rights, occupational rights, freedom to join trade union or other activities, employment, employment relation, working condition, health, and work safety; the Company also introduces an innovation under the policy stating **“the Organization shall ensure employees’ wellbeing and enjoyment at work.”**

In addition to the aforementioned innovations and policies, the Company has stipulated policies for employees’ wellbeing and enjoyment at work such as:

- Prevention and solution on sextual harassment in the workplace;
- Management and solution for AIDS and tuberculosis in the workplace;
- Completely Check Completely Find-out (CCCCF)

The Company entrusts core leader with health promotion, committee with 5s inspection, and working group with KIZEN activity on non-formal vocational education. The Company’s non-formal educational program has been recognized as a model for Best Practice of the Samutprakarn Province.

Results of Employee Care through Innovation

Employees are proud of being part of the organization where they can rely on in every matter even family matters as most of employees migrate from upcountry. This has been in alignment with the Company’s resolution or human resources management policy stating:

“Organization shall ensure employees’ wellbeing and enjoyment at work.”

Social Performance 2023 – 2025 (following GRI Standards modular system)

Operational Data	Unit	Year		
		2023	2024	2025
Total employee	person			
• permanent	person	873	826	821
• temporary	person	0	0	0
Number of employees by gender	person			
• Male	person	690	647	642
• Female	person	183	179	179
Number of employees by level	person			
• Operation	person	627	584	556
• Supervisor and technician	person	210	203	224
• Manager	person	36	39	41
Percentage of retirement age				
• Within 5 years (age 55-60)	%	10.08	10.89	14.13
• Within 10 years (age 50-60)	%	24.85	25.18	24.12
Turn Over Rate	%	9.28	7.14	3.65
Number of employees who have taken maternity/paternity leave (Number of male and female employees)	person	4	1	4
Number of employees returning to work after using their maternity / paternity leave (Number of male and female employees)	person	4	1	4
Number of employees returning to work after using their maternity / paternity leave and continue working for 12 months (Number of male and female employees)	person	4	1	4
Returning rate after maternity / paternity leave	%	100	100	100
Child-care quitting rate	%	0	0	0
Number of employees being member of Safety Committee				
• Employer representative	person	10	10	10
• Employee representative	person	12	12	12
Average training hours	Hr/person/year	7.56	7.37	12.57
Percentage of received performance assessment and career advancement plan	%	-	-	-
Employee earnings ratio - female to male	* total female earned/total no. of female to total male earned/total no. of male			
• Operation		1:04	1:04	1:07
• Supervisor and technician		1:07	1:05	1:06
• Manager		0:47	0:47	0:48
Percentage of priority delivery person, contractor, business partner having been screened for human rights	%	100	100	100
Percentage of processes in which human rights impacts are assessed	%	100	100	100
Percentage of employees who have undergone policy training and anti-corruption practices	%	100	100	100
Number of written social impact complaints and formal corrective action	time	0	0	0
Customer satisfaction survey results	%	92.89	92.22	90.96

4. Social and Community Responsibility

The Company fully recognizes community and society as stakeholders in its business chain who could impose impact on the Company and vice versa. As such, business operation is responsible for community and society covering environmental impact management; health and safety; participative community development; shared values creation in various fields so as to secure community's confidence in the Company; foster coexistence, trust, and mutual benefits.

To sustain community and social development of the Company, in 2025, the Company continued adhering to royal development principles of His Majesty King Bhumibol Adulyadej the **Great: Understanding, Gaining Insight and Access, and Engaging in Development** which are regarded as 3 steps to success.

Understanding: When doing anything, one needs to understand the problems, the ways to solve the problems, the process to tackle the problems while enhancing the mutual understanding between development providers and recipients.

Gaining Insight and Access: Once both parties thoroughly understand each other, actions should be taken with the cooperation among related parties. Equipment and materials must be accessible. All parties should join hands to work together.

Engaging in Development: When each party understands each other and unites, the development effort will then continue and sustain without affecting economic, social, environmental and political systems. On the other hand, it will lead to balance, stability and sustainability.

These three steps lead to the development of community with sense of belonging, and sustainability.

Company's business impact on community and society

In 2025, the survey and dialogue with all stakeholders, especially the representatives from various communities and all sectors/parties, has shown that neither direct nor indirect impact or damage stemming from the Company business operations on local communities and societies.

However, the Company utilized the outputs from the survey and dialogue to prepare continuing projects to support community and society. Projects and activities implemented in this regard by the Company in 2025 were as follows:

1. Project	SSSC's Promoting health and preventing disease
Objectives	<ol style="list-style-type: none"> To promote knowledge, understanding, and awareness of the importance of health among employees in order to reduce the risk of illness, and to enable employees to pass on this knowledge to their family members. To build immunity among employees by providing influenza vaccines to help stimulate the body to build immunity in order to reduce severe illness and/or death due to complications of influenza.
Targets	<ol style="list-style-type: none"> Organize at least one activity to educate employees about disease prevention. Provide influenza vaccines to employees at least once a year.
Outputs	<ul style="list-style-type: none"> Activity 1: Disease Prevention Awareness Training: The CSR working group organized a training course on "Good Health, Long Life, Understanding NCDs (Non-Communicable Diseases - Diabetes, High Cholesterol, High Blood Pressure, Heart Disease)." Activity 2: Providing influenza vaccines to employees. The CSR team promoted the flu vaccination program, encouraging employees to sign up. The company then provided influenza vaccines to help boost the body's immunity, reducing the risk of severe illness and/or death due to complications from influenza.
Outcome	Employees gained knowledge and understanding of the importance of health to reduce the risk of illness. Furthermore, this knowledge can be shared with family members. During this period, influenza is prevalent in many provinces, so to build immunity for employees, the company provided influenza vaccines to help stimulate the body's immunity, reducing severe illness and/or death due to complications of influenza.

Framework for the Employee Quality of Life Development Plan

As a result of the aforementioned projects, the company has established a framework for the sustainable development of the employee quality of life plan, consisting of 8 key components as follows:

1. Adequate and Fair Compensation
2. Safe and Healthy Environment
3. Opportunities for employees to develop their knowledge and skills (Development of Human Capacities)
4. Job characteristics that promote employee growth and security (Growth and security)
5. Job characteristics that promote employee social integration (Social Integration)
6. Job characteristics based on the law or justice process (Constitutionalism)
7. Work-life balance in general (the total life space)
8. The nature of work is directly related to and relevant to society (social relevance)



2. Project	SSSC Safety to School & Waste Separation for a Sustainable World
Objectives	<ol style="list-style-type: none"> 1. To raise awareness of safety among students and school personnel. 2. To educate the community on methods of reducing waste, separating, and reusing waste according to the 3Rs (Reduce, Reuse, Recycle) concept in a proper manner. 3. To promote waste separation management in the school and community areas.
Targets	<ol style="list-style-type: none"> 1. Conduct fire evacuation workshop for students and personnel at least 1 time. 2. Conduct training activity to educate students and personnel on methods for reducing waste, separating, and reusing waste according to 3Rs (Reduce, Reuse, Recycle) concept correctly at least 1 time. 3. Provide waste bin for different types of waste at least 1 place.
Outputs	<ol style="list-style-type: none"> 1. Provide knowledge and understanding about fire evacuation while in vehicle, and conduct practical training in the use of fire extinguishers for teachers, students, and the surrounding community. 2. Provide knowledge and understanding to students on how to reduce waste, sort waste, and reuse waste correctly according to 3Rs concept (Reduce, Reuse, Recycle). 3. Provide separate waste bins for the school to ensure proper and clean waste sorting.
Outcome	<p>Students and the community gained knowledge and understanding of fire evacuation while on vehicle and practiced to using fire extinguishers, stimulating safety awareness among students and school personnel. They also received knowledge and understanding of proper waste management so that the community could recycle the sorted waste, sell it for additional income, and maintain a clean community, which aligns with the objectives of the SSSC Safety to School & Waste Sorting for a Sustainable World project.</p>

3. Project	Knowledge along with safety and environmental awareness
Objectives	<ol style="list-style-type: none"> 1. To transfer acquired knowledge to youth in the community regarding the environment, safety, and energy management. 2. To provide educational guidance to youth and promote employment in the area.
Targets	<ol style="list-style-type: none"> 1. Transfer knowledge about university admission to students. 2. Organize a field trip to transfer knowledge on the environment, safety, and energy management to students 1 time.
Outputs	<p>Community representatives, teachers, and student representatives participated in the project, from the initial dialogue stages, through idea proposals and collaborative discussions, to the knowledge transfer process from the organization to the community. A total of 45 people participated in the discussions. The cooperation of staff, organizational representatives, and community members contributed to the project's success. A total of 38 staff members, 2 teachers, and 5 organizational representatives provided knowledge.</p>
Outcome	<p>The "Knowledge along with Safety and Environmental Awareness" project aims to transfer knowledge and real-world experience to communities. Knowledge sharing is a strong foundation for developing a mindset and operational processes that lead to sustainable quality of life. The plan includes education on proper waste management, enabling communities to recycle sorted waste, sell it for additional income, and maintain cleanliness, hygiene, and a better quality of life. The project also provides educational opportunities to create local employment and encourage youth to return to work in the area.</p>

1. Social and Community Development Activities

- Engage in dialogue with surrounding communities to collaboratively develop communities sustainably. (CSR - DIW Continuous Award Project)
- Participate with surrounding communities in preserving local cultural traditions, offering candles during the Buddhist Lent at Wat Laem.

2. Social Activities

- Provided Children's Day gifts to Sirindhorn Rajavittayalai Child Development Center under Royal Patronage, Samutprakarn Province.
- Provided gifts for Children's Day activities to schools and communities surrounding the company.
- Supported the repair and renovation of sliding glass doors at the Samutprakarn Provincial Labor Welfare and Protection Office.
- Received the "Outstanding Working Woman" award from the Samutprakarn Provincial Labor Welfare and Protection Office.
- Provided budget support for Labor Day activities to the Samutprakarn Provincial Labor Welfare and Protection Office.
- Participated in signing a Memorandum of Understanding (MOU) on implementing organizational safety measures and road accident prevention and reduction with government sector, state enterprises, the private sector, and civil society organizations.
- Provided filing cabinets for the storage of official documents to the Samrong Tai Police Station.
- Provided LED lights to enhance lighting within Wat Laem temple area.
- Provided disaster relief supplies to victims in Nan Province through the Samutprakarn Provincial Labor Office.
- Provided prizes for Red Cross activities to the Phrapradaeng Social Security Office.
- International Anti-Corruption Day activities (Thailand) "Hero of The Truth: Join the Stop Corruption"
- Supported the provision of LED lights to enhance lighting within the Wat Chak Daeng temple area.
- Provided drinking water and coffee to Samrong Tai Police Station during the New Year festival to support the campaign for preventing and reducing road accidents.

3. Knowledge Dissemination

- Participate in presentations and share experiences in implementing the TO BE NUMBER ONE project, “To be Number One without Drugs,” with organizations from both the public and private sectors.

4. Labor Relations and Welfare

- SSSC Zero Accident activity is set to be a pledge with intention
- Awarding 5S prizes to employees for maintaining cleaning in office and factory areas.
- Children’s Day gift sets for employees’ children.
- Safety Awareness Day activities.
- Newborn baby gift sets for employees’ children as part of the “Breastfeeding Corner” project.
- Visiting sick/recovering employees with gifts to boost morale.
- 100% urine drug testing of all employees.
- Sepak Takraw sports competition and awards ceremony against drug abuse.
- “KAIZEN SSSC 2024” BEST OF THE YEAR event and awards ceremony for employees who achieved outstanding results and served as role models for the organization.
- Songkran Festival activities to preserve Thai traditions, promote Thai culture, make merit, taste Thai desserts, and hold exhibitions promoting awareness of the dangers of drug abuse, safe driving, energy conservation, and CSR.
- Scholarships for employees’ children to support their education and boost morale.
- Recreational activities to promote physical and mental health. Donated sports equipment to the labor union.
- “Safety Day” activities promoting safety, health, environment, and drug-free lifestyle.
- Anti-drug Labor Union football competition to build a strong and drug-free organization.
- SSSC collaborative activity to make black ribbons to express condolences for Her Majesty Queen Sirikit, the Queen Mother.
- Awarding of prizes for 365 days of accident-free.
- Safety Talk activities to improve workplace safety.
- Road safety campaign: “Be Prepared, Drive Safely.”
- Donated fans and rice cookers as New Year gifts to employees.
- Donated blankets to members of the savings cooperative as New Year gifts to employees.

5. Personnel Development

- Provided Excel training for employees.
- Conducted training on the external assessor development project to support the carbon footprint certification system.
- Collaborated with Samrong Tai Police Station to provide safe driving training to enhance road safety awareness among employees.
- Collaborated with the Rajpracha Samasai Institute to provide basic first aid training to employees.
- Provided training to employees on the operation of overhead cranes.
- Collaborated with Samrong Tai Police Station to provide training on the dangers of drug abuse to create a safe working environment for employees.
- Provided training on laws related to energy management systems.
- Provided training on organizational measures for preventing and reducing motorcycle road accidents to promote employee safety.
- Training on questioning-based sales techniques to assist customers, focusing on teaching sales staff how to effectively use “questions.”

- Collaborating with the Social Security Office to provide employees with knowledge and understanding of Social Security Fund benefits.
- Training on promoting and building saving discipline to develop employee potential in dimensions encompassing both health and economic aspects.
- Training on understanding and best practices in business ethics, work conduct, anti-corruption, human rights, personal data protection, and Corporate Social Responsibility (CSR) to develop transparent and sustainable work practices.
- Collaborating with the Rajpracha Samasai Institute to conduct training on “Hearing Conservation” for workplace safety.
- Training for Safety Officers and Supervisors to understand their roles and responsibilities in managing safety in the workplace, building knowledge and driving a sustainable safety culture.

Health Education Development

- Collaborating with Sikarin Hospital to provide health education on non-communicable diseases (NCDs) to employees.
- Collaborating with the Samutprakarn Provincial Public Health Office to organize influenza vaccination activities to boost immunity and prevent the spread of the disease.

Savings Education Development

- Organizing a campaign to abstain from alcohol during the Buddhist Lent period, “Open the Piggy Bank and Count the Money.”
- Collaborating with the Government Savings Bank (Head Office) to provide training on “Saving Discipline and Financial Planning for Security.”

6. Awards Received

- Received the “Outstanding Working Woman” award from the Samutprakarn Provincial Labor Welfare and Protection Office.
- Received the Green Industry Award, Level 4, “Eco-Friendly Innovation” from the Department of Industrial Works.
- Received the “ECO FACTORY” award from the Federation of Thai Industries (FTI).
- Received a certificate of completion for the CAC Certification Ceremony 2025, recognizing membership in the Thai Private Sector Collective Action Coalition Against Corruption (CAC).
- Received the 2025 Sustainability Disclosure Award from the Thai Institute of Development.
- Received a certificate of excellence in labor relations and employee welfare for 23 consecutive years from the Ministry of Labor.
- Received a certificate as a model organization for the Social Impact Assessment project using the Social Impact Footprint (SIF) tool from the Thai Institute of Development.
- Achieved 2025 sustainability assessment and is listed in the SET ESG Rating at level A.