



THANTAWAN

THANTAWAN INDUSTRY PLC.

# 2020 SUSTAINABILITY REPORT

THE FUTURE OF PLASTIC  
PRODUCTS & PACKAGINGS  
FOR CIRCULAR ECONOMY



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**‘ A LEADING  
INNOVATIVE  
PACKAGING  
SOLUTION  
PROVIDER  
WORLDWIDE ’**

# VISION

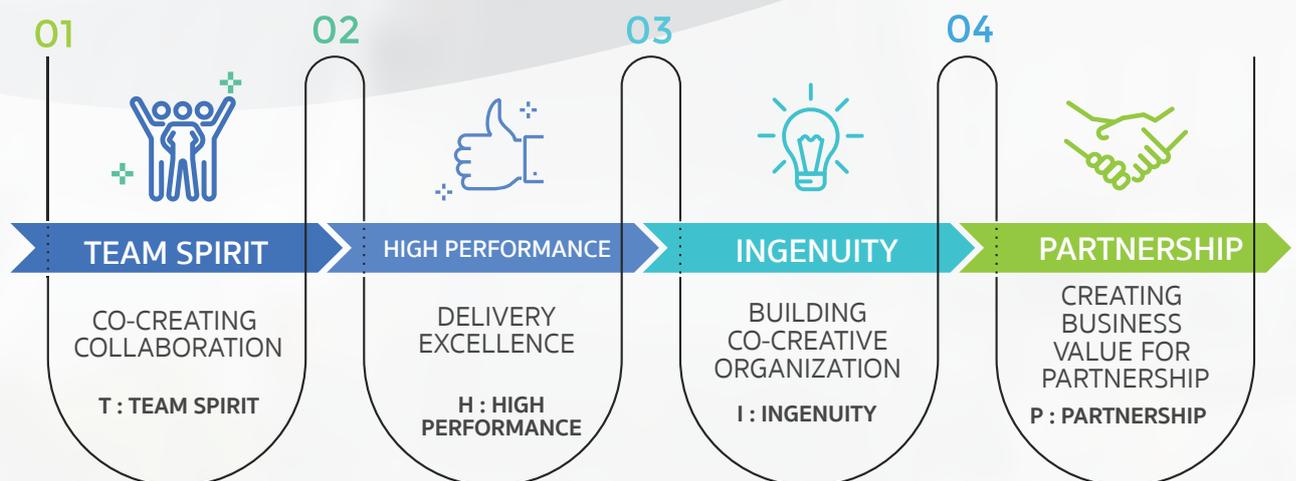
THE LEADER OF INNOVATIVE PLASTIC PACKAGING SOLUTIONS IN GLOBAL MARKET

“ A LEADING INNOVATIVE PACKAGING SOLUTION PROVIDER WORLDWIDE ”

# MISSION

WE WILL UTILIZE TECHNOLOGICAL INNOVATION AND OUR EXPERIENCE IN PLASTIC PACKAGING OVER DESIGN, RESEARCH, MANUFACTURE AND DISTRIBUTION. WE SIGNIFICANTLY ARE A SERVICE PROVIDER CREATING MORE VALUE FOR BUSINESS PARTNERS AND CREATING SUSTAINABLE RETURNS FOR STAKEHOLDERS

# VALUE



## CHAIRMAN AND MANAGING DIRECTOR STATEMENT

In 2020, COVID-19 pandemic ultimately impacted global environment, natural resources and structural change in the global economy. Many people and organizations had no alternative to adjust their lifestyles to live in the new normal. Thantawan Industry PLC. (THIP) has adapted to the pandemic by preparing the prevention of risks and crises, operating business under corporate governance principles and sustainability management with the consideration of environment and social responsibility.

Thantawan Industry PLC. granted **"Thailand Sustainability Investment"** awards for the 2nd consecutive year from the Stock Exchange of Thailand. This reward reflected our commitment and intention of sustainability business management to achieve company's goals and increase business growth sustainably and successfully.

We believe sustainability commitment and long-term value are intertwined in order to prevent plausibly risks and create more business opportunities in the future. Environment, society and governance (ESG) are considered through every business operations including research and innovation to meet sanitation standard, customer convenience, full services and provide value-added service for business alliances during COVID-19 era. Regarding employee, risk prevention and employee welfare are considered as well.

At THIP, we also emphasized investor relations through disclosure of company information and data transparency for investors to make investment decisions. This year, although it is such tough times for us with many challenges, we got through it by manifesting a dominant economy, environment friendly and a great social responsibility.

Thantawan Industry Public Co., Ltd. still adheres to the policy and principles of corporate governance to become

**"An international leadership of packaging innovation"**

with good governance, integrity, transparency and accountability. The philosophy of sustainable development is taken into account the interests of all stakeholders

Furthermore, we will regularly adhere to the mission to achieve and enhance sustainability goals in all dimensions and all stakeholders. We will continue to look for other ways in which we can increase business growth respectively.



**Mr. Prisun Wongsmith**

Chairman  
Thantawan Industry Public Co., Ltd.

## MANAGING DIRECTOR STATEMENT

Currently, it can't deny that COVID-19 pandemic has strongly affected all global parties. We significantly concern about the health and safety of our employees, customers, investors, business partners and alliances. Hence, the entire business operations were strictly operated under the control of public health in order to prevent plausible risks and run the business properly under the contribution of **“high standard and quality service”** to our stakeholders.

At THIP, we emphasized the enhancement of sustainability by considering environmental, social and governance (ESG) with the adherence of an international leadership of packaging innovation. We drove the business with innovation, technology and experience to increment business growth. SUN products are the result of our achievement in product design. Then, these products are apt export to Asian market right now. Further growth of our umbrella branding, we were attentive to assist the growth of customer brands since we believe that the involvement of all stakeholders will intertwine. It led us to enhance the efficiency of production for supply chain. Regarding employee concerns, THIP closely considered human resources because they are also a significant mechanism to drive business growth.

For more than 40 years, THIP has produced packaging with full services and distributed products with international standard. The business has been run under the code of ethics and good corporate governance. In addition, the corporate strategy has been adjusted for 2 reasons including to be coherent with the global situation and to meet the expectations of stakeholders towards sustainable management.

Ultimately, I'm thankful for all trust and supports from our customers, investors, business partners and alliances. The greatest appreciation is for our employees and management team who have dedicated themselves with high efforts executing entire business operations under the contribution of **“high standard and quality service”** to our customers and stakeholders.



**Mrs. Pojanard Prinyapatkorn**

Managing director

Thantawan Industry Public Co., Ltd





## Thantawan Industry Public Company Limited

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

Company name in stock exchange: THIP

**Thantawan Industry Public Company Limited**, formerly known as Boltech (Thailand) Company Limited, was established on September 21, 1978 with a registered capital of 2 million THB. 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 80 million THB. Objective is to run the business of manufacturing and distributing plastic products.

Currently, Thantawan Industry Public Company Limited 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 main products are different types of plastic, bioplastics and compostable plastics as well as products with modern technology for raw materials, such as modify atmosphere packaging, anti-bacterial packaging and TEMP. indicator packaging and etc. (Disclosure 102-2)

- **Established in:** 1978
- **Head Office (Disclosure 102-3):** 143 – 144 Soi Kangwal 2, Phetkasem Road, Omyai, Sampran, Nakornpathom 73160 Tel. 02-431-3051, Fax 02-431-3056 -7
- **Head Office (Bangkok):** 12 Company business 3 Suntowers Building 32 A FL., Vibhawadee Road, Chomphol, Chatujak Bangkok, 10900 Tel. 02-273-8333 Fax. 02-273-8282, 02-273-8484
- **Tuangtana Office:** 197, 198 Phetkasem Road, Yai Cha, Sampran, Nakornpathom 73160
- **Chief Executive:** นางพจนารถ ปรีญภัทร์ภากร Managing director
- **A registered capital:** 80,000,000.00 THB
- **Employee (Disclosure 102-7) :** 1,726 staff with 679 males and 1,047 females as of 31 December 2020
- **Business Type :** Industry



# Organization membership

## (Disclosure 102-13)



หอการค้าไทย และ  
สภาหอการค้าแห่งประเทศไทย



สถาบันรหัสสากล



สมาคมส่งเสริมเทคโนโลยี  
(ไทย-ญี่ปุ่น)



สมาคมอุตสาหกรรมพลาสติกไทย



สมาคมบริษัทจดทะเบียนไทย



ตลาดหลักทรัพย์แห่งประเทศไทย



สภาอุตสาหกรรมแห่งประเทศไทย  
The Federation of Thai Industries

สภาอุตสาหกรรมแห่งประเทศไทย



สมาคมส่งเสริมสถาบัน  
กรรมการบริษัท



สภาผู้ส่งสินค้าทางเรือ  
แห่งประเทศไทย



สมาคมผู้นำเข้าและผู้ส่งออก  
ระดับมาตรฐานเออีโอ



สมาคมอุตสาหกรรม  
พลาสติกชีวภาพไทย



สมาคมการจัดการธุรกิจ  
แห่งประเทศไทย



สมาคมการจัดการงานบุคคล  
แห่งประเทศไทย



สำนักงาน  
นวัตกรรมแห่งชาติ (สนช.)



## Company business

Thantawan Industry Public Company Limited 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.



### ● Straws

We are the first manufacturers of bendy straw in Thailand from high-quality PP (Polypropylene) with various raw materials such as straight tubes, tube bending, and coffee spoon tubes. These straws are both packaged in paper-wrapped or OPP

wrapped making our products acceptable regarding a great quality, cleanliness, safe and hygienic. The bendy straws are widely used in restaurants, hotels, general hospitals

### ● Zipper bag

We are a pioneer in producing LDPE zipper bags in Thailand since 1978, we are specialized and able to produce a variety of high-quality LDPE (Low-Density Polyethylene) zipper such as anti-static reclosable bags, specimen bags, handle grip or carrier bags, kangaroo reclosable bags, compartment reclosable bags, bottom-gusset reclosable bags, wicketed reclosable bags, tamper-evident reclosable bags, vented reclosable bags.



● **Slider bag**

With the advantage of being a manufacturer of zip line under the Zip Solution brand, we can provide a full range of customer services producing packaging with a zipper, either a single layer film (Mono Layer) or a multi-layer (Multi-Layer), which can be used in the food industry because every step of our production is controlled under the GMP standard with modern machinery.



● **Multi-purpose gloves and General Bags**

We produce general bags from pure HDPE (High-Density Polyethylene) plastic which is free from fused pellets with special thickness and no hard smell. Therefore, it is suitable for hotels, hospitals, homes and the general public. We also produce high-quality multi-purpose gloves that are thick, soft and meet standards. It is safe for cooking



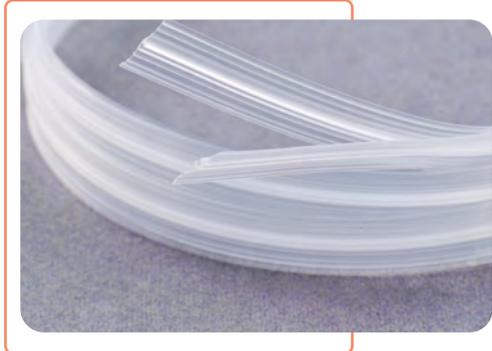
● **Stretch wrap**

This product is suitably used in the kitchen. Its texture is clear, thick and sticky film with good quality and safety for cooking and health. It can be used to warm food or defrost in the microwave and also makes your cutting effortless with slide cutter without wasting film



● **Zipper Profile**

Through a long experience of manufacturer of zipper bags and the growth of the Flexible Packaging market, we have developed the Zipper Profile under the brand "Zip Solution" to meet the needs of the market. These zip lines are designed to provide more convenient and help keep the freshness of products packed in these packaging using our zip lines.



● **Scrubber**

To meet the various customer needs, apart from the main products, we also offer Body Puff scrub with modern technology which is high quality fibers, soft, fine, export standard, clean, safe, made from 100% new plastic beads.



## Our brands

	<p>SUN Products are offered several types for daily use</p>		
	<p>A group of consumer products suitable for household use</p>		<p>Zipper Profile</p>
		<p>New innovation of fruit and vegetable bags preserving fruits and vegetables to have 2-5 times longer shelf life than conventional bags.</p>	
	<p>Biodegradable natural products for environmental friendly</p>		
	 <p>All About Mom &amp; Baby Products</p>		<p>Breast milk storage bag and mom &amp; kids products</p>

# Production capacity

(Disclosure 102-4)



**STRAWS**  
2,300 TON



**ZIPPER BAGS**  
Average Annual Capacity  
20,000 TON



**SLIDER BAGS**  
1,700 TON



**GENERAL BAGS**  
1,200 TON



**LAMINATE BAGS**  
180 TON



**CLING WRAP**  
160 TON



**ZIPPER PROFILE**  
360 TON



**BODY PUFF**  
400 TON



**DRAWSTRING BAGS**  
1,080 TON



**COMPOSTABLE BIOPLASTICS**  
20 TON

**Total Annually capacity**  
27,400 TON

# Product innovation with environmental concern



## Real Green

Real Green is a group of Material Innovation distributed under the SUNBIO brand such as Compostable BIO PLASTIC. It is adapted to create a product which is 100% naturally decomposed within 180 days with out leaving any residue in nature.

## GO GREEN

is a group of Design Innovation with 3R concept reducing raw material and waste, reusing and recycling. It is distributed under SUNPRODUCTS brand

**ECO & USER Friendly Disposable Products**

**Elite.AT** advanced technology resins

**I'm green** Plastic Renewable source Carbon reduction Braskem

**THIN BUT STRONG**

**GO GREEN**

**SUNBIN** gold award

**DEmark**

**GOOD DESIGN**

**STRAP BOX** 50 Bags

**STRAP BOX** 50 Bags

**PLASTICS AWARDS 2015** GOLD AWARD

**USER friendly**

# Product innovation with environmental concern



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



**SUN Eco straw:** The portable reuse tubes. It can be used with any size of glass and it is safe to use whether hot or cold beverages. Moreover, it comes with a tube brush and strap to serve the environmental friendly lifestyle.



# Innovative product for society



## SUNMUM Premium Breast Milk Storage Bag

are designed by the principle of TTI Packaging. The milk bags inform the right temperature for feeding. The perfect temperature will show the symbol of the bottle on the bag.



## Re-usable microwave steam sterilizer bags

are originated by our company for microwave sterilization taking about 3 minutes for use.



## SUNMUM Premium Breast Milk Storage Bag

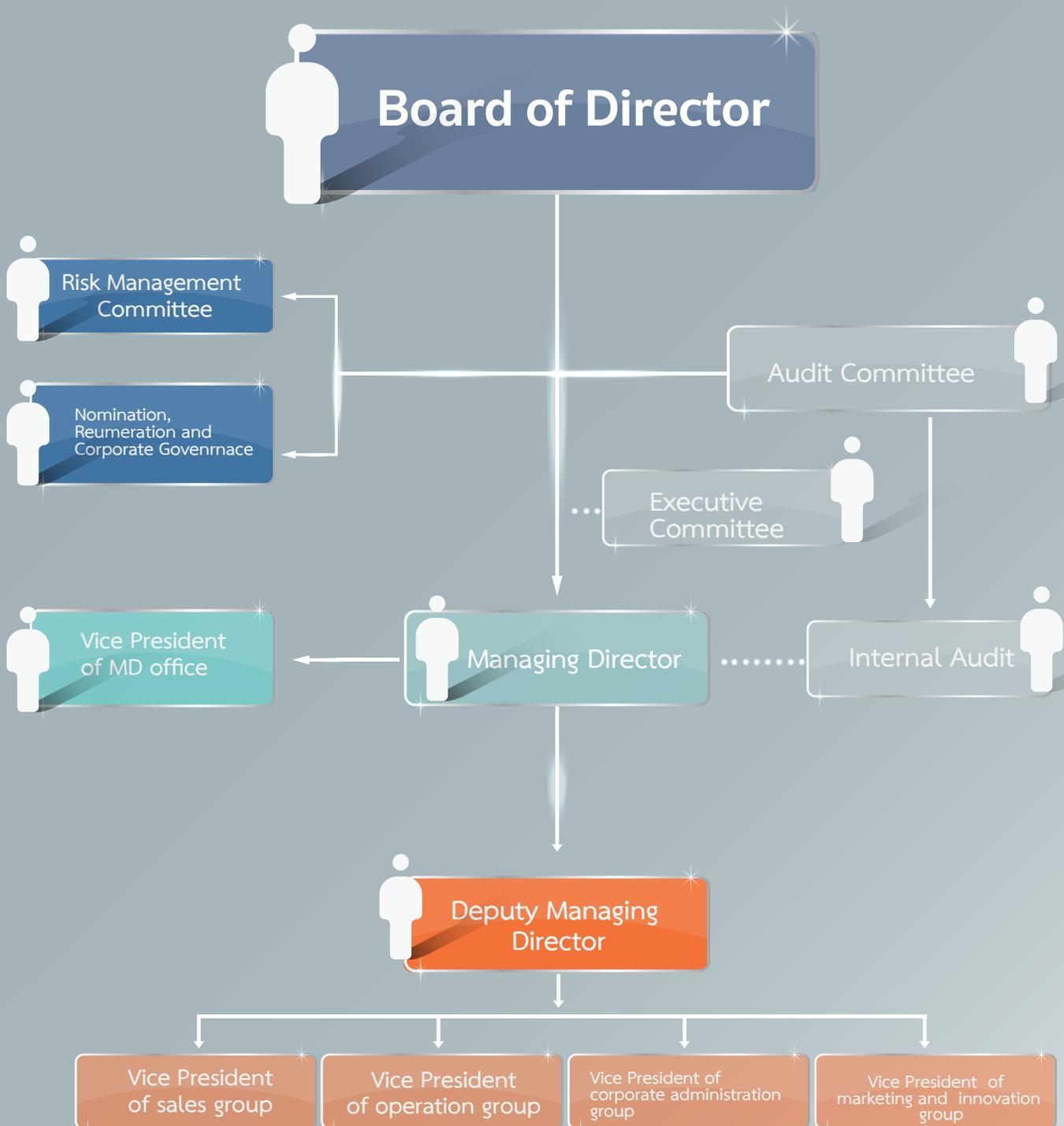
are designed by the principle of TTI Packaging. The milk bags inform the right temperature for feeding. The perfect temperature will show the symbol of the bottle on the bag.

## Glove box

will make you more convenient to wear gloves Fast and convenient to wear hygienically

# Organization Structure

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



# Annual report 2020



## Corporate Governance

- CG Score 5 stars for the 4th consecutive year
- The member of CAC (Thailand's Private Sector Collective Action Coalition against Corruption)
- No Gift Policy for the 3rd consecutive year
- No corruption



## Economic growth

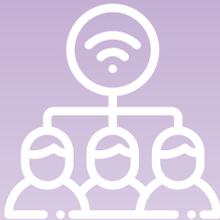
- Total revenue 3,210 Million THB increasing from 2019 at 4.70%
- Revenue proportion by product: Plastic bag 87.62%, Straws 6.53% and others 5.85%
- Distribution ratio by country: Europe 1,765.7 Million THB, Australia and New Zealand 155.3 Million THB, United states 449.8 Million THB and Asia and others 399.10 Million THB
- The ratio of domestic and exporting sales: Export 91.21% Domestic 8.79%
- Net profit 347 Million THB increasing from 2019 at 29.68%
- Raw material procurement
  - 39 domestic suppliers
  - 20 international suppliers
  - 2 local suppliers (Nakhon Pathom)
  - 25% expenses of domestic suppliers
  - 75% expenses of international suppliers

# Annual report 2020



## Environmental Management

- Greenhouse gas emissions 14,650.70 tons of carbon dioxide
  - **Direct GHG emissions Scope 1:** 20.80 tons of carbon dioxide
  - **Indirect energy usage Scope 2:** 14,625.90 tons of carbon dioxide
  - **Indirect emission Scope 3:** 4.00 tons of carbon dioxide
- Annual electric energy consumption 21,096,016 FT
  - Average 1,758,001 FT/month
- The amount of tap water used is 73,055 cubic meters per year.
  - Approximate 6,087.92 cubic meters per month
- The amount of tap water used is 5,165 cubic meters per year.
- The amount of recycled water is 25,789.28 cubic meters per year
- Waste Management
  - Recycle 829,880 kg
  - Fuel burn 45,616 kg
  - Landfill 133,482 kg



## Corporate Social Responsibility (CSR)

- **Security**
  - Injury Frequency Rate (I.F.R.) is 3.83
- **Customer**
  - 90.12% Customer satisfaction
- **Employee**
  - 76% Employee Engagement Score
  - Training hours: Operational level 17.77 hours, supervisor level 27.91 hours: employee: year, supervisor level 18.44 hours: employee: year.
  - Employment of the disabled 2 people, worth 465,370.87 THB per year. Reinforcement of the income-generating project for disabled people, worth 1,686,300 THB.

# Awards



## Thailand Sustainability Investment (THSI) 2020

“Thailand Sustainability Investment (THSI) 2020” for the 2nd consecutive year from the Stock Exchange of Thailand (SET) under industrials group with Dr Pakorn Pitathawatchai Managing director, The Stock Exchange of Thailand and Dr Krisada Sektrakul, Deputy Head of Capital Market Sustainability Development Division.



### The best organization supporting the work of disabled awards in 2020

THIP was granted the award in international day for disabled honored by Chutikrairik, Minister of Social Development and Human Security at the Ministry of Social Development and Human Security Bangkok

# Awards



## The ESG100 Sustainable Stock in 2020

Thantawan Industry Public Company Limited (THIP) has been selected as one of the ESG100 securities companies with outstanding performance in environment, society and governance (ESG) from the assessment of listed securities in 2020, with 803 securities.

## Mommy's Choice award

THIP granted the best brand of mother and child products in milk storage bags product category at Amarin Baby & Kids Awards 2020 honored by Rarin Utakapan Panjarungroj, President of Amarin Printing and Publishing Public Company Limited.



## Sustainability Disclosure Recognition 2020

THIP granted sustainability disclosure recognition 2020 for 2nd consecutive year at The State of Corporate Sustainability in 2020 organized by Thaipat Institute.



# SUSTAINABILITY

## Sustainability Management

Thantawan Industry Public Co., Ltd embraces sustainability management in the corporate governance, economy, society and environment by analyzing the principles of risk management, both inside and outside factors, as part of the strategy for sustainable operations. Global sustainability trends and transformation are also utilized within the organization to meet the needs of all stakeholder groups.

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



### Principle level

- an organization's sustainability policy and a strategy for sustainable management is decided in this level (Disclosure 102-26)



### Management Level

- a sustainability management committee and a working group on sustainability are established to achieve sustainability goals and strategies.

### Sustainability principles and frameworks (Disclosure 102-16)

THIP has established a framework for sustainability under the SDGs and stakeholder expectations

# Strategies, development goals and performance for a sustainable organization

Strategy and Development	Development issues	Goals	Outcomes
<p><b>Dimension :</b> Corporate Governance</p> <p><b>Strategy :</b> Transparency in corporation</p>	<ul style="list-style-type: none"> <li>• The great and justified cooperate governance</li> <li>• Disclosure and report</li> </ul>	<ul style="list-style-type: none"> <li>• Qualification the evaluation by IOD as a great and justified corporate governance</li> <li>• The one of ESG100 securities companies with outstanding performance in environment, society and governance</li> </ul>	<ul style="list-style-type: none"> <li>• The great and justified corporate governance through the assessment of 93% IOD or 5 badges for the 4th consecutive year.</li> <li>• The one of ESG100 securities companies with outstanding performance in environment, society and governance from the assessment of listed securities in 2020, total 803 securities.</li> <li>• Received 100 points from the assessment of quality in shareholders' meeting organized by Thai Investors Association 100 in 2020</li> </ul>
<p><b>Dimension :</b> Economy</p> <p><b>Strategy :</b> Sustainability in business</p>	<ul style="list-style-type: none"> <li>• Increment of business growth</li> <li>• Generating revenue and poverty alleviation in the society</li> <li>• Innovative product development with environmental conservation and meet customer needs</li> </ul>	<ul style="list-style-type: none"> <li>• Sales and partnership</li> <li>• Local recruitment</li> <li>• Innovation results</li> <li>• Certification of the customer and international standards</li> </ul>	<ul style="list-style-type: none"> <li>• Total revenue at 3,210.30 Million THB</li> <li>• Increase local recruitment by 85%</li> <li>• 2 innovative products</li> <li>• Certification of international standard</li> </ul>

# Strategies, development goals and performance for a sustainable organization

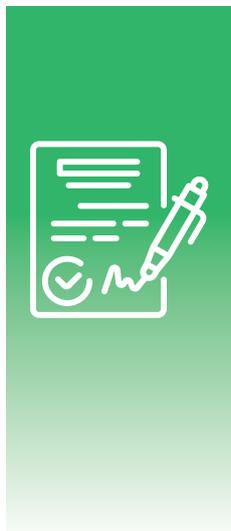
Strategy and Development	Development issues	Goals	Outcomes
<b>Strategy :</b> Sustainability in business	<ul style="list-style-type: none"> <li>Emphasizing product quality to international standards</li> </ul>	<ul style="list-style-type: none"> <li>Sales of innovative products</li> </ul>	<ul style="list-style-type: none"> <li>Innovative sales up to 1.2 Million THB</li> </ul>
<b>Dimension :</b> Environment	<ul style="list-style-type: none"> <li>Decrease of the loss of electricity consumption</li> </ul>	<ul style="list-style-type: none"> <li>Certified by an organization that has outstanding environmental performance</li> </ul>	<ul style="list-style-type: none"> <li>An award for outstanding energy conservation in over control factory plants from Thailand Energy Awards 2018 by Ministry of Energy(ISO 50001 : 2011)</li> </ul>
<b>Strategy :</b> Environmental conservation	<ul style="list-style-type: none"> <li>Operation enhancement reducing energy consumption</li> <li>Clean energy consumption</li> <li>Reinforcement the employees to realize the value of energy</li> </ul>	<ul style="list-style-type: none"> <li>The volume of water reuse</li> <li>Water quality standard</li> </ul>	<ul style="list-style-type: none"> <li>Reuse of treated water</li> <li>Water quality reaches the standard</li> </ul>
	<ul style="list-style-type: none"> <li>Water consumption</li> <li>Improvement of water consumption process for maximum value</li> <li>Waste water treatment</li> </ul>	<ul style="list-style-type: none"> <li>100% waste water turn into the wastewater treatment system</li> </ul>	<ul style="list-style-type: none"> <li>100% waste water turn into the wastewater treatment system</li> </ul>
	<ul style="list-style-type: none"> <li>Greenhouse gas emissions and weather</li> </ul>	<ul style="list-style-type: none"> <li>Greenhouse gas emission archives the criteria of the Greenhouse Gas Management Organization (Public organization)</li> </ul>	<ul style="list-style-type: none"> <li>Greenhouse gas emissions 14,650.70 ton of carbon dioxide</li> </ul>
	<ul style="list-style-type: none"> <li>Air pollution monitoring and control system</li> </ul>	<ul style="list-style-type: none"> <li>Air quality legally binding standards</li> </ul>	<ul style="list-style-type: none"> <li>Air quality legally binding standards</li> </ul>

# Strategies, development goals and performance for a sustainable organization

Strategy and Development	Development issues	Goals	Outcomes
<p><b>Strategy :</b> Environmental conservation</p>	<ul style="list-style-type: none"> <li>Noise and light pollution management</li> <li>Working environment management adhering specified standard</li> <li>Waste management</li> <li>Dispose of properly adhering international standards or legal requirements</li> </ul>	<ul style="list-style-type: none"> <li>The results of sound and light measurement have passed legally</li> <li>The results of work environment management adhering international standards</li> <li>The result of waste management and management guidelines</li> <li>Dispose of properly adhering international standards or legal requirements</li> </ul>	<ul style="list-style-type: none"> <li>The results of sound and light measurement have passed legally binding standards and regulations.</li> <li>The results of work environment management adhering international standards.</li> <li>Recycle 829,880 kg</li> <li>Fuel burn 45,616 kg</li> <li>Landfill 133,482 kg</li> <li>Dispose of properly adhering international standards or legal requirements</li> </ul>
<p><b>Dimension :</b> Society</p> <p><b>Strategy :</b> Human resource development</p>	<ul style="list-style-type: none"> <li>Human right and fair employment</li> <li>Knowledge and professional development</li> <li>Employee awareness of data privacy</li> <li>Employee stability</li> <li>Employee engagement</li> </ul>	<ul style="list-style-type: none"> <li>Treating employees equally, no discrimination, the right of expression, not employing child labor or compulsive labor.</li> <li>Number of internal training courses and number of participants</li> <li>Internal communication</li> <li>Number of provident fund members</li> <li>Number of savings cooperatives members</li> <li>Employee engagement score</li> <li>Returning rate of work after childbirth</li> </ul>	<ul style="list-style-type: none"> <li>Certified BSCI standard</li> <li>33 in-house training courses with 1,020 participants</li> <li>Proceed through morning talk, intranet and comment boxes</li> <li>Monthly meeting</li> <li>378 members of provident fund</li> <li>598 members of savings cooperatives</li> <li>Employee engagement score is 76% (Ref. Global Standard)</li> <li>Staff return to work after childbirth 48%</li> </ul>

# Strategies, development goals and performance for a sustainable organization

Strategy and Development	Development issues	Goals	Outcomes
<p><b>Dimension :</b> Society</p> <p><b>Strategy :</b> Human resource development</p>	<ul style="list-style-type: none"> <li>• A safety in workplace</li> <li>• Knowledge enhancement and reinforcement of safety awareness in workplace.</li> </ul>	<ul style="list-style-type: none"> <li>• No accident rate</li> <li>• Workplace safety training</li> </ul>	<ul style="list-style-type: none"> <li>• Injury Frequency Rate (I.F.R.) is 3.83</li> <li>• 6 Workplace safety training courses per year</li> </ul>
<p><b>Dimension :</b> Society</p> <p><b>Strategy :</b> Community engagement</p>	<ul style="list-style-type: none"> <li>• Involving internal and external organization's social contribution activities</li> </ul>	<ul style="list-style-type: none"> <li>• Number of employees participating in the activity</li> <li>• the number of stakeholders</li> <li>• Offering budgets for activities that enhance social life</li> </ul>	<ul style="list-style-type: none"> <li>• 363 employee attending the project</li> <li>• 36,806 stakeholders</li> <li>• Total Budget is 4,802,442 THB</li> </ul>



# Stakeholder in business (Disclosure 102-43)

Thantawan Industry Public Co., Ltd has conducted a business strategy with all stakeholders as harmonizing with the global situation and trends. Performance, based on needs and expectations of all parties in this report, is the operation throughout 2019 that THIP has used to classify the company's stakeholder groups into 7 groups (Disclosure 102-40) consisting of employees, shareholders, customers, business partners and business competitors, government agencies and communities and societies.

## Stakeholder performance report

Stakeholder <sup>(102-40)</sup>	Expectation <sup>(102-44)</sup>	Company Response <sup>(102-43)</sup>
<b>Staffs</b>	<ul style="list-style-type: none"> <li>• Justice evaluation</li> <li>• Potential development</li> <li>• Compensation and welfare</li> <li>• Progressive stability</li> </ul>	<ul style="list-style-type: none"> <li>• here is a 360-degree assessment for justice and comprehensive</li> <li>• Employee engagement survey</li> <li>• Health activities and retirement planning course for employee</li> <li>• Training programs for every positions</li> <li>• Formulate policies and procedures of the Human Resources department by following relevant laws.</li> <li>• Promote career advancement for employees in the organization and provide appropriate compensation and other benefits</li> <li>• Organize safety training as required by law</li> </ul>
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>• Return on investment</li> <li>• Transparency and accountability</li> <li>• Create growth and progress of the organization</li> </ul>	<ul style="list-style-type: none"> <li>• A high profits and dividends provided</li> <li>• Transparency and timely disclosure of company information</li> <li>• Establish a good corporate governance policy</li> <li>• Certified as a member of the Thai Institute of Directors Association to be a united front Anti-corruption in the private sector</li> <li>• A shareholder project visiting the business and getting feedback from minority shareholders.</li> </ul>

# Stakeholder in business (Disclosure 102-43)

## Stakeholder performance report

Stakeholder <sup>(102-40)</sup>	Expectation <sup>(102-44)</sup>	Company Response <sup>(102-43)</sup>
Customers	<ul style="list-style-type: none"> <li>• Quality of products</li> <li>• Reasonable price</li> <li>• Logistics enhancement</li> <li>• A strong practice of international standards and customer's requirements.</li> </ul>	<ul style="list-style-type: none"> <li>• Verify the quality of the product to meet the specified standards</li> <li>• Review promotional campaigns and selling prices</li> <li>• Deliver products on time.</li> <li>• Honesty with customer commitment</li> <li>• Customer satisfaction survey</li> </ul>
Partners	<ul style="list-style-type: none"> <li>• Follow the contract and partner agreement.</li> <li>• Justice and equitable treatment to all partners</li> <li>• Adhere the honesty and transparency trade</li> </ul>	<ul style="list-style-type: none"> <li>• Review business practices and business ethics of partners</li> <li>• Establish a fair procurement framework</li> <li>• Review and improve the procurement process.</li> </ul>
Competitors	<ul style="list-style-type: none"> <li>• Business operation with transparency under good competition rules</li> <li>• Conduct business under free market competition</li> </ul>	<ul style="list-style-type: none"> <li>• Provide marketing information that does not discredit competitors and conduct business under free market competition</li> </ul>
Government agencies	<ul style="list-style-type: none"> <li>• Comply with rules, regulations and laws</li> <li>• Support government projects</li> <li>• Environmental conservation</li> </ul>	<ul style="list-style-type: none"> <li>• Comply with laws, regulations related to business operations in accuracy and transparency.</li> <li>• Control environmental quality to meet the standards required by law.</li> </ul>
Communities and Society	<ul style="list-style-type: none"> <li>• Employment</li> <li>• Reduction of the impact on the community from operations</li> <li>• Educational development</li> <li>• Environmental development</li> <li>• Economic development</li> </ul>	<ul style="list-style-type: none"> <li>• Hire local labor and promote the professional development within the community</li> <li>• Develop projects related to life enhancement</li> <li>• Listen to complaints from the community.</li> <li>• Organize community dialogue activities</li> <li>• Act as a responsible member of the community.</li> </ul>

# Materiality of Sustainability

THIP has identified a materiality of sustainability based on trends and global changes. Risk management and the Sustainable Development Goals of the United Nations are considered within our business plan to inform the business direction as well as the sustainability process to meet the expectations of all stakeholder groups. THIP complies with GRI standards or GRI Sustainability Reporting Standards (Disclosure 102-40).

## Materiality criteria

### 1. Identification

THIP has compiled important information from both internal factors as goals and business plans of the organization and external factors as the direction of global change. The expectations of stakeholders are likely caused by the sustainability of the organization in terms of economy, society and environment. The reporting period covers January 1 - December 31, 2020.

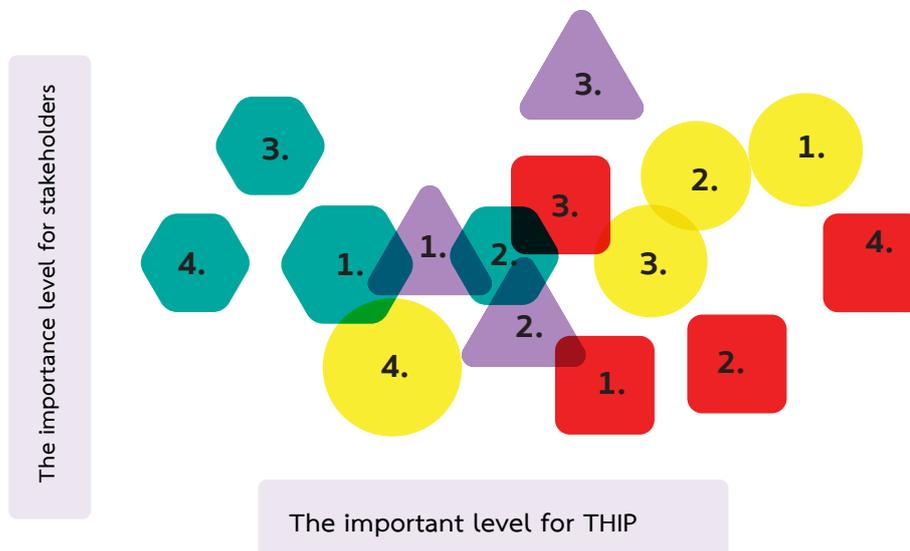
### 2. Prioritization

THIP basically takes the key issues that are significant to the organization and to the stakeholders by comparing with the consistency of the keystone and indicators as the GRI standard. Then, the scores are given under the consideration of importance in 2 criteria in the Materiality Matrix table through details and important cores as following detail.

- **Horizontal dimension** : an important issue for the organization by considering the effect, opportunities, 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 which are plausibly occurred by a group of stakeholders

### 3. Validation

Keystone from the analysis has been approved by the corporate sustainability policy committee (Disclosure 102-32), especially customer issues and the global trend of sustainability in the plastics industry. It manifests sustainability issues in 2020 as follows;



# Materiality of Sustainability



## The foundation of business management

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- 4. Waste management ..... 38



# Corporate Governance

THIP has committed to the credibility of investors and stakeholders in the business by rising the value of 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, has established the corporate governance policy (Disclosure 102-16) as a framework for all operations.

1. The Board of Directors, executives and all employees will comply with THIP 's corporate governance manual by confidence and comprehension.
2. The Board of Directors, executives and all employees will apply the principles of corporate governance in practice for managing every level of business
3. The Board of Directors, executives and all employees will adhere to justice, treat all stakeholders equally and work for the benefit of the company with the best effort and transparency which can be inspected
4. The 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. In addition, executives at all levels must significantly encourage their subordinates to thoroughly comprehend policy and strictly adhere to the principles of corporate governance of THIP.

THIP will not perform anything illegal or contrary to the principles of corporate governance. If the directors, executives or staff violate this 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.

If employees at all levels of the company encounter difficulty in making decisions or operating a code of conduct which is not defined, please ask questions about such conduct to yourself as follows:

1. Is the action against the law or not?
2. Do your activities against the policy or ethics or the image of the company?
3. Do your actions have a serious negative impact on the company's stakeholders?



However, if employees are found violations of the law and / or the principles of corporate governance, they have to report complaints or allegations to the Chairman of the Board of Directors. THIP will conduct an investigation without revealing the name of the whistleblower to protect the effects that may occur to the complainant or allegation which is in accordance with the whistleblowing or complaint policy of the company

# Anti Corruption

## Anti Corruption

THIP has continued anti-corruption collective action. We have certified company as a coalition of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) since 2016 and we have been continuously certified this year. There is a policy to support business operations with morality, ethics and anti-corruption principles in all forms and all stakeholders. Processes and assignment of responsibilities are decided to ensure the accurate and transparent operations, including reporting clues and the mechanism to protect whistleblowers. In this regard, THIP has provided a channel for stakeholders submitting complaints or expressing their opinions directly to the Board of Directors via the following channels;

1. Post office to the Board of Directors, Thantawan Industry Public Company Limited, No. 123 Sun Tower S Building, Floor 32, Vibhavadi Rangsit Road, Chomphon Sub-district, Chatuchak District, Bangkok 10900
2. Electronic letter to the chairman at e-mail: [board-thip@thantawan.com](mailto:board-thip@thantawan.com)
3. Tel. 02-273-8333 ext. 3203



## Risk management

At THIP, a risk management policy has been established systematically with international principle in order to achieve THIP's objectives and goals. Whereby the framework of this policy, we believe that THIP will grow sustainably and add massive value to our business under the vision of "the international leadership of packaging innovation" risk management is manipulated by risk management committee (RMC), the directors of each division are responsible for analyzing and planning the risk management in operating levels. The corporate strategy and planning department monitors evaluate and reports to the risk management committee. This meeting is arranged regularly at least once a quarter to ensure that essential risks arising from internal and external factors or emerging risks are managed effectively by conforming to quick changes and prevailing circumstances.

### Organizational risk management structure

Director, executives and all departments in the organization are involved in risk management. A risk management committee consists of 4 managing directors who are responsible for reviewing the risk management policy framework, risk management structure and establishing a group of risk management members 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

Topic	Effects	Management
The risk of delays new product development	<ul style="list-style-type: none"> <li>• Competitiveness</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a process for new product development and relevant personnel to sustain business growth in the medium term of company's strategy.</li> <li>• Set obvious goals and systematically follow-up by top management to assure new products can be released continuously and on schedule.</li> </ul>
Investment management risk	<ul style="list-style-type: none"> <li>• Various investments confront with the risk in which the return on investment is plausibly not achieved.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish investment criteria and guidelines of management and supervision.</li> <li>• Performance results are tracked periodically.</li> </ul>
The risk of revenue growth from own-brand products which are not achieved target.	<ul style="list-style-type: none"> <li>• The impact of revenue</li> </ul>	<ul style="list-style-type: none"> <li>• Implement the results of market research to create strategies that are suitable for the competition.</li> <li>• Execute audit, monitoring and reporting to the Risk Management Committee.</li> </ul>

# Enterprise risk management

## Economic dimension

Topic	Effects	Management
Sales from corporate customers risk	<ul style="list-style-type: none"> <li>• A monopoly is occurred since customers have a high bargaining power affecting our sales performance</li> </ul>	<ul style="list-style-type: none"> <li>• Sales increment of big potential customers</li> <li>• Business extension to new customers and new markets</li> <li>• Provide a variety of products</li> </ul>
The risk of higher raw material prices	<ul style="list-style-type: none"> <li>• Higher price will affect purchasing decision</li> </ul>	<ul style="list-style-type: none"> <li>• Establish policy and increase productivity</li> <li>• Training employee</li> <li>• Maintenance machines and procure high capacity machines</li> <li>• Implement the plan of labor optimization by improving production processes with new technologies.</li> <li>• Set goal to reduce raw materials cost indicated company performance.</li> </ul>
Foreign exchange risk	<ul style="list-style-type: none"> <li>• The impact of revenue if there is no risk prevention.</li> </ul>	<ul style="list-style-type: none"> <li>• Use of financial instruments in the form of forward contracts.</li> </ul>

## Social dimension

Topic	Effects	Management
Risk of adaptation to rapid change from external factors	<ul style="list-style-type: none"> <li>• The rapid change resulted in the ineffective employee's potential enhancement affecting the organization's operations</li> </ul>	<ul style="list-style-type: none"> <li>• Long term plan for human development</li> <li>• In-house training based on division</li> <li>• Test run of operations by implementing Agile mode to enhance new skills and operations</li> </ul>

## Enterprise risk management

### Environmental dimension

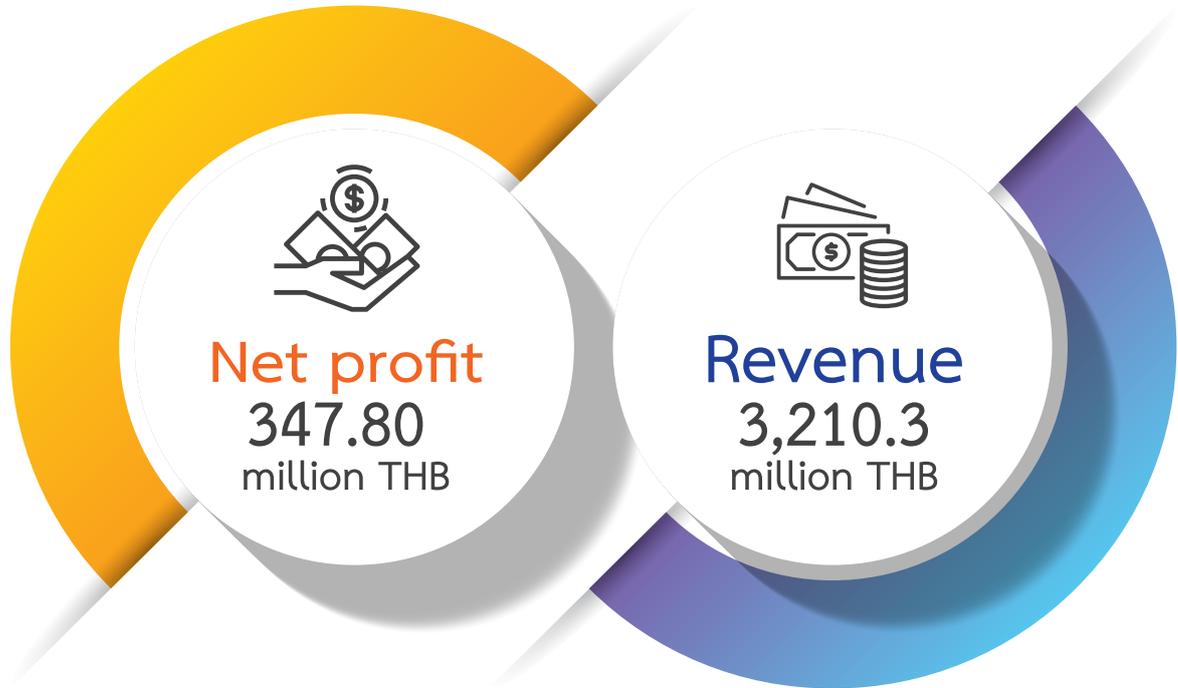
Topic	Effects	Management
Risk from disaster such as flood, fire	<ul style="list-style-type: none"> <li>the effect of business operations</li> </ul>	<ul style="list-style-type: none"> <li>Install a fire protection system meeting standards</li> <li>Have a good flood prevention and drainage systems</li> </ul>

### Emerging Risk

Topic	Effects	Management
Infectious diseases	<ul style="list-style-type: none"> <li>The way of people live, operations, departments and the expansion of global economy</li> </ul>	<ul style="list-style-type: none"> <li>Adjust Business Continuity Plan (BCP) for COVID-19 pandemic</li> <li>Official implemented since the 1st pandemic</li> <li>Establish a risk mitigation plan covering other pandemic diseases.</li> </ul>

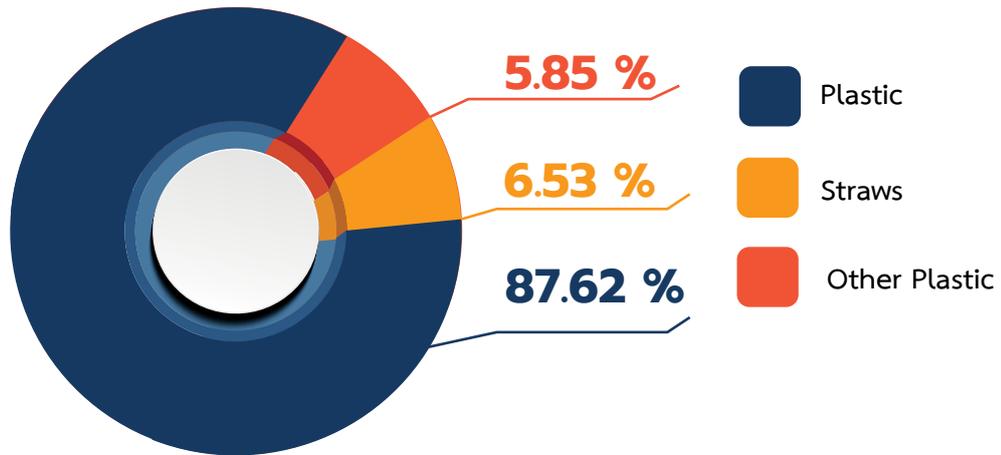
Further information informed in Annual Report 2020

## Economic growth



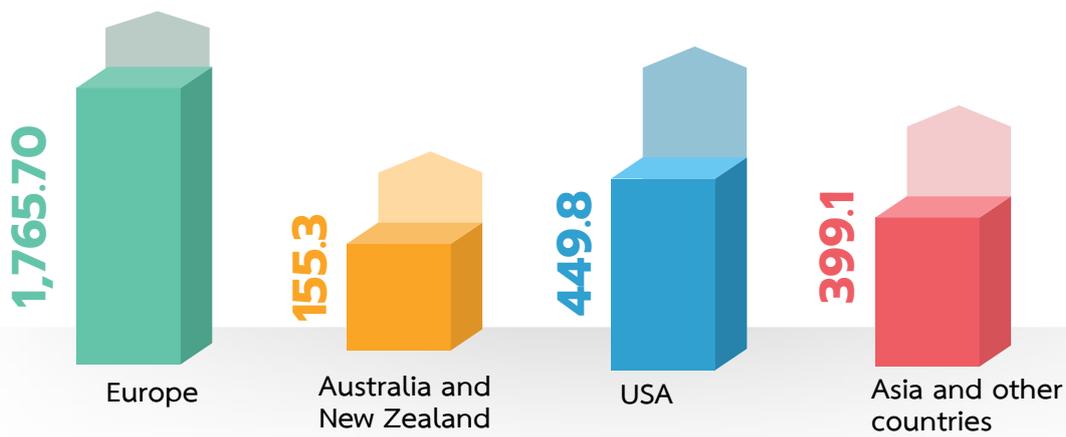
The effect of COVID-19 pandemic impacted on world economy vastly but THIP remains market share efficiently with revenue of 3,210.3 million THB and net profit of 347.80 million THB which increased from 2019. The main sources of revenue are generated by exporting plastic goods. We have studied and developed environment-friendly products continuously to create new distribution channels and add massive value to our products.

### Revenue proportion by product

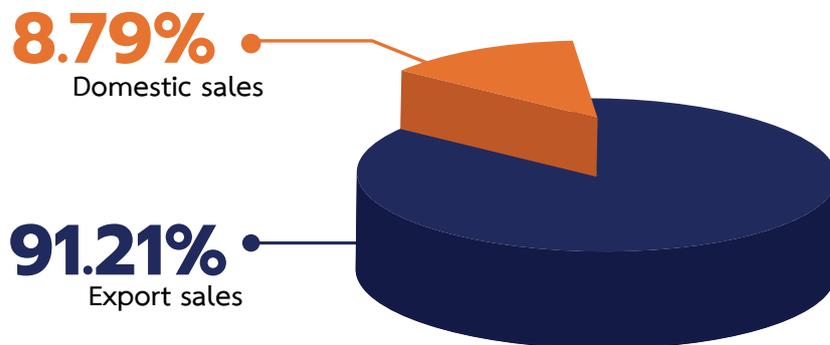


Revenue proportion by country (Unit : THB)

### Revenue proportion by country



### Revenue proportion by domestic and international markets



THIP has increased exports at 91.21%, an increment from 2019, and domestic sales of 8.79%. Regarding a business growth, we have planned to expand the domestic market in order to serve all customer segments and meet customer needs wisely.

## Our Product and Market

Most of our products are made to order and distributed both domestic and international market. In which 80-90% of sales are in foreign markets. International distribution has focused on corporate customers in every continent such as countries in Asia, Europe, the United States, Australia and Africa. The products are distributed with high-quality and diverse products to support future business growth.

### Target markets for selling products overseas divided into large groups as follows;



#### Plastic bags importer under their own brand.

The customers will import and sell plastic bags under their own brands and have a reputation by selling in stores or the mall in each country. They will promote products by themselves.



#### Plastic bag importer for large retailers

The customers will be an importer and distributor to the large retailers of each country.



#### Wholesales

Wholesaler or dealers will import our products to distribute in foreign countries. THIP has focused on creating a business relationship with this customer group in both trade and service for sustainability in business operations.

### Domestic sales



THIP is a direct distributor for buyers such as customers who are in industrial sectors using plastic bags for wholesalers as well as distribution in large retail stores.

## Supply chain management

The business operation will perform under stability and sustainability. Thantawan Industry Public Co., Ltd has managed business partnership and operational management with partners, the one of our significant stakeholder.

### Partnership Management .

THIP conducts business with justice adhering to THIP 's sustainability and stability notable. This action will inspire confidence among stakeholder at all level, especially business partners because THIP has a procurement with both local and nearby suppliers. We strictly abide by the business ethics of trading partners and competitors. We will not discredit the reputation of competitors in the same industry. In the aspect of trading partners, transparent business operations in procurement are considered and also addressed human rights issues. THIP does not force unfair labor or child labor and not perform illegal violations related to business sustainability

### Consumer Responsibilities

THIP is committed to enhancing customer satisfaction and confidence in terms of receiving good products that meet customer needs at a reasonable price. The product information is disclosed, complete, accurate and delivery on time. There is also a channel for customer complaints about products and services. THIP is responsible for maintaining THIP's customer history confidentially and the preparation of customer satisfaction assessments to improve and develop products and services.

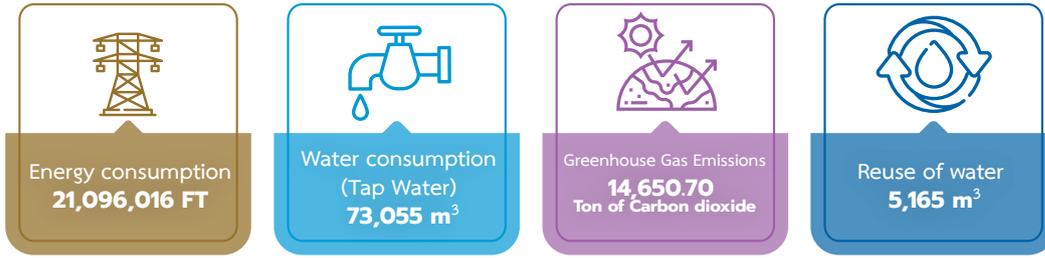
### Customer Satisfaction



of domestic  
**CUSTOMER**  
satisfaction  
**90.12%**

THIP has evaluated customer satisfaction both domestic and international markets every year. This customer's voice is leveraged by creating proper strategies to meet their needs and satisfaction in long run.

# Environmental Operations



At THIP, the environmental policy is established as our operational framework. We adhere to the environmental research and product development for the decrease of direct and indirect environmental brunt. In addition, stakeholders are allowed to feedback operations with perpetually monitoring.

According to the commitment of operation in parallel with an aforementioned environmental management, THIP is, therefore, continuously certified Green Industry Level 3 certification, Green System Level 3: Green System, which is certified by the Department of Industrial Works. The certification implies an organization with systematic environmental management with monitoring, evaluation, review for continuous development as well as receiving recognized environmental awards and various environmental standards.

## ENERGY CONSUMPTION AND CLIMATE CHANGE

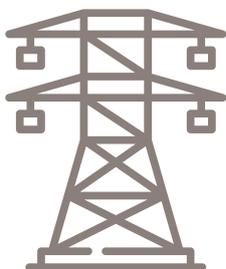
THIP has an energy management system certified by ISO 50001, which has been implemented continuously along with the determination of energy consumption as well as the establishment of a solar cell panel to reduce energy consumption.

As annual report in 2020, energy consumption per unit of product is 0.59 kWh/ton

### Mission of Energy consumption

Reduction of electric energy consumption at 0.61 kWh/ton per year

Annual report 2020



Electric energy consumption per year	Electric energy consumption per month	Energy consumption per unit of product
21,096,016 FT	1,758,001 FT	0.59 kWh/ton

THIP has installed solar cells to reduce energy consumption. We additionally created campaigns and employee awareness to reduce energy consumption. Then, the electricity consumption was at 21,096,016 FT in 2019, with an average monthly 1,758,001 FT as energy consumption per unit of product at 0.59, achieving our business goals.

# Environmental Operations

## CLIMATE CHANGE

As the awareness of climate change and natural brunt causing damage of life, property and natural resources, THIP has set guidelines to reduce greenhouse gas emissions appropriately from the production process and product transportation. The offices have been followed these guidelines to manifest the intention to control the global temperature which is not higher than 2 degrees Celsius.



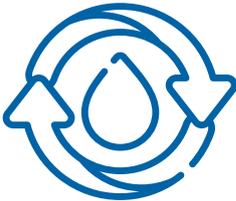
Direct energy consumption (scope 1)	Indirect energy consumption (scope 2)
<b>20.80</b> tons of carbon dioxide	<b>14,625.90</b> tons of carbon dioxide

## WATER CONSUMPTION MANAGEMENT

The water scarcity, especially water shortage, flooding and drought, in Thailand and worldwide is ongoing problems that THIP is always aware. Our goals have been, therefore, set up to reduce water consumption through water conservation campaigns that will make people rethink how we use water. Wastewater is treated for reuse respectively.

### Mission of water consumption

Volume of water reuse  
Annual report 2020



Water consumption (Tap water)	Volume of water reuse
<b>73,055 m<sup>3</sup></b>	<b>5,165 m<sup>3</sup></b>

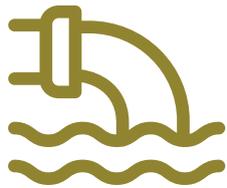
THIP uses 100% of tap water in the production process. In 2019, water consumption is 73,055 m<sup>3</sup> averaging usage of tap water per month is 6,087.92 m<sup>3</sup>. The volume of water reuse is 5,165 m<sup>3</sup>

# Environmental Operations

## THE WASTEWATER SYSTEM

THIP has used technology treating wastewater with aerated AERATION ACTIVATED SLUDGE PROCESS; A/S is used to treat wastewater before returning the reuse water in various fields. It can support up to 95 m<sup>3</sup> of wastewater per day and also provide an environmental monitoring/examination/measurement plan. With daily wastewater treatment system and regular maintenance, the wastewater is checked twice a year. The wastewater sources within the company originate through the cooling water, toilets, washing, rinsing floors and cafeteria.

In 2020, there were 25,789.28 m<sup>3</sup> of wastewater entering the wastewater treatment system, which is 100% of the total wastewater amount



The amount of waste water entering  
the treatment system **25,789.28 m<sup>3</sup>**

## WASTE MANAGEMENT

Waste management is strictly performed with relevant laws. THIP also upholds and focuses on waste management with 3Rs consisting of reduce, reuse and recycle in order to reduce waste that needs to be disposed of and also decrease the environmental brunt.

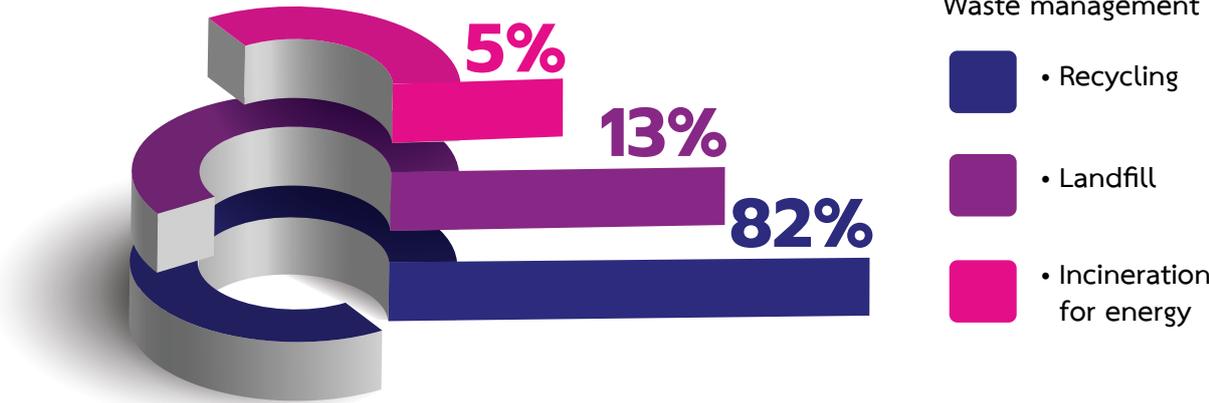
In 2020, THIP has implemented a waste separation project through various campaigns. We educate our employees on waste separation with good cooperation. Trashes are placed to facilities waste separation and to instils awareness of proper waste separation and waste disposal for employees.



# Environmental Operations

## Mission

To comply with international standards and comply with the law.  
Annual report 2020



In 2020, there are 1,008,979.36 kg of waste. The waste is recycled by 829,880.26 kg or 82% of waste and unused materials. Incineration for the energy of 45,616.50 kg of 5% of waste and unused materials. Landfill is 133,482.60 kg.

As waste management, THIP has strongly complied with the law and regulation. We have been certified by ISO 14001: 2004 which is an environmental management standard with an emphasis on auditing, impact prevention, and environmental management in line with the nature of the business.

In addition to the aforementioned actions, THIP also hires service providers who comply with the relevant laws for each type of waste disposal. A waste list is developed and categorized by types, such as general waste, hazardous waste, non-hazardous waste, and waste for sale. These wastes are screened as a clear separation of colours for each type of waste and located in the specified point.

### Environmental awareness for employees.

THIP regularly arranges various staff training regarding waste management, hazardous and non-hazardous waste separation to provide knowledge, comprehension and create consciousness. Employees are required to carry out garbage and throw away at the specified locations classified by type. This regulation is disposed of correctly as required by law.

THIP adheres to support a determination of operational enhancement which least affect the surrounding environment. It will lead to sustainability in long run.

# Social Engagement

Concept: "Sustainability Living the Future" or "Thantawan for sustainable live"

**Strategy:** Create awareness among employee regarding commonwealth, sharing, supporting both nearby communities and various communities for coexistence happiness and sustainability

**Mission:** Commitment to sustainable development with the community in parallel with the sustainability of the business as well as improve the quality of life in a creative and sustainable manners.

Projects	Budget (THB)	Participants	Stakeholders	Value to beneficiary (Individual : THB)
31	4,802,442	363	36,806	1 : 130.50

▼ THIP supplied our products to hospitals and relevant organizations for medical treatments and COVID-19 prevention.

No.	Organizations	Budget	Products
1	Sam Phran Hospital	300,000 THB	-
2	Siriraj Hospital		10,000 units of SUNBIN garbage bags, 18,000 units of SUNGLOVE 15 cartons, 6,000 units of SUNBIO biodegradable lunch boxes and 6,000 units of SUNBIO biodegradable glasses
3	Rajavithi Hospital	500,000 THB	8,000 units of SUNBIN garbage bags
4	Bamrasnaradura Infectious Diseases Institute	500,000 THB	-
5	Bangkok		10,000 units of SUNBAG sized 20x30
6	HERO GUARD		500 sets of flexible plastic films
7	Pattani Hospital		400 units of SUNBIN garbage bags
Total value		1,508,300 บาท (One million five hundred eight thousand three hundred THB)	

# Social Engagement



# Social Engagement

▶ THIP Invented “Saving shape and body bags” and cooperated with PTT Global Chemical Public Company Limited and Faculty of Medicine, Siriraj Hospital. It is an innovation of keeping bodies and organs for 'Headmaster', which is an important part of medicine curriculum for medical students to study anatomy.



# Social Engagement

▶ THIP supports the activities of the National Children's Day 2020 by participating with the government sector to bring a happiness, to promote the abilities of children and young people as well as to instill merit and ethics as 2020 Children's Day slogan "Modern Thai children know thier unity and the duty of Thai citizens". A collection of activities as follows

1. Om Yai Subdistrict Municipality Office
2. Special Education Center, Educational District 1, Nakhon Pathom Province
3. Wat Om Noi School (Friendly Teacher Ratransan)
4. Ban Pong Liam School

▶ THIP, cooperating with Office of Provincial Red Cross Chapter, Nakhon Pathom, organized a blood donation project 2020 under the concept of "Give Blood for Life" for the second consecutive year, which got 199,850 cc of blood volume during these 2 years, to support the National Blood Service Center of the Thai Red Cross Society. We intended to help all patients.

No.	Date	Involving employee	Blood donation volume (CC)
1	14 February 2020	83	29,050
2	26 August 2020	82	28,700
3	9 November 2020	82	28,700
Total involving employee (person)		Total blood donation volume (CC)	
264		86,450	



# Social Engagement

▶ THIP launched the project "Building well-being for employees through recreation activities" aiming to create good physical health, mental health, social and environmental health for our employees. At the event, there was a "Health care" booth from Bang Len Hospital, Nakhon Pathom to check the health and recommend healthcare personnel for employees and a booth of "Financial Planning" from Government Savings Bank promoting financial planning, savings, investment, and preparation for retirement.



▶ The project "Pump up the love for our beloved children" by giving 3 oz. SUNMUM breast milk storage bags to pregnant mothers, 1 pack per person through 76 public and private hospitals nationwide.



# Social Engagement

▶ THIP co-sponsored the operation of the Bang Khae Home Foundation by donating 30,000 THB, bio-plastic straws (SUNBIO) and blue rolled garbage bags (Kitchen Neat).



▶ THIP supported the project of integrated network of operational unit and juvenile justice and opportunities for youth who have entered the process of judgement as offenders and victims for department of Rayong juvenile and family litigation in order to give opportunities for children or youth to return to society.



# Social Engagement

▶ THIP supported 6th Central Group Cycling Championship 2020, which is the event of bicycle competition on the flat track, to win a royal cup of King Rama IX. Department of Her Royal Highness Princess Maha Chakri Sirindhorn Siam Boromrajakumari by providing our recycled plastic pillow filament for making 1,500 pillows given to the needy patients in the wilderness through the Phatra Maharajanusorn Foundation under the patronage. We also supported recycled waste bags (SUNBIN) for all use within the event and supported the company's biodegradable products (SUNBIO)



# Social Engagement



# Social Engagement

▶ THIP assisted SMS Corporation Co. Ltd for developing biodegradable nursery bags from “starch”, a polysaccharide is found in plants such as grains, tubers, and legumes with glucose as a monomer of glucose. Tapioca framers, who are belonging to the SMS company network, granted on an area of 50 rai or approximately 100,000 units in 3 pilot provinces, namely Chaiyaphum, Pathumthani and Nakhon Ratchasima.



# Employee care protection

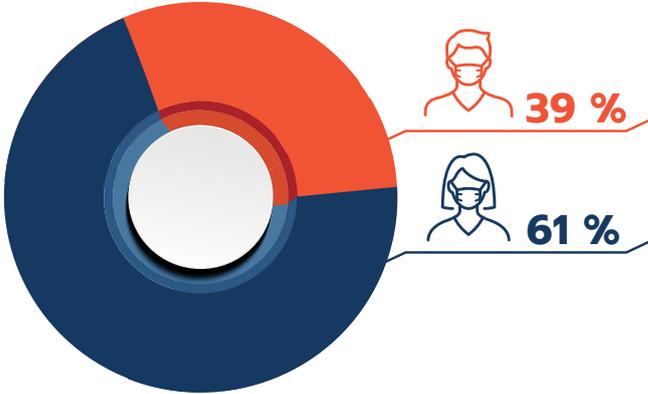
As the rapid change of global economy, society, environments and technological changes, the company has foreseen these impacts so that we have prepared employees development and welfare in order to enhance their potential and life. In our aspect, employee is the most valuable asset of our organization to achieve the goals and the activities in long run.

THIP has considered human resource management through the principles of human rights without discrimination, regardless of gender, race, religion, and we also provide communication channels for employees to notice information within the company. In addition, we also offer an opportunity to hear opinions or complaints from employees through comment box.

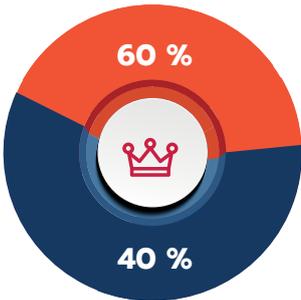
## Employee information

At present, Thantawan Industry Public Company Limited employs 1,726 people, with a significant staff statistic as follows:

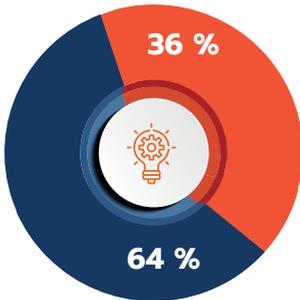
### Total staff



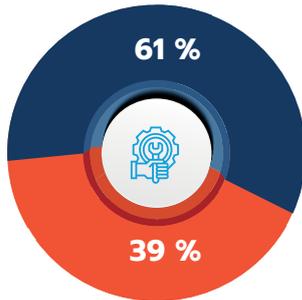
The proportion of staffs ■ Males ■ Females



The proportion of executives



The proportion of operational staffs



The proportion of staffs

### Employee turnover rate



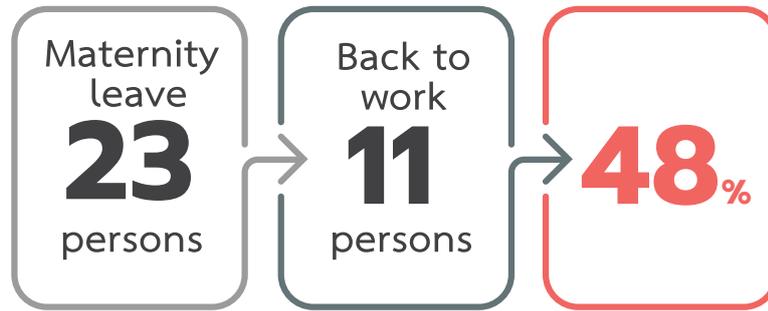
Permanent staffs



Temporary staffs (daily)



# Maternity leave rate and back to work



According to the 2020 employee report, there are 39% male employees and 61% female.

In employment, THIP has a policy to recruit people from local communities around the factory. We support various activities enhancing the quality of life for people in the community to gain strengthen relationships and acceptance from communities.

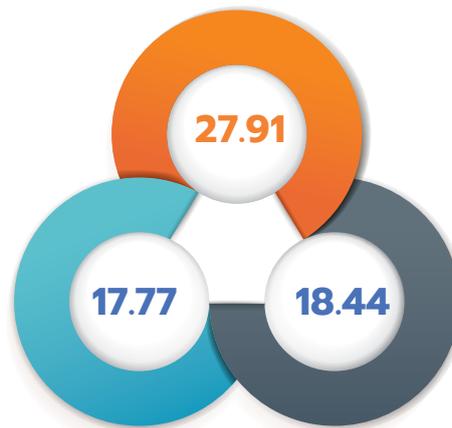
## Development of control staff and organizational development

THIP believes that our employees are valuable asset and the key to success for the organization. Therefore, THIP has determined to continuously develop the potential employees, retaining knowledgeable and capable staff in the organization by treating all employees equally on the basis of human rights and labor rights.

There are various internal and external courses provided in order to improve essential skills for staff and executive levels. In addition, we also encourage employees, who are expertise of training, to become internal speakers or lecturers in order to share their knowledge and practices at work experience to their peers. This act leads to deliver value of the employees, a motivation to develop knowledge, capabilities and potential of employees respectively.

Training hours (Hour : Person : Year)

- • Manager
- • Executive
- • Officer

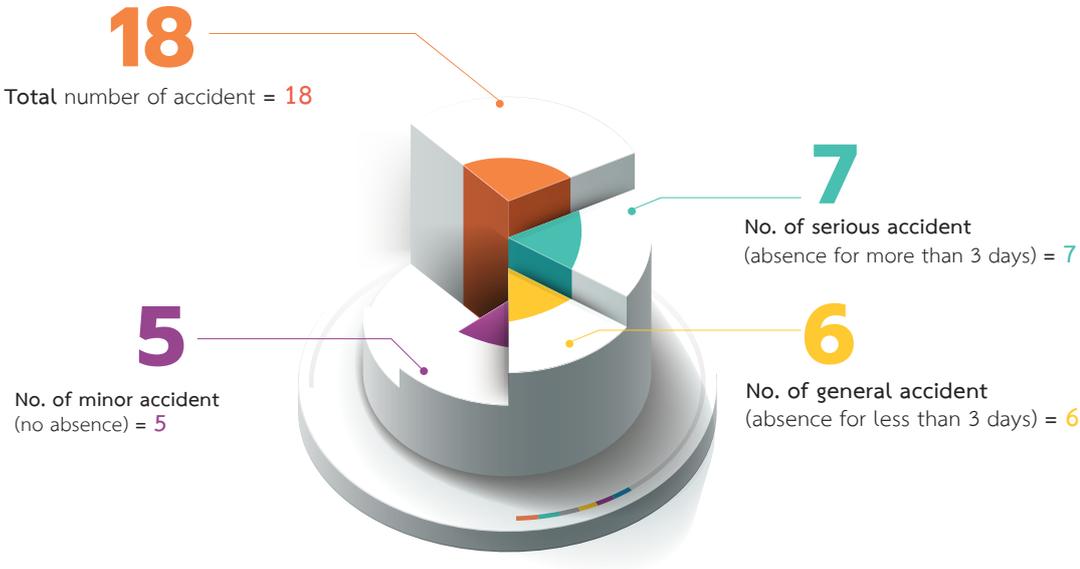


Training and development of company personnel is not provided only the theoretical training but real-world operational skills are also provided for employees to have complete skills and potential to work more efficiently.

## Employee engagement

An employee engagement survey was implemented to get the feedback for the process enhancement of employee engagement within organization. The engagement score in 2020 is 76% increasing from 2019.

# Safety and Occupational Health



Safety is a primary concern of THIP’s business operations and the main indicator for measuring the success of an organization affecting the reputation and image of the organization significantly. We, therefore, committed to operating in strict accordance with safety and security policies. Injury Frequency Rate (I.F.R.) in 2020 is 3.83.

## The guideline of occupational health and safety



## Mission: Zero accident

Safety and occupational health is a priority concern for THIP and stakeholders, including employees, contractors and the community. THIP has a policy on safety and occupational health requiring employees and contractors to have safety duties and responsibilities for themselves and their colleagues through occupational health and safety management structure and standards for occupational health and safety management systems as well as promoting continuous training on safety in the organization. In 2020, there were 6 safety training courses organized.

# Safety and Occupational Health

## Safety performance

In terms of the security performance that reflects the efficiency and determination, THIP has collected statistical data through the fatal injury rate index of employees from accidents. According to the statistical data collected in 2020, it found that the severity of injuries of employees is equal to 7 times and no deaths of employees.

## Occupational health and safety activities

Safety Morning Talk was arranged to inform news and monthly safety activities to all employees and to carry out KYT activities to raise awareness in workplace and set zero accident mission.

▶ Safety  
Morning Talk



# Safety and Occupational Health

▶ Maintenance and inspections of wastewater treatment system



▶ Maintenance and inspections of fire protection systems



▶ Maintenance and inspections of fire pump





# GRI Content Index

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GRI Standard		Disclosure	Page number (s)	SDGs	External Assurance
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## About the sustainability report

### HISTORY OF SUSTAINABILITY REPORT

Thantawan Industry Public Co., Ltd. has conducted the sustainability report in 2020 to inform annual performance in terms of economic, social and environmental metrics (Disclosure 102-52). Reporting period is from January 1 to December 31, 2020 (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).

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

This report presents the operating results in 2020. The reporting cycle is from January 1 to December 31, 2020 of Thantawan Industry Public Company Limited covering the performance of both factory and office, Sun Tower Building.

### **The credibility of report**

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

### **Information inquiry**

For further information, please contact Social Affairs Department for Corporate Sustainability Thantawan Industry Public Company Limited.

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Tel. 0 2273 8333

# 2020 SUSTAINABILITY REPORT

THE FUTURE OF PLASTIC  
PRODUCTS & PACKAGINGS  
FOR CIRCULAR ECONOMY