แบบฝึกหัดหน้าที่ต่อชีวิตของกลุ่มดอกไม้

แบบฝึกหัดหน้าที่ต่อชีวิตของ Sustainability

SUSTAINABILITY

Economy ▸

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OVERVIEW

CMO Public Company Limited is aware the important of "Sustainable" and appropriate riskmanagement with the aim of creating a balance in three aspects, namely economy, society andenvironment, for maximum benefit of all stakeholdersand in alignment with the United Nations Sustainable Development Goals (SDGs).

Therefore, the Company has set the policies of sustainability management 7 Issues for the guideline with the Sustainable Development Goals (SDGs) of the United Nations that covered three aspects, namely economy, society and environment as follows:

7 Policies of Sustainability Management

ECONOMY

- **Fair Business Operation** — Support fair and equal practice both business partners and customer, perform duties honesty
- **Anti - Corruption** — Company has supported the anti-corruption policy both internal and external levels
- **Innovation & Publication** — Adoption new technology to create modern and seamless event for improving event management business efficiently and effectively

ENVIRONMENT

- **Environment** — The responsibility towards environment is another topic which the company gives priority to, by attending both internal and external levels. Moreover, CMO undertook operations to support and promote the mitigation of and adjustment to climate change.

SOCIAL

- **Respect in Human Right** — Supporting all employees fairly and equally without any prejudice or discrimination by gender or religion.
- **Fair Employees Treatment** — The company attends to and treats all employees equally including supporting development of different aspects of potentialities for self-development and progress.
- **Social & Community Development** — Supporting participation in various activities in order to develop communities and society for sustainable living

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ECONOMY

Fair Business Operation

1. Management of Impact on Stakeholders within the Business Value Chain

The Company is committed to transparently conducting an event management business from upstream to downstream under good corporate governance principles. To align with the business value chain, as business partners, customers, communities, or society. And also the environment. The Company also focuses on maintaining long-term relationships in the business value chain that adds value to products and services.

Business Value Chain

Communicate with customers
- Presenting information as objective of event, type of Event, sizing, target of participant and receiving customers' needs.
- Developing communication and contact channels to be faster and convenient both online and offline platform.

Design Event & Marketing
- Brainstorm & Analyzing the customers' needs to meet the objective by experts team of Event Management. To create and design overview of event effectively.

Controlling Production & Preparing Equipment
- Selection & Screening suppliers/partners for preparing production and equipment transparently and satisfying the customers.
- Providing professional event team for organizing production and installing equipment to be safe as well as inspection and control quality every step to meet the objective of customer.

Event
- Proceeding with event organization according to time, date and venue.

2. Stakeholders Engagement

The company examined and determined the key stakeholders by incorporating stakeholders' interests and concerns into the business framework and sustainable development issues. Furthermore, the company provided stakeholders with communication channels to give comments and recommendations, both in formal and informal forms, and promote the shared value to all stakeholders. The purpose is to properly serve their needs and meet their expectations as follows:

Stakeholders	Expectation	Key Action	Result
Employee	- Treat employees with respect to Human Right - Fair compensation - Comply to labor ethics - Opportunity for career advancement - Good welfare	- Treat employees equally and impartially - Fair compensations including good welfare - Providing applicable training course for employee's individual development	- Engaged employee - Reduce employee turnover - Employee feel secure and happy with their job and workplace
Customer	- Quality service which responses with social and environment - Keep customer confident	- Asked for the customer's needs - Setting a good procedure's standard - Using environmental product for event management service	- Customer's satisfied - Fascinate and become a Key customer
Suppliers/ Partner	- Fair trade - Efficiency purchasing process - Growing together	- Equitable treatment - Well-defined purchasing process - Implementation complying to trading regulations and conditions	- Have a good partner - Ongoing business - Growing together - Partnership
Creditor	- Debt repayment as scheduled - Actions upon deferred conditions	- Debt repayment as scheduled and comply to conditions and covenants	- Get the support business continuously
Shareholder/ Investor	- Fair treat with shareholder/investor - Business's Growth - Good corporate government	- Fair treat with shareholder/investor - Operate business's growth in accordance with the corporate governance - Dissemination of reports, disclosure and transparent information providing - Consistent deliver long term return.	- Get the trust from shareholder/investor - Get support shareholder/ investor continuously
Community	- Operation business with responsibility - Community development to be quality	- Acknowledge about event management, equipment and technology - Open internship program fw develop event management skill	- Community appreciate - Get good relationship with community - Interested from new generation
Competitor	- Fair competition - Not seeking confidential information of competitor by corrupt way	- Comply with code of conduct - Set the operation business policy	- Operating business accordance ethical and transparent
Regulatory Authorities & Government	- Strictly comply with the regulations and laws	- Encourage organization to comply with the regulations and laws correctly	- The company comply with the regulations and laws correctly

3. Identification and Assessment of the Sustainability Issues

Process of Materiality Assessment

ผ้าพาดและเข้ะเงินสำคัญด้านความยั่งยืน

มิติเศรษฐกิจ

ประเด็นด้านความยั่งยืน	เป้าหมายระยะยาว	ระดับผลกระทบต่อองค์กร	ระดับผลกระทบต่อองค์กร	SDGs
• การกำกับดูแลกิจการและธรรมาภิบาลที่ดี	• การปฏิบัติงานที่ไม่ขัดกับกฎหมาย ระเบียบ ข้อบังคับที่เกี่ยวข้องอยู่เสมอ • ผลการประเมินการกำกับดูแลกิจการในระดับ "ดีเลิศ" • ผลการประเมินคุณภาพการเปิดเผยข้อมูลที่ดีอยู่ในระดับ "ดีเลิศ" • ไม่มีการทุจริตคอร์รัปชั่นครั้งใดๆ ตลอดระยะเวลาที่ผ่านมา	●	● ● ● ●	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
• นวัตกรรมและการพัฒนาโปรดักต์	• การเติบโตของธุรกิจ โดยใช้เทคโนโลยีนำทางนั้นต่อไป	●	● ●	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
• ความปลอดภัยต่อข้อมูลส่วนบุคคล	• การป้องกันความรู้ไม่ถึงเรื่องการใช้ข้อมูลร่วมบุคคลที่ถือครองไว้	●	● ● ● ●	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
• การบริการความเสี่ยง	• การบริหารความเสี่ยงตาม Committee of Sponsoring Organizations of the Treadway Commission (COSO-ERM 2017)	●	● ● ● ●	17 PARTNERSHIPS FOR THE GOALS

● พนักงาน ● ลูกค้า ● คู่ค้า ● คู่ธุรกิจ/นักลงทุน ● ชุมชนและสังคม ● หน่วยงานภาครัฐ

มิติสิ่งแวดล้อม

ประเด็นด้านความยั่งยืน	เป้าหมายระยะยาว	ระดับผลกระทบต่อองค์กร	ระดับผลกระทบต่อองค์กร	SDGs
• การบริการของงาน	• บริหารวิธีการการใช้พลังงานโดยอ้างอิงประสิทธิภาพ	●	● ● ● ●	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION
• การบริการน้ำ	• บริหารวิธีการการใช้น้ำโดยอ้างอิงประสิทธิภาพ	●	● ● ● ●	6 CLEAN WATER AND SANITATION
• การบริการของเสียและมลพิษ	• ลดปริมาณการเกิดของเสียที่เป็นสารเคมีทั้งหมด	●	● ● ● ●	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 14 LIFE BELOW WATER; 15 LIFE ON LAND

● พนักงาน ● ลูกค้า ● คู่ค้า ● คู่ธุรกิจ/นักลงทุน ● ชุมชนและสังคม ● หน่วยงานภาครัฐ

มิติสังคม

ประเด็นด้านความยั่งยืน	เป้าหมายระยะยาว	ระดับผลกระทบต่อองค์กร	ระดับผลกระทบต่อองค์กร	SDGs
• การส่งเสริมความชุ่มชื่นสุขภาพกาย	• การกำกับดูแลปัจเจกบุคคลเป็น "ชุมชน"	●	● ●	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH
• อาชีวอนามัยและความปลอดภัย	• มาตรเป็นทุกภาพชีวิตพนักงานให้มีความเป็นอยู่ที่ดีกว่า	●	● ●	5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH
• การมีส่วนร่วมพัฒนาชุมชน	• เพิ่มประชาชนชุมชนที่ส่งผลพนักงานที่มีคุณภาพดีกว่า	●	● ●	10 REDUCED INEQUALITIES; 11 SUSTAINABLE CITIES AND COMMUNITIES

● พนักงาน ● ลูกค้า ● คู่ค้า ● คู่ธุรกิจ/นักลงทุน ● ชุมชนและสังคม ● หน่วยงานภาครัฐ

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Anti – Corruption and Risk Management

CMO Group Public Company Limited focuses on the importance of risk management. Thus, a risk management system is applied in the Company by reference to the Framework of COSO (The Committee of Sponsoring Organizations of the Treadway Commission), which is the International Standard. The Board of Directors has assigned the Audit Committee to review the Company's performance to efficiently and effectively organize and manage risk. The Internal Audit Department is responsible for inspecting to ensure that the operational department has an adequate Internal risk management system and reporting to the Audit Committee. In addition, the Internal Audit Department also provides consultations to auditees and communicates feedback for further improvement. Monthly, the Company had a management meeting on risk management among business units to prepare to handle and prevent any risk that may occur.

However, the Company has a policy to support Internal and external anti-corruption within the organization and establish a code of conduct for business partners. Moreover, the Company has assigned the management to study anti-corruption compliance programs and also provide channels of whistleblowing or complaints.

1. Risk Management

Risk Factors for the Company's Business Operation

1.1 Risk for the Company's Business Operation

1.1.1 Risk from Social, Economic Instability and the Change of Government Policy

Event Management is connected to and related to advertisement and public relations business that directly ties in with the country's overall economic situation. Public spending and general business survival are essential factors for product or service owners in considering any advertisement or public relations, which include exhibitions as a marketing tool for sales promotion.

When people in the country, ranging from business sectors at the level of consumer product operators to the high impact level such as energy, are substantially sensitive to the political situation. Therefore, the business operation is directly affected by overall political and economic movements such as political stability, political protest, and monetary policy. These factors affect the consideration of roles of advertising, public relations, and budget for organizing event activities, not to mention various project policies established and supported directly by the government and jointly promoted by the private sector. Examples are gigantic projects of event organizations, such as the country's public relations projects for tourism purposes or international conferences. It may be changing the projects' policy to conform with current circumstances.

Nevertheless, the Company has always been well-prepared for such cases. The Company attempts to allocate the management to avoid over-reliance on certain parties from the government or private sector. The company revenue comes from different customers, not depending on or influenced by any customer. It also tries to balance income-generating operations with maximum prudence, from establishing the policy to relying on its work. Recently, Thailand has been the Center of an International Conference. This cause gave the Company get opportunities to organize International Conference projects. Also, the Company aims to get more revenue from these opportunities. So, the Company has set up a new International Meeting and Conference business. Moreover, Company has CLMV's policy to expand the business to CLMV's and ASEAN countries by using Company's advantages and strong points.

In addition, over the past three years, Thailand's economy and the world have been significantly affected by the Coronavirus (COVID-19) pandemic. Economic activities were directly affected, especially tourism, due to the measures to limit traveling into and out of the country. On the other hand, domestic consumption also shrunk. However, the Company was well aware of the risks, as mentioned earlier, thereby conducting an initial risk evaluation and setting the operating cost management policy to reduce overall expenses to maintain the cash flow of the Company able to continue the business.

1.1.2 Emerging Risks from Changing that may affect the Company's Business Operations in the next 3-5 years and advances in Technology

An advantage of today's technology is beyond bounder. Trends or lifestyles in the west end can cross or share via the Internet to be popular on another side of the continent overnight. All of these can happen because of the advantage of technology, which changes very fast. According to COVID-19, the pandemic will become an accelerator that drives trends that once were believed would take years to rise. Then, creating a new consumer experience cannot be used traditional way anymore. The company always combines trends and technology in company events to deliver clients' experiences.

The company has developed and encouraged the quality of events to go even further. With the exposure to new technologies corresponding to the event, there is a team to take care of customers and give advice closely. Ready to create quality events from new perspectives. They are always beneficial to the business of the customer's company, such as finding new marketing tools or creating cooperation with the owner of that technology. To work together and transfer knowledge that helps strengthen the company's business units continually.

In addition to events, the company plans to deal with technological changes. By studying the establishment of a business unit specializing in technology to design, develop and bring technology currently available. To provide services in various fields to strengthen customers' confidence that they receive efficient and modern services at all times. Including different application development plans that will be able to meet the needs of all groups of customers shortly.

1.1.3 Risk from Uncertainty of the Customer Marketing Plan and Changing Consumer Behavior.

The world has been rapidly changing over the past three years due to The COVID-19 pandemic. Without any doubt, it significantly impacts household consumption and business operation. COVID-19 also results in the cessation of on-ground events, which is an efficient tool of marketing to penetrate the target customer of each product or service. Consequently, the Company and our affiliations could be easily affected by the risk of changing the customer marketing plan. COVID-19 will change consumer behavior to be more Internet-based. Nowadays, Online platform is taking an important role and also rapidly growing. Therefore, the company has developed both online and hybrid Events to meet customer needs. As a result, our live-streaming studio has been constructed to launch online events and a new virtual experience. These can make our clients easily reach their customers.

Moreover, since the Company has been in the business continuously for over three decades, it has a customer base comprising both government and private sectors conducting various types of business, which has a different period of setting events in a year. These could help Company to minimize the risk. Moreover, Company also has a policy to reach new clients in all parts of industries, such as Museum management and construction, which is getting fewer effects from the pandemic, for revenue growth and palliative effect when key accounts abstain from an event. The company has a business unit to care for and closely provide customer services. To embrace all opinions and truly understand the purpose of using customers' budgets. And to evaluate the efficiency of the work that provides services to customers in order to provide high-quality work and achieve maximum satisfaction. It can continue to expand the business continuously.

1.1.4 Risk from Changing in Operating Industry

Nowadays, the Event Management market has become well-known and has increased market value yearly, not to mention its attractive revenue. Therefore, many operators, including those previously related to the business, which are advertising agencies, media, television programs, and public relations companies, begin to adjust them and find ways to create more revenue from the event management market. These operators attempt to focus on their existing strengths, as well as to incorporate the business of event management into their operations. However, despite the attempt to create more selling points to increase revenue, expertise in event management depends on experience and specific skills. Although these companies try to establish an Event Management division or use other marketing methods to decrease their cost, the expertise of existing personnel still needs to respond to the client's needs. Moreover, they cannot organize the events with equitable standards compared to companies with direct experience in this field. Nevertheless, the growth trend of these companies in the event market still creates pressure and results in more aggressive competition in the industry.

Additionally, the event market involves the movement of previous operators or clients who have accumulated experience and learned about event management from our Company or other event management companies. Therefore, these operators or clients can adjust themselves and learn to organize the events without depending upon direct event management companies in some cases. Thus, the Event industry not only confronts higher competition but also needs to adjust, maintain, and improve its quality. At the same time, it is also necessary to obtain client acceptance from successful performance and to continuously develop its potential to the greatest extent.

The Company has developed and encouraged the quality of event management by accepting new technology suitable for organizing events. Our staff are assigned to take good care of the clients closely and can create high-quality events with new concepts that are always beneficial for the business of the Company. Examples include finding joint ventures to enhance the Company's potential or finding new marketing tools to reinforce the business units continuously. Moreover, the Company takes advantage of the Company's strength by expanding the business into the potential international market to reduce the risks.

1.1.5 Risk of Personnel Loss

The Company attaches great importance to personnel because Event management is a service that uses personnel as the main factor in business operations. That's why the Company could risk losing skilled personnel to competitors in the same industry or customers who need personnel to organize events in-house. Therefore, the Company attempted to reduce such risk by developing associates' abilities and skills and promoting all levels for mutual benefit. Furthermore, the Company paid attention to associates, providing them with good welfare, arranged various projects to build their happiness and job stability, and created good engagement between associates. In addition, the Company has implemented information systems to make the work management efficient.

1.1.6 Risk of Human Error

The Company has strict control policies over its operations. However, accidents may occur during the event, significantly affecting the Company and customers. So the Company has given importance to such matters by setting strict work procedures and inspections by the heads of departments responsible for each job, including the selection of contractors with high standards of work and security. Moreover, if there are many participants, insurance will be provided to reduce the burden of liability in the event of an accident.

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ECONOMY

1.1.7 Risk of Natural Disasters

Nowadays, the environment and climate are changing and challenging to forecast. Natural disasters occur more often than in the past, which may affect the Company's business. The event might have to postpone avoiding these disasters.

The Company is always concerned and does monitoring the situation both natural disasters and other situations, both inside and outside of the country closely, especially in areas where the Company will be held to find a way to prevent any problem that may occur as well as the safety of those who will be in attendance.

The Company is also concerned about the safety of staff and audiences. Therefore, the Company will provide third-party insurance for audiences who participated in the event in case of public events and events that the Company considered. In addition, a part of the operation in the Company also has the plan to handle natural disasters, such as the management of IT Infrastructure that is a data safety in the computer system from any disasters to maintain the core data of the Company to continue the flow of work.

1.1.8 Risk of Cyber Security

Presently, digital system and information digital are more involved with business operation, including connecting with equipment and parts of business via the Internet. As a result, business operations are vulnerable to cyber threats such as theft of commercial data and personal information that may affect the Company's reputation and reliability. Therefore, to manage and reduce such risks, the Company has undertaken various actions such as establishing set authorization, Install Firewall and threat surveillance systems including staff who monitoring the operation and solve the problem of the system. Also, updating Hardware and Software systems to meet the modern standard in order to handle new types of cybercrimes, perform a penetration Testing and vulnerability assessment to assure the effectiveness of the current system and set the cyber security drill and set disaster recovery plan (DRP) in case of any incident that causes the system to stop functioning. The drill is conducted annually to ensure timely execution if an incident occurs, lessen the damage to the Company's information system and ensure the continuation of business operation.

1.1.9 Risk of Corruption

The Company is committed to conducting business with transparency, honesty and in accordance with the law and prioritizes moral and ethics in its operation and refuses to tolerate any act that may lead to dishonesty and corruption. The Company has measures to prevent corruption and reduce the risk of corruption within the organization. The measures start with the design and execution of internal control, the creation of moral and values among associates, announcement of supplier code of conduct that have been informed to all stakeholders of the Company. If anyone found the corruption cases, you can whistleblowing or complaints (Whistle Blowing Policy)" as a tool to help the company aware about illegal actions or code of conduct or behaviors that may imply corruption or misconduct by stakeholders of the company. In additional, the company is studying and preparing to participate in the declaration of intention of Thailand Sub Private Sector Collective Action Against Corruption (CAC) and sending personnel to attend anti-corruption training courses organized by various institutions so that personnel know and understand the ethics and are aware of all forms of corruption against including overview of damage from corruption.

1.2 Financial Risk

The nature of Event management business is relevant both of medium to large of customer. Therefore, the Company has to have a large amount of working capital. The financial risk factors are divided into 2 factors as follows:

1.2.1 Risk of Accounts Receivable

A lot of Business Operation was impacted by the spread of coronavirus (Covid-19). Especially cash flow statements that got the risk of receiving payments late, also increasing the credit term that may receive payments late due to the internal arrangements of the customers.

For the Accounts Receivable as of December 31, 2022, amount to 208.84 million baht, which increased from the year 2021, amount 86.60 million baht. Due to the high volume of Event Project in 2022 is close to the normal situation (before the COVID-19 period), almost all accounts receivable are the key customer which has never had overdue payments. Moreover, The Company has regularly assessed the status of each accounts receivable. Moreover, the Company considers that the allowance for doubtful accounts is sufficient and appropriate.

1.2.2 Risk of Liabilities

As of December 31, 2022, the Company has long – term loan with fixed interest charge amount 84.72 million baht. Liabilities was from supporting to businesses affected by the coronavirus (Covid-19) situation according to the Bank of Thailand's announcement which provided a special low interest rate loan. Therefore, it does not affect the management of cash flow and interest expenses of the Company.

1.3 Compliance Risk

1.3.1 Personal Data Protection Act 2019 B.E

It is the law that sets the rule or regulatory measures regarding the protection of personal information. Regardless of whether the personal information of customers, partners and associates must not be violated. To ensure the legal compliance operation of the company, the company has appointed the personal data protection committee of the organization to have a duty to oversee and prepare various plans by analyzing and improving work process through set policies and practices. This shall be in accordance with the law including strict control to keep personal data of customers, business partners and associates to be safe, stable and transparent in order to comply with the enforcement of the Personal Data Protection Act B.E. 2019.

The company has established various measures to determine the purpose, conditions, notification of consent requests, data collection, and data usage and disclose of personal information to be as required by the law. In addition, the company uses security systems that are of high standards in both technology and processes to prevent data hacking of confidential information and developing personnel at all levels to ensure that the company standardized data security by installing Firewall and intrusion detection software, Data encryption Technology, Scan Virus Software for effective virus protection, determining users' access right according to the Level of Authorization. Further details can be found in the Personal Data Protection Policy on the company's website.

1.3.2 Laws and Regulations of Investing Aboard

For the year 2023, the Company aim to invest and organize international concert in aboard. Therefore, studying the laws relating to organizing international events in aboard is necessary as well as requiring permission from the relevant government agencies. For the guidelines to prevent problems that will occur, the Company has hired the professional agencies to organize events and apply for permission from relevant government agencies including hiring a legal advisor with expertise in examining contract terms and providing appropriate advice to prevent problems that may arise in the future.

1.4 Investment Risk of Securities Holder

Currently, the Company has the Chairman of the Board and Chief Executive Officer as the same person. However, the structure of the Board of Directors of the Company consist four independent directors out of seven directors, which is more than half of the total of Board of Directors, resulting in the balance of power of the Board. Also, the Audit Committee is consisting of three Independent Directors that each of whom has knowledge and abilities. As such, they can audit the Company's performance with greater transparency and balance the power regarding to this matters for consideration in the shareholders' meetings to some extent. Furthermore, the Company has a regulation to handle the case of transactions related to Directors, the major shareholder or people authorized to control the business, as well as people that may have a conflict of interest. This regulation states that these people shall have no authority to approve the transactions, which can reduce potential risks. The Company's management structure is composed of a total of three committee, namely the Board of Directors, Executive Committee, Audit Committee and the Nomination and Remuneration Committee. Because the roles of the respective committees are clearly delineated, the Company's work systems are equipped with a good standard and are easy to audit.

Innovation & Publication

Although the pandemic of COVID-19 is becoming seasonal in the past year, there is a new significant issue that affects the economic sector, which is Inflation. Inflation situation occurred worldwide also Thailand. As the result, it affect to the economic slowdown as causes of higher cost of product and service, rising up of interest rate and making the weakened of Thai currency. However, the company still determined to develop and expand the Event businesses and diverse the business risk.
1. Studio Streaming
2. Entertainment Business

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ENVIRONMENT

CMO has committed to support and enhanced environmental quality in long-term by reducing environmental impacts from business operations both directly and indirectly. Due to the climate change around the world, the Company set the environment policy to conserve natural resources and maintain the quality of the natural environment for the current and future generations.

Key Performance

1. Save Your Second Home Project

Presently, The Company has a "Save Your Second Home Project" for create awareness among employees about impacts of climate change. The Company has created idea called "work-place is employees' home" to encourage employees to conserve resources.

Therefore, the Company informed employees to participate this project for creating environmental conservation by the company provide knowledge and any ideas about energy saving procedures as details:

- **Electricity Saving** – encourage employees to turn-off the light and air condition after work or during lunch breaks, choose electrical appliances/electrical equipment that has been certified as standard, unplug every time when finishing to use electrical appliances, set the temperature in the office not less than 25 degree Celsius.
- **Water Saving** – encourage employees to reduce the water consumption.
- **Reducing paper usage from printing** – The Company has chosen to use printers that have function which required employees to enter their employee ID before printing. The function makes it possible to reduce a lot of unnecessary printing. In addition, encouraging printing on black and white ink and reuse used one-sided paper to reduce paper consumption.
- **Encouraging using digital platform** – The Company support to increase using the digital platform for operating business. Start at the Human Soft Application on mobile phone that used for scanning time-in-out, an online absence request system and benefits of employees request system etc. this application can be reduce use of paper. Moreover, the Company also supports to send document or soft file to customer via E-mail which speed and saving. In the future, the Company plan to use more digital platform.
- **Garbage and Waste Disposal** – The Company encourage to sorting garbage and waste for reduce a number of waste. There have a campaign to provide training to associates and organized waste sorting campaign to ensure that associates understand and recognize the importance of waste sorting, recycle process.

	2021	2022	2023
Electricity Consumption			
Amount of Electricity Consumption (Unit: kWh - hrs.)	974,155.00	1,070,975.00	1,200,562.00
Price of Electricity Consumption (Unit: Baht)	4,562,878.12	5,617,294.85	6,845,175.99
Water Consumption			
Amount of Water Consumption (Unit: m^3)	3,599.00	4,884.00	7,943.00
Price of Water Consumption (Unit: Baht)	83,945.22	96,454.35	141,316.28

2. Recycle

The Company emphasizes on selecting structures, materials, tools and equipment that can recycle another events such as using LED screen instead of plastic sign. Although the structures, materials, tools and equipment are higher cost than normal, but the Company aim for a sustainable environment.

3. Promoting Environmental Knowledge

The company and Alumni Association in the University of King Mongkut's Institute of Technology Ladkrabang joined the Khanom District, Si Thammarat, to conserve the environment by creating a drawing activity. The objective of this project is to promote environmental knowledge and also reflect on the completeness of the environment. Every picture will be auctioned by VISH Group. Revenue from the auction will provide to support organizations that need to use to support environmental activities.

Regards, this project will support the tourism of Khanom District, Si Thammarat, where are nice place and the lovely community that is suitable for traveling on weekend.

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SOCIAL

The Company emphasizes on raise the sustainable quality of life of community and social. Start with encourage organization as providing proper payment, on time, stable and sufficient benefits for the good quality of living of associates. Also the company focuses on support part of social as partners, customer and social.

Respect in Human Right

The company complies strictly with the Labor Law, treats all employees fairly and equally without any prejudice or discrimination by gender or religion. There shall not be neither obstruction nor privilege bestowed upon any particular person as special case as a result of differences in nationality, religion, gender, age, language, physical or health condition as well as social status, social belief or social opinion.

The company promotes employee participation in order to create good working relation. There is a procedure to follow up, monitor and control to prevent business operation of the company and its employees from acting or taking part in ignoring and violation of human right.

Fair Employees Treatment

The company is well aware of how precious resource each employee is to the company, as a drive to move forward the company to grow securely. Therefore, the company attends to and treats all employees equally including supporting development of different aspects of potentialities for self-development and progress.

In 2022, the company organized activities in promoting and developing of personnel as follows:

1. Provide New H1N1 vaccine for the employees with free charge and encourage employees for annual medical checkup.

The Company has cooperated with social security to provide New H1N1 vaccine for the employees with free charge and encourage employees for annual medical checkup. For convenience, Vaccine activity was delivered by a hospital to the office. This activity is also including the employees's families. For the medical checkup, employees could go to the hospital for the service free of charge.

2. Provision of additional welfare beyond what is stipulated by law such as

1) Life insurance, group accident insurance and also medical treatment as in or out-patient.
2) Welfare contribution for various occasions (marriage, maternity, visiting patient and funeral)
3) Flexible benefit, employees could choose the benefit from the employee's need (eyesight care, medical treatment, medical checkup, dental treatment, medicine expense both employees and employee's families)

3. Provide loan sources for domicile at special rate

The Company search information for helping Financial problem of employees and give a suggestion and training about personal financial management for support quality of employee life.

4. Provident fund

The Company encourage saving of employees by establishing voluntary provident fund.

5. Training employees

Support training courses and seminars for employees both in-house and outside the company to gain additional knowledge relevant to jobs and duties such as in-house training from Director of the Company, new generation leadership training, Personal Data Protection Act training, labor law training and safety training.

6. Organize activities

Promote corporate internal relationship such as New Year parties, make merit to monks, team building and the last year we set a relaxing room in the office where it has the snack and drink machines service all day. Every week we have cooking activity in this room to build up solidarity among employees.

7. Support health and mind of employees

Provide fitness room with professional trainer for common use. We organize activity that could help mental and physical of employee such as annual physical fitness test. This is support all of employee are healthy and use time wisely. Moreover, we have training course about health.

Social & Community Development

1. Keep Silence Campaign Project

The Company has set "Keep Silence Campaign" for encourage employees reduce the using of noise from various activities such as moving equipment for event, not turning off the engine and too fast driving in the Company etc. For the solutions to reduce the using of noise, the company provides knowledge, any ideas and regulation.

2. Nuanchan Shopping Street 2022 #6 Charity Day

To encourage relationship in the organization, the company set activity namely "Nuanchan Shopping Street 2022 #6 Charity Day" for supporting the employees' relations and also donations to other foundation. There is a total amount of donations in THB 69,754 (after deduct all expenses).

Then, CMO group representatives joined to create happiness for the children and donating necessary items to the Camillian Home Ladkrabang on October 19, 2022, in amount of THB 44,754. Moreover, we also donate money and necessary items to the Baan Nok Kamin Seri Thai project, Bangkok worth a total of 25,000 baht (cash 10,000 baht, supplies 15,000 baht) on October 27, 2022.

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