



SRITRANG
GLOVES THAILAND

TO DELIVER THE

「Touch Of Life™」

and sustainable world



Sustainability Report 2020

Sri Trang Gloves (Thailand) Public Company Limited

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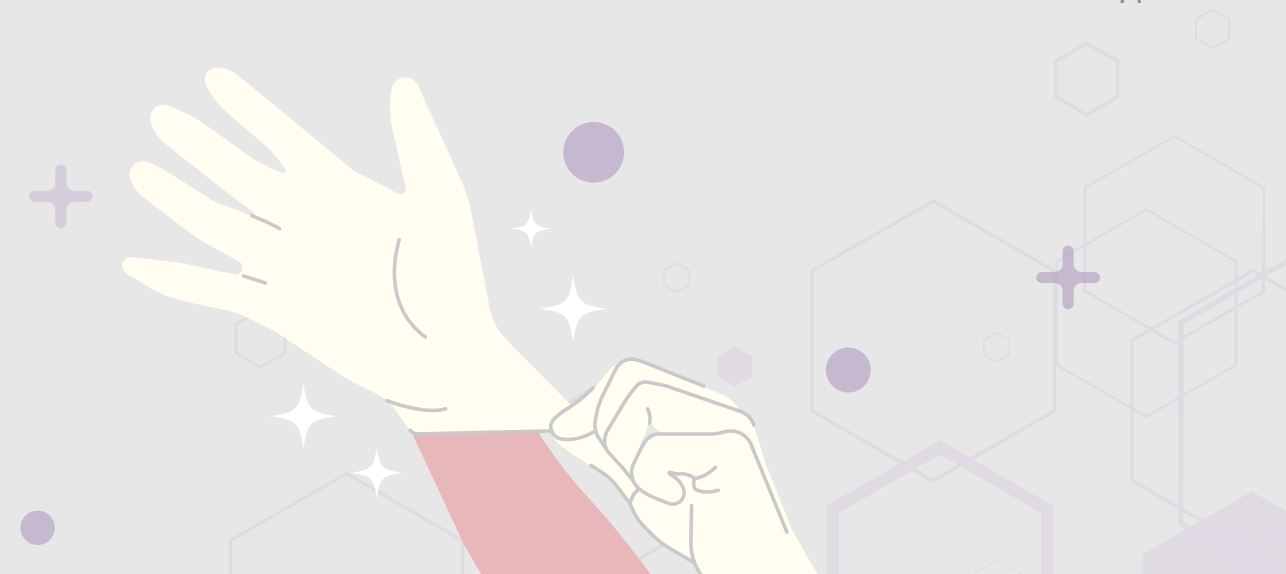
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Message from the Managing Director

Our Priority is to deliver

「 Touch Of Life™ 」

and sustainable growth

2020

2020 was the year that Sri Trang Glove (Thailand) PLC ("STGT") reached another milestone with the completion of the listing on the Stock Exchange of Thailand. STGT is committed to operating under the principles of good corporate governance and all relevant laws and regulations, and strictly adhere to business ethics and transparency. We strive to achieve sustainability in development, focusing on responsibility towards society and the environment and taking account of all stakeholders throughout the supply chain, from upstream to downstream. By using domestic latex to produce under the highest quality standards value-added products that are exported worldwide, we help to increase the demand for natural rubber and contribute to the sustainable development of Thailand's economy. It also means that we are serving the diverse needs of consumers worldwide and helping to improve the quality of life for our employees and the surrounding communities.

STGT remains focused on improving our production technology to produce products that comply with international standards and are friendly to the environment. We strive to come up with innovation and introduce automation to our production process. Our use of biomass as fuel not only increases productivity and keeps costs down, it also helps minimize our carbon dioxide emissions and use of fossil fuel, which causes global warming. It also constitutes the optimum use of resources that will drive STGT toward producing "Gloves of Life" meaning gloves that become part of the human life cycle, with the commitment "To Deliver 「 Touch Of Life™ 」 on a Global Scale" and the sustainable development.

Ms. Jarinya Jirojkul
Managing Director

Sri Trang Gloves (Thailand) Public Company Limited

GETTING TO KNOW SRI TRANG GLOVES



Vision

Deliver the
「Touch Of Life™」
on a Global Scale.



Company Name : Sri Trang Gloves (Thailand) Public Company Limited

Listed Name : STGT

Headquarter : 110, Kanjanavanit Road, Pahtong, Hatyai, Songkhla, 90230 Thailand.

Tel. : 074-471-471

Fax. : 074-291-650

Installed Capacity : 32,619 MPcs.

Registered Capital : Baht 2,869,560,000





Mission 2020

New World I

Trade war continues to escalate between China and US. This has caused serious damage across the globe. NR suffers due to demand disruption and many mid-stream suppliers went bankrupt and thus rubber price collapses. **Meanwhile, these factors could create business opportunity to our downstream business, which is rubber gloves, in order to grow steadily in line with continuous capacity expansion and to generate sustainable profitability to Sritrang group.**

Fortunately, Sri Trang came out from this global crisis unscratched due to our strong fundamental. In fact, we are growing stronger and more powerful and highly motivated.

Still, we have to stay vigilant and keep close watch on potential external pressure such as

strong Thai baht, potential wage increase, Hong Kong crisis and demand stays slow and low.

While we will protect as many jobs as possible, we will continue to innovate and invest in more automations, more AI, sensors, digitalization, smarter factories and upgrade and more training in our HR forces.

It is, therefore, extremely important to realize the world today is different from the past. Either we adapt, improve, innovate, accept new technologies or we become irrelevant.

" The world has changed! "

STGT



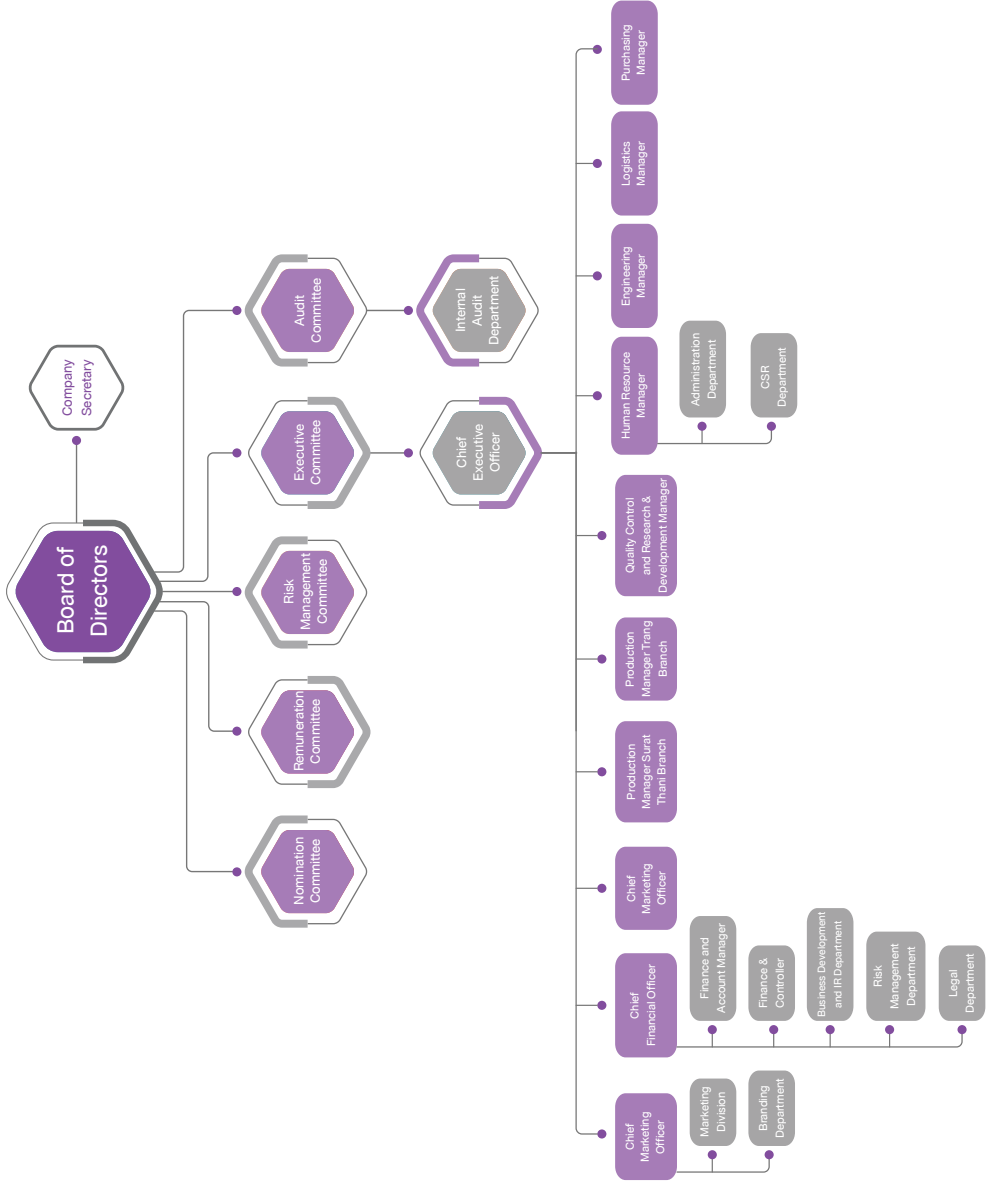
Core Values

**Specialty and Teamwork
In Giving**

Touch Of Life™

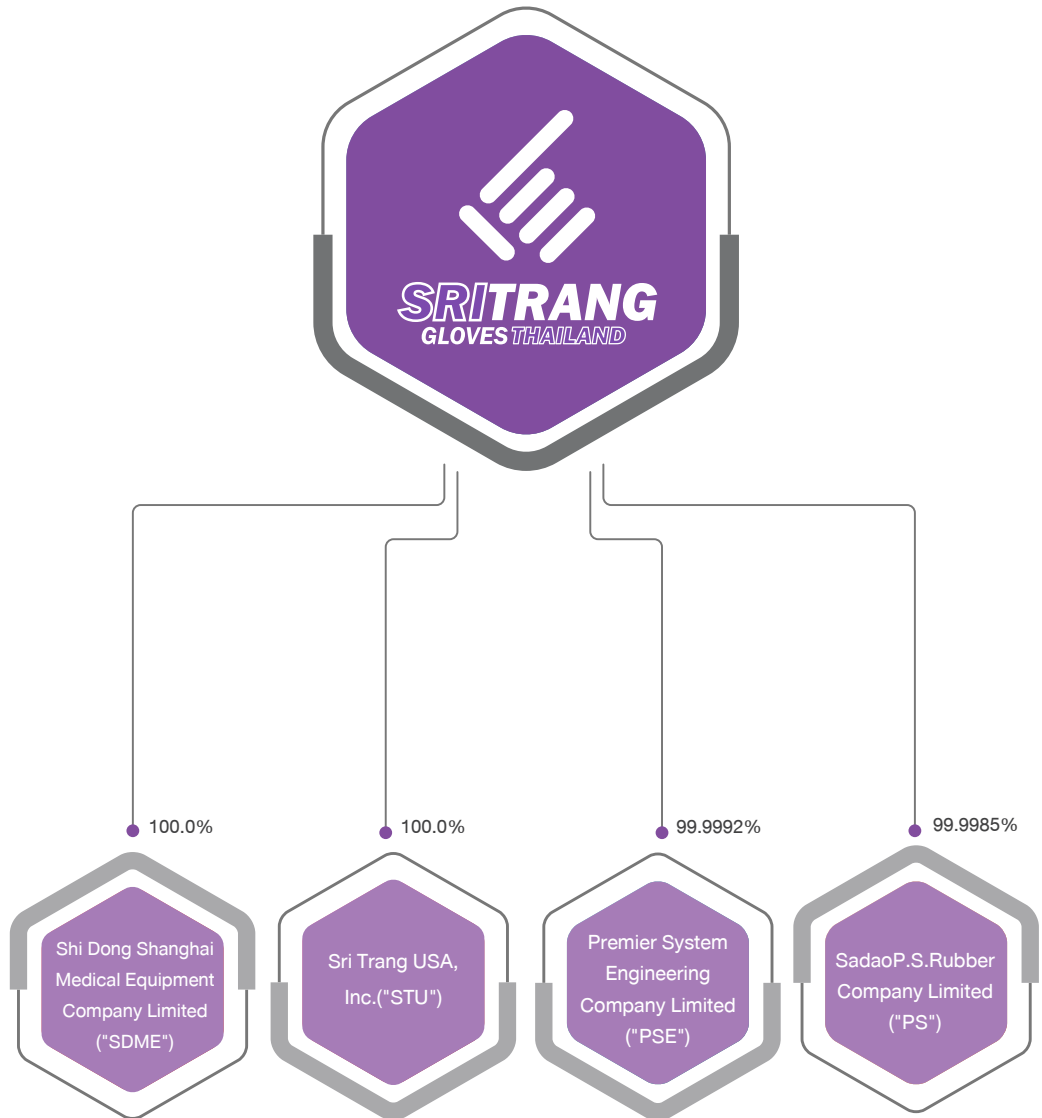
ORGANIZATION CHART

As of 31 December 2020, details of the Company's management structure are as follows:



SHAREHOLDING STRUCTURE OF THE COMPANY AND ITS SUBSIDIARIES

As of 31 January 2021, the Company has 4 subsidiaries with shareholding structures as follows:



PRODUCTS AND SERVICES



Natural Rubber Powdered Glove



Natural Rubber Powder Free Glove



Nitrile Butadiene Rubber Glove

The business operation of the Company can be divided into 2 businesses according to the product type which are (1) manufacturing and distribution of natural rubber (NR) gloves and (2) manufacturing and distribution of nitrile butadiene (NBR) gloves, details of which are as follows:

Manufacturing and distribution of natural rubber gloves

NR gloves is a type of rubber glove which is produced by concentrated natural rubber latex. NR gloves have a characteristic of flexibility, comfort in wearing (relaxation) as well as being biodegradable that is considered to be better than nitrile butadiene gloves. The NR gloves that the Company produces and sells can be divided into 2 main types as follows:

Natural Rubber Powdered Glove (NRPD)

- ◆ **Natural Rubber Powdered Glove (NRPD):** These are NR gloves that are coated with powder on the inside for donning comfort. In most cases, corn flour is used as the raw material as it does not contain any harmful substance and is food safe. In addition, the production process for NRPD is less complex than NRPF and NBR, resulting in NRPD being cheaper than the other types of rubber gloves.





Natural Rubber Powder Free Glove (NRPF)

- ◆ **Natural Rubber Powder Free Glove (NRPF):** It is an alternative product developed by using technology to coat the contact surfaces inside the rubber gloves to provide ease in wearing without cornstarch.

Manufacturing and distribution of nitrile butadiene rubber gloves



Nitrile Butadiene Rubber Glove

NBR glove is a rubber glove which is produced using Nitrile Butadiene Rubber or NBR latex, a synthetic type of latex, as the main raw material. The NBR are strong, tearing and puncture resistant, and better resistant to chemicals and temperature changes than NR gloves. It is also an alternative product for who are prone to proteins allergy from natural rubber. The only form of NBR gloves that the Company produces is powder-free NBR.

Examples of NR glove products under the trademarks of the Company and its subsidiaries are represented as follows.



Examples of NBR gloves products under the trademarks of the Company and its subsidiaries, and the Sri Trang corporate group are represented as follows



BUSINESS OVERVIEW

The Company operates the business of manufacturing and distributing rubber gloves for medical use and in other industries. The main products are natural rubber powdered gloves (NRPF), natural rubber powder-free gloves (NRPF) and nitrile butadiene rubber gloves (NBR). Most of the rubber gloves that the Company manufacture and distribute are under medical specifications. As of 31 December 2020, the Company has a total installed capacity of approximately 32,619 million pieces per year, which the Company believes it is the largest rubber glove manufacturer in Thailand and the world's third largest manufacturer of rubber gloves with details as follows:



BUSSINESS HIGHLIGHT

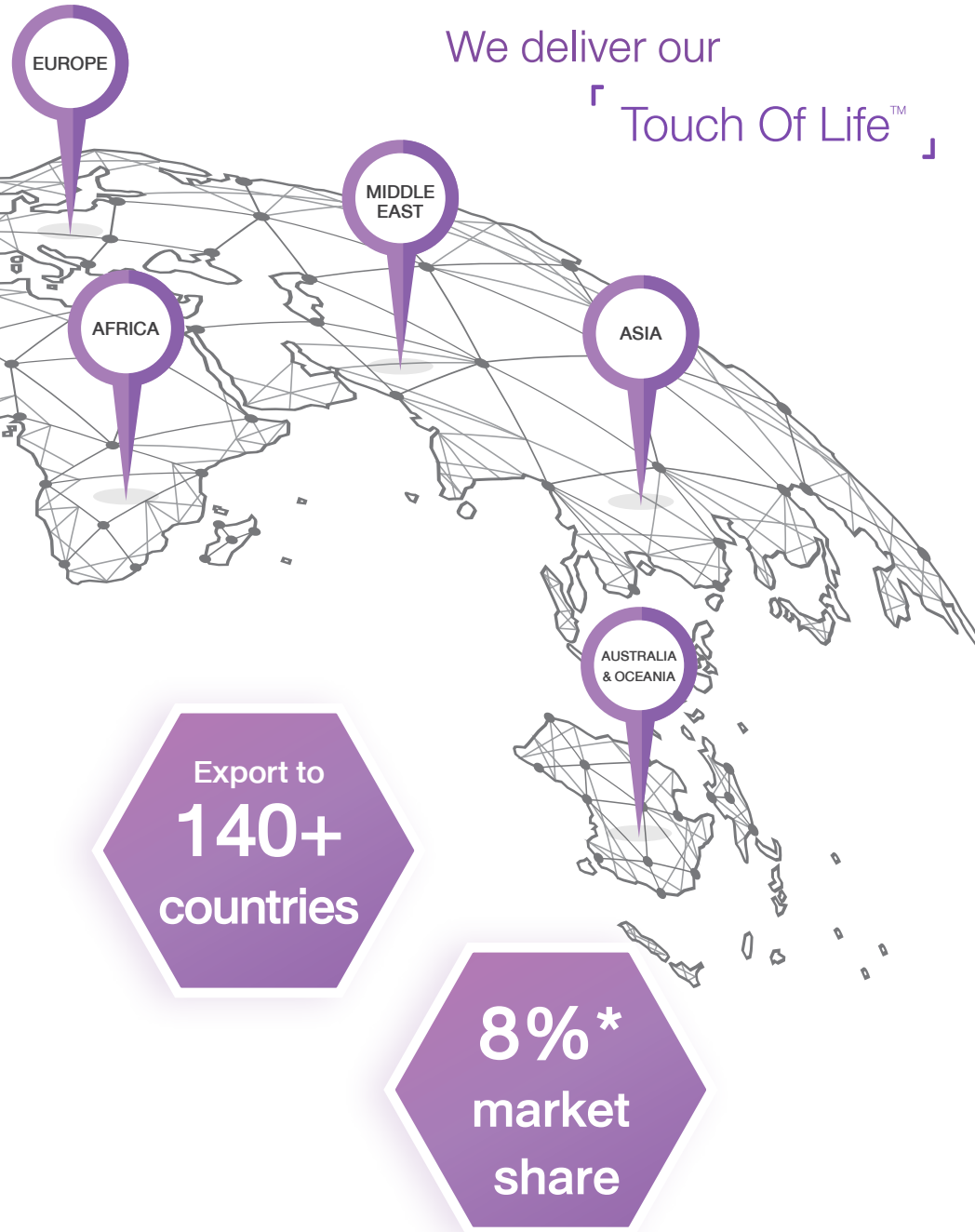


Since
1989

3
Factory
locations

33
bn. pcs. installed
capacity per
annum

Thailand's largest and **3rd** largest
glove producer in the world



Note : * The market share is calculated by the Company's sales volume to the estimated global demand for rubber gloves which referred to MARGMA Industry Brief for glove demand in 2020 at 360 billion pieces.

STGT SUSTAINABILITY WAY

CORPORATE SOCIAL RESPONSIBILITY POLICY

The Company and its subsidiaries operate business in accordance with the principle of good corporate governance, transparency and accountability. The Company strives towards the balance between business development and the economy, the society and the environment. The Company and its subsidiaries are committed to being the role model for the society in sustainability and to manage the business to achieve a strong growth and social recognition based on ethics and the principle of good corporate governance. The Company aims to efficiently generate returns for its shareholders taking into consideration the impact of its business operations on stakeholders of the Company and its subsidiaries. The Company issues the following Corporate Social Responsibility Policy to provide guidelines on various aspects of business operations for the Company and its subsidiaries.



1. Business operations based on integrity

The Company and its subsidiaries incorporate guideline on treatment for stakeholders in the Code of Conduct to include responsibilities towards all stakeholders including shareholders, employees, customers, business partners, contractual parties, communities, society and environment. The Company and its subsidiaries also promote the free and fair trade competition and avoid transactions that could give rise to possible conflict of interests and the infringement of intellectual property. The Company and its subsidiaries promote anticorruption efforts to combat all forms of corruption. Details are as follows:



Corporate governance

The Company and its subsidiaries are committed to conducting businesses in good faith, with integrity, transparency and accountability and to making disclosures of material information. The principle of good corporate governance is adopted and adhered to as a guideline on business operation of the Company and its subsidiaries taking into consideration the interests of and impact on shareholders, customers, business partners, employees and all stakeholders. Sharing of interests shall be appropriate and fair.



Social responsibility

The Company and its subsidiaries adhere to the Corporate Social Responsibility (CSR) Policy which is based on the principle of ethics and fair treatment for all interested parties with the aim to achieve in between business operations in the aspects of the economy, the society and the environment, which in turn will lead to sustainable success for the business.



Compliance with the law, rules and regulations

The Company and its subsidiaries recognize the importance of compliance with the law, rules and regulations relating to the environment, occupational health and safety, and with the international code of business ethics. Directors, executives and employees are required to comply with the law, rules and regulations, and shall refrain from being involved in, assisting or committing any act that contravene the law, rules and regulations.



Compliance with the law on intellectual property

The Company and its subsidiaries do not support transactions which infringe intellectual property. Directors, executives and employees are required to comply with the law, rules and regulations, and shall refrain from being involved in, assisting or committing any act that contravene the law, rules and regulations relating to intellectual property.



Efficient use of resources

The Company and its subsidiaries encourage directors, executives and all levels of employees within the organization to efficiently use resources for maximized benefits. There will be provision for communication with, education and promotion of awareness for employees and all relevant parties in relation to resources management for maximized benefits of the organization.

2. Anti-corruption

The Company and its subsidiaries put in place an Anti-corruption Policy with focus on promoting the corporate culture where all levels of personnel are aware of the harm of corruption, and on creating the right value and building up trust for all stakeholders. The Company and its subsidiaries adopt a specific guideline on anti-corruption to ensure that the anti-corruption efforts are efficient.

3. Respect for human rights

The Company and its subsidiaries adhere to the policy to promote and respect human rights by treating all stakeholders including employees, the neighboring community and society with respect for the human dignity, equality and freedom. There shall be no violation of fundamental rights or discrimination based on race, nationality, religion, language, ethnicity, colors, gender, age, educational background, physical conditions or social status. The Company and its subsidiaries will ensure that the businesses are involved in the violation of human rights, either directly or indirectly. This shall include the use of child labor and forced labor.

4. Fair treatment for labor

The Company and its subsidiaries recognize the importance of human capital development and fair treatment for labor because this is a factor which can contribute to added value of the business and the enhanced competitiveness and sustainable growth of the Company and its subsidiaries in the future. The Company and its subsidiaries also recognize the importance of the respect for the rights of employees based on the human rights and compliance with labor protection law. Employment of labor and conditions of employment shall be fair. This includes fair remunerations for employees that are commensurate with the potentials of relevant employees. The performance assessment shall also be fair. Appropriate welfare benefits shall be provided to employees.



The Company and its subsidiaries promote human capital development for all levels of personnel by providing academic trainings to develop knowledge, capability and potential of personnel, and to instill positive attitude, morality and ethics including teamwork. The Company and its subsidiaries encourage positive working environment where workers have respect for each other and all levels of employees are treated with fairness.

In addition, employees are provided with an opportunity to express their opinions or lodge complaints regarding any unfair treatment or malpractice within the Company and its subsidiaries. Relevant whistleblowers will have the necessary protection. Safety, occupational health and working environment are taken into consideration with safety being taken as an important issue.

5. Responsibilities for customers and consumers

The Company and its subsidiaries manufacture and sell products of good quality to create the greatest satisfaction for customers and consumers who will be provided with accurate and sufficient information on products and services. Customers' demand are met with efficiently and on a timely basis. Systems and channels are put in place to allow customers to conveniently and effectively lodge their complaints regarding products and services.

In addition, the Company and its subsidiaries will treat all customers with fairness without discrimination. Confidentiality of customers shall be protected. Customers' satisfaction and trust are created using safe and appropriate technology to achieve international standards of quality and to continuously raise such quality standards.

6. Preservation of environment

The Company and its subsidiaries recognize the importance of preservation of national resources. Efficient use of resources is promoted taking into consideration safety for the society, the community and the environment. Work system that meets relevant standards and control system are adopted to promote sustainable development for the society and the environment. The Company and its subsidiaries regularly promote internal awareness about responsibilities towards the society, the community and the environment for all levels of employees. Environment preservation activities are also promoted.

7. Participation in community or social development

The Company and its subsidiaries have the policy to conduct business that contribute to the economy and the society and to be a good citizen complying with all applicable laws and regulations. There is a policy to promote education, employment and distribution of income for the community for improved quality of life of the general public and the sustainable development for the society and the country. The Company and its subsidiaries support activities for the concrete promotion of awareness of social responsibility and aim to be part of the driving force of the Thai society for sustainable development for the society and the environment.

In addition, the Company and its subsidiaries provide opportunity to the community, the society or stakeholders who have been, in fact, significantly affected by operations of the Company and/or its subsidiaries to communicate with, give recommendations to or lodge complaints with the Company and/or its subsidiaries using the available channels.






8. Innovations and dissemination of innovations from operations based on corporate social responsibilities and responsibilities towards the environment and stakeholders

The Company and its subsidiaries will promote creation of innovations at organizational and inter-organizational level. Innovation for this purpose means the creation of things using new methods and may also mean the change of ideas or improvement to work procedures for added value of the business. The objective of an innovation is to cause a positive change for better and for the maximized benefit of the society. The Company adopts the following guidelines on innovation:

1. Business procedures of the Company and its subsidiaries will be reviewed to identify any possible risks or negative impact on the society or the environment. Then a solution for the reduction of such impact will be identified. The Company and its subsidiaries will also thoroughly study, review and analyze all aspects of work procedures to improve the chance of developing a business innovation.
2. New innovations that are beneficial for the society and the environment are disclosed to the public to encourage other business operators to follow.
3. Solutions will be analyzed and innovations will be regularly and continuously studied to increase the chance of new innovations being developed to respond to the need of the customers and business growth.

It is the social responsibility of the Company and its subsidiaries to disseminate innovations by directly and indirectly communicating with all stakeholders using various communication channels to ensure that information of the Company and its subsidiaries reach all groups of stakeholders.

The Guideline and Framework to support the Company strategy and UN SDGs as follow;

TOPIC	STGT SUSTAINABILITY WAY
<p>S Sustainability for Supply Chain and Fair Trade</p> 	<p>At STGT, we have high standards of practices and collaborate with our suppliers to comply with our own principles on human rights, environmental awareness and business integrity. As part of our "Touch Of Life", our business starts from a sustainable and fair trade of raw material through delivery of highest product quality to customers.</p>
<p>H Human rights</p> 	<p>We value our employees as part of STGT family. We are committed to no child labor and no forced labor policy. Not only being against all kinds of abusive workplace, we commit to our human rights protection. It is our pride to earn top grade of workplace standards by the Business Social Compliance Initiative (BSCI).</p>
<p>A Animal Welfare</p> 	<p>At STGT, we are dedicated to a development of animal welfare. We deliver our giving and sharing of loves under our "Touch Of Life", to stray animals and other wild lives in Thailand by ways of charities and varieties of CSR activities.</p>
<p>R Responsibility & Sharing Touch of love</p> 	<p>At STGT, we produce highest quality gloves and deliver our products under "Touch Of Life" mindset for customers throughout the world. We cherish and promote our sharing engagement to our society and a better world.</p>
<p>E The environmentally friendly technologies</p> 	<p>Apart from production process, STGT is proud of our ecological biomass energy, waste management and green factory which is friendly to environment as well as communities around us.</p>

STAKEHOLDERS ENGAGEMENT

The Company has conducted a survey, analysis and ranking of its stakeholders in order to meet their expectations as appropriate through designation of responsible agencies, defining obligations and operations in accordance with the guidelines set by the Company. The needs/expectations of the stakeholders and the suitable response thereof are periodically reviewed and improved as appropriate. In 2020, the Company classified stakeholders into 8 groups, in order of importance as follows:

STAKEHOLDER GROUPS	COMMUNICATION CHANNEL/ PARTICIPATION	NEEDS/ EXPECTATION	RESPONSE TO EXPECTATION	INDICATORS/ RESULTS FOR 2020
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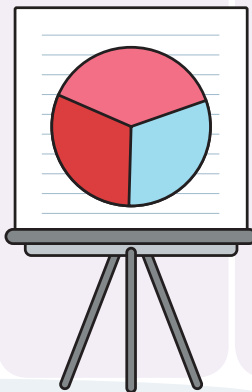
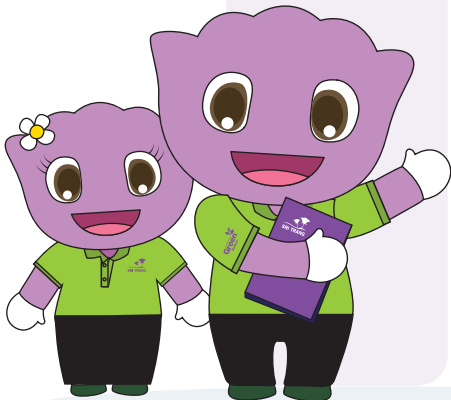
**SHAREHOLDERS,
INVESTORS
ANALYSTS,
MEDIA**



- Annual General Meeting
- Answering inquiries by phone and email
- The Company's annual report and sustainability report
- The Company's website
- Analyst Meeting
- Engaging domestic and international investors in various activities, for example Opportunity Day, Thailand Focus and roadshows organized by securities companies

- The Company has had good operating results and continued business growth.
- The Company pays dividends to shareholders regularly.
- Shareholders receive correct, complete, timely and sufficient information for making decisions.
- The company operates its business with transparency and has a good internal control system.
- There is no news that will affect the reputation of the company.

- The company operates its business strategically in accordance with good corporate governance.
- The Company has an appropriate dividend policy.
- The Company adheres to the ethics and code of conduct on the responsibility of shareholders.
- The Company discloses accurate, complete and timely information that meets the expectations of the shareholders.
- The Company has a website that provides complete, up to date and easy to use information.

- The Company sets a policy for dividend payment at 50% of net profit according to separate financial statements. During the year 2020, the Company paid an interim dividend of THB 1.25 per share (at the par value of Baht 1 per share).
- The Company was selected to calculate the MSCI Global Standard and FTSE Mid Cap index.
- The Company participated in 110 activities to meet investors, fund managers, the press, both domestic and foreign media.
- The Company had a total number of 36,893 visits to its website in regards to investor relations events, which started on June 16, 2020.



STAKEHOLDER GROUPS	COMMUNICATION CHANNEL/ PARTICIPATION	NEEDS/ EXPECTATION	RESPONSE TO EXPECTATION	INDICATORS/ RESULTS FOR 2020
 <p>EMPLOYEES</p>	<ul style="list-style-type: none"> • Monthly company meetings • Activities such as KAIZEN, QCC, 5S., Safety talk, KYT • Communications systems such as intranet, email, website, Facebook, Line@SriTrang Gloves • Suggestion box • Complaint channels • Organizing activities 	<ul style="list-style-type: none"> • Reasonable compensation and good benefits • Respect for human rights, Fair and Nondiscriminate treatment of employees • Safe and good working environment • Promotion of good health care • Job security and career advancement opportunities • Development of knowledge and ability 	<ul style="list-style-type: none"> • Compliance with the Ethics and Code of Conduct on responsibility to employees • Implementing Human Rights and Nondiscrimination Policy • Whistle Blowing Policy • Implementation of standard system ISO 14001, ISO45001 and BSCI standards • Annual health check and Health and accident insurance • Human Resource Training and Development Plan • Organizing various activities such as Happy workplace/ Activity Prize 	<ul style="list-style-type: none"> • The number of employees' grievances in all areas is zero in 2020 • The turnover rate is less than 3%. In 2020 = 1.86% • The accident rate requiring absence from work for more than 3 days is zero. In 2020 =0.22%
 <p>CUSTOMERS/ CONSUMERS</p>	<ul style="list-style-type: none"> • Online communication system, phone, email, website, Facebook, Line@SriTrangGloves • Customer satisfaction survey • Factory visits • Doing activities with customers • Meeting with customers • Product exhibitions 	<ul style="list-style-type: none"> • Receiving quality products and services in timely manner • Follow the terms of the trading agreement • Protecting customer confidentiality • Collaborate in product development 	<ul style="list-style-type: none"> • Compliance with the Code of Ethics and Code of Conduct on customer relations • International standard systems such as ISO9001, GMP, ISO13485, ISO14001, ISO 45001, BSCI, FSC-COC, and Country requirements and control systems for medical device products, for example, MDSAP (Medical Device Single Audit Program). • Research and development • Improving production processes in order to obtain quality products according to customer requirements. 	<ul style="list-style-type: none"> • Customer satisfaction score • Increased market share • Increased sales volume • New customers • New products



STAKEHOLDER GROUPS	COMMUNICATION CHANNEL/ PARTICIPATION	NEEDS/ EXPECTATION	RESPONSE TO EXPECTATION	INDICATORS/ RESULTS FOR 2020
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TRADING PARTNERS/ SUPPLIERS

- Online communication system, phone, email, website
- Annual visit and Assessment of trading partner
- Joint meetings
- Participating in various activities with partners

- Having a standard, transparent, verifiable procurement system
- Getting clear information of the products and services to be procured
- Having appropriate income from the amount of work
- Receiving payments for goods and services on time
- Collaborate in product quality development

- Compliance with procurement policies
- Announcement of Anti-Corruption Policy
- Whistleblowing channel in case of inconsistent and/or unfair procurement
- Collaborate in development of trading partner

- Deliver work or products as required and on time
- Annual assessment results of trading partner



COMMUNITY

- Participating in various activities with the community
- Community outreach/survey
- Publications and Signboards

- Participation in community and social development
- Providing support for community activities
- No impacts on the community
- Having social and environmental responsibility
- Adhering to human rights and anti-corruption principles

- Initiate community and social development projects
- Providing support for community activities
- Hiring employees of the community
- Participating in community activities
- Assessment of impacts on the community
- Open house for the community

- Participation in community development according to the CSR-DIW project
- Budget used to support community activities
- Number of employees hired from the community



CREDITORS/ BANKS

- Meeting/discussion
- Telephone, email
- Website

- Being able to comply with the conditions and terms of the contract

- Adherence to the terms and conditions of the contract
- Answer financial inquiries which may arise accurately and quickly.

- Financial institutions have confidence in doing business



RELATED GOVERNMENT AGENCIES/ ENTERPRISES/ PRIVATE SECTOR AGENCIES

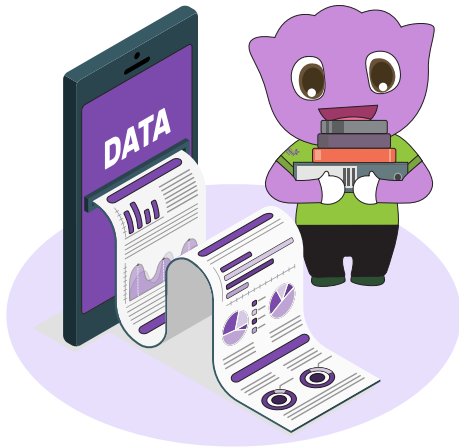
- Meeting, discussion, clarification
- Site visit
- Participation in various projects
- Participation in a working group, committee on issues requested by government agencies.

- Compliance with relevant regulations, laws
- Not create any impact on the community and the environment
- Having a standardized environmental management system
- Implement good occupational health and safety practices
- Provide cooperation and support for government projects

- Compliance with all relevant legal and regulatory requirements
- Provide accurate and timely information
- Cooperation and Participation in various government projects
- Participation in a working group or committee on issues requested by government agencies.

- Being permitted to operate continuously
- Green industry certification
- Awards/ Certificates for participation in activities/projects

ABOUT THIS REPORT



The Company has prepared this sustainability report for the first time to communicate and showcase its performance in pursuit of economic, social and environmental sustainability to all Company stakeholders. 'This report has been prepared in accordance with the GRI Standards: Core option'.

In addition, the Company is also analyzing the processes that respond to the UN Sustainable Development Goals (UN SDGs) to demonstrate its commitment to conduct business in parallel with taking care of society and the environment as well as appropriately responding to the expectations of the stakeholders.

SCOPE OF REPORT

This report shows the performance on key issues affecting sustainable business operation of the Company covering only for business operations and its factories producing rubber gloves with a production base in Thailand in the reporting cycle from 1 January - 31 December 2020

ASSURANCE OF THE REPORT

This report is subject to key review by each department of management to ensure accurate and complete information and comprehensive responses to all stakeholders.

For more information, please contact

Corporate Sustainability Dept., Sri Trang Group

Park Ventures Ecoplex Unit 1701, 17th Floor, 57 Wireless Road, Lumpini

Pathumwan, Bangkok 10330, Thailand

Phone: 02-207-4500 ext. 3811

Fax: 02-108-2241-44

E-mail: sustainability@sritranggroup.com

The Company has published this report to shareholders via QR Code and also made this available for download from the Company's website www.sritranggloves.com



KEY SUSTAINABLE DEVELOPMENT ISSUES

In order to achieve the goals of the Company in terms of economic, social and environmental performance in accordance with the sustainable development approach, and appropriate and measurable response to the expectations of the stakeholders, the Company, by the various related departments, has therefore collected, evaluated and prioritized key issues affecting business operations so that the Company is able to find appropriate approaches and formulate management plans.

MATERIALITY

1. Identification

The Company collects key data from both internal and external factors, from survey results of stakeholder needs or expectations obtained from the participation of each stakeholder group, from analysis of the impacts of internal operations and changes in the external context, from risk analysis, as well as the impact of sustainability trends on the organization's operations.

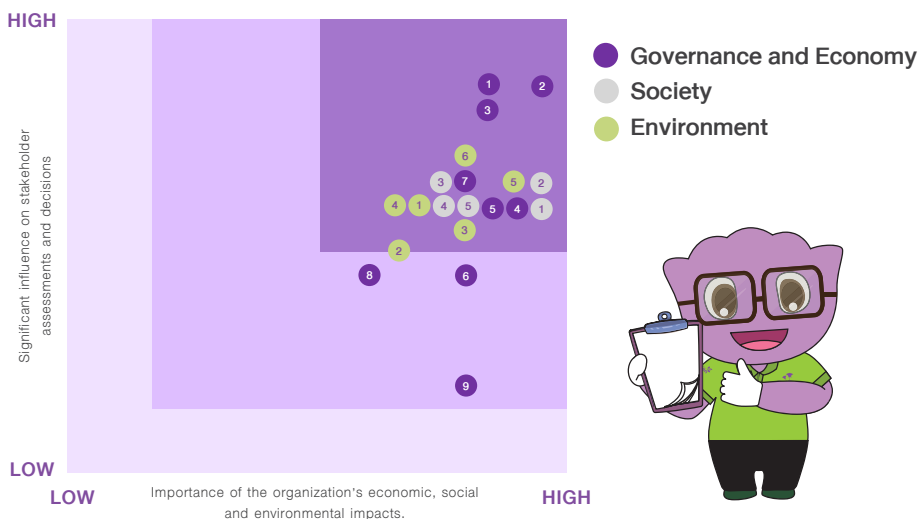
2. Prioritization

The Company prioritized the important issues collected by the organization by using the Materiality Matrix as a tool for grading as follows:

- **The horizontal axis** represents the importance of economic, social and environmental impacts of the organization from the least to the most.
- **The vertical axis** shows significant influence on stakeholder assessments and decisions from the least to the most.

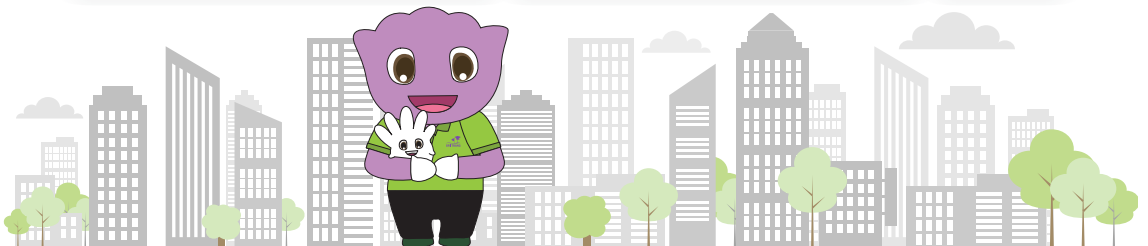
3. Validation

The key issues obtained from the analysis and ranking of the priorities that were reviewed by the working group from various relevant departments and presented to the Board of Directors for approval in 2020 were found to be the materiality matrix as follows:



KEY SUSTAINABILITY AND OPERATIONAL ISSUES

	KEY ISSUES	TOPICS	PAGE
GOVERNANCE AND ECONOMY	1. Business ethics and good corporate governance	1. Good corporate governance	26-29
	2. Anti-corruption	2. Anti-corruption	30
	3. Good operating results, continuous growth	3. Business overview and economic performance	25
	4. Providing consistent returns	4. Business overview and economic performance	25
	5. Risk management and business continuity	5. Risk management	32-36
	6. Customer relations	6. Responsibility to customers and consumers	50
	7. Good procurement practices	7. Procurement and supplier treatment	48
	8. Partnership development	8. Partnership development	49
	9. Product research and development	9. Employee development and promoting innovation	43-44
SOCIETY	1. Employee care and development	1. Human rights and personnel care	40-44
	2. Occupational health and safety	2. Occupational health and safety	45
	3. Complaint management	3. Handling complaints	31
	4. Support and involvement with the community	4. Participation in community and social development	51-60
	5. Quality of products and services	5. Responsibility to customers and consumers	50
ENVIRONMENT	1. Environmental impacts	1. Environmental management	61-62
	2. Energy consumption	2. Climate change and energy conservation	63-64
	3. Greenhouse gas emission	3. Climate change and energy conservation	63-64
	4. Water use and wastewater treatment	4. Organization's water management	65-66
	5. Air emission	5. Management of air pollution	67
	6. Waste and waste material	6. Waste management	68-69



MEMBERSHIP OF ORGANIZATION FOR ECONOMICS, SOCIAL AND ENVIRONMENTAL DEVELOPMENT

The Company has become members of various public and private organizations that contribute to the economic, social and environmental development of the natural rubber industry, and has participated in various activities and projects that support the implementation of the guidelines for sustainable development.



ECONOMIC

- Thai Rubber Association
- Thai Latex Association
- Thai Rubber Glove Manufacturers Association, TRGMA
- The Federation of Thai Industries Provincial Chapter
- Malaysian Rubber Glove Manufacturers Association (MARGMA)
- Thai AEO Importer & Exporter Association
- Department of International Trade Promotion, Ministry of Commerce
- Thai Listed Companies Association



SOCIAL

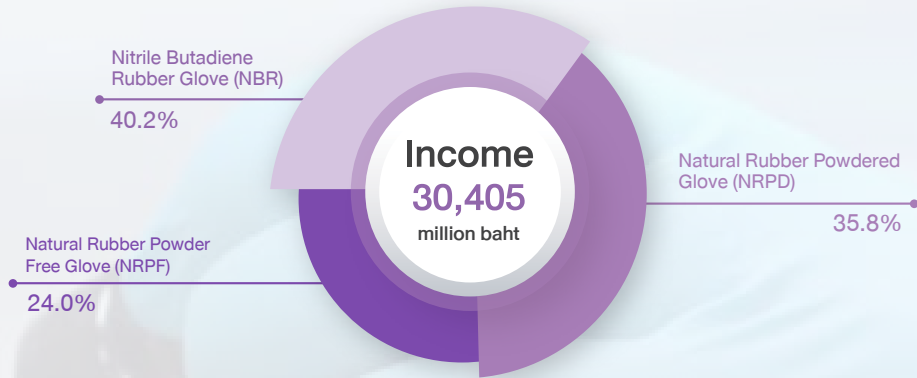
- UNICEF Thailand (CRBP)
- CSR club, Thai Listed Company Association



ENVIRONMENT

- Provincial Environmental Governance Network

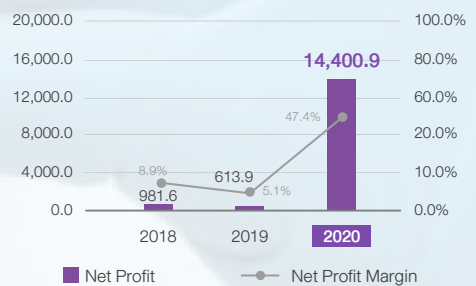
BUSINESS OVERVIEW AND ECONOMIC PERFORMANCE



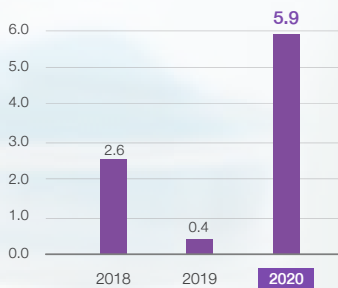
Sales Volume



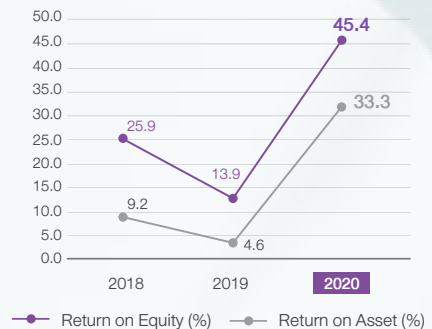
Net Profit



Earning per Share (THB)



Returns



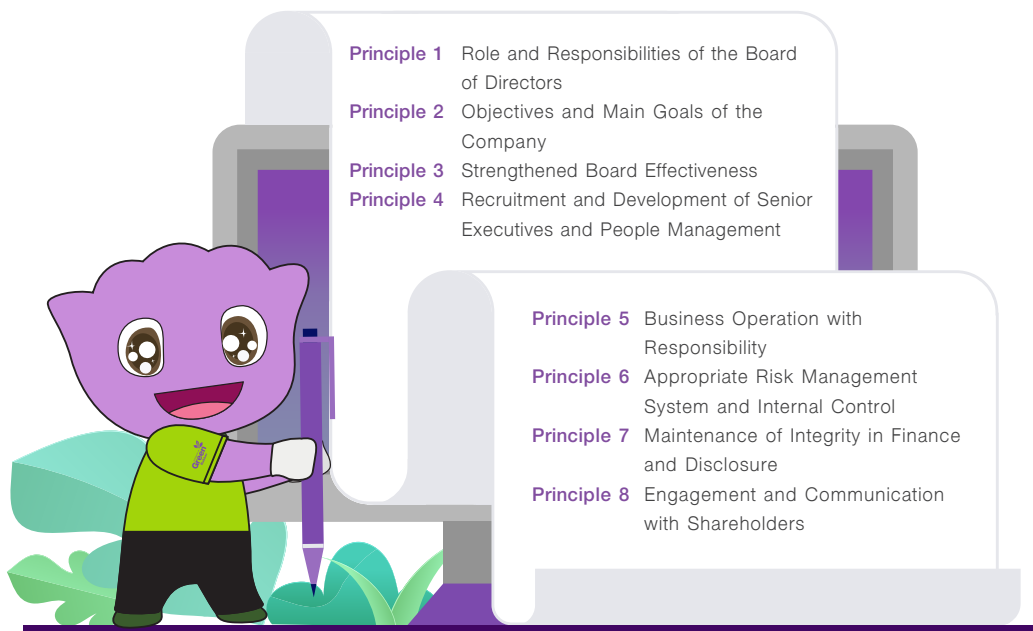
CORPORATE GOVERNANCE

CORPORATE GOVERNANCE POLICY

The Company realizes the importance of good corporate governance as a significant factor that helps promote the Company's operations for efficiency and sustainable growth which will lead to the best interest of all stakeholders including employees, investors, shareholders and other stakeholders. The Company's good corporate governance policy covering important principles from the management of senior managers with clear transparency and accountability. It also approved the Board of Directors Charter and the sub-committees' regulations covering the structure, roles, duties and responsibilities to guide the organization's management, ensuring that any operations of the Company are performed with fairness and the best interests of shareholders and all stakeholders.

To make the Company accountable to all shareholders and stakeholders and for the benefit of creating sustainable business value in line with the expectations of both the business sector and investors, as well as the capital market and society as a whole, the Company has established a good corporate governance policy based on the 2017 principles of good corporate governance for listed companies prepared by the Securities and Exchange Commission (SEC) as a guideline for corporate governance of the Company.

The Company's Board of Directors pays much attention to compliance with the good corporate governance policy, encompassing 8 principles which can be summarized as follows:



APPLYING THE CODE OF GOOD CORPORATE GOVERNANCE 2017 FOR LISTED COMPANIES

The Company has adopted the Code of Good Corporate Governance 2017 for listed companies of SEC as well as the Board of Directors has a process to review this Code of Good Corporate Governance 2017 for listed companies and apply to be suitable for the Company's business least once a year to cover and keep up with the important developments in good corporate governance that are constantly changing.

In addition, the Company has established a code of conduct in business operation to show its intention to operate the business according to the principles of good corporate governance by adhering to the law, morality and to manage work with transparency and responsibility for stakeholders for sustainable business growth. Persons required to comply with this code of conducts are directors, senior executives, employees and workers, consultants, agents, or persons assigned to act on behalf of the Company or for the person mentioned above. The code of business conduct consists of:

CODE OF CONDUCT FOR RESPONSIBILITIES TOWARDS SHAREHOLDERS

The Company realizes the importance of protecting the rights of all shareholders, whereby no action would be taken that would violate or infer the rights of shareholders. The Company is further committed to conducting business to create added value for shareholders in the long term and treating all shareholders fairly and equitably. The Company has thus set a policy and disclosed to the public through various media of the Company to promote, support and facilitate shareholders to exercise their rights in various matters as appropriate. This includes basic legal rights and the right to receive important information, right to propose the agenda of the shareholders' meeting and nominating persons who should be elected as directors of the Company as well as the right to attend and vote in the shareholders' meeting. The guidelines for exercising such rights are regularly revised and developed for the best interests of shareholders.

The Company has a policy for all directors to have the duty to attend every shareholder meeting unless there is a reasonable necessity, and assigns the Company Secretary to be responsible for the proceedings of the shareholders' meeting to be held properly, transparently and efficiently to facilitate the shareholders at every meeting including allowing shareholders to exercise their rights.



CODE OF CONDUCT FOR CUSTOMERS' RELATIONSHIP

The Company is committed to creating satisfaction and confidence to its customers in getting good products and services to meet desired quality and standards at an affordable price and to disclose complete, correct and timely news and information about products and services as well as to maintain a good and sustainable relationship and strict compliance with various conditions of customers.

In addition, the Company has set a system for customers and the public to make complaints about products and services as well as arranging customer satisfaction inquiries and summarizing the data for analysis by doing its best to give its customers and the public a quick response. The Company also attaches great importance to customer confidentiality by not using customer information for their own benefit and preventing wrongful use of related parties.

CODE OF CONDUCT FOR RELATIONSHIP WITH BUSINESS PARTNERS AND COMPETITORS

(1) Relationship with Trading Partner

The Company pays attention to the selection of trading partners, whereby the Company considers selecting potential and suitable suppliers according to the mission of the Company and dealing with all of them fairly and equitably following various conditions strictly, transparently and accountably. This includes avoiding doing business with suppliers that offer any dishonest interests, seeking solutions based on business relationships. In the event that conditions cannot be met, the Company shall promptly notify trading partners in advance to jointly consider finding solutions based on reasonable principles.

(2) Relations with Competitors

The Company has a policy to promote free and fair trade competition policy by competing in trade within the framework of fair competition. The Company shall not seek the competitor's confidential information through illegal, dishonest or improper means and shall not try to destroy the reputation of its competitors by making false accusation, being untruthful or unfair.

CODE OF CONDUCT FOR RESPONSIBILITIES TOWARDS EMPLOYEES

The Company pays attention to the development of potential, knowledge transfer and competence of employees by giving employees thorough and consistent opportunities, providing fair compensation to employees by taking their performance assessment into consideration. This includes the consideration of appointment, transfer, reward and punishment of employees which must be done with equality, honesty and based on knowledge, capability and suitability. The Company shall listen to opinions and suggestions from employees at all levels equally and equitably and strictly comply with various laws and regulations involving employees without discrimination.

CODE OF CONDUCT FOR SOCIAL AND ENVIRONMENTAL RESPONSIBILITIES

The Company has a policy to operate business with social and environmental responsibility by practicing and cooperating or control to strictly perform according to the spirit of the law and regulations issued by regulators as well as regulations and standards related to the environment, occupational health and safety. The Company shall consider alternatives to natural resource utilization with the least impact on the damage to society, the environment and the quality of life of the people and shall support the development of projects and activities that benefit society and the environment and shall continuously cultivate the awareness of social and environmental responsibility among employees at all levels.

In addition, the Company gives importance to transactions with trading partners who share the same intentions as the Company in regard to social and environmental responsibility. The Company is also a leader in promoting efficient use and conservation of energy for the benefit of future generations and gives importance to participation in community and social activities focusing on social, community and environmental development.





CODE OF CONDUCT FOR TREATMENT WITH POLITICAL COMMUNITY

The Board of Directors, senior managers and employees should exercise their rights as good citizens in accordance with the constitution and other relevant laws. Everyone has the right to engage in political activities on his own behalf outside of office hours and not on behalf of the Company. The Company therefore has a requirement that directors, senior managers and employees are prohibited from participating in any activities that may lead to the understanding that the Company is involved in or supports a political party in any way and it is prohibited to use the Company's property for support of any political party.

CODE OF CONDUCT FOR RESPECT FOR HUMAN RIGHTS

The Company realizes the importance of respect for human rights and the Company and employees will treat each other with courtesy, respect and equality. Everyone has the opportunity to learn and develop to their fullest potential and has the liberty of expressing opinions so long as it does not infringe on the personal freedom of others. Therefore, directors, senior managers and employees have duties and responsibilities in promoting rights in accordance with social and international regulations in every respect where the Company conducts business to ensure that the operation of such business does not include any actions or omissions which violate human rights.

CODE OF CONDUCT FOR CONFLICT OF INTERESTS

The Company has a requirement that directors, senior executives and employees must not spend time or the Company's resources for personal business benefit and must avoid situations that may influence work or decision making or it may affect the loyalty that the person should have with the Company, for example, the use of a position in the Company for purchasing or hiring a family member, friend, or someone close to them and the use of positions in the Company to influence personal business interests, etc.



CODE OF CONDUCT FOR INTELLECTUAL PROPERTY AND COPYRIGHTED WORK

The directors and senior executives shall be responsible for raising awareness among directors, senior managers, and all employees to honor and respect the intellectual property rights of others. The Company shall obtain permission from a person who legally owns the intellectual property prior to the use of said intellectual property of such person. The Company also aims to promote and support all employees to create innovations related to the business in new forms, having no duplicate works with trademarks, copyrights or patents of others. Employees shall be careful not to disclose or publish information and the Company's confidentiality to outsiders as well as not taking the Company's intellectual property to use for personal benefit or publicize without permission from the Company.

ANTI-CORRUPTION

The Company conducts its business with integrity by adhering to the principle of corporate social responsibility and respect for all stakeholders based on the good corporate governance and its Code of Business Ethics including policies and guidelines on treatment of stakeholders. The Company is committed and aspired to combat all types of corruption.

To ensure that the Company puts in place a policy which sets out appropriate accountability, practices and regulations of actions to be taken to prevent corruption in all business activities of the Company and to ensure that all business decisions and operations which are exposed to corruption risks are treated and implemented with prudence, the Company prepared this 'Anti-corruption Policy' as a written guideline on clear business practices and corporate development towards sustainability.

DEFINITION OF CORRUPTION UNDER THE ANTI-CORRUPTION POLICY

Corruption is defined as all types of bribery given either directly or indirectly by way of offering, agreeing, giving, promising to give, demanding or accepting money, assets, or such other benefits which are inappropriate to or from the government officers, government agencies, private sectors, or any person charged with duties so that such person could take an action or omit any duties with the aim to acquire, retain the business, or introduce business to any particular company or to achieve or retain any commercially improper benefits. Exception shall be applied in cases that are not prohibited under laws, regulation, notifications or rules.

ANTI-CORRUPTION POLICY

The Company's directors, executives and employees are prohibited from engaging in or accepting all forms of corruption both directly and indirectly. Such prohibitions shall extend to business transactions in all countries and all relevant agencies. There shall be a regular monitoring of compliance with this policy and a revision to practices and requirements to ensure that the policy is in line with the changes to business, rules, regulations and requirements of the law.

REPORTING

1. Reporting and giving sources of information about corruption is the duty of all levels of personnel within the Company. Reporting may be made anonymously using the following channels:

1) By postage

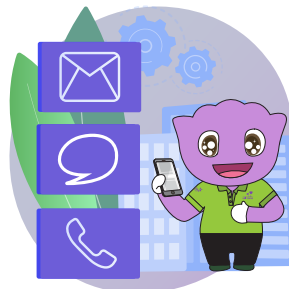
Contact Person: Anti-corruption committee
Address: 110 Kanjanavanit Road, Pahtong, Hatyai,
Songkhla 90230, Thailand

2) By email

Contact Person: Anti-corruption committee
Email Address: anticorruption@sitrangroup.com

3) By telephone:

074-344-663 ext. 331



2. All directors, executives and employees of the Company have the duty to collaborate with an investigation into corruptions.

WHISTLEBLOWING



Remark: the channels available for reporting are not related to the complaints on quality of products and services which may be addressed directly to the Quality Control Department of the Company.

The Company is committed to conducting its business with transparency, integrity and accountability in accordance with the principle of good corporate governance. It expects all stakeholders to report incidents which could be in breach of such principles to allow necessary correction of the breach. The Company provides channel through which all groups of stakeholders may report any violation of the law, rules and regulations of the Company, the Code of Business Ethics and the Code of Conduct including any financial misreporting and deficiency in internal control system of the Company. The report to the Company shall be made based on facts without any unsubstantiated accusation. The Company also provides protection for whistleblowers who act in good faith.

CHANNELS FOR WHISTLEBLOWING

Whistleblowers may report incidents or any relevant leads which shall be specifically marked as being 'confidential' via any of the following channels as they consider appropriate for the circumstances:

1) Email

Contact Person: Company Secretary

Email address: stgt_corporatesecretary@sritranggroup.com

2) Telephone

Contact: 02-207-4500 ext. 331

3) Complaint box at the Company factories and branches

RELATED PERSONS

Persons involved in the whistleblowing process include:

1. Whistleblowers including those who make reports via whistleblowing channels provided by the Company;
2. Whistleblowing Coordinators including the Company Secretary who is responsible for the admission of the matters and first point of data collection including summary of results of the procedure and for the reporting of results of the complaint handling and sanctions to the whistleblowers in case where identity is disclosed. Copy of whistleblowing matters that are reported directly to the responsible work unit shall always be made available to the Company Secretary.
3. Whistleblowing monitor including the direct supervisor of the persons against whom the whistleblowing reports are made;
4. Persons in charge of disciplinary matters including Human Resources Department;
5. Chief Executive Officer who is the top-level executive of the Company.

RISK MANAGEMENT



Risk management is an importance process to manage uncertainties of business. The Board of Directors have assigned the Risk Management Committee to be responsible for managing the risk of the organization under ERM framework (Enterprise Risk Management) together with any standards in order to support business operation. This is to support strategic, and business management and business and risk planning to meet overall business achievement. The Company encourages all employees to be responsible for risk management under their own functions with their own mindset as a corporate culture.

During 2020, the Company has to set up the BCM Steering Committee in order to develop and implement Business Continuity Management (BCM) which consists of CEO, CFO, top management from various departments and risk management department in order to prepare necessities to tackle any crisis and manage the business effectively with continuity and least disruption in line with international standards. This is also to ensure all stakeholders that the Company

would be able to deal with any crisis and continue to deliver its products as committed. The Company targets to have effective and efficient BCM under international standards being developed and implemented in 2021 onwards.

In addition, Covid-19 has caused the Company to adapt its business operation in many aspects, for instance; virtual supply chain management both with suppliers and customers, communication through video conference in the organization, virtual meeting through Microsoft team program, Google Meeting and Zoom. The Company also sets up detailed procedures as protocols to immediate execution without chaos to handle such crisis. This includes manpower arrangement in case of workplace needs to be relocated, working system in case that certain functions/jobs are not able to perform their duties. IT department also developed its own program to track the travelling for the risky group and zone for Covid-19 prevention and detection in order to minimize risk to its staff and affect no or least business disruption.

RISK MANAGEMENT STRUCTURE

Directors, executives and employees in the organization are involved in risk management. Risk Management Committee (RMC) consists of certain directors, senior executives' key business units and having risk management manager as a secretary. The roles and responsibilities of RMC is to monitor the performance and developing the risk management system for the entire organization to have an effective risk management system in order to ensure that appropriate actions are taken to manage risk.

RISK MANAGEMENT VISION

"THE COMPANY AND ITS GROUP WILL STRIVE TO AN ORGANIZATION WITH INTEGRATED RISK MANAGEMENT WHICH WILL BE USED IN SUPPORTING THE MANAGEMENT AND THE CREATION OF ADD VALUE FOR THE ORGANIZATION."

OBJECTIVES OF RISK MANAGEMENT

- 1 To adopt a unified risk management practice throughout the organization and to include risk management as part of decision making, strategizing, business plan laying and business operations of the Company.
- 2 To determine guidelines on managing the risks to be at the level that is acceptable to the organization taking into consideration measures to efficiently reduce possibilities and/or impacts of risks to allow the Company to achieve the defined objectives both at the level of organization and work unit.
- 3 To allow executives and risk management committee access to information on material risks, tendencies of risks and overall risks including to efficiently and effectively manage risks of the Company.
- 4 To ensure that all work units regularly identify, assess and manage material risks taking into consideration the acceptable level of risks and practicability at appropriate cost.
- 5 To promote regular communication and education on risk management for employees and to promote understanding and ownership of risk management for employees as well as to promote joint management of risks under their scope of work.

RISK MANAGEMENT POLICY

- 1 The Company requires all levels of employees to be aware of possible risks associated with the performance of work within their work unit and within the organization, and to recognize the importance of risk management to keep risks at acceptable level under the internal control system.
- 2 The Company promotes and encourages the use of risk management as an important management tool of the Company. All levels of personnel within the Company are required to understand and collaborate the use of risk management to create a good image of the Company and to promote the good corporate governance and excellent management while promoting trusts among shareholders or stakeholders of the Company.
- 3 The Company puts in place a risk management system that is efficient and integrated in accordance with the principle of good corporate governance. Risk management matters will be efficiently reported to the Risk Management Committee to reduce possibility of risks and their impacts including uncertainties associated with the overall operations and to improve chances of success.
- 4 The Company promotes and encourages the creation of risk management as the Company's corporate culture by requiring all parties to become aware of the importance of risk management.
- 5 All employees have the duties to comply with risk management system and procedures at the level of the organization, work units and at operational level in accordance with the direction given by the Risk Management Committee.
- 6 The Risk Management Committee and executives monitor, follow up and evaluate the appropriate implementation of risk management system of the Company.

RISK MANAGEMENT PERFORMANCE

The Risk Management Committee carries out its works in response to the relevant risks of the organization. The ERM (Enterprise Risk Management) which is a set of standards risk management framework covers 4 main risk factors including:



From an internal evaluation considering the main risk factors together with the possible trends and outlooks of economy, social, environment and business' goal, the Company has defined the measures of risk and designed risk management in each aspect as follows:

1 Economic Risk

TOPIC	IMPACT	MANAGEMENT
<ul style="list-style-type: none"> Volatility of latex prices which is the main raw material of production. 	<ul style="list-style-type: none"> The volatility of raw material prices affects the productions cost 	<ul style="list-style-type: none"> Raw material sourcing management both for appropriate quantity and pricing. Use long-term contracts with key suppliers
<ul style="list-style-type: none"> Supply Chain Management 	<ul style="list-style-type: none"> Insufficiency of raw material or delay delivery of raw material causes production disruption 	<ul style="list-style-type: none"> Raw material reserved in sufficiency of production plan Sourcing for new suppliers

2 Social Risk

TOPIC	IMPACT	MANAGEMENT
<ul style="list-style-type: none"> Accidents or emergency Workplace illness and epidemic 	<ul style="list-style-type: none"> Affects employees health & safety Deteriorate stakeholder trust 	<ul style="list-style-type: none"> Comply with occupational health & Safety plan ISO45001 Annual health check-up Emergency plan execution if needed Preventive monitoring and cautious actions
<ul style="list-style-type: none"> Shortage of labor 	<ul style="list-style-type: none"> Production Disruption and/or Production Stoppage 	<ul style="list-style-type: none"> Human resource management such as; labor in area or sites rotation. Using more automation system
<ul style="list-style-type: none"> Products that do not conform to standards 	<ul style="list-style-type: none"> Consumers safety 	<ul style="list-style-type: none"> Having internationally accredited laboratory Control the production according to standard practices for product quality and safety

3 Environmental Risk

TOPIC	IMPACT	MANAGEMENT
<ul style="list-style-type: none"> Environmental Management 	<ul style="list-style-type: none"> Negatively affect the Company's reputation Increase production costs from imposition of fines or cease of the Company's operations. 	<ul style="list-style-type: none"> Strictly and continually manage environmental system according to ISO14001 Comply with regulations and laws

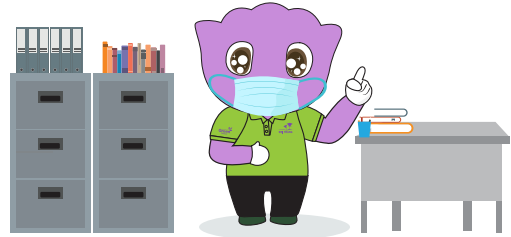
TOPIC	IMPACT	MANAGEMENT
<ul style="list-style-type: none"> Water Management 	<ul style="list-style-type: none"> Water supply demand from production Quality of water in process 	<ul style="list-style-type: none"> Efficiently control water reserve Action procedure in case of drought season Comply with water control regulations
<ul style="list-style-type: none"> Air quality management 	<ul style="list-style-type: none"> Impact nearby communities and possible complaints 	<ul style="list-style-type: none"> Check and comply with preventive plan of pollution system continuously Regular pollution testing line the regulations Research and development to improve the system

4 Emerging Risk

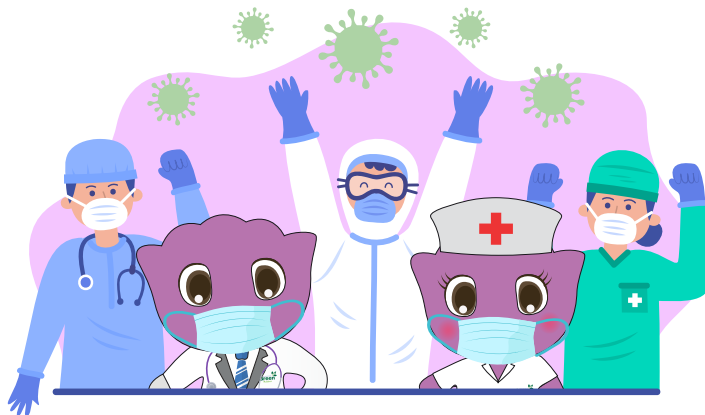
TOPIC	IMPACT	MANAGEMENT
<ul style="list-style-type: none"> Extreme weather events or natural disasters 	<ul style="list-style-type: none"> Matters damaging to the business operations Affecting below-target outputs and productivity Loss of income from business interruption 	<ul style="list-style-type: none"> Having a Business Continuity Plan (BCP) Undertaking business risk insurance
<ul style="list-style-type: none"> Cyberattack 	<ul style="list-style-type: none"> Loss of income because the Company cannot sell products or provide services to customers Loss of the Company's intellectual property or proprietary information Customers and business partners losing confidence in the Company's information security system Increased legal expenses 	<ul style="list-style-type: none"> Creating a back-up network system and server in order to enable continuous working Creating a system to prevent unauthorized persons from intruding into/destroying the Company's network and imposing strict security measures, e.g. a firewall system, a periodic authorization review, and an information back-up IT emergency plan Backup and recovery Plan
<ul style="list-style-type: none"> Epidemic : Covid-19 	<ul style="list-style-type: none"> Impact on business interruption due to employee is infected. May be affected by purchasing, procurement of raw materials and shipping to customers. 	<ul style="list-style-type: none"> Set up emergency working team RM safety stock management Implement proper logistic management Develop pestilence emergency plan

BUSINESS MANAGEMENT IN RESPONDING TO THE OUTBREAK OF COVID-19

Under the situation of covid-19 outbreak in 2020 which impacts to business worldwide, the Company cautiously and closely monitor and evaluate risk assessment which may affect business. The Company has guidelines in dealing with covid-19 as follow;



- » Appointed the emergency working team to communicate, communicating with staffs and visitors for prevention of covid-19 which includes customer, suppliers, government officers. Monitored the temperature of staffs before entering into office venue and facilitate with sufficient sanity alcohol gel/ liquid and necessary sanitary equipment all over working places.
- » Announced the CV-19 preventive actions in office mainly to avoid visiting in the risky destinations and avoid or refrain any physical meetings or conferences either in and outside office venue.
- » Defined screening measure at the entrance of factories and offices for all staff and third party such as temperature check, no entry without mask wearing etc. In case anyone showing the temperature over 37.5°c or potential illness symbols of covid-19, such persons will be referred to the emergency team immediately.
- » Set up the procedures in case of there is any staff tested positive for covid-19 to ensure the continuance of operation, smooth and clear communication, collaboration with the government agencies will be conducted effectively in timely manner.
- » Donated medical gloves to hospitals or government officials for public safety and healthcare handling.
- » Donated foods and living necessities to staff and community nearby factories who suffered from the lockdown of the outbreak.



For more information please see in 56-1 or annual report 2020

INNOVATIONS

The Company and its subsidiaries will promote creation of innovations at organizational and inter-organizational level. Innovation for this purpose means the creation of things using new methods and may also mean the change of ideas or improvement to work procedures for added value of the business. The objective of an innovation is to cause a positive change for better and for the maximized benefit of the society. The Company adopts the following guidelines on innovation:

(1) Business procedures of the Company and its subsidiaries will be reviewed to identify any possible risks or negative impact on the society or the environment. Then, a solution for the reduction of such impact will be identified. The Company and its subsidiaries will also thoroughly study, review and analyze all aspects of work procedures to improve the chance of developing a business innovation.

(2) New innovations that are beneficial for the society and the environment are disclosed to the public to encourage other business operators to follow.

(3) Solutions will be analyzed and innovations will be regularly and continuously studied to increase the chance of new innovations being developed to respond to the need of the customers and business growth.

It is the social responsibility of the Company and its subsidiaries to disseminate innovations by directly and indirectly communicating with all stakeholders using various communication channels to ensure that information of the Company and its subsidiaries reach all groups of stakeholders.

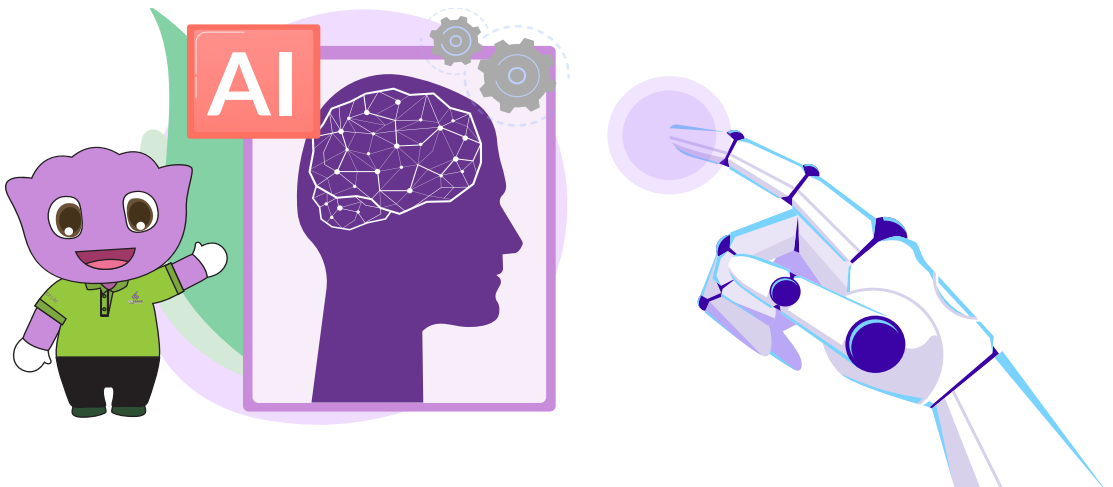
INNOVATION FROM KAIZEN

Productivity

KAIZEN: Workpiece Robot

Department: Glove former

Owner: Chedchai Rakpuak



Objective: Decrease downtime in manual production former holder plastic

Method: Install robot instead of manual workflow



Before: Manual



After: Robot

RESULT & CONCLUSION

Productivity

- » Reduce downtime 12,800 hrs./year
- » Increase production capacity 112,000 pcs./year

Cost

- » save cost 650,000 baht./year

Quality

- » The finished workpiece no defect due to continuous production no lost time to setting machine

Delivery

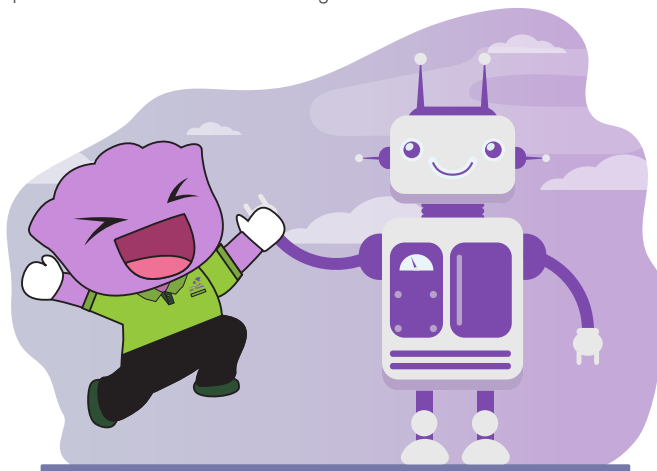
- » Deliver workpiece to customer on time

Safety

- » No accident from manual method

Environment

- » Reduce waste from injection process



HUMAN RIGHTS AND EMPLOYEES' CARE

HUMAN RIGHTS



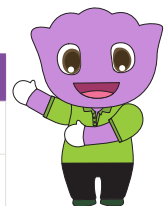
The Company realizes the importance of human rights and equality, thereby applying the Code of Conduct in accordance with BSCI standards to maximize the benefits of employees, customers, communities and the surrounding society. The Company has announced social and labor policies and established guidelines for fair treatment for employees at all levels in accordance with the framework of business ethics and Code of Conduct, including giving importance to promoting employment of disadvantaged workers and the disabled, promoting education for children and youth in the areas where we operate, supporting the United Nations

Sustainable Development Goals such as poverty eradication, quality education, decent work and reducing social inequality.

The Company hires people with disabilities in accordance with the Promotion and Development of the Quality of Life of Persons with Disabilities Act BE 2550 (Section 33), both for employment within the Company and in collaboration with the Federation of Thai Industries, Hat Yai Hospital and Songkhla Provincial Social Development and Human Security Office to find suitable jobs in various agencies such as hospitals, sub-district administrative organizations, schools and small development centers, etc., with employment in Songkhla Province, Trang Province and Suratthani Province for the period from 2016 to the present. Besides employment, the Company has formulated a plan to visit said staff to monitor their development, build morale and encouragement, as well as organizing a New Year event annually for disabled employees on the date of signing their employment contract. Continuous employment enables people with disabilities to earn income, have a better quality of life, allowing them to live proudly as a member of society. This is in line with the Company's sustainable development guidelines for human rights.

The Company hires people with disabilities as follows:

	2018	2019	2020
Number (persons)	47	60	71
Employment value (million baht)	3.7	4.7	6.0



EMPLOYEES' CARE

Employees are the most important resource in driving operations and leading the organization to success. The Company therefore attaches importance to building a good human resource management system from recruitment of new employees, standardizing compensation management, setting goals and plans for development of employee's potential to promote career advancement and growth, paying attention to the safety and health of employees and providing freedom and respect for employees' rights to represent, assemble, negotiate, and carry out various activities within the Company as well as listening to opinions and suggestions from employees of all levels equally and equitably via various channels such as suggestion boxes, meetings, inquiry, etc.

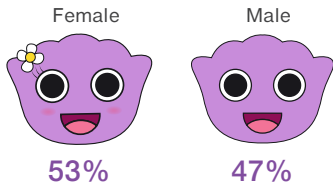
In addition to legal returns such as the Social Security Fund, Workmen's Compensation Fund, employees of the Company will be paid in the form of overtime pay, extra money for shift workers, paid vacation, annual bonus and basic benefits for employees to have a good quality of life, such as employee uniforms, rent subsidy, accommodation, per diem, health and accident insurance, Provident Fund, retirement payment, emergency aid, organizing Happy Workplace activities and study visits, etc.



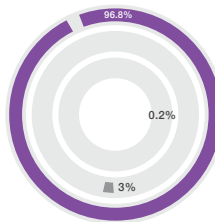
The total number of employees of the Company as of December 31, 2020 is

7,839 PERSONS

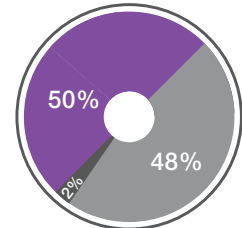
BY Gender



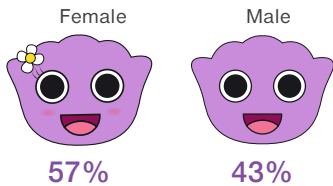
BY Level



BY Age



Employee termination by gender



- Top Management (L7-L11)
- Management (L5-L6)
- Operation (L1-L4)

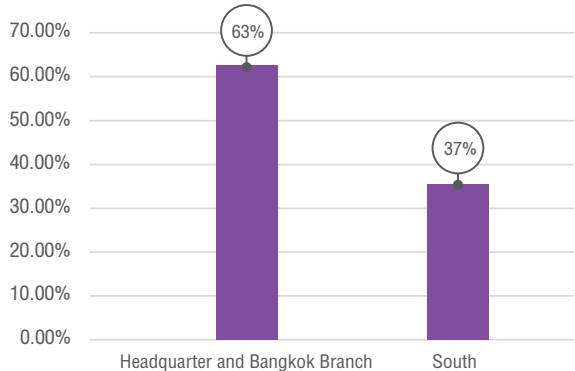
- Under 30 years
- 30-50 years
- Over 50 years

Turnover

1.86%



BY Area



Maternity leave



Return after maternity leave

73%

New Employee by gender

Female



58%

Male



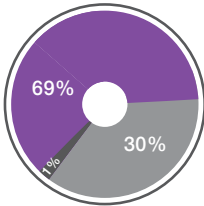
42%

Promoted Employees



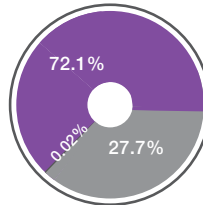
1.1%

Employee Termination by Age



- Under 30 years
- 30-50 years
- Over 50 years

New Employee by age



- Under 30 years
- 30-50 years
- Over 50 years

RECRUITMENT

The Company recruits employees with consideration to human rights and non-discrimination in any form, whether due to gender, age, religion, nationality, race, class or disability. The Company has a policy of recruiting from internal personnel through the process of job modification or transfer of work lines in order to foster advancement and growth among employees. For outsourcing, the Company recruits personnel according to the specific job duties for each position, along with measure of EQ or emotional intelligence in order to get employees who are good and competent, suitable for the job position whereby the necessary recruitment details are specified in full through various channels such as the Company's website, various job search websites, open admission to universities and recruitment in provincial job fairs so that interested parties can choose to apply for the desired position equally.



With respect to hiring foreign workers, the Company complies with the law and follows the procedure in accordance with the requirements on recruiting migrant workers from neighboring countries, as well as adopting selection methods, with evaluation of the recruiting agencies and recruiting procedures thereof. The Company also conducts an audit of legal and regulatory compliance in this matter by the Quality System Department at once a year.

COMPENSATION MANAGEMENT

The Company provides fair compensation to employees from performance appraisal and establishes a KPI (Key Performance Index) system as specified by the Company, consistent with labor market conditions and the Company's operating results, in both the short and long term, in the form of salary, diligence allowance and/or bonus, which are equal for both men and women. In order to ensure proper compensation management, the Company conducts compensation and benefits surveys so as to be comparable with similar industries.

HUMAN RESOURCE DEVELOPMENT

POLICY ON HUMAN RESOURCE DEVELOPMENT

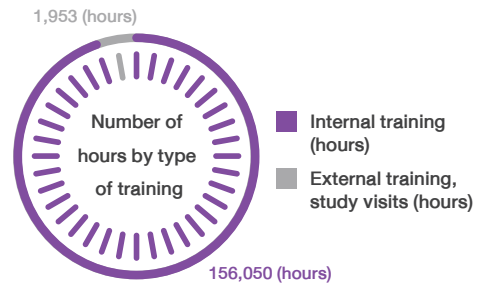
The Company considers its human resources as valuable and an important driving force for the organization. Therefore, employees at all levels will receive training and development concurrently while on the job in order to learn, practice skills, create attitudes enabling them to properly perform their work according to the job requirement systematically and continuously, so as to have career advancement, business development and extension for the continued growth of the organization, stepping into an organization with world-class standards. The Company has guidelines for human resource development such as

- Development and training through on-the-job training according to operational procedures by the supervisor or an expert in that field in order to enhance learning and improve skills during operation. Moreover, there is also a "mentoring system" to provide advice, counseling, work instruction and support for the development of working potential for new employees to be able to adapt to the organization, colleagues, work environment, as well as also creating a positive attitude towards the organization among employees.
- Support and promote exchange of knowledge from external organizations through activities such as implementing an annual internal training plan conducted by external trainers (In-house Training: External Trainer) with knowledge and expertise, participation in training with external agencies (External Training /Public Training) both short and long term to exchange knowledge from many organizations that join the training, study visits/visit to external agencies, etc. to increase knowledge, skills and experiences, opening new horizons for the application of Copy & Development (C&D) of positive elements that can be developed to suit the organization to keep up with the changing industry landscape and the competition in the era of digital transformation.
- Support and promote learning within the organization, "Sri Trang Gloves Share & Learn", to foster knowledge creation and management in the organization, allowing employees to learn, access, develop and improve various work by supporting and promoting the development of internal trainers who are knowledgeable personnel, with proficiency and expertise to convey their knowledge and share experiences through various activities such as organizing annual training plans (In-house Training), learning through the Self-Learning system, including organizing "STGT Young Blood" activity to create a good corporate culture (STGT Culture) to cultivate attitudes, team work and a work culture according to STGT Core Values for the new generation of employees who joined the Sri Trang Group and strengthening good relationships between new employees from different locations, different cultures, coming to do activities together.
- Succession Planning Management to ensure the work continuity in the Company's key positions or leadership continuity vetting talent within the organization with high knowledge, ability to produce excellent work as the organization expects in order to occupy such positions that becomes vacant with emphasis on human resource development to build leadership and readiness to hold such positions continuously in every line of work.
- Support and improvement to continuously raise the standard of performance through internal activities such as Kaizen, One Point Lesson (OPL), group activities such as Quality Control Cycle (QCC), etc. Create a platform for the contest and presentation of work for the purpose of knowledge exchange and continued expansion of the results, creating pride for employees.

- Support and cooperate with educational institutions, both public and private, to give students practical training in the short and long term. This is to generate preparedness before entering the labor market and promote self-development and organizational development, as well as accommodating external organizations, both public and private, in their requests to conduct study visits, extending cooperation on speakers, experts in different fields, etc. which demonstrates social responsibility and creates a good corporate image of the organization.



Training type	Number of courses
Administration	5
Manufacturing	131
Service	9
Technical	605
On the job training (OJT)	1,157



Training expenses **1.7 million baht**

EMPLOYEE DEVELOPMENT AND PROMOTION OF INNOVATION

The Company has a unit to carry out development activities. The Kaizen Suggestion and Quality Control Circle (QCC) activities were introduced to drive improvement in employee productivity and foster new innovations, of which the results in 2020 can be summarized as follows:



Activities	Number of topics	Cost reduction (million baht)
OPL	1,529	-
Kaizen	656	115
QCC	199	123

OCCUPATIONAL HEALTH AND SAFETY

The Company pays attention to the health and safety of employees because they are considered an important resource of the organization. As such, it has an annual work plan on occupational health and safety, provides training on safety in the orientation of new employees, both daily and monthly employees, as well as providing health insurance, annual health checks and risk-based health checks for employees. In addition, the work environment is monitored to ensure employees work in a safe environment and the Company also has in place an emergency response plan and organizes drills to ensure emergency preparedness.

Besides taking into account the workplace safety of employees, the Company also requires that the contractor adheres to work safety with annual contractor training, entering into a safety agreement with contractors and inspection of various machinery and devices before issuing work permit.

The Company requires a risk assessment, continuous improved operations on safety, occupational health and working environment by setting objectives, goals and management plans, regularly reviewing and following up their performance to be in line with the occupational health and safety regulations whereby the Company has established an occupational health and safety policy as follows:

- Compliance with laws, regulations and other requirements of the government or other agencies concerned with safety, health and environment in the workplace.
- Improve, prevent and remediate activities that pose risks and result in injury and/or health hazard so that all employees or persons under the control of the organization is assured of safety in life and property.
- Continuous and consistent improvement and development of occupational health, safety and environmental (OHSE) management system through regular monitoring.
- Provide support for resources in terms of personnel, time and budget.
- Conduct appropriate and adequate communication and training on occupational health, safety and environment for employees or persons under the care and control of the organization Appropriately and adequately

In 2020, the Company has monitored and evaluated safety management through indicators as follows:

	Injury frequency rate (IFR)	Injury severity rate (ISR)	Total recordable incident rate (TRIR)	*Illness (disease) from work (persons)	Lost time Injury rate, more than 3 days
Target				0	0%
	2.60	16.75	7.33	0	0.22%

*Employees and contractors

Contractors and subcontractors in the key areas that were assessed on environment and safety

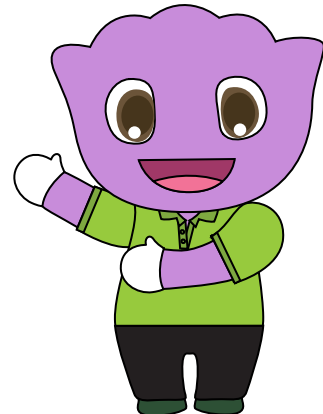
- Under the BSCI System = 100%
- Under the ISO14001 System = 100%

HEALTH AND SAFETY PROMOTION ACTIVITIES

In addition to employee orientation and training according to the program of the Occupational Health and Safety Department in 2020, the Company has organized activities to promote good quality of life, fostering a culture of safety and health for employees and creating a culture of safety in the organization as follows:

- SAFETY TALK & KYT (kiken yoshi training)
- Reporting unsafe conditions via application
- Exercise according to ergonomic principles
- Organizing training/display boards/study visits focusing on safety
- Box for reporting unsafe conditions and unsafe act
- Organizing outstanding safety area/Safety Committee contests
- Organizing sports events within the Company
- COVID-19 response measures and training for operational teams in the event of a COVID-19 infection
- Participation in government projects, such as
 - o Declaration into the Thai labor standard system (Mor Ror Thor.8001-2553)
 - o Certified standard in Prevention and Remediation of Drug Problems in the Workplace

REPORTING UNSAFE CONDITIONS VIA APPLICATION





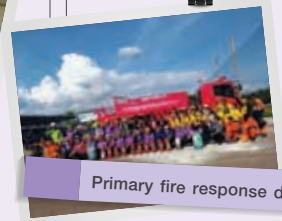
Annual health checks



Emergency response drill



Safety Talk



Primary fire response drill



Annual fire drill



Safety training for contractors



COVID-19 response measures and training for operational teams in the event of a Covid-19 infection



Safety Talk



Annual fire drill



Emergency response drill

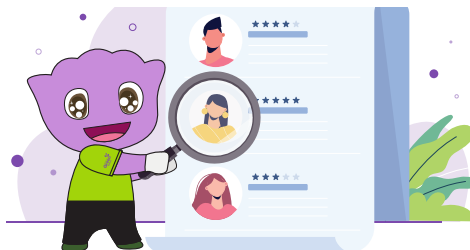
SUPPLY CHAIN MANAGEMENT

From the supply chain sustainable development approach and fair trade, the Company operates with the highest standards in order for our partners to adhere to the same business principles as the Company. This includes the implementation of human rights principles, care for environmental impacts and business integrity, starting from the fair and sustainable sourcing process to delivering the highest quality products to customers.

PROCUREMENT AND SUPPLIER TREATMENT

Sourcing or procurement from suppliers must comply with the Company's procurement policy. There is a process and criteria for selecting trade partners that are fair, transparent and verifiable. This includes avoiding doing business with any business partner that offers any dishonest benefits and strictly adhering to the Code of Conduct for Business Partners and Competitors in order to prevent trade monopolies, unfair competition and corruption, and promoting new sellers, giving priority to transactions with partners who share the same purpose as the Company on social and environmental responsibility, such as green procurement, fair employment, not using child labor or forced labor, non-violation of human rights and taking care of the environment, as well as promoting knowledge and understanding in order to compel trade partners to adopt a shared responsibility for society. The Company has adopted the supplier audit form in the BSCI code of conduct system that covers both social and environmental aspects which is applied to annual audits of key suppliers.

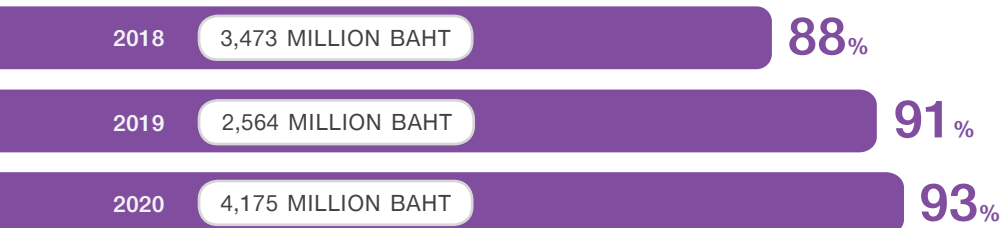
With regard to assessing the risks that may arise from trading partners, the Company conducts an assessment to prioritize the purchase value with suppliers so as to know the key customers that may affect the operations of the organization and enable proper management accordingly.



In terms of transparency in the procurement system, the Company has an internal audit system and assesses risks that may arise from corruption. In the event that there is no transparency or corruption is detected, the Company will discipline employees according to its regulations and **have a blacklist system applied to such partners or suppliers.**

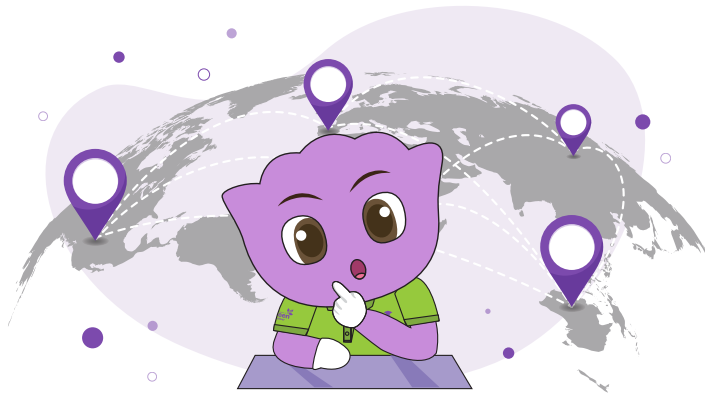
The Company generates income for the community and local area as follows:

Local purchasing value of goods and services



PARTNERSHIP DEVELOPMENT

From the approach to sustainable development of the supply chain, in addition to the procurement process and fair contract or agreement conditions, the Company places great emphasis on sharing knowledge, developing potential and enhancing the ability of trade partners' manufacturing and service to meet desired standards. The Company also focuses on clarifying and supervising trade partners to respect human rights and treat their own workers fairly, to be committed to social and environmental responsibility through communication, annual contractor training, study visits, meetings with partners and annual supplier audits with the objective to provide advice, collaboration in problem solving, developing the quality of raw materials and delivery to meet the needs of the Company, including monitoring and evaluating business partners to develop sustainable business operations.



Based on the needs of customers in the European zone who require FSC™ certified packaging boxes since 2017, which at that time the Company had to buy from an overseas supplier because there were still few certified domestic suppliers and those who could supply such certified packaging also had a limitation on the importation timeline. As such, the Company communicated with suppliers about the increasing trend of using FSC paper packaging **and encouraged them to seek certification resulting in the current 80% increase in certified packaging vendors.**



The Company supports the training of environmental and safety knowledge to rubber plantation farmers who are members of the FSC FM of the Sri Trang Group and together with Rubberland Products Co., Ltd., who supplied the FSC concentrated latex to the Company, organized the project **“Conservation of water sources, releasing freshwater fish to the community”** On November 4, 2020, more than 6,000 freshwater fish species were released into the reservoir in Sadao District, Songkhla Province, which reinforces the sustainable supply chain management approach.

RESPONSIBILITY TO CUSTOMERS AND CONSUMERS

The sales and marketing department of the Company complies with the Code of Conduct for Relationships with Customers by striving to create satisfaction and confidence for our customers to get good quality products and services at an affordable price, with complete and accurate disclosure of information about products and services and timely delivery of products, including providing warranties for products and services under reasonable time conditions, organizing systems and communication channels so that customers can access products and services, as well as being responsible for maintaining customer records and confidentiality.

Besides the use of FSC Certified packaging, in 2019, the Company has been certified FSC-COC (Chain-of-Custody Certification) for product chain management in the business of medical latex gloves to produce FSC gloves, meeting the needs of European customers who care about sustainable development.

The Company certified FSC (FSC C149260), By choosing FSC certified natural rubber gloves ,you are supporting responsible management of the world's forests.



FSC-YOUTUBE VIDEO

Customer Satisfaction

The Company has a customer satisfaction survey by the quality system department conducts an assessment and analyzes the results in order to know the expectations and improve the quality and service annually. Following are results of the assessment in 2020.



Satisfaction assessment results

2019	83%
2020	85%

The company provides online distribution channels. Communicating and educating consumers through Facebook, line@ and jointly exhibiting both domestic and international products every year.



Thaifex 2020



COMMUNITY AND SOCIAL DEVELOPMENT



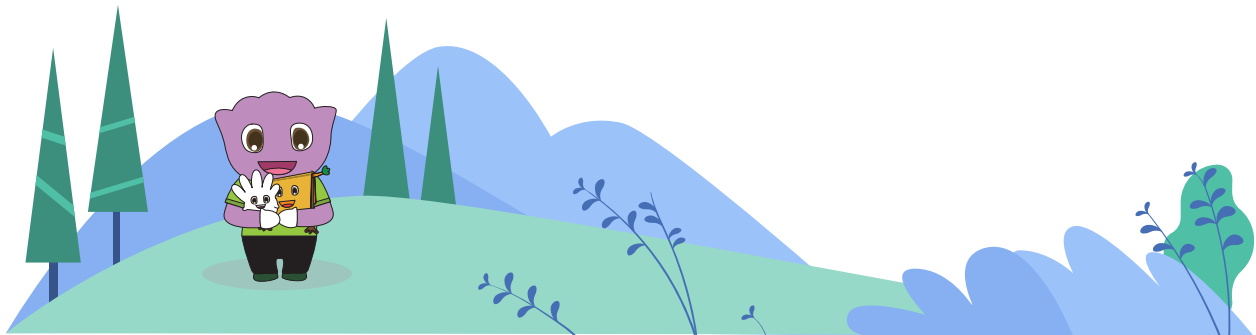
The Company attaches importance to participating in the development of the community and society to together with growth of business operation. This is achieved through various activities and projects initiated by the Company to meet the expectations of stakeholders as follows:



Children and youths

- Annual Children's Day

The Company believes that good children and youths are the future of the nation. The Company therefore takes part in promoting and developing children to be physically, mentally, emotionally, socially and intellectually healthy every year in each of the Company's branches by supporting various agencies in organizing events, including Children's Day events for children in the communities where the Company is located.



In 2020, details of such events are as follows:

- Hat Yai branch and Surat Thani branch organized the National Children's Day event under the concept of "How to Discard", how to manage waste to save the world, with games such as "DIY cloth bag activity" - letting children decorate their imaginary fabric bags, "Garbage separation game booth" - inserting knowledge of waste separation into 4 categories: general waste, recyclable waste, hazardous waste, organic waste and "Saleng shop booth" aiming to teach children the value and benefits of waste separation, including how to do it correctly, with free food and drinking.



- Surat Thani Branch joined in organizing the National Children's Day activity at Kanchanadit Sub-district Municipality, providing game kiosks, giveaways, various activities on stage and food kiosks free of charge throughout the event.

- Trang Branch supported educational equipment and bicycles to be used for the National Children's Day activities for Bang Mak Sub-district Administrative Organization, Khuan Thani Sub-district Administrative Organization, Khuan Pring Sub-district Administrative Organization, schools in the neighborhood include Ban Bang Mak Yai School, Wat Khuan Thani School, Napor School and Kantang District Police Station A total of 90 sets of educational equipment and 11 bicycles are included.



- "Volunteer to Paint, Daub Youngsters' Dreams"**

On November 11, 2020, the Company, in collaboration with Wat Khuan Thani School, Khuan Thani Municipality and people of the community organized an activity to paint the walls of Wat Khuan Thani School, Kantang District, Trang Province, which was in disrepair to be bright as new again as well as helping to clean inside the school to be more beautiful and clean.

Career development and livelihood

In addition to job creation by recruiting people in the community to work, the Company places great emphasis on promoting and creating careers for the people in the community based on the needs and capabilities of the community to create a better life as follows:



- **Organic Self-Sufficiency Farming Project**

In 2018, the Company encouraged the organic farming group of Ban Ngong community, Phatong sub-district, Hat Yai district, Songkhla province to grow organic vegetables, cultivate mushrooms and make herbal drinks to create an occupation for the community according to the sufficiency economy guideline following the footsteps of King Bhumibol Adulyadej the Great. In 2020, the project can generate income for the community totaling over THB 400,000 in 3 years. Members also share 10 percent of their income to care for the disadvantaged elderly in the community.

- **Project to promote and support community occupation**

The Company has a policy to promote and support the community where the factory is located by purchasing goods and services from the community to use in the Company's activities such as food, snacks, beverages, New Year's gift baskets from Ban Yan Yao community, in Phatong Sub-district which in 2020, Hat Yai branch generated income of THB 27,456 for the community.





- **Road Safety for the Community Project**

On December 15, 2020, the Company joined villagers in Khlong Pratu Village to repair the damaged village road which had made travelling difficult and dangerous by supporting the budget of THB 5,000 to purchase ready-mixed concrete, which helped repair the 1-kilometer damaged road.

- **Development of the Khao Mai Daeng Village Hall**

Employees of Surat Thani Branch together with villagers in Khao Mai Daeng Village, Village No. 7, Phlai Wat Sub-district, improved the landscape of the village pavilion and repaired damaged electrical equipment such as plugs, lights, wall fans to make them ready for use in village activities. The Company also installed fire extinguishers and organized safety training for the village committee so that they can respond promptly to any fire emergency.



- **Bright Road Project 2**

Company employees collaborated with volunteers in Bang Mak Sub-district and Khuan Pring Sub-district to adjust the landscape on both sides of the Strategic Road by cutting grass, collecting garbage and cleaning roads under the Project "We Do Good by Heart" in honor of His Majesty King Maha Vajiralongkorn. Such activities are considered to unify the community and build a good relationship between the factory and the community for sustainable coexistence.

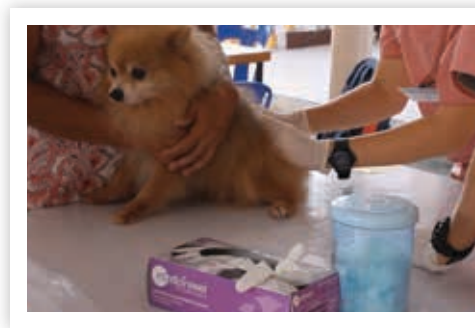


Good occupational health and hygiene

The Company takes into account the health and safety of people in the community and society. Therefore as a representation of this concern, it provided rubber medical gloves to communities and various organizations for use in ensuring safe exposure, such as at the Blood Donation Center, Thai Red Cross Society, Tambon Health Promotion Hospital, University, Por Taek Tung Foundation, Soi Dog and Rak Maew Foundation etc.

- **Support for Volunteer Veterinary Camps and Animal Rescue Foundations**

The Company provided support in conducting a volunteer veterinary camp for students and organizing activities for sterilization of cats and stray dogs and rabies vaccination.



In 2020, when the world suffered the COVID-19 pandemic, the Company donated medical gloves to help hospitals and various agencies, both in Thailand and abroad, totaling THB 2,000,000.

- **1 million medical gloves donated to the Chinese government**

The Company donated 1,000,000 medical gloves to the Shanghai Charity Foundation to be passed on to the Ministry of Public Health, People's Republic of China, 15 hospitals and related institutions to be used in patient care and prevention of staff infection from the outbreak of the novel coronavirus (COVID-19).



- **Donated 1 million medical gloves to the Ministry of Public Health**

On February 25, 2020, Sri Trang Group delivered 1,000,000 pieces of medical gloves to the Ministry of Public Health, with Dr. Sukhum Kanchanaphimai, Permanent Secretary of the Ministry of Public Health along with the senior management of the Ministry of Public Health representing the Office of the Permanent Secretary, Ministry of Public Health. The donated medical gloves were to be handed over to hospitals and agencies involved in the monitoring and control of the novel coronavirus (COVID-19) outbreak.



- **Donated medical gloves to Songkhla, Trang and Surat Thani provinces**

The Company donated 100,000 pieces of rubber medical gloves each to the governors of Songkhla, Trang and Surat Thani provinces to be provided to hospitals and agencies involved in the supervision and control of the new coronavirus (COVID-19) pandemic in the respective province.



- **Medical gloves donation to support the blood donation project of the Thai Red Cross**

The Company provided medical gloves to the Mobile Blood Donation Unit of the Thai Red Cross Society at Park Ventures Ecoplex, Wireless Road, Lumpini Sub-district, Pathumwan District, which has been held every 3 months since 2015. In 2020, the Company has donated 80 boxes or 8,000 rubber gloves to the Thai Red Cross Society.



- **Blood Donation Project**

The Company organized activities for employees to donate blood with mobile blood donation units of the Thai Red Cross Society every 3 months, both at Bangkok branch, Hat Yai branch, Surat Thani branch and Trang branch to support the Thai Red Cross' blood supply service to replace blood that is used as a result of various incidents to save lives, this activity also encourages employees to be generous to others and to improve their health.



Assistance to disaster victims and the disadvantaged

The Company provides assistance to disaster victims and the disadvantaged in society, both in the country and abroad, by providing assistance and relief in various forms such as job creation, participation by employees in relief activities, providing budget to help donate sustenance bags, donation of Sri Trang drinking water and medical gloves to frontline organizations providing direct assistance, as well as providing assistance through customers and company partners through donations and projects as follows:

- **Employment contract extension and capacity building of the disabled project**

In December each year, the Company in collaboration with the Handicap Employment Coordination Center, Hat Yai Hospital arranges activities to renew the employment contract for disabled workers and celebrate the New Year for disabled employees. In addition to helping to build careers and income, the Company also attaches importance to the development of the disabled employees employed by the Company to have self-confidence, be assertive and able to live happily with others in society.



- **"Sharing Kindness to Fight the Flood" Project**

- On June 14, 2020, the Company donated a flat boat to Phatong Sub-district Administrative Organization to be used as an emergency vessel to help the more than 1,300 households in the area of Phatong Municipality, Songkhla Province in the event of floods with a total budget of THB 162,300.

- On December 2, 2020, the Company tested response preparedness for the employee and community assistance plan in the event of flooding by setting up a 24-hour support team and preparing 100 sets of survival bags



- **"Sharing Love to Chronic Patients" Project**

In 2018, the Company joined the Social Work Unit of Songkhla Hospital and Tambon Health Promotion Hospital to provide essential items to patients and medical rubber gloves for use in the treatment process, with representatives of the Company joining hospital staff and village health volunteers in the field every 6 months to monitor the symptoms and progress of patients. In 2020, the Company had additional partners in the project, namely Rubberland Products Co., Ltd., Phatong Chalerm Prakiat Health Center and the Songkhla Province Industry Network. There are currently 25 patients receiving assistance in the project, which can help reduce the cost to patients by THB 43,806.

- On December 04, 2020, the Company donated survival bags to villagers in Village No. 7, Phlai Wat Sub-district, Kanchanadit District Surat Thani Province



- On October 17, 2020, the Company went to the area to donate survival bags, as well as ready meals, consumer goods, necessities, medicine and drinking water, etc. to flood victims at Trang River Community, Ban Binyi, Khuan Thani Sub-district, Kantang District, Trang Province.



• "Sharing the Touch of Love" Project

In addition to providing rubber medical gloves, the Company has provided assistance to surrounding communities by distributing bento food boxes to COVID-19 affected people in Phathong Sub-district and Sadao District, Songkhla Province.





Arts, culture and local traditions

The Company supports local culture and traditions in every community where its factories are located by co-hosting Kathin ceremonies, participating in the Phapa offering ceremonies, as well as building improvements In order to preserve the good culture and traditions of that local area.

- **Participation in Kathin Ceremony**

The Company participated in the Kathin ceremonies around the Company, including at Wat Thung Lung, Wat Khuan Niang, Wat Thung Prue and Wat Muang Kong in Phatong Sub-district, Hat Yai District, Songkhla Province.



- **Buddhist Lent Candle Offering**

On July 4, 2020, the Company gave Buddhist Lent candles to nearby areas, including areas of the Sub-district Administrative Offices of Bang Mak, Khuan Thani and Khuan Pring sub-districts.



- **Annual Chak Phra Festival**

The Company supports the annual Chak Phra Festival activities of Khuan Thani Municipality, Kantang District, Trang Province, with employees attending in order to carry on this ancient and wonderful tradition.



Environment

The Company places great emphasis on preserving the natural environment and reducing global warming by increasing green areas to help absorb carbon dioxide and taking into account the restoration of the ecosystem and food chains in collaboration with local authorities and organizations in organizing forest plantation activities, building dams, releasing aquatic animals back into rivers, canals and the sea to help restore the community's ecosystem, preserve the food chain and the abundance of nature through the following projects:

- **Water Source Conservation Project:
Releasing Freshwater Fish to the Community**

On November 4, 2020, the Company, together with Rubberland Company Limited and the community, released more than 6,000 freshwater fish species into the reservoir of Sadao District, Songkhla Province as a food source for the people in the community and as part of the FSC Sustainable Rubber Estate Management System.



- **Klong Tong Environmental Conservation Project**

The Company participated in the Klong Tong Environmental Conservation Project in collaboration with the Phatong Sub-District Municipality to build check dams which are organized annually. In 2020, a check dam was built at Ton Lung Community Bridge.

Additional information on the various activities is available on the Company website www.sritrangloves.com (In part of Sustainability)



ENVIRONMENTAL

ENVIRONMENTAL POLICY AND MANAGEMENT

The Company realizes and attaches great importance to environmental stewardship alongside business expansion and has thereby formulated environmental policies and operational guidelines to be in line with its vision and social responsibility policy, as well as to instill awareness among employees to create a green culture in taking care of the environment both within and outside the organization by adopting the ISO14001: 2015 environmental management system used as a guideline in the performance of the organization and the implementation of various activities and projects driven by the factory environmental working group with an executive representative of the environmental management system as the supervisor and reporting outcomes to the Board of Directors

The Company has announced an environmental policy to communicate and guide all parts of work in the same direction as follows:

The Company is committed and ready to operate in recognition of environmental responsibility with implementation of the environmental management system (EMS/ISO14001) in the organization whereby environmental objectives, goals, plans and activities are set, including monitoring and reviewing the performance every year under the motto

“Conserve environment to heed and preserve STA will develop and introduce value to our society.”

Implementing environmental policy is a duty that everyone in the organization must perform for the quality of life of employees, customers, communities, society and future generations. The Company has the following policies:

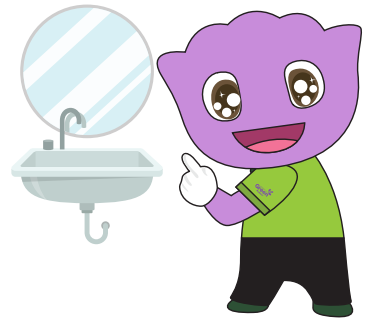
- » Comply with laws, regulations and requirements of the government or government agencies related to the environment.
- » Prevent and reduce the occurrence of waste and support recycling to minimize the impact on the environment
- » Continuously and regularly improve and develop the environmental management system by monitoring and auditing.
- » Focus on conserving resources and energy by using them sparingly and making the most thereof.
- » Provide environmental education and training to employees, including those who come to work under the organization in order to stimulate and raise awareness, as well as to prevent major problems affecting the environment
- » Disclose and disseminate environmental policy to stakeholders



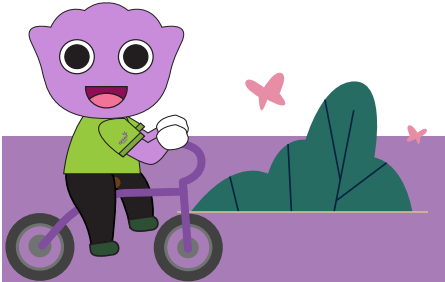
In 2020, 2 companies that have received ISO14001: 2015 certification, are namely Surat Thani branch and Trang branch. Hat Yai branch plans to apply for certification in 2021.

CREATING GREEN CULTURE

The Company provides public relations communication to create environmental culture through such channels as publicity boards, vinyl signage internal audio system and Morning Talk to campaign and raise awareness among employees, encouraging cost-effective use of resources and energy, promoting sparing usage and making the most of resources in the production process and in daily life, both inside and outside the organization. Campaign activities include promoting the use of cloth bags instead of plastic bags, reusing paper, eliminating foam boxes and reducing single-use plastic bags in cafeterias, cycling in factories and factory housing, waste sorting to support recycling and reduce the amount of waste which need to be disposed, as well as increasing green areas within the organization and participation in planting forest, building weirs in collaboration with communities and government agencies.



CAMPAIGN TO REDUCE PAPER CONSUMPTION



CAMPAIGN TO REDUCE WATER CONSUMPTION

CAMPAIGN TO REDUCE ELECTRICITY CONSUMPTION



CAMPAIGN TO SAY NO PLASTIC BAGS & FOAM



Our priority is to deliver the
 「Touch Of Life™」 and sustainable world
“Save world  Save Life”

Say No To Plastic bags & Foam / အနားကွက်အသုံးမပြုရန်နှင့် ပလတ်စတစ်အိတ်အသုံးမပြုရန်နှင့် **လှပပျော်ရွှင်မှုတစ်ကမ္ဘာလုံး**

CLIMATE CHANGE AND ENERGY CONSERVATION

The climate crisis facing the world remains a critical challenge, especially the gradual and continuing rise of the Earth's surface temperature every year, which is also known as global warming. Activities that contribute to climate change are excessive emissions of greenhouse gases from various activities into the atmosphere.

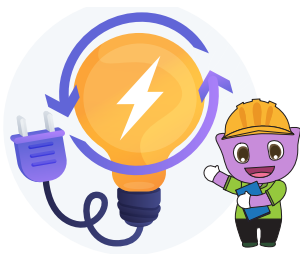
The Company recognizes the importance of the above issues and is committed to reducing energy consumption, improving work processes to reduce greenhouse gas emissions from business operations of the organization. There is an energy conservation committee and a person responsible for energy in the factory to formulate energy saving measures and operations are performed in accordance with the Energy Conservation Promotion Act BE 2535, successfully achieving energy conservation goals through measures such as selection of energy-saving equipment, use of CFC-free refrigeration, use of renewable energy such as biomass fuel, solar cells, etc.

The Company therefore participated in the project of carbon footprint products and organizations to make known the organization's emission volume. In 2020, Hat Yai branch has joined as a pilot organization of the Project to Expand the Promotion of Carbon Footprint of Organizations in the industrial sector, Phase 9 and registered with the Thailand Greenhouse Gas Management Public Organization and in 2021 the Company plans to apply for the registration of Trang branch.



The Company has established guidelines for energy management as follows:

- Set goals and make plans to reduce energy consumption.
- Regularly inspect equipment and machinery to maintain the working conditions for maximum efficiency.
- Improve and change equipment as appropriate and optimize machinery to reduce energy consumption.
- Study and develop innovations in renewable and alternative energy for use within the Company.

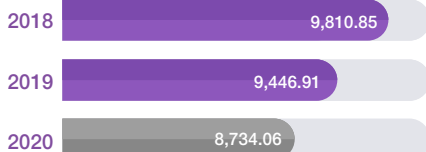


// Target

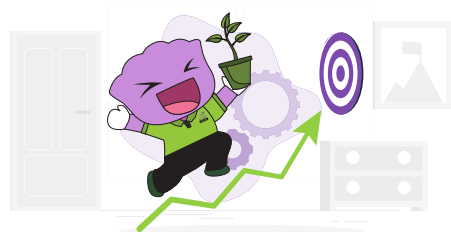
Reduce the ratio of electricity consumption per product unit by 5% compared to the base year 2019 //

PERFORMANCE

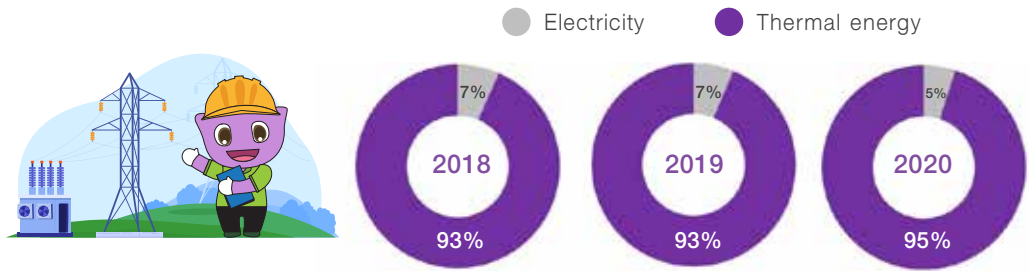
Electricity use (kilowatts-hour)/million pieces



In 2020,
Reduction of 8%



Proportion of electricity consumption to thermal energy (MJ)



2020 Energy Conservation Project

Hat Yai factory

Topic: Reduce air flow rate of testing line **Cost reduction** 1.0 million baht

Quantity of electricity (kilowatt-hour per year)		
Before	After	Save
445,008	141,912	303,096

Able to reduce greenhouse gas emission by 176.43 tCO₂-eq

Surat Thani factory

Topic: Reduce air pressure of Auto'S **Cost reduction** 1.0 million baht

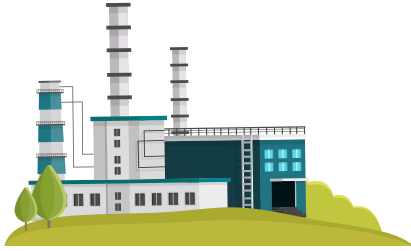
Quantity of electricity (kilowatt-hour per year)		
Before	After	Save
1,657,839	1,360,166	297,673

Able to reduce greenhouse gas emission by 173.28 tCO₂-eq

Trang factory

Topic: Change stream trap **Cost reduction** 4.0 million baht

Quantity of Thermal energy (kilojoules)		
Before	After	Save
194,615	184,442	10,173



Greenhouse gas emission* (Scope 1 and 2) Year 2020

(tCO₂-eq)



Type 1	Type 2	Total
41,746	143,921	185,667

*Greenhouse gas emission value scope 1 and 2 of the Group are internal calculated by Carbon Footprint for Organization (CFO) Calculator of TGO, THAILAND GREENHOUSE GAS MANAGEMENT ORGANIZATION (PUBLIC ORGANIZATION) based on the organization's core raw materials and energy which have not been fully certified.

Target: reduce greenhouse gas emissions per unit of products by 5% within 2024 compared to the base year 2019.



Greenhouse Gas Emission per Unit (tCO₂-eq/MPcs.)



Outcomes

2019	2020
6.69	6.53

Reduce 2.4% from 2019

WATER MANAGEMENT

Water resource is both cost and a necessary resource for production. In addition, Thailand is currently experiencing an increasing drought. **For the purpose of sustainable water management,** the Company has set the following guidelines:

- Adequate water supply and suitable water quality must be provided.
- The quality and quantity of water used must be taken into account so as not to affect the communities surrounding the factory.
- Set goals for the annual increase in water efficiency, by using the 3R principles.
- Develop a system for producing soft water for maximum efficiency in order to reduce the use of ground water.

Target: Reducing water consumption per product unit by 5% within 2024 compared to the base year 2019.



Performance

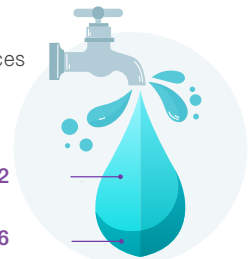
- » Using recycled water in various activities
- » Drawing up plans to reduce water consumption in each process through activities such as Kaizen, QCC

Outcomes

m³ per million pieces

2020: 255.12

2019: 266.26



Reduction
11.14 m³ per million pieces
equivalent to 4%

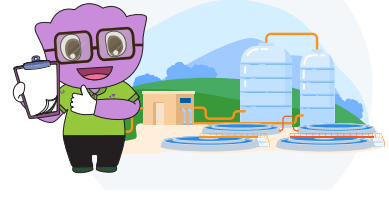


*Based on the amount of water entering the wastewater treatment system

Average water consumption per product unit*

WASTEWATER TREATMENT

The Company has a standardized wastewater treatment system. Water from all processes in the production goes into the wastewater treatment system. In order to treat the water quality to meet the standards stipulated by the law, the Company has installed the BOD online system, which ensures that the water that is discharged to the public meets the legal standards.



The Company has supported the development and improvement of technology for efficient wastewater treatment and is able to reuse the water from the process to help reduce the use of groundwater with the following guidelines:

- Monitor and control the wastewater treatment system to be efficient at all times.
- Bring in technology and innovation to improve production processes to reduce water consumption.
- The treated water can be recycled back into production.
- Be prepared for any emergency situation that may arise.

The amount of influence into wastewater system (m³/month)

Factory	2018	2019	2020
Hat Yai	270,589	296,710	387,881
Surat Thani	61,116	64,007	61,454
Trang	46,694	84,964	155,337
Total	378,399	445,681	604,672

The amount of effluent released to the public (m³/month)

	2018	2019	2020
Hat Yai	254,591	237,368	310,305
Surat Thani	53,674	59,836	49,360
Trang	46,140	78,690	139,581
Total	354,405	375,894	499,246

Results of treated water quality

Branch	2020				2019				2018			
	BOD standard	COD standard	SS standard	pH standard	BOD standard	COD standard	SS standard	pH standard	BOD standard	COD standard	SS standard	pH standard
	<20 ppm	< 120 ppm	< 60 ppm	5.5 – 9	<20 ppm	< 120 ppm	< 60 ppm	5.5 – 9	<20 ppm	< 120 ppm	< 60 ppm	5.5 – 9
Hat Yai	3.6	83.2	9.2	8.3	6.3	89.1	8.1	8.2	6.0	90.8	8.9	8.7
Surat Thani	6.5	89.5	29.6	8.1	6.3	97.5	18.2	7.9	7.9	104.3	22.7	8.1
Trang	10.4	83.9	23.6	8.0	11.5	90.6	22.1	8.1	9.7	72.4	21.7	7.9

Note: Effluent quality standards are in accordance with the Announcement of the Ministry of Industry on Establishment of Factory Sewerage Control Standards B.E. 2560

AIR POLLUTION MANAGEMENT



The Company has installed an air pollution treatment system according to the type of production process so as to reduce the impact both within the factory and nearby communities. The Company's air pollution management are as follows:

1 Biomass fuel boilers (wood chips) causes air pollution from combustion. The Company has installed two types of air pollution treatment systems:

1. Multi Cyclone (dust and ash collection-Dry system)
2. Wet Scrubber (dust and ash collection-Wet system)

2 In using chlorine gas, the Company has installed a wet scrubber.

Air quality measurement results

Branch	2020				2019				2018			
	TSP standard	SO ₂ standard	NO ₂ standard	CO standard	TSP standard	SO ₂ standard	NO ₂ standard	CO standard	TSP standard	SO ₂ standard	NO ₂ standard	CO standard
	<320 mg/m ³	<60 ppm	<200 ppm	<690 ppm	< 320 mg/m ³	<60 ppm	<200 ppm	<690 ppm	< 320 mg/m ³	<60 ppm	<200 ppm	<690 ppm
Hat Yai	184.9	2.4	79.1	482.3	222.3	1.8	82.9	347.5	212.0	6.6	70.2	486.0
Surat Thani	87.5	0.0	71.8	252.4	66.4	0.0	31.0	374.8	100.0	2.3	70.0	408.7
Trang	133.4	1.1	64.6	464.9	104.5	3.3	62.7	534.9	224.5	13.6	57.9	569.8

Note: Air quality standards are based on the Notification of the Ministry of Industry on Determination of Contaminants in the Air Released from the Factory, B.E.



WASTE MANAGEMENT

The Company has adopted waste management systems according to the 3R principle (Reduce, Reuse, Recycle) as a guideline for the management of waste in the factory to be reused or recycled for use in other department in order to reduce the amount of waste disposal. Furthermore, disposal of waste is assigned only to agencies authorized by the Department of Industrial Works and the Company also conducts a campaign to raise awareness of employees about the impacts.

The Company conduct activities within the factory by the following guidelines:

- Make the utmost use of available resources by developing and creating value through sorting and reuse.
- Improve work/production processes to help minimize the amount of waste generated.

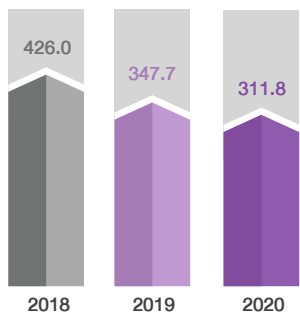
Performance

- » Sorting and storing waste/unused materials by type so that they can be further utilized or sent for legal disposal.
- » Reducing and eliminating the use of foam food packaging and single-use plastic bags within the Company
- » “Invention from Unused Materials Contest” project
- » Exchange recycled waste for eggs activity

Target: Reduce waste per unit of production by 5% within 2024, compared to the base year 2019.



AMOUNT OF WASTE PER PRODUCTION UNIT (KG/MPCS.)

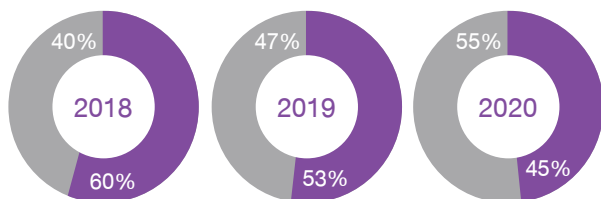


Outcomes

Reduce 10% From 2019

Ratio of hazardous: non-hazardous waste

● Hazardous waste ● Non-hazardous waste



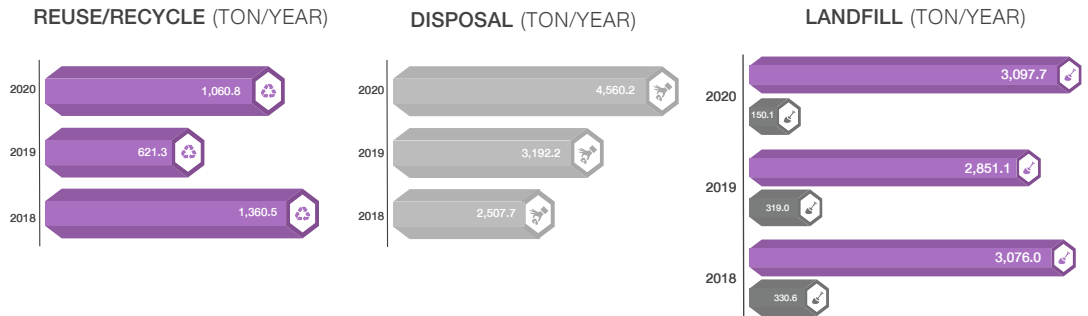
Recycle waste storage building



Campaign to manage waste or waste material



Waste disposal by type

INDUSTRIAL WASTE -
NON HAZARDOUSINDUSTRIAL WASTE -
HAZARDOUS

MUNICIPAL WASTE

ENVIRONMENTAL EXPENSE ACCOUNT

2020		
Expenses for pollution control equipment	unit	
Wastewater treatment	million baht	13.1
Air pollution treatment	million baht	23.0
Waste disposal	million baht	19.4
Environmental protection expenses		
The cost of operating the environmental management system, including ISO14001 certification cost	million baht	1.2
The cost of environmental measurement	million baht	1.9
Cost of Maintenance	million baht	14.1

ACHIEVEMENTS



AWARDS 2020



The Quality Award 2019

- ▶ The Quality Award 2019 “Best of the Best” from the Food and Drug Administration for the 9th consecutive year. The award is given to an organization that produces quality products that are safe for consumers and operates with social responsibility.



The Outstanding Industry Award

- ▶ The Outstanding Industry Award of the year 2020 in Quality management from the Ministry of Industry: Sri Trang Gloves (Thailand) Public Company Limited (Surat Thai and Trang)



The Outstanding Organization for the Promotion of the Disabled Person of the Year 2020

- ▶ The Outstanding Organization for the Promotion of the Disabled Person of the Year 2020, the 3th consecutive year from the Ministry of Social Development and Human Security.



The Organization with outstanding social activities year 2020

- ▶ "The Organization with outstanding social activities year 2020" from Department of Social Development and Welfare.



The Recognition of being AEO Importer/ Exporter

- ▶ The Recognition of being AEO Importer/ Exporter from Thai Customs Department.



CSR-DIW 2020

- ▶ CSR-DIW 2020: Sri Trang Gloves (Thailand) Public Company Limited (Surat Thani)



Green Industry Level 3

- ▶ Green Industry Level 3: Sri Trang Gloves (Thailand) Public Company Limited (Hat Yai Surat Thani and Trang)

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*Sustainability for
Supply Chain and Fair Trade*



*Environmentally
friendly technologies*



*Animal
Welfare*



*Human
rights*



*Responsibility &
Sharing Touch of Love*



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