



2021

Highlight



Sustainable business operations and investment have always been at the heart of Sri Trang Gloves (Thailand) Public Company Limited. under the concept of **“Clean World, Clean Gloves”** that cares about product quality, is mindful of environmental, social and governance issues and ever ready to deal with business risks and potential risks, with a focus on creating value for stakeholders and confidence in business partners and consumers. through the sustainability approach **“SHARE”**

Environmental dimension

Focus on decarbonizing operations

Climate change has led to many natural disasters which could potentially affect the Company's business operations, for example, disrupting a production process or impeding suppliers' delivery of raw materials to the Company. Because of that, the Company has been proactively managing the risks and impacts of climate change through improvements in energy efficiency, a focus on the use of biomass fuel to produce 100 percent of thermal energy, waste management based on the **3R (Reduce, Reuse & Recycle)** principles, as well as the measurement of the organization's carbon footprint and the carbon footprint of products, in order to reduce greenhouse gas emissions from operations and achieve the goal of being a low-carbon company and a green factory that is friendly to the environment and the local communities.

Social dimension

Employee health care and recruitment of a new generation of high-potential employees

The Company considers all its employees as family members. During 2021, when COVID-19 was an ever-present threat, the Company provided triple vaccinations to all employees and set up various workplace measures and operational protocols to prevent the spread of COVID-19, including a close monitoring of employees' health in order to ensure the health and safety of employees as well as to boost morale. The Company also extended vaccinations to families of employees.

For the expansion of the Company's business operations, in addition to creating employment in the local communities through the hiring of local people, the Company has promoted a recruitment of talented individuals with whom the Company can work with to bring out their full potential that can contribute to the Company's sustainable growth.

Engagement with the local communities and society

With regard to the local communities and society, the Company has implemented various projects to support and share the love with the local communities through donations of medical gloves to hospitals and government agencies across the country in support of public health operations during the pandemic. In addition, the Company has also supported projects to improve the livelihoods of the local communities that focus on utilizing and creating value from disused materials to create employment and generate income for the communities.

Respect for human rights in business operations

Conducting business with regard for the principles of universal human rights throughout the supply chain is one of the core principles of the Company. This year, the Company announced a policy on human rights and non-discrimination as a best-practice guideline for preventing human rights violations, both directly and indirectly, against all groups of stakeholders. The Company has further planned a comprehensive human rights risk assessment in the business process in order to identify risks that may affect the operations and to formulate preventative measures or reduce the impacts thereof.

Governance and economic dimensions

Creating sustainability throughout the supply chain

The Company has established a code of conduct and guidelines for business partners as a framework to encourage business partners to conduct their business with due regard for social responsibility as per the Company's principles. The Company has also established procedures for selecting and evaluating partners based on social and environmental criteria. The aim here is to prevent risks and reduce the impact on business operations arising from supply chain management as well as to jointly create sustainable growth together.

Promoting innovation and technology development for sustainability

In addition, the Company has promoted business innovation and the use of automation to improve production efficiency. In 2021, the Company developed innovative latex gloves with no principal allergenic proteins that are biodegradable and has a low carbon footprint based on the **“Clean World, Clean Gloves”** concept and introduced more automation in its production processes.

Aiming for excellence in sustainability

With improvements and developments of our sustainability operation in 2021, the Company is positioned to be an organization with operational excellence in sustainability, with three main pillars:

- 1) benchmarking and standardization;
- 2) decarbonization with the aim of carbon neutrality and net-zero global and domestic emissions; and
- 3) collaboration and reputation by which the Company promotes positive cooperation among all groups of stakeholders. In this regard, the Company will strive to continuously improve our sustainability operation to drive business growth and create value for all groups of stakeholders, offering protection to every touch along with sustainable business development.

Ms. Jarinya Jirojkul / CEO





“Clean World Clean Gloves”

is Sri Trang Gloves brand promise of sustainable business operations which places the great importance on responsible operations and the manufacturing of high-quality and clean glove products.



“Clean World”

focuses on sustainable operations throughout the business’s value chain including;

“Clean Gloves”

focuses on manufacturing of high-quality glove products which are clean and reflect responsibility towards the environment and consumers through;



Sustainable sourcing

source raw materials from suppliers integrating **ESG practices** into their business operations reflecting their effective environmental management, safety and labor practices, and the respect for human rights.



Environmentally – friendly manufacturing

emphasize the use of **100% of renewable energy** in production, and the implementation of environmental management systems and initiatives to cope with environmental aspects sustainably.



Clean optimization

reduce energy consumption, chemical use, and waste generation in the production process, and develop latex gloves with **non-detectable principal allergenic proteins**, which comply with medical and food hygiene standards



Logistic management

evaluate and select locations of facilities near raw material sources and manage transportation routes effectively to **reduce unnecessary transport, fuel consumption, and GHG emissions**.



Human dignity and social responsibility

promote workforce **diversity, human rights, and safety culture** in the operations, and provide social support in various forms to help mitigate social issues.



Clean natural product

emphasize the use of **renewable raw materials** to produce **low-carbon** glove products



Dividend
Policy

$\geq 50\%$ of net
profit



Revenues

1,487

Million USD



Gross Profit

884

Million USD



Operating Profit

810

Million USD



Net Profit

741

Million USD



Income Tax Payment

68

Million USD



Debt to Equity

0.34

Times



Net Debt to Equity

(0.3)

Times



Dividend Payout Ratio

55%



Effective Tax Rate

8.4%



Environmental Management Systems (EMS)

100% of factories certified with **ISO 14001:2015**



GHG Emissions

Total
GHG Emissions
(Scope 1 & 2)

215,982
Tonnes CO₂e

GHG Emissions
Intensity

7.42
tCO₂e/Mpcs.

Direct
GHG Emissions
(Scope 1)

87,553
tCO₂e

Indirect
GHG Emissions
(Scope 2)

128,429
tCO₂e



ENERGY Consumption

Energy Consumption
Intensity

648
GJ/Mpcs.

Electricity Consumption
Intensity

8,754
kWh/Mpcs.

Percentage of Renewable
Energy Consumption

94%
of total energy consumption



WATER Management

Water withdrawal
Intensity

360
m³/Mpcs.

Water Consumption
Intensity

102
m³/Mpcs.

Water Discharge
Intensity

258
m³/Mpcs.

Percentage of Water Recycled & Reused

25%



WASTE Management

Waste Generated
Intensity

0.65
tons/Mpcs.

Percentage of Hazardous Waste

5%
of total waste generated

Percentage of (Reduce, Reuse & Recycle) Waste Management

14%
of total waste generated



Our Approach



Our commitment to the UN SDGs



EMPLOYEE

No. of Employees **9,752** Persons

BY GENDER

Male **49%**
Female **51%**

BY NATIONALITY

Thai **71%**
Other **29%**

Total **2.4%** turnover rate
90 Persons Disable Employees

Proportion of employees that return to work after parental leave **81%**

Employee engagement SCORE **89%**

amfori BSCI
Trade with purpose

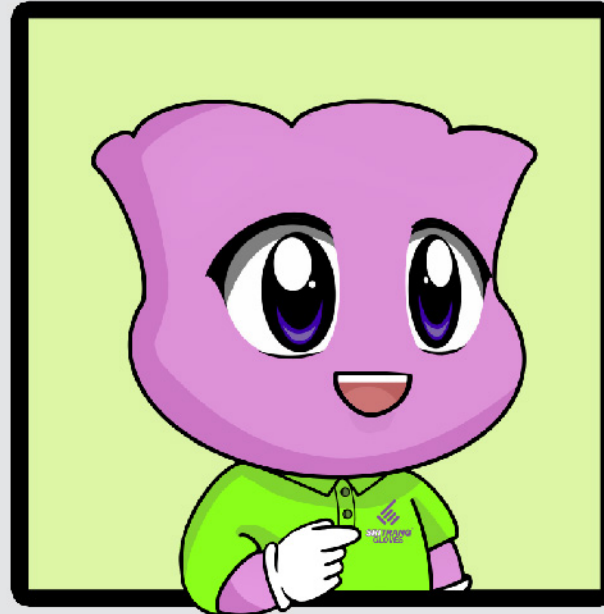
STGT
Hat Yai



STGT
Surat Thani



STGT
Trang



Fully
Vaccinated
Company

We have completed

our 1st dose

July 2021

our 2nd dose

Sept 2021

our 3rd dose

Feb 2022



COMMUNITY & SOCIAL DEVELOPMENT

Total hours of
volunteer work:

859 hr



OCCUPATIONAL HEALTH & SAFETY

Certified ISO 45001:2018 Occupational Health & Safety Management for **STGT-HY**



Rate of high consequence
work - related injuries

0%



Lost time injury
frequency rate (LTIFR)

2.1
Number/million
hours worked



Fatalities case

1



HUMAN CAPITAL DEVELOPMENT

Total training hours

405,509
hours

Average training hours

44
hours/person/year



HUMAN RIGHTS

No. of significant
human right issues

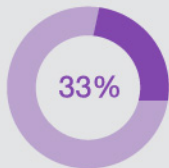
0 Cases

Corporate Governance

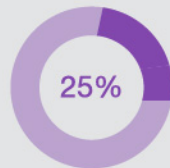
BOARD SIZE

12  Directors
Avg Age **54**

4  Independent
Directors



3  No. of Women
Board Member



Director Meeting
Attendance

96%



Code of Business Conduct

Reporting on confirmed
breaches associated
with code of conduct/ethics

0
case

Anti-Corruption

% of executives and employees
acknowledging and passing the
anti-corruption policy and test

100%

SUPPLY CHAIN MANAGEMENT

Total numbers
of tier-1
suppliers:

1,529
suppliers

Total numbers
critical of tier-1
suppliers:

191
suppliers



The mark of
responsible forestry

Certified FSC™ COC
(Chain-of-Custody)

No. Suppliers
agreed to conform SCOC

112 (91%)
suppliers

Proportion
of spending to
local suppliers

93%

CUSTOMER MANAGEMENT

Customer
Satisfaction Score

87%



C Sustainability CERTIFICATES & Awards Highlight

10 TIMES WINNER
Thailand FDA Quality Award



Certificates



ISO 14001:2015
Environmental
Management System



Business Social Compliance Initiative
Supply Chain management system international
labour standards protecting workers' rights



Environmental Good Governance
Sustainable Business Certificate From
Thai Ministry of Industry



Forest Stewardship Council™
Traces the path of products from forests through the supply chain,
verifying that FSC™ - certified material is identified or kept separated
from non-certified material throughout the chain.
(Chain-of-Custody)



Green Industry
Sustainability development for Manufacturer
network From Thai Ministry of Industry
(STGT receive LEVEL 4)

Awards



Thailand Sustainability Investment
2021



CSR-DIW Award
2020-2021



CSR-DIW Continuous Award
2017-2021



Sustainability Disclosure recognition
2021



Disability Employment Award
2017-2021



Environmental Governance Award
2019



Outstanding Social Activity Award
2020



Gold level plaque of
honor waste water management
2019

OUR APPROACH



Our priority is to deliver 「Touch Of Life」,and sustainable world

We are committed to conducting business with transparency and fairness to produce quality and environmentally friendly products that deserve to be call the 「Touch Of Life」,and we care about all stakeholders in the supply chain, from upstream to downstream. Not just for the people but for every life in this beautiful world.



Responsibility
Sourcing

Low carbon
raw materials

Environmental
Impact

Sustainable
supply chain
management

Economic &
Social responsibility



Our Approach ESG
Coverage



Health & Safety
work place

Employee
Care & Happy
Workplaces

Engagement &
Recognition

Talent
development
& Career

Responsibility
Employment



Ecosystem
Preservation

Improve welfare
of Stray animal



Economy
& Social
responsible

Communities
relation
management

Education

Customer
Management

Business
Ethics



Low Carbon
Production

Waste &
Hazardou
material
management

Energy
management

Water
management

sustainability
production
technology

Clean World
Clean Gloves

Air Quality
management

