

SUSTAINABILITY REPORT 2022



INNOVATIVE & SUSTAINABILITY ORGANIZATION

GREEN
PLASTIC

MINERAL
PE



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WWW.THANTAWAN.COM



SUSTAINABILITY REPORT 2022

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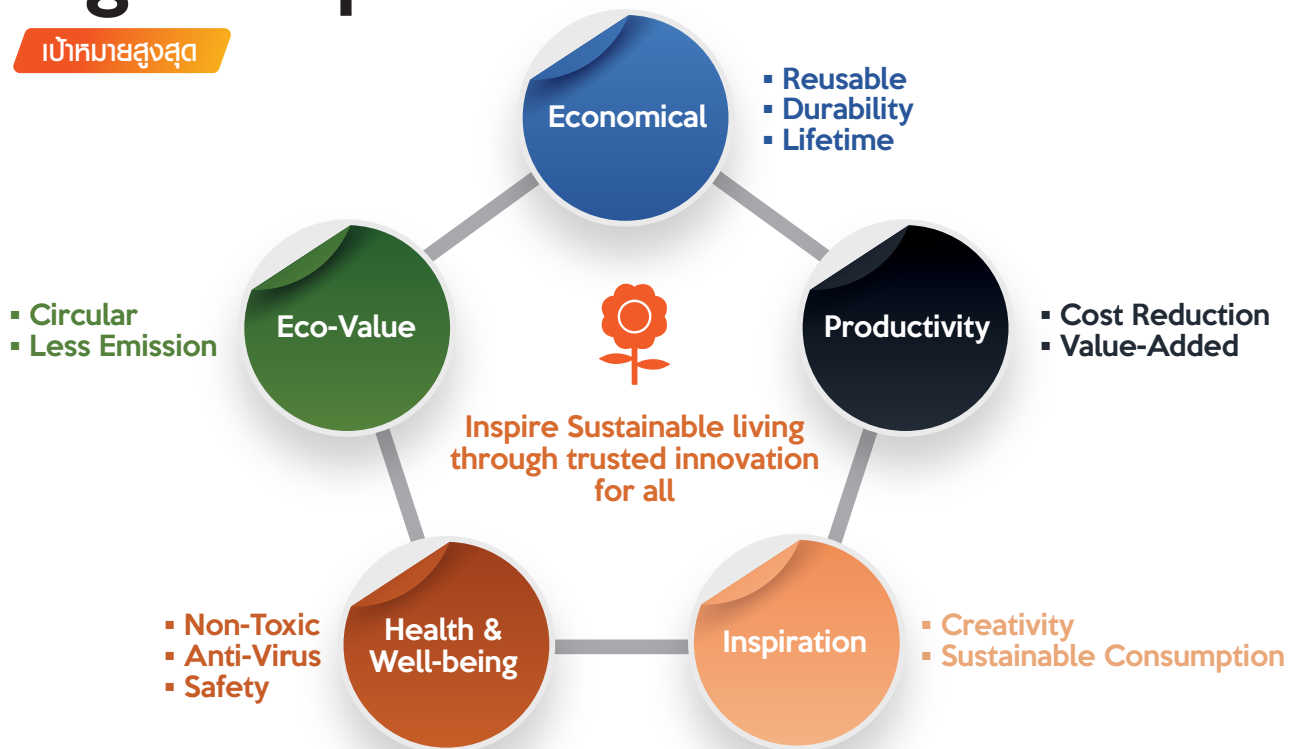
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“
To be the
leading innovative
packaging solution
provider worldwide
”

High Purpose

เป้าหมายสูงสุด



Vision

“To be the leading innovative packaging solution provider worldwide”

Mission

“ We will use innovative technology and experience in packaging to design, research, produce and distribute, as well as being a value added solution provider for our business partners to contribute sustainable returns to all stakeholders ”

Core Value



Team Spirit
Co-creating
collaboration



High Performance
Delivery
excellence



Ingenuity
Building co-creative
organization



Partnership
Creating business
value for partnership



About the Sustainability Report

History of sustainability report

Thantawan Industry Public Company Limited (THIP) has conducted the sustainability report in 2022 to inform annual performance in terms of economic, social, and environmental metrics (Disclosure 102-52). Reporting period is performed January 1 to December 31, 2022 (Disclosure 102-50). This report was developed by following GRI Sustainability Reporting Standards (GRI Standards) (Disclosure 102-54).

THIP has conjoined the performance of corporate strategies that meet the United Nations Sustainable Development Goals (SDGs). In addition, THIP has integrated the Sustainable Development Goals (SDGs) into the business operations to represent THIP's commitment and to meet diverse needs and expectations of all stakeholders.

Scope of this report (Disclosure 102-45, 102-46, 103-1)

This report presents the operating results in 2022. The reporting cycle is from January 1 to December 31, 2022 of Thantawan Industry Public Company Limited covering the performance of both factory and Sun Tower Building Office.

The credibility of report

This report reviews key content from top management of each department (Disclosure 102-32) through the sustainability committee meeting of the organization's policy to ensure that the report will accurate and comprehensive response to all stakeholder groups.

Information Inquiry (Disclosure 102-53)

For further information, please contact

- **People and Sustainability Group**

Thantawan Industry Public Company Limited

E-mail: corpcom@thantawan.com Tel: 02-273-8333





“

The Company will continuously strive to grow business under the principles of ethics and corporate governance guidelines on economic, social, and environmental responsibilities.

The Company will drive business with sustainable growth to inspire sustainable life with reliable innovation for everyone.

”

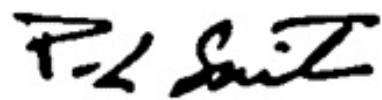
CHAIRMAN STATEMENT

In 2022, this year is such a challenging year for the business. Board of Directors and Executives are aware of challenging factors such as economic conditions, political war, climate change and the severity of COVID-19 situation which led to various changes in a way of life, society, and environment.

According to the challenges, Thantawan Industry Public Co., Ltd., has still reached a high revenue with great operating results due to an obvious business plan and excellent preparation for changes. All achievements this year manifest that the Company is dedicated to becoming a leading business in packaging innovation in Global Market by improving the efficiency of business management to compete in the global market on the aspirations of sustainable development guidelines. The sustainability framework is integrated as part of the organization's business strategy to consider the impact on all stakeholders.

In this regard, the committee has reinforced the management team in Thantawan Industry Public Co., Ltd., to considerably enhance sustainability work well. It is not only business growth, but it also relates to employees, society and environment. Our employees are excellent at managing risks and dealing with incoming crises and overcoming every challenge to the goal of mutual success.

On behalf of Thantawan Industry Public Co., Ltd., I would like to thank all stakeholders for giving the Company confidence and supporting the operation of the company all the time. The Company will continuously strive to grow business under the principles of ethics and corporate governance guidelines on economic, social, and environmental responsibilities. The Company will drive business with sustainable growth to inspire sustainable life with reliable innovation for everyone.



Mr. Praisun Wongsmith

Chairman of the Board of Director
Thantawan Industry Public Co., Ltd.,

“

**THIP has continued to
deliver prosperity to all stakeholders.**

The Company adheres to becoming a
leading packaging company
in 2023 as the Company's
commitment and goals

”



CHIEF EXECUTIVE OFFICER STATEMENT

In 2022, it was crisis upon crisis. Various businesses encountered enormous challenges caused by the severity of the COVID-19 situation, political wars, trade wars, global disasters, depression, inflation, famine, climate change and natural disasters.

However, this year is another successful year for Thantawan Industry Public Company Limited. The Company adheres to growing the business by creating sustainability conforming to good governance principles called Environmental, Social, and Governance (ESG). Sustainable Development Goals (SDGs) are integrated with the Company's operations to deliver a great improvement regarding economy, society and environment by considering the benefit of stakeholders, both internal and external organization.

THIP's dignity has manifested through Awards received from external institutions such as ranking among ESG100 listed companies in 2022 by Thaipat Institute for the 5th consecutive year. THIP is one of 851 listed companies recognized with an excellent rating regarding Environmental, Social and Governance (ESG), Selected by the Stock Exchange of Thailand as one of Thailand Sustainability Investment (THSI) 2022 for the 4th consecutive year and Honorary announcement of Sustainability Disclosure Recognition 2022. These recognitions have represented dedication and participation of all employees. Hence, the Company accelerated all efforts to achieve THIP's sustainability mission.

THIP has continued to deliver prosperity to all stakeholders. The Company adheres to becoming a leading packaging company in 2023 as the Company's commitment and goals under the notion of **"Inspire sustainable living through trusted innovation for all"** through trusted innovative packaging from the Company's expertise and experience.

THIP has initiated climate change projects under the **"Carbon Neutrality and Net Zero GHGs Emission Project"** to deliver betterment of life and sustainability for the next generation.

The Company is very thankful for the dedication of top management and all employees. THIP believes that the Company will be able to thrive through any crises in the future with employees, who have thanked, developed, adjusted, and accumulated experiences from challenges in the past and present.

Ultimately, on behalf of the management team, I would like to thank you to shareholders, customers, business partners, trade partners and all stakeholders for always trusting and supporting the Company.



Mrs. Pojanard Prinyapatpakorn

Chief Executive Officer
Thantawan Industry Public Co., Ltd.,



Thantawan Industry Public Company Limited

■ About Thantawan Industry Public Co., Ltd

Our company (Disclosure 102-1) : Thantawan Industry Public Co., Ltd.

Company name in stock exchange : THIP

Thantawan Industry Public Co., Ltd., formerly known as Boltech (Thailand) Company Limited, was established on September 21, 1978. The Company became a public limited company listed on the Stock Exchange of Thailand on November 19, 1994 with a registered capital of 100 million THB and paid-in capital of 89,999,686 million THB. THIP's objective is to run the business of manufacturing and distributing plastic products.

Currently, Thantawan Industry Public Co., Ltd., is a manufacturer of packaging and straw with more than 40 years of experience and expertise. The Company has offered global full services regarding OEM service, product design and development service, as well as ODM services to customers under international standards. The Company also provide our house brand for all product categories (Disclosure 102-2).

■ **Established in :** 1978

■ **Head Office (Factory) (Disclosure 102-3) :**

143 – 144 Soi Kangwal 2, Phetkasem Road, Omyai, Sampran, Nakornpathom 73160
Tel. 02-431-3051, Fax 02-431-3056 -7

■ **Branch Office :**

123 Suntowers Building 32 A Fl., Vibhavadee Road, Chomphol, Chatujuk Bangkok, 10900
Tel. 02-273-8333 Fax. 02-273-8282, 02-273-8484

■ **Tuangtana Office :**

197-198 Phetkasem Road, Yai Cha, Sampran, Nakornpathom 73160
Tel. 02-811-4700, 02-431-3051 Fax 02-431-3056-7

■ **Chief Executive :** Mrs. Pojanard Prinyapatpakorn Chief Executive Officer

■ **A registered capital :** 89,999,686 THB including 89,999,686 common
stocks valued 1 THB per share

■ **Employee (Disclosure 102-7) :** 1,640 staff , 648 Males and 992 Females
(as of 31 December 2022)

■ **Business Type :** Plastic Packaging and Plastic Products Manufacturer and Distributor



Organization membership

(Disclosure 102-13)



The Thai Chamber
Of Commerce



GS1 Thailand



Technology Promotion
Association (Thailand-Japan)



Thai Plastic Industries
Association



Thai Listed Companies
Association



The Stock Exchange of Thailand



สภาอุตสาหกรรมแห่งประเทศไทย
The Federation of Thai Industries



Thai Institute of Directors



Thai National
Shippers' Council



Authorized Economic
Operator



Thai Bioplastics Industry
Association



Thailand Management
Association



Personnel Management
Association of Thailand



National Innovation Agency
(Public Organization)



Carbon Markets Club

Company Business

Thantawan Industry Public Co., Ltd., has offered globally full services regarding OEM service, product design and development service, as well as ODM services to customers. We also provide our house brand for all product categories.

Our brands

“Thantawan Industry” will never stop improving and creating products.



Company Business

SUNSTRAW®

**Flexible
Straws**



SUNGLOVE®
DISPOSABLE GLOVES

**ANTI BACTERIAL
DISPOSABLE
GLOVES**
for kitchenware



**KITCHEN
Neat**

**HOUSEHOLD
Retail Packs**



NEW Krewrap

FOODWRAP
Direct from freezer
to microwave



**MADE IN
JAPAN**



**Fresh
& Fresh**

**ACTIVE &
BREATHABLE BAG**



**SUN
ecoSTRAW**

**REUSABLE
Drinking Straw**



Production capacity

(Disclosure 102-4)



STRAWS

Average Annual Capacity
1,200 TONS



ZIPPER BAGS

Average Annual Capacity
28,000 TONS



SLIDER ZIPPER BAGS

Average Annual Capacity
3,300 TONS



GENERAL BAGS

Average Annual Capacity
700 TONS



CLING WRAP

Average Annual Capacity
540 TONS



LAMINATED BAGS

Average Annual Capacity
180 TONS



ZIPPER PROFILE

Average Annual Capacity
700 TONS



BODY PUFF

Average Annual Capacity
600 TONS



DRAWSTRING BAGS

Average Annual Capacity
36 TONS



COMPOSTABLE BIOPLASTICS

Average Annual Capacity
180 TONS

**Production Capacity
Yearly Average Include
all Production**

35,436 TONS

Product Innovation

Innovative Product for Environment



Environmentally Friendly Products

“SUNBIO” is made from bio-plastic pellets derived from 100% natural raw materials. It can decompose itself with landfills by natural microorganisms and bacteria within 180 days. It can be completely returned to the ecosystem without toxins returned to the ecosystem.



Reusable Drinking Straw

“SUNECO Straw” The portable reuse tubes is adjustable up to 3 levels. It can be used for both hot and cold drinks. It comes with a tube cleaning brush and strap in the box for the eco-friendly lifestyle.



“SUNBIN” is a group of recycling products developing continuously into “100% recyclable garbage bags” in folding and rolling format with thickness and load well without smell. It is such a new alternative for daily usage.



Product Innovation

Innovative product for Society

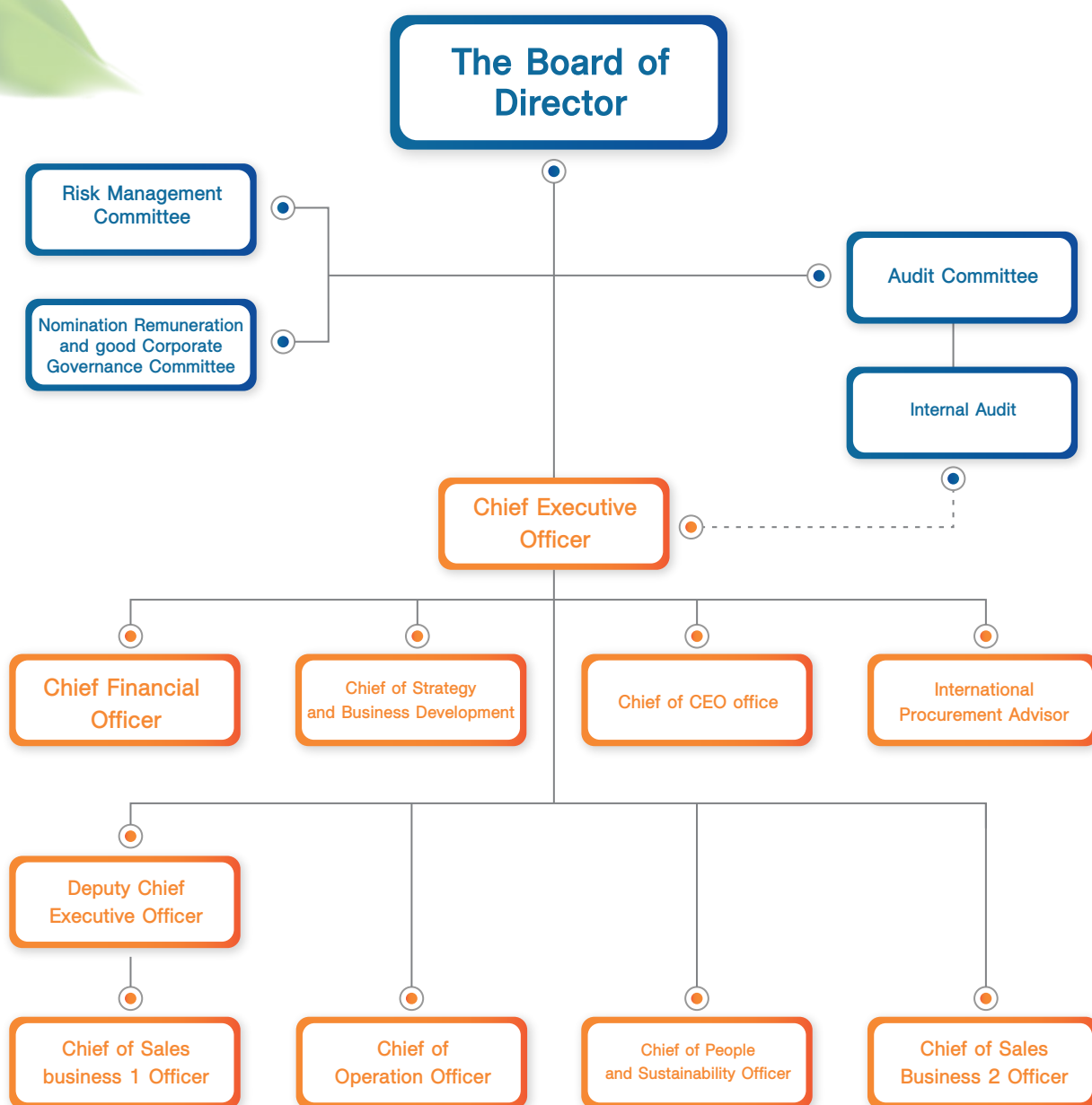
SUNZIP™
ANTI VIRUS ZIPPER BAG



“SUNZIP Anti-Virus”, under brand SUNZIP, is the first innovation of a zipper bag inhibiting the virus by over 99% anti-virus based on laboratory test results. To eliminate Influenza A (H1N1), Influenza B within 24 hours, this is the first zipper bag innovation inhibiting the virus with Silver Ion Technology from Japan. SUNZIP Anti-Virus bags is, therefore, another pride of our company that created innovations for health care and virus protection as complying with THIP's vision and our commitment to developing product meeting customer needs.

Organization Chart

(Disclosure 102-18, 102-20, 102-22, 102-23)



The Management Structure has 4 Committee as follows

- ① Board of Director
- ② Audit Committee
- ③ Nomination Remuneration and Good Corporate Governance Committee
- ④ Risk Management Committee

THIP's Value Chain

(Disclosure 102-9)

THIP always adheres to becoming a leading business of international packaging innovation based on the sustainable development and priority of the Economy, Social and Environmental in line with company's strategy. The Company aims to create an engagement among stakeholders to improve every activity throughout the value chain and environmental impacts.

Resource	Operations	Results / Values
Business Strategy • Cost of Sales 3,298.28 million Baht • Equity 2,515.21 million Baht	Customer Relationship Management Tools • Customer satisfaction survey • Logistics management system; On time delivery without high impact on community • Manufacturing process innovation	Shareholders/Investors • Sale 4,072.74 million Baht • EBIT 421.54 million Baht
Value Chain • 29% Local sourcing	• Inventory management system • Delivery schedule improvement	Vendor/Supplier • Vendor or Supplier evaluation in terms of environment and human rights • Vendor or Supplier Satisfaction • Vendors or suppliers Satisfaction Scores; 85% International and 92.73% Domestic • Zero accidents in raw material transportation
Product Innovation and Development • Number of Innovative Products	• Research and Development team for new products concerning quality of use and environment to meet customer needs • Innovation Management Team	Customers • On Time Delivery • Innovative product for environment, 3 products • Innovative product of society, 1 product
Employee Welfare • 1,640 Staff • 444 Training Hours • Training Budget at 188.14 Baht per working hours	• A Performance review for knowledge and skill enhancement	Employee • 65.69% Employee Engagement Score • Employee injury rate at 0.81 per million hours worked.

THIP's Value Chain

(Disclosure 102-9)

Resource	Operations	Results / Values
Creating Social Value - Corporate governance for society - Corporate Social Responsibility (CSR) budget at 1,405,000 Baht	Good social engagement	Society - Zero complaints from community - Zero corruption
Environmental Concern - Energy consumption 22,172,724 kilowatt-hours (kWh) per year - A goal of reducing greenhouse gas emissions	- Forming team for greenhouse gas solution Tool - ISO14001	Environment Reducing greenhouse gas emissions

Mission Statement :

“We will use innovative technology and experience in packaging to design, research, produce and distribute, as well as being a value added solution provider for our business partners to contribute sustainable returns to all stakeholders”

The Company has considered operational value to stakeholders throughout primary activities in 5 Dimension including (1) Production Management (2) Operation (3) Distribution (4) Marketing and Sales (5) After Sales Service as shown in following detail.

Value Chain



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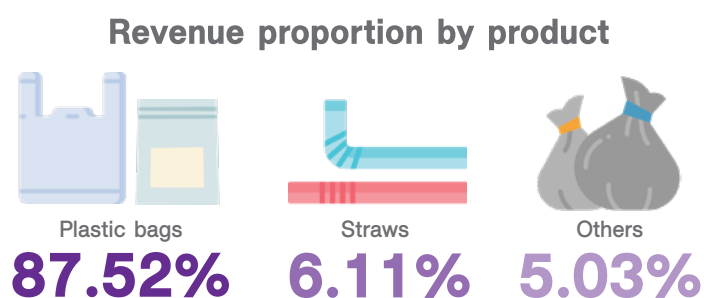
Corporate Governance



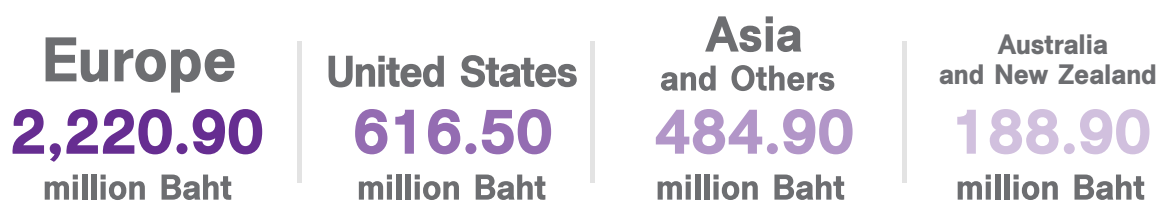
- Renew contract Thailand's Private Sector Collective Action Coalition against Corruption (CAC)
- No Gift Policy for the 5th consecutive year
- Zero corruption
- Recognition of Sustainability Disclosure Recognition in 2022 for the 4th consecutive year by Securities and Exchange Commission and Thaipat Institute



Economic growth



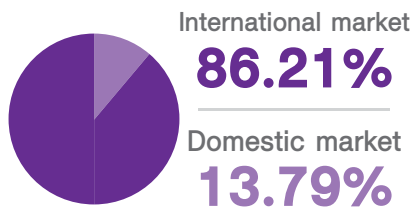
Distribution ratio by country



Annual Report 2022

Business growth

Distribution ratio by market



Raw material procurement



Expenses



Environmental Management

- Total greenhouse gas emissions 101,707 tonnes of carbon dioxide equivalent (Base year 2021)



Direct GHG emissions (Scope 1)

595

tonnes of carbon dioxide
equivalent

Energy Indirect emissions (Scope 2)

14,445

tonnes of carbon dioxide
equivalent

Other Indirect emissions (Scope 3)

86,667

tonnes of carbon dioxide
equivalent

Annual Report 2022

Environmental Management



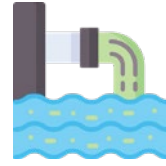
Energy consumption
22,172,724
Kilowatt-hour per year



Water consumption
69,494
Cubic meter per year



Water recycling
4,864.58
Cubic meter per year



Wastewater on sewage treatment
25,855.21
Cubic meter per year

- **Waste management** : Sewage and unused materials 1,596,149.64 kilogram



71.29%
Recycling
1,137,846.64
Kilogram



8.29%
Incineration for energy
132,283
Kilogram



20.43%
Landfill
326,020
Kilogram

Corporate Social Responsibility



Safety

- Injury Severity Rate (I.S.R.) 20.26
- Injury Frequency Rate (I.F.R.) 3.96
- Total Recordable Injuries Rate (TRIR) 0.81



Customers

Customer satisfaction in domestic

92.73%

Customer satisfaction international market

85.00%



Employee

Training hours

- **Operational level** 3.85 hours/employee/year
- **Supervisor level** 22.06 hours/employee/year
- **Management level** 9.92 hours/employee/year
- **Top Management Level** 2.67 hours/employee/year

Employment of the disabled

- 2 People worth 209,664 Baht/year
- Reinforcement of the income-generating project for disabled people, worth 1,713,675 Baht/year
- Disabilities Fund 114,245 Baht/year

Awards



Thailand Sustainability Investment
(THSI) 2019-2022



ESG 100 Company 2022



Sustainability Disclosure Award 2022



Excellence Supplier Awards 2022
in Special Contribution



Silver Awards for Eco factory
by Ministry of Industry

THIP and Sustainability Management

THIP is committed to meeting expectations and needs of all stakeholders and to achieving Sustainable Development Goals (SDGs Goal) through national sustainability assessment criteria covering sustainability issues in corporate governance, economic dimensions, social dimensions, and environmental dimensions to reduce risks and economic impacts. The Company has developed operations and business governance to cover sustainability issues in line with international goals and operations. As a result, THIP rapidly adapts to global changes and emerging risks.

THIP operates on sustainability through board of the organization which is chaired by the Chief Executive Officer and executives of business group as directors (Disclosure 102-19, 102-20, 102-22).

The sustainability management structure is divided into 2 levels
(Disclosure 102-19, 102-20, 102-22)



Corporate Sustainability Policy Committee

Set goals, directions, policies, and sustainability strategies in strategy and sustainable value creation in business operation by considering SDGs goals and stakeholder's needs and expectations. Policies and goals from the Corporate Sustainability Policy Committee will operate through a working team of Corporate Sustainability Management as the central coordinating unit to monitor, collect, evaluate, and report progress and performance to Board of Directors.



Sustainability Management Committee

THIP sustainable management committee and working team are established to ensure that all operations are in line with the goals and strategies focusing on climate change strategies.

Sustainability principles and frameworks (Disclosure 102-16)

THIP has established a sustainability framework under the Sustainable Development Goals (SDGs) and the needs and expectations of all stakeholders. The Company integrates various standards, criteria, and requirements on sustainability to determine the operational framework reflecting the vision, direction and strategy of the business including Sustainable Development Goals (SDGs), International Organization for Standardization (ISO), Thailand Sustainability Investment (THSI), and stakeholder's needs and expectations. THIP's performance is monitored and reported according to the guidelines of GRI (Global Reporting Initiative) to reflect sustainability operations throughout the supply chain.

THIP and Stakeholders

(Disclosure 102-43)

As the vision of “the leader of international packaging innovation” has resulted in THIP’s business strategy based on the consideration of all stakeholders. THIP will use innovative technology, and experience in packaging design, research, produce, and distribute, as well as being a value added solution provider for our business partners to contribute sustainable returns to all stakeholders. THIP operates by adhering to the principles of corporate governance because the Company focuses on creating a balance of value from business operations for all stakeholders. THIP also builds a good relationship and confidence between the Company and the stakeholders. Therefore, THIP values the way of work with all stakeholders by operating in accordance with the vision and using operational information to conduct strategic planning.

Stakeholder Engagement Procedures

Identify and priorities stakeholder based on the following conditions :

1. Which stakeholders are involved in THIP’s operations?
2. Does THIP create sustainability impacts on stakeholders?
3. Do stakeholders strongly impact on sustainability of THIP?

The important steps for stakeholder engagement as follow :

1. Determine the division who will be responsible for stakeholders.
2. Systematically determine the method of survey stakeholder’s expectation
3. Gather information and stakeholder’s expectation

Materiality Criteria

1. Consider the needs and expectations of stakeholders in the context of impacts,risks, opportunities, and compliance with the organization's policies and goals.

THIP has classified stakeholders into 7 groups (Disclosure 102-40) consisting of employees, shareholders, customers, partners, trade cometitors, government agencies, and society and community to meet different needs and expectations.



Stakeholder Engagement

Stakeholder (Disclosure 102-40)	Engagement Approach (Disclosure 102-43)	Expectation or Needs (Disclosure 102-44)	THIP's Response
Employees	Internal communication channels such as Intranet, E-mail, and Town hall activities	- Justice evaluation - Potential development - Compensation and welfare - Safety in workplace - Progressive stability and career path	360-degree employee evaluation - Health and well-being activities and retirement planning course for employees - Proper training programs for every position - Formulating policies and procedures of the human resources department by following relevant laws. - Career path for employees and proper compensation and welfare - Safety training as law requirement
Shareholders	- Annual General Meeting of Shareholders - Annual Report and Company website	- Return on investment - Transparency and accountability - Create growth and progress of the organization	- Generate good performance and dividends - Disclosure of company information in a transparent and update - Corporate governance - Certified as a member of the Thai Institute of Directors Association to be a united front Anti-corruption in the private sector
Customers	Product detail on Company website	- Product quality - Reasonable price - Improve logistics system efficiency - Strictly comply with international standards and customer's standards	- Verify the quality of the product to meet the specified standards - Review promotional campaigns and selling price - On time delivery - Honesty with customer commitment - Evaluate customer satisfaction for business development
Partners	- Communicate via E-Mail - Communicate via Telephone	- Follow the contract and partner agreement - Justice and equitable treatment to all partners - Adhere the honesty and transparency trade	- Review business practices and business ethics of partners - Establish a fair procurement framework - Review and improve the procurement process

Stakeholder Engagement

Stakeholder (Disclosure 102-40)	Engagement Approach (Disclosure 102-43)	Expectation or Needs (Disclosure 102-44)	THIP's Response
Trade competitors	Communicate through central agency such as Thai Plastic Industries Association	- Business operation with transparency under competition rules - Business operation under free market competition	Provide marketing information that does not discredit competitors and conduct business under free market competition
Government agencies	- The system of government agencies - Documents or guidelines	- Comply with rules, regulations, and laws - Support government projects - Environmental stewardship	- Comply with laws, regulations related to business operations in accuracy and transparency - Monitor environmental quality to meet the standards required by law
Society and Community	CSR activities for the creation of sustainable shared value	- Employment - Operational and environmental management to prevent impacts on communities - Educational development - Environmental development - Economic development	- Local employment and professional development - Development of quality of life and well-being in communities - Community satisfaction survey - Responsible for the community



Materiality of Sustainability

Due to the situation of COVID-19, it has continued since 2020, THIP has already reviewed expectations and needs of each stakeholder by considering various factors that plausibly affect sustainability. During 2020-2022, the Company continues to operate the work from home policy continuously.

Materiality

The process of selecting materiality is based on the needs and expectations of each stakeholder group and other external information affecting the Company as follows:

1 Identification of stakeholders and organization

THIP has gathered important information from both internal factors including goals and business plans and operational policies, and risk management affecting sustainability in short term and long term. External factors include sustainability trends and directions, global risk and crisis, SDGs and stakeholder expectations, caused by THIP's sustainability in terms of economy, society and environment. The reporting period covers January 1 - December 31, 2022.

2 Prioritization

THIP typically takes the key issues for the organization and the stakeholders by comparing them with the consistency of keystones and indicators of GRI standards. The scores are considered under Materiality Matrix table as the following detail.

Horizontal dimension : an important issue for the organization by considering the effect, opportunities and risks that may occur to the organization both in the short and long term

Vertical dimension : an important issue relating to stakeholders for making decisions by considering the level of impact and significant concerns plausibly occurred by a group of stakeholders

In addition, Sustainability experts are also invited to comment on THIP's sustainability priorities to ensure that sustainability issues have coverage and reasonability.

3 Validation

Keystones from the analysis have been approved by the corporate sustainability policy committee (Disclosure 102-32). Important sustainability issues consist of Adaptation and Mitigation Issues of climate change impacts, Occupational Health and Safety Issues, Personal Data Security Issues, Fair Business Practices and Issues of non-discrimination, etc.

Materiality of Sustainability

Materiality Criteria for considering priority

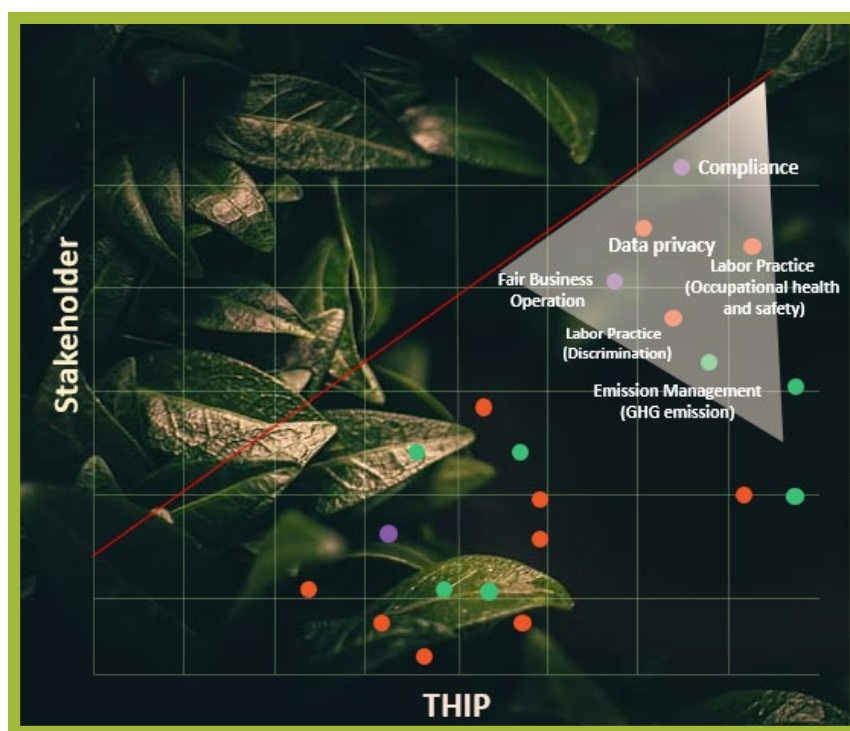
Stakeholders

1. Level of impact on stakeholders
2. Future issues of stakeholders
3. Diversity of stakeholders affected
4. The level of expectation of THIP's management

Organization

1. Opportunity to impact
2. Level of impact severity
3. Business Risk Level
4. Level of Long-Term Effects
5. Significance or Possibility of future issues
6. Consistency of THIP's policies or goals

Material Matrix (Disclosure 102-47)



Materiality of Sustainability 2022

Governance and Economy	Environment	Society
1. Business ethics, transparency, and fairness 2. Legal compliance 3. Industrial development	1. Greenhouse gas management 2. Waste management 3. Energy management	1. Occupational Health and Safety 2. Job security and stability for employee 3. Human rights

Materiality

(Disclosure 102-47)

Dimension	Materiality	Impact		Detail	Page
		Internal	External		
Governance and Economy	Business ethics, transparency, and fairness	THIP	• Shareholders • Partners • Customers • Competitors	• Corporate governance and business ethics	30-34
				• Anti-corruption	35
	Legal compliance	THIP	• Shareholders • Partners • Customers • Competitors	• Corporate governance and business ethics	30-34
				• Anti-corruption	35
	Industrial development	THIP	• Customers • Competitors	• Sustainable economic development	39-42
				• Sustainable supply chain management	43-44
Environment	Greenhouse gas management	THIP	• Government agencies • Society and communities	• Greenhouse gas emissions	46
				• Water management	47
	Waste management	THIP	• Government agencies • Society and communities	• Waste management	48
				• Unused material and waste disposal	49
	Energy management	THIP	• Government agencies • Society and communities	• Energy consumption and climate change	46
Society	Occupational Health and Safety	THIP	• Employee	• Occupational safety, health and working environment	58-59
				• Occupational health and safety activities	60
	Job security and stability for employee	THIP	• Employee	• Employee and organization development	57
	Human rights	THIP	• Employee • Partner	• Business Ethics	33
				• Employment non-discrimination policy and employee care	56



Corporate Governance

■ Corporate Governance Policy

Board of Directors and Executives are committed to the principles of corporate governance for listed companies in 2017 (Corporate Governance Code or CG Code) of the Securities and Exchange Commission to create sustainability in business.

■ Overview of Corporate Governance Policies and Practices

THIP has contributed credibility to investors and stakeholders by rising the value of the organization and encouraging sustainable growth. Our business is conducted under the principles of corporate = governance which is the elemental value of leading organizations. We, therefore, have defined the corporate governance policy as follows.

- ① Board of Directors, executives and all employees will comply with THIP 's corporate governance manual by confidence and comprehension.
- ② Board of Directors, executives and all employees will apply the principles of corporate governance in practice for managing all levels of business.
- ③ Board of Directors, executives and all employees will adhere to justice and treat all stakeholders equally as well as working for the benefit of the company with the best effort and transparency which can be inspected.
- ③ Board of Directors, executives and all employees may suggest for enhance the corporate governance policy to be consistent and suitable for business standards and to meet international standards and customer needs.

■ Monitoring and implementation

It is the important duty and responsibility of all directors, executives and employees that must be informed and comply with the policies and regulations contained in the corporate governance principles. Executives at all levels must encourage their subordinates to thoroughly comprehend policy and strictly adhere to the principles of corporate governance of THIP.

THIP will not perform any illegal or contrary action since it is against the principles of corporate governance. If the directors, executives, or staff violate these principles, they will result in disciplinary action strictly. If an act is against the law, rules, and regulations of the government, THIP will send the matter to the government officials to proceed



Corporate Governance

In case employees at all levels of the company encounter difficulty in making decisions or operating a code of conduct on an action that did not define in the principles, please ask yourself as follows:

- ① Is the action against the law?
- ② Do your activities against the policy or ethics or the company image?
- ③ Do your actions have a serious negative impact on the company's stakeholders?

If employees are found violations of the law and /or the principles of corporate governance, they must report complaints or allegations to the Chairman of Board of Directors. THIP will investigate without revealing the name of whistleblower to protect the effects that may occur to the complainant or allegation which is under the whistleblowing or complaint policy of the company

■ Corporate Governance Policy and Code of Conduct

Board of Directors has approved the corporate governance policy which is reviewed, improved and approved by Board of Directors every year. Everyone in THIP, board of directors, executives, and employees, must operate their tasks complying with this guideline. We aim to drive THIP to be an excellent of business operations, management, corporate governance, ethics, transparency, and audit to develop the corporate governance system to be effective continuously and to create confidence for all groups of stakeholders. It leads to sustainable growth of the organization. THIP has published the corporate governance policy on the company's website. (www.thantawan.com) and the company's internal communication system (Intranet) for the convenience of accessibility. In addition, the Company has continually enhanced knowledge and comprehension of corporate governance policy and principles of practice through activities such as a lecture on corporate governance for employees in the orientation for new employees. E-learning on corporate governance is also produced in an easy way to explain important issues including anti-corruption, giving, and receiving gifts policy, personal data and privacy

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Board of Directors is dedicated to being an efficient organization in running the business, corporate governance, and management. THIP has advanced the best interests to shareholders and stakeholders, ethics, transparency, and audit. Then, corporate governance policy is established for all employees to adhere to the guidelines on their working as follows

Corporate Governance

- ① Board of Directors, executives and employees are committed to adopting the principles of corporate governance in their operation and a justice management is established among Board of Directors, executives, and shareholders.
- ② Board of Directors perform duties with dedication and responsibility. They are independent roles and responsibilities between the chairman and the chief executive officer.
- ③ Board of Directors have played an important role in shaping the company's vision, strategies, policies and plans. They must consider risk factors, an appropriate management approach as well as to ensure that the financial reporting and audit are reliable.
- ④ Board of Directors are required to be ethical leaders as a role model of corporate governance practices and conduct the conflicts of interest and involving transactions.
- ⑤ Board of Directors establish appropriately sub-committees to help them scrutinize important tasks.
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- ⑦ Board of Directors consider ethical standards and code of conduct for everyone in the organization; Board of Directors, executives, employees and staff to use as a guideline for operations complying with the company's rules and regulations.
- ⑧ Board of Directors provide the disclosure of company information, both financial and non-financial, sufficiently, reliably, and promptly for the shareholders and stakeholders because they must receive information equally. Public relations unit and an investor relations unit are formed to address the information to investors and public.
- ⑨ Board of Directors must treat shareholders equally by giving the right to access information and channels to communicate with the Company
- ⑩ Board of Directors provide an appropriate recruitment system for all key management positions with a transparent and justice recruitment process.
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As aforementioned policies, Board of Directors has established 8 categories of principles of corporate governance, consisting of:

- ① Recognition of Board of Directors' roles and responsibilities as an organization leader creating sustainable value for the business.
- ② Determination of the objectives and business goals for sustainability
- ③ Reinforcement of an effective committee
- ④ Recruiting and developing high-level executives and personnel management
- ⑤ Reinforcement of innovation and business operations
- ⑥ An appropriate risk management and internal control system.
- ⑦ Financial credibility and disclosure.
- ⑧ Participation and communication with shareholders

Code of Conduct

Board of Directors have considered a policy supporting morality, ethics, code of conduct and transparency by conducting business under the code of conduct guideline in all aspects and the principles of corporate governance policy.

Board of Directors regulate the "Code of Conduct" as a guideline for justice in business practices to related parties both inside and outside the Company including stakeholders, shareholders, customers, trading partners, creditors, competitors, employees, society and environment as follows.

1. Stakeholder management (shareholders, customers, partners, competitors, creditors employees, communities, society, and the environment)
2. The principles of respect for laws and human rights
3. Safety, Occupational Health, and Environment
4. Conflicts of Interest
5. Relevant Items
6. Confidentiality and internal information
7. Anti-corruption and whistleblowing
8. Code of Conduct for Investor Relations

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■ In the case corporate governance principles for listed companies in 2017 have not been applied in any matter

THIP has fully implemented the principles of corporate governance for listed companies in 2017

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2. E-mail: board-thip@thantawan.com
3. Tel. 02-273-8333 ext. 3203



Risk Management

Risk management is an integral part of corporate governance which is an important basis for helping THIP to achieve business objectives. Risk identification and management will drive the Company towards great decision-making, business opportunities, and mitigating negative impacts from potential milestones. THIP requires a risk assessment consisting of risk identification, risk analysis and risk rating to manage the risk to an acceptable level. Furthermore, THIP has created corporate cultures of risk prevention and monitoring, with continuous reporting of risk management results to ensure that the Company has provided a risk assessment, sufficient management and policies covering the entire THIP's operations. These resulted in the stakeholders involved with the company. Build confidence in the operations of the company. It leads to building confidence in the operations of the Company to stakeholders. THIP has established THIP's Risk Management Committee to manipulate policy and risk assessment which identify plausible factors impacting the Company objectives and goals. The committee supposes to consider the assessment of impacts and opportunities to determine risk measures at an acceptable level. THIP's Risk Management Committee reported the risk assessment results to Board of Directors to review at least once a quarter.

■ Organizational risk management structure

Directors, executives, and all departments are involved in risk management. THIP's risk management committee consists of 3 members, who are responsible for reviewing the risk management policy framework, and risk management structure. Risk management working teams are established to comply with the policy and provide recommendations on risk management that are consistent with THIP's direction, strategy, operation, and business plan. In addition, the committee will monitor and review risk management reports from all departments complying with the standards and the changes.



Enterprise risk management

Economic dimension

Issues	Impacts	Risk Management
Business Growth	Sales, Revenue and Competitive advantages are not achieved THIP's goals	• Conducting policies and implementing production efficiency along with training employees to increase skills and expertise • Production development and technology adoption
Delay of business expansion	Competitive advantages	• Looking for a new potential business model • Cooperating THIP's business with related industries
Compliance Risk	The changes in relevant laws, rules and regulations caused by customers, business partners, domestic and foreign governments may cause THIP unable to comply with such changes. It affects the reputation and image of the Company in terms of finance, operation, competitiveness, and investment	• Updating the changes of laws, regulations, and policies • Preparation for changes to analyze appropriate strategies • Policy on corporate governance and business ethics • Communicating to employees for acknowledgement and adherence, Training for knowledge on laws, rules and regulations related • A working team for preparation or drafting various standards related to THIP's products. All departments will operate by Law, Rules, and Regulations.

Social dimension

Issues	Impacts	Risk Management
Human Resource	The increment of ageing society among employee	• Succession planning before staffs retire • Providing continuous support for key talented staff • Action-oriented development for End-to-End processes (Lean & Process Improvement) to create flexibility, adaptability, acceleration, and operational efficiency • Work from Home scheme

Enterprise risk management

Environmental Dimensions

Issues	Impacts	Risk Management
Greenhouse gas emission	Competitive advantage in the future	• Establishing working teams on greenhouse gas management • Determining operational goals for reducing greenhouse gas emissions • Production development supporting the reduction of greenhouse gas emissions

Emerging Risk

Issues	Impacts	Risk Management
Cyberthreats	Business and THIP's reputation	• Announcing THIP's requirements and Information Technology Security Policy to use the information system or network effectively and a guideline for the Company. • Improving computer network system to be available to avoid system failure by backing up Network and Server and to prevent unauthorized persons from intruding/damaging Network and Enterprise Resource Planning (ERP) systems or improper use of THIP's data. • Strict security control measures such as computer security (Firewall), reviews, periodic authorization, backup, data recovery, a design of unexpected outages or disasters and detection of unauthorized access to the network. • Monitoring and being aware of new threats both in THIP's office and factory. Conducting regular tests and audits annually to provide proactive defenses before being attacked by malicious people. • Raising cybersecurity awareness about threats to keep updated on new attack patterns and educating about attack patterns, practices, prevention, and related technology laws on a continuous basis to employee.

Further information informed in One Report 2022

THIP and Sustainability Management

THIP is committed to meeting expectations and needs of all stakeholders and to achieving Sustainable Development Goals (SDGs Goal) through national sustainability assessment criteria covering sustainability issues in corporate governance, economic dimensions, social dimensions, and environmental dimensions to reduce risks and economic impacts. The Company has developed operations and business governance to cover sustainability issues in line with international goals and operations. As a result, THIP rapidly adapts to global changes and emerging risks.

THIP operates on sustainability through board of the organization which is chaired by the Chief Executive Officer and executives of business group as directors (Disclosure 102-19, 102-20, 102-22).

The sustainability management structure is divided into 2 levels
(Disclosure 102-19, 102-20, 102-22)



Corporate Sustainability Policy Committee

Set goals, directions, policies, and sustainability strategies in strategy and sustainable value creation in business operation by considering SDGs goals and stakeholder's needs and expectations. Policies and goals from the Corporate Sustainability Policy Committee will operate through a working team of Corporate Sustainability Management as the central coordinating unit to monitor, collect, evaluate, and report progress and performance to Board of Directors.



Sustainability Management Committee

THIP sustainable management committee and working team are established to ensure that all operations are in line with the goals and strategies focusing on climate change strategies.

Sustainability principles and frameworks (Disclosure 102-16)

THIP has established a sustainability framework under the Sustainable Development Goals (SDGs) and the needs and expectations of all stakeholders. The Company integrates various standards, criteria, and requirements on sustainability to determine the operational framework reflecting the vision, direction and strategy of the business including Sustainable Development Goals (SDGs), International Organization for Standardization (ISO), Thailand Sustainability Investment (THSI), and stakeholder's needs and expectations. THIP's performance is monitored and reported according to the guidelines of GRI (Global Reporting Initiative) to reflect sustainability operations throughout the supply chain.

THIP and Stakeholders

(Disclosure 102-43)

As the vision of “the leader of international packaging innovation” has resulted in THIP’s business strategy based on the consideration of all stakeholders. THIP will use innovative, technology, and experience in packaging design, research, produce, and distribute, as well as being a value added solution provider solution for our business partners to contribute sustainable return to all stakeholders. THIP operates by adhering to the principles of corporate governance because the Company focuses on creating a balance of value from business operations for all stakeholders. THIP also builds a good relationship and confidence between the Company and the stakeholders. Therefore, THIP values the way of work with all stakeholders by operating in accordance with the vision and using operational information to conduct strategic planning.

Stakeholder Engagement Procedures

Identify and priorities stakeholder based on the following conditions :

1. Which stakeholders are involved in THIP’s operations?
2. Does THIP create sustainability impacts on stakeholders?
3. Do stakeholders strongly impact on sustainability of THIP?

The important steps for stakeholder engagement as follow :

1. Determine the division who will be responsible for stakeholders.
2. Systematically determine the method of survey stakeholder’s expectation
3. Gather information and stakeholder’s expectation

Materiality Criteria

1. Consider the needs and expectations of stakeholders in the context of impacts,risks, opportunities, and compliance with the organization's policies and goals.

THIP has classified stakeholders into 7 groups (Disclosure 102-40) consisting of employees, shareholders, customers, partners, trade comeditors, government agencies, and society and community to meet different needs and expectations.



Stakeholder Engagement

Stakeholder (Disclosure 102-40)	Engagement Approach (Disclosure 102-43)	Expectation or Needs (Disclosure 102-44)	THIP's Response
Employees	Internal communication channels such as Intranet, E-mail, and Town hall activities	- Justice evaluation - Potential development - Compensation and welfare - Safety in workplace - Progressive stability and career path	360-degree employee evaluation - Health and well-being activities and retirement planning course for employees - Proper training programs for every position - Formulating policies and procedures of the human resources department by following relevant laws. - Career path for employees and proper compensation and welfare - Safety training as law requirement
Shareholders	- Annual General Meeting of Shareholders - Annual Report and Company website	- Return on investment - Transparency and accountability - Create growth and progress of the organization	- Generate good performance and dividends - Disclosure of company information in a transparent and update - Corporate governance - Certified as a member of the Thai Institute of Directors Association to be a united front Anti-corruption in the private sector
Customers	Product detail on Company website	- Product quality - Reasonable price - Improve logistics system efficiency - Strictly comply with international standards and customer's standards	- Verify the quality of the product to meet the specified standards - Review promotional campaigns and selling price - On time delivery - Honesty with customer commitment - Evaluate customer satisfaction for business development
Partners	- Communate via E-Mail - Communate via Telephone	- Follow the contract and partner agreement - Justice and equitable treatment to all partners - Adhere the honesty and transparency trade	- Review business practices and business ethics of partners - Establish a fair procurement framework - Review and improve the procurement process

Stakeholder Engagement

Stakeholder (Disclosure 102-40)	Engagement Approach (Disclosure 102-43)	Expectation or Needs (Disclosure 102-44)	THIP's Response
Trade competitors	Communicate through central agency such as Thai Plastic Industries Association	- Business operation with transparency under competition rules - Business operation under free market competition	Provide marketing information that does not discredit competitors and conduct business under free market competition
Government agencies	- The system of government agencies - Documents or guidelines	- Comply with rules, regulations, and laws - Support government projects - Environmental stewardship	- Comply with laws, regulations related to business operations in accuracy and transparency - Monitor environmental quality to meet the standards required by law
Society and Community	CSR activities for the creation of sustainable shared value	- Employment - Operational and environmental management to prevent impacts on communities - Educational development - Environmental development - Economic development	- Local employment and professional development - Development of quality of life and well-being in communities - Community satisfaction survey - Responsible for the community



Materiality of Sustainability

Due to the situation of COVID-19, it has continued since 2020, THIP has already reviewed expectations and needs of each stakeholder by considering various factors that plausibly affect sustainability. During 2020-2022, the Company continues to operate the work from home policy continuously.

Materiality

The process of selecting materiality is based on the needs and expectations of each stakeholder group and other external information affecting the Company as follows:

1 Identification of stakeholders and organization

THIP has gathered important information from both internal factors including goals and business plans and operational policies, and risk management affecting sustainability in short term and long term. External factors include sustainability trends and directions, global risk and crisis, SDGs and stakeholder expectations, caused by THIP's sustainability in terms of economy, society and environment. The reporting period covers January 1 - December 31, 2022.

2 Prioritization

THIP typically takes the key issues for the organization and the stakeholders by comparing them with the consistency of keystones and indicators of GRI standards. The scores are considered under Materiality Matrix table as the following detail.

Horizontal dimension : an important issue for the organization by considering the effect, opportunities and risks that may occur to the organization both in the short and long term

Vertical dimension : an important issue relating to stakeholders for making decisions by considering the level of impact and significant concerns plausibly occurred by a group of stakeholders

In addition, Sustainability experts are also invited to comment on THIP's sustainability priorities to ensure that sustainability issues have coverage and reasonability.

3 Validation

Keystones from the analysis have been approved by the corporate sustainability policy committee (Disclosure 102-32). Important sustainability issues consist of Adaptation and Mitigation Issues of climate change impacts, Occupational Health and Safety Issues, Personal Data Security Issues, Fair Business Practices and Issues of non-discrimination, etc.

Materiality of Sustainability

Materiality Criteria for considering priority

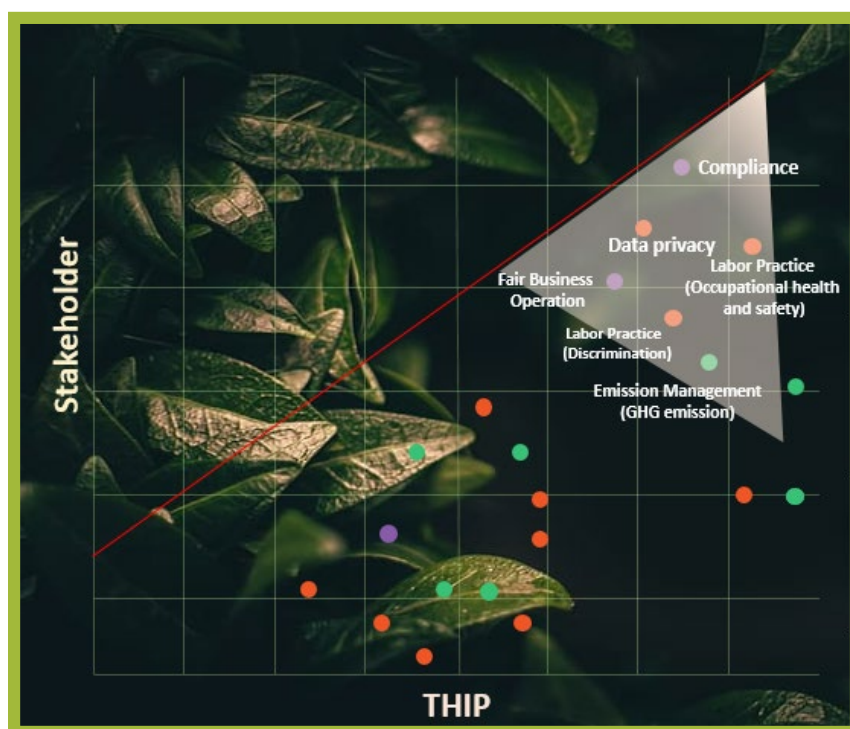
Stakeholders

1. Level of impact on stakeholders
2. Future issues of stakeholders
3. Diversity of stakeholders affected
4. The level of expectation of THIP's management

Organization

1. Opportunity to impact
2. Level of impact severity
3. Business Risk Level
4. Level of Long-Term Effects
5. Significance or Possibility of future issues
6. Consistency of THIP's policies or goals

Material Matrix (Disclosure 102-47)



Materiality of Sustainability 2022

Governance and Economy	Environment	Society
1. Business ethics, transparency, and fairness 2. Legal compliance 3. Industrial development	1. Greenhouse gas management 2. Waste management 3. Energy management	1. Occupational Health and Safety 2. Job security and stability for employee 3. Human rights

Materiality

(Disclosure 102-47)

Dimension	Materiality	Impact		Detail	Page
		Internal	External		
Governance and Economy	Business ethics, transparency, and fairness	THIP	• Shareholders • Partners • Customers • Competitors	• Corporate governance and business ethics	30-34
				• Anti-corruption	35
	Legal compliance	THIP	• Shareholders • Partners • Customers • Competitors	• Corporate governance and business ethics	30-34
				• Anti-corruption	35
	Industrial development	THIP	• Customers • Competitors	• Sustainable economic development	39-42
				• Sustainable supply chain management	43-44
Environment	Greenhouse gas management	THIP	• Government agencies • Society and communities	• Greenhouse gas emissions	46
				• Water management	47
	Waste management	THIP	• Government agencies • Society and communities	• Waste management	48
				• Unused material and waste disposal	49
	Energy management	THIP	• Government agencies • Society and communities	• Energy consumption and climate change	46
Society	Occupational Health and Safety	THIP	• Employee	• Occupational safety, health and working environment	58-59
				• Occupational health and safety activities	60
	Job security and stability for employee	THIP	• Employee	• Employee and organization development	57
	Human rights	THIP	• Employee • Partner	• Business Ethics	33
				• Employment non-discrimination policy and employee care	56



Corporate Governance

■ Corporate Governance Policy

Board of Directors and Executives are committed to the principles of corporate governance for listed companies in 2017 (Corporate Governance Code or CG Code) of the Securities and Exchange Commission to create sustainability in business.

■ Overview of Corporate Governance Policies and Practices

THIP has contributed credibility to investors and stakeholders by rising the value of the organization and encouraging sustainable growth. Our business is conducted under the principles of corporate = governance which is the elemental value of leading organizations. We, therefore, have defined the corporate governance policy as follows.

- ① Board of Directors, executives and all employees will comply with THIP 's corporate governance manual by confidence and comprehension.
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3. Tel. 02-273-8333 ext. 3203



Risk Management

Risk management is an integral part of corporate governance which is an important basis for helping THIP to achieve business objectives. Risk identification and management will drive the Company towards great decision-making, business opportunities, and mitigating negative impacts from potential milestones. THIP requires a risk assessment consisting of risk identification, risk analysis and risk rating to manage the risk to an acceptable level. Furthermore, THIP has created corporate cultures of risk prevention and monitoring, with continuous reporting of risk management results to ensure that the Company has provided a risk assessment, sufficient management and policies covering the entire THIP's operations. These resulted in the stakeholders involved with the company. Build confidence in the operations of the company. It leads to building confidence in the operations of the Company to stakeholders. THIP has established THIP's Risk Management Committee to manipulate policy and risk assessment which identify plausible factors impacting the Company objectives and goals. The committee supposes to consider the assessment of impacts and opportunities to determine risk measures at an acceptable level. THIP's Risk Management Committee reported the risk assessment results to Board of Directors to review at least once a quarter.

■ Organizational risk management structure

Directors, executives, and all departments are involved in risk management. THIP's risk management committee consists of 3 members, who are responsible for reviewing the risk management policy framework, and risk management structure. Risk management working teams are established to comply with the policy and provide recommendations on risk management that are consistent with THIP's direction, strategy, operation, and business plan. In addition, the committee will monitor and review risk management reports from all departments complying with the standards and the changes.



Enterprise risk management

Economic dimension

Issues	Impacts	Risk Management
Business Growth	Sales, Revenue and Competitive advantages are not achieved THIP's goals	• Conducting policies and implementing production efficiency along with training employees to increase skills and expertise • Production development and technology adoption
Delay of business expansion	Competitive advantages	• Looking for a new potential business model • Cooperating THIP's business with related industries
Compliance Risk	The changes in relevant laws, rules and regulations caused by customers, business partners, domestic and foreign governments may cause THIP unable to comply with such changes. It affects the reputation and image of the Company in terms of finance, operation, competitiveness, and investment	• Updating the changes of laws, regulations, and policies • Preparation for changes to analyze appropriate strategies • Policy on corporate governance and business ethics • Communicating to employees for acknowledgement and adherence, Training for knowledge on laws, rules and regulations related • A working team for preparation or drafting various standards related to THIP's products. All departments will operate by Law, Rules, and Regulations.

Social dimension

Issues	Impacts	Risk Management
Human Resource	The increment of ageing society among employee	• Succession planning before staffs retire • Providing continuous support for key talented staff • Action-oriented development for End-to-End processes (Lean & Process Improvement) to create flexibility, adaptability, acceleration, and operational efficiency • Work from Home scheme

Enterprise risk management

Environmental Dimensions

Issues	Impacts	Risk Management
Greenhouse gas emission	Competitive advantage in the future	• Establishing working teams on greenhouse gas management • Determining operational goals for reducing greenhouse gas emissions • Production development supporting the reduction of greenhouse gas emissions

Emerging Risk

Issues	Impacts	Risk Management
Cyberthreats	Business and THIP's reputation	• Announcing THIP's requirements and Information Technology Security Policy to use the information system or network effectively and a guideline for the Company. • Improving computer network system to be available to avoid system failure by backing up Network and Server and to prevent unauthorized persons from intruding/damaging Network and Enterprise Resource Planning (ERP) systems or improper use of THIP's data. • Strict security control measures such as computer security (Firewall), reviews, periodic authorization, backup, data recovery, a design of unexpected outages or disasters and detection of unauthorized access to the network. • Monitoring and being aware of new threats both in THIP's office and factory. Conducting regular tests and audits annually to provide proactive defenses before being attacked by malicious people. • Raising cybersecurity awareness about threats to keep updated on new attack patterns and educating about attack patterns, practices, prevention, and related technology laws on a continuous basis to employee.

Further information informed in One Report 2022

Employee Care

Employment GRI 102-8 GRI 401-1

2564

2565

By Age

Less than
30 years old

30-50
years old

Above
50 years old

649 Head Count (38.20%)

904 Head Count (53.20%)

146 Head Count (8.60%)

Less than
30 years old

30-50
years old

Above
50 years old

701 Head Count (42.74%)

807 Head Count (49.21%)

132 Head Count (8.05%)

Employee
turnover rate
(Daily)

5.54%

Employee
turnover rate

Employee
turnover rate
(Daily)

6.64%

Employee
turnover rate
(Monthly)

1.34%

Employee
turnover rate
(Monthly)

1.22%



Less than 30 = 634
30-50 = 340
Above 50 = 8

Head Count
Head Count
Head Count

363 Head Count

619 Head Count



Less than 30 = 715
30-50 = 423
Above 50 = 23

Head Count
Head Count
Head Count

474 Head Count

687 Head Count

New employee



Less than 30 = 645
30-50 = 317
Above 50 = 1

Head Count
Head Count
Head Count

362 Head Count

601 Head Count



Less than 30 = 740
30-50 = 350
Above 50 = 4

Head Count
Head Count
Head Count

463 Head Count

631 Head Count

Maternity

Maternity
leave

33 Head Count

Back to
work

24 Head Count

Maternity
leave

33 Head Count

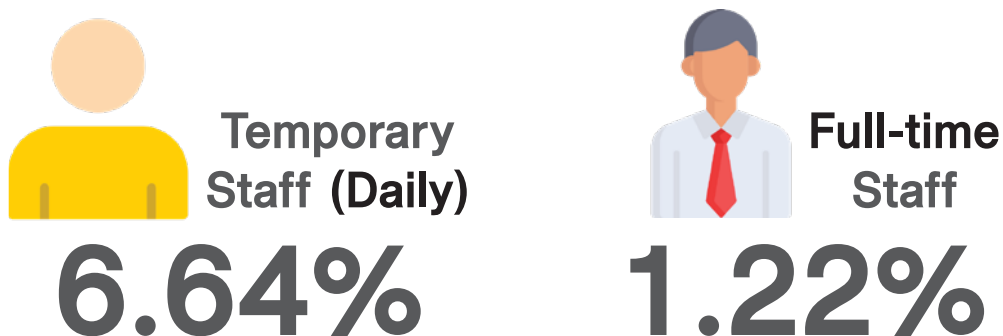
Back to
work

27 Head Count

Employee Care

In 2022, Thantawan Industry PLC., had a total of 1,640 employees, divided into 648 males (39.51%) and 992 females (60.47%). THIP aims to employ without discrimination whether gender, education, or race at all levels of management to address the commitment to operate under the human rights policy.

■ Employee turnover rate



In 2022, the employee resignation rate was decline compared to 2021. There are 1.22% of full-time staff resigning and 6.64% of temporary staff resigning. Compared with 2021, it shows that turnover rate declined to 16.17% for full-time staff and 64.36% for temporary staff. The reduction indicates that THIP has adopted employee caring good practices to take care of them even during COVID-19 outbreak. The Company provides opportunities for employees to learn and encourages them to grow according to their career path and their aptitude.

■ Maternity leave rate and back to work



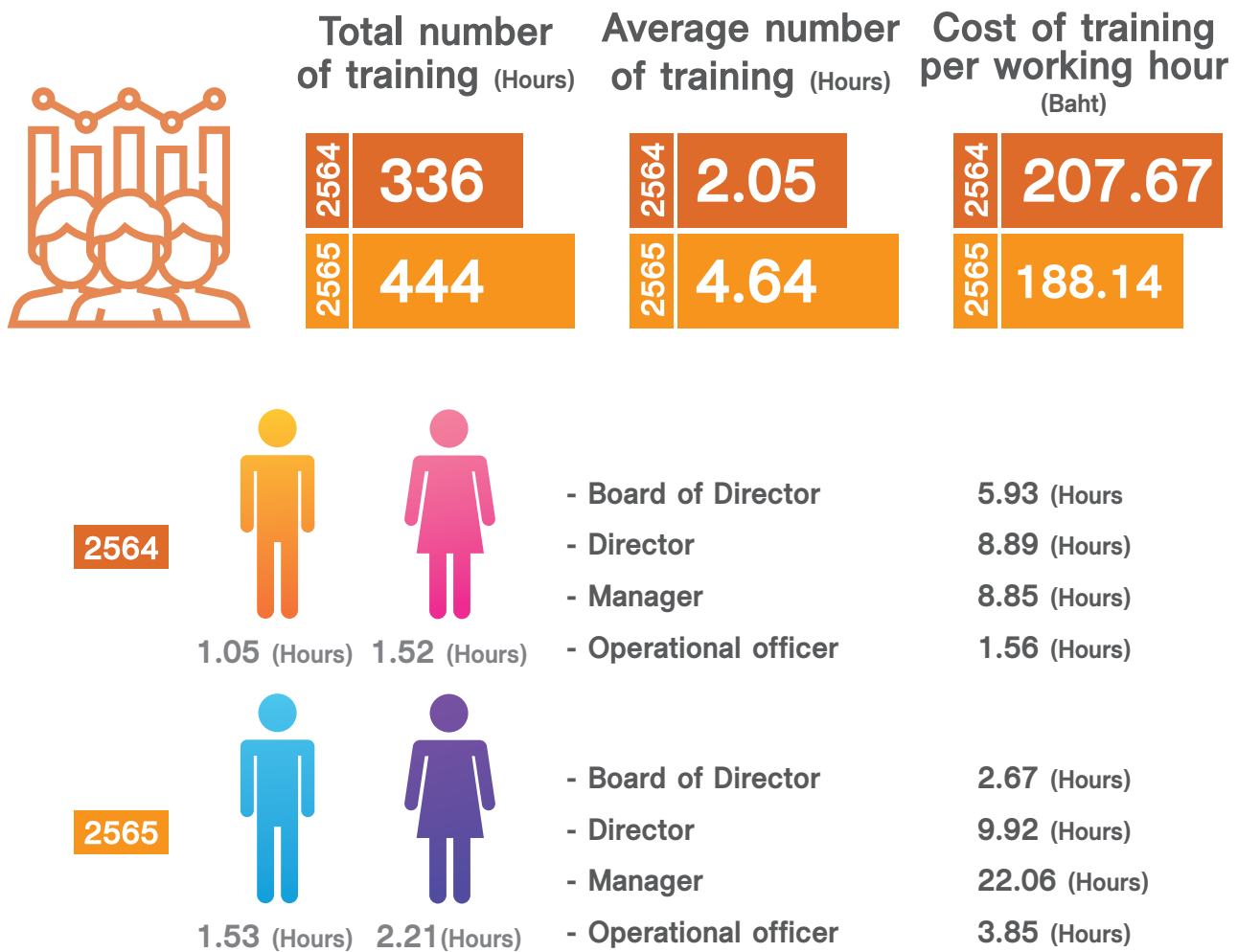
In addition, the Company has new employees both full-time staff and temporary staff, totaling 1,094 persons, an increase at 13.6% from 2021. In employment, THIP has the policy to recruit people from local communities around the factory. As a result, 85% of employees are local people around the factory.

Employee Care

Organization and employee development

THIP believes that our employees are a valuable asset and the key to success for the organization. THIP, therefore, has prepared a suitable development plan for employees at all levels to enhance their competency.

Employee Training (Number of training hours) GRI 404-1



In 2022, THIP had an average training hour increase of 2.59 hours compared to 2021. The Company has fostered employee career growth throughout the training or potential development for all levels. Employees will pass a suitability assessment based on their job title and individual expertise. Training is arranged both inside and outside THIP to cover all-around learning and appropriate development in each department. In addition, the Company also encourages off-site work visits.

Safety and Occupational Health

Operations in occupational safety

Safety is a primary concern of THIP's business operations. THIP, therefore, is committed to operating under the safety and security policy because occupational safety and health affect both the quality of employees' life and the reliability of the organization.

The guideline of occupational health and safety, Health and Work Environment



Gold : Zero accident

THIP has strongly concerned about accidents in workplace. Hence, the Company established Zero accident program which invites all employees to participate in the program to motivate the culture of safety in the organization.

งานตระเวนร่วมใจ อุบัติเหตุเป็น 0

เริ่มโครงการ
เม.ย. - ธ.ค. 65

หลักเกณฑ์การประเมินผล

1. ทำกิจกรรม KYT ทุกครั้งก่อนเริ่มปฏิบัติงาน
2. ค้นหา Safety Observation : SO จำนวนเรื่องตามเกณฑ์ที่กำหนด
3. จัดสภาพแวดล้อมในการทำงานตามเกณฑ์มาตรฐานโรงงาน
4. จำนวนครั้งการเกิดอุบัติเหตุ (การบาดเจ็บ-ทรัพย์สินเสียหาย) 0 ครั้ง/เดือน

หน่วยงานที่เข้าร่วม
T1, T2, T4 T6, T5, T7, T8, T9, T10, T11, T16, T20, T22, ADM, LG, PM, TRD

มีสติ เน้นป้องกัน ร่วมมือยังอุบัติเหตุ

งานตระเวนร่วมใจ อุบัติเหตุเป็น 0

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เริ่มโครงการ
เม.ย. - ธ.ค. 65

หลักเกณฑ์การประเมินผล

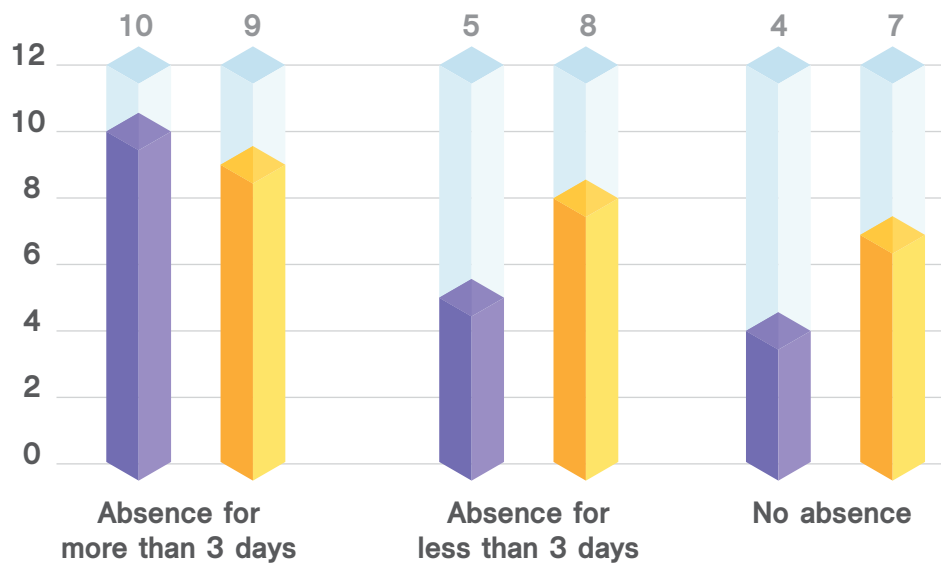
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หน่วยงานที่เข้าร่วม
T1, T2, T4 T6, T5, T7, T8, T9, T10, T11, T16, T20, T22, ADM, LG, PM, TRD

มีสติ เน้นป้องกัน ร่วมมือยังอุบัติเหตุ

Safety and Occupational Health

The activity received good cooperation from employees. As a result, in 2022, the accident rate has decreased compared to 2021 as follows:



** Accident, property damaged 4 people

■ Statistics of Accident 2565
■ Statistics of Accident 2564

Total accidents in 2022 is **23 Times**

■ Safety Report



■ Occupational Health and Safety Promotion Activities

According to COVID-19 pandemic, some activities or training cannot be carried out in the classroom, but THIP still pays attention to the promotion of occupational safety and health. Therefore, training is held under strict safety measures continuously in the courses necessary for the operation.

Safety and Occupational Health

Activities / Training course

1. Morning Talk
2. Committee Training for Safety, Occupational Health and Work Environment
3. Hearing Conservation in the Workplace Project
4. Training for licensees, controllers, helpers and operators in confined spaces.
5. Training on the use of forklifts and maintenance
6. Safety training in electrical work
7. Training on the use of chemicals and prepare in the event of a chemical line leak
8. Training on chemical grouping standards and GHS labels





GRI Content Index



GRI Standard		Disclosure	Page number (s)	SDGs	External Assurance
GRI 101: Foundation 2016					
General Disclosures					
General Disclosure 2016	ORGANIZATIONAL PROFILE				
	102-1	Name of the organization	9		
	102-2	Activities, brands, products, and services	11-15		
	102-3	Location of headquarters	9		
	102-4	Location of operations	9		
	102-5	Ownership and legal form	16		
	102-6	Markets served	9		
	102-7	Scale of the organization	9		
	102-8	Information on employees and other workers	51-52		
	102-9	Supply chain	43-44		
	102-10	Significant changes to the organization and its supply chain	6		
	102-11	Precautionary Principle or approach	36-38		
	102-12	External initiatives	-		
	102-13	Membership of associations	10		
	STRATEGY				
	102-14	Statement from senior decision-maker	6		
	102-15	Key impacts, risks, and opportunities	36-38		
	Ethics and Integrity				
	102-16	Values, principles, standards, and norms of behavior	30-35		
	GOVERNANCE				
	102-18	Governance structure	16		
	102-19	Delegating authority	23		
	102-20	Executive-level responsibility for economic, environmental and social topics	23		
	102-22	Executive-level responsibility for economic, environmental and social topics	16,23	 	
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	102-25	Conflicts of interest	30-35		
	102-26	Role of highest governance body in setting purpose, values, and strategy	23		
	102-28	Evaluating the highest governance body's performance	27-29		
	102-29	Identifying and managing economic, environmental, and social impacts	36-38		
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	102-33	Communicating critical concerns	24-26		

GRI Standard		Disclosure	Page number (s)	SDGs	External Assurance
GRI 101: Foundation 2016					
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General Disclosure 2016	STAKEHOLDER ENGAGEMENT				
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	102-42	Identifying and selecting stakeholders	24-26		
	102-43	Approach to stakeholder engagement	24-26		
	102-44	Key topics and concerns raised	24-26		
	REPORTING PRACTICE				
	102-45	Entities included in the consolidated financial statements	-		
	102-46	Defining report content and topic boundaries	4		
	102-47	List of material topics	27-29		
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	102-49	Changes in reporting	4		
	102-50	Reporting period	4		
	102-51	Date of most recent report	4		
	102-52	Reporting cycle	4		
	102-53	Content point for questions regarding the report	4		
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GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	39-44	    	



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GRI 103 Management Approach 2016	ANTI-CORRUPTION				
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GRI 205 : Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	30-35		
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	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-		
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GRI 308 : Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	-		
GRI 103 Management Approach 2016	SUPPLIE ENVIRONMENTAL ASSESSMENT				
	103-1	Explanation of the material topic and its Boundary	-		
	103-2	The management approach and its components	-		
	103-3	Evaluation of the management approach	-		
	BCP Indicator	Total environmental protection expenditures and investment type	-		
GRI 103 Management Approach 2016	PRODUCTS TRANSPORTATION				
	103-1	Explanation of the material topic and its Boundary	-		
	103-2	The management approach and its components	-		
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	BCP Indicator	Significant environmental impacts of transporting products	-		

GRI Standard		Disclosure	Page number (s)	SDGs	External Assurance
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	BCP Indicator	Best Employer Score by AON Hewitt	-		
GRI 103 Management Approach 2016	OCCUPATIONAL HEALTH AND SAFETY				
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GRI 414 Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	-		
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SUSTAINABILITY REPORT 2022

