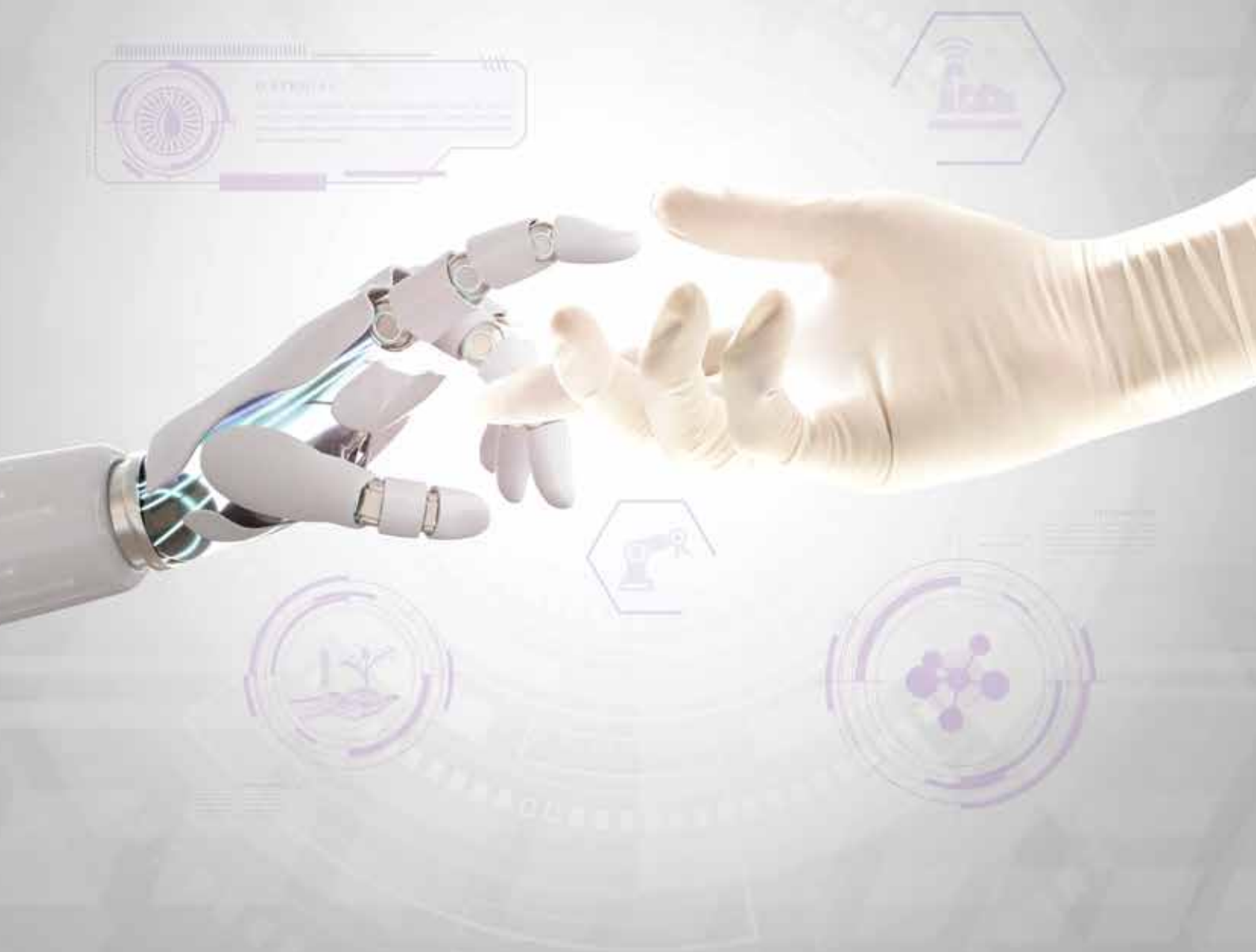




**SRITRANG**<sup>TM</sup>  
**GLOVES**

「 Touch Of Life<sup>TM</sup> 」



## Sustainability Report 2021

Sri Trang Gloves (Thailand) Public Company Limited

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## Message from the CEO (GRI 102-14)

our Priority is to deliver  
「Touch Of Life™」  
and sustainable growth

Sustainable business operations and investment have always been at the heart of Sri Trang Gloves (Thailand) Public Company Limited (“the Company”), under the concept of “Clean World, Clean Gloves” that cares about product quality, is mindful of environmental, social and governance issues and ever ready to deal with business risks and potential risks, with a focus on creating value for stakeholders and confidence in business partners and consumers through the sustainability approach “SHARE”, which is in line with the Company’s sustainable modus operandi and consists of five main approaches: 1) Sustainability for Supply Chain and Fair Trade; 2) Human Rights; 3) Animal Welfare; 4) Responsibility & Sharing; and 5) Environmentally Friendly Technologies. In 2021, our areas of focus on sustainability are as follows:



### Environmental dimension

#### Focus on decarbonizing operations

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



## Social dimension

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

The Company considers all its employees as family members. During 2021, when COVID-19 was an ever-present threat, the Company provided triple vaccinations to all employees and set up various workplace measures and operational protocols to prevent the spread of COVID-19, including a close monitoring of employees' health in order to ensure the health and safety of employees as well as to boost morale. The Company also extended vaccinations to families of employees. For the expansion of the Company's business operations, in addition to creating employment in the local communities through the hiring of local people, the Company has promoted a recruitment of talented individuals with whom the Company can work with to bring out their full potential that can contribute to the Company's sustainable growth.

### Engagement with the local communities and society

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

### Respect for human rights in business operations

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



## Governance and economic dimensions

Creating sustainability throughout the supply chain

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

### Promoting innovation and technology development for sustainability

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

### Aiming for excellence in sustainability

With improvements and developments of our sustainability operation in 2021, the Company is positioned to be an organization with operational excellence in sustainability, with three main pillars: 1) benchmarking and standardization; 2) decarbonization with the aim of carbon neutrality and net-zero global and domestic emissions; and 3) collaboration and reputation by which the Company promotes positive cooperation among all groups of stakeholders. In this regard, the Company will strive to continuously improve our sustainability operation to drive business growth and create value for all groups of stakeholders, offering protection to every touch along with sustainable business development.

(Ms. Jarinya Jirojkul)

CEO

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  
(GRI 102-1)

**Listed Name :** STGT

**Business (GRI 102-2) :** Manufacturing and exporting natural rubber gloves and synthetic rubber gloves that used in medical and used in industry

**Headquarter (GRI 102-3) :** 110, Kanjanavanit Road, Pahtong, Hatyai, Songkhla, 90230 Thailand.



**Established**  
January 9, 1989



**Tel.**  
074-471-471



**Number of Employee (GRI 102-7)**  
9,689



**Registered Capital**  
Baht  
2,869,560,000

# MISSION 2021

## A Changing World

Covid-19 has changed the world. It has caused de-globalization, immobility, shutting down and locking down of the world economy and the movement of people of the world. The pandemic hits industries and economy hard and people are suffering and losing jobs in an unprecedented level. Worst still, the young and new graduates will have the least chance to get the jobs. The hardest hit will be more pronounced among those who are 20 to 24 years old. Most companies are in no rush to add in new staffs and there is a growing anxiety over job prospects among graduating students.

There comes a time when we need a certain call, there are people suffering and there are hardship everywhere. We cannot keep on guessing day by day, someone, somewhere, somehow will soon make a change. Instead of waiting for a miracle, we should lend a helping hand and make the difference.

Though Technology is always our best friend and we are steadfast to engaging ourselves to better technology for business, we do need to unlocking the potential of our new generation. As a successful organization, we could do more for the schools and the students to be part of our business enhancement.



Government has rolled out New Job Incentive Schemes for new and young graduates. We will support and participate with full force. We hope with new generation, we can push through reform and convert from agricultural base to full industrialization and incorporate AI, robotic, sensor and digitalization to advance manufacturing.

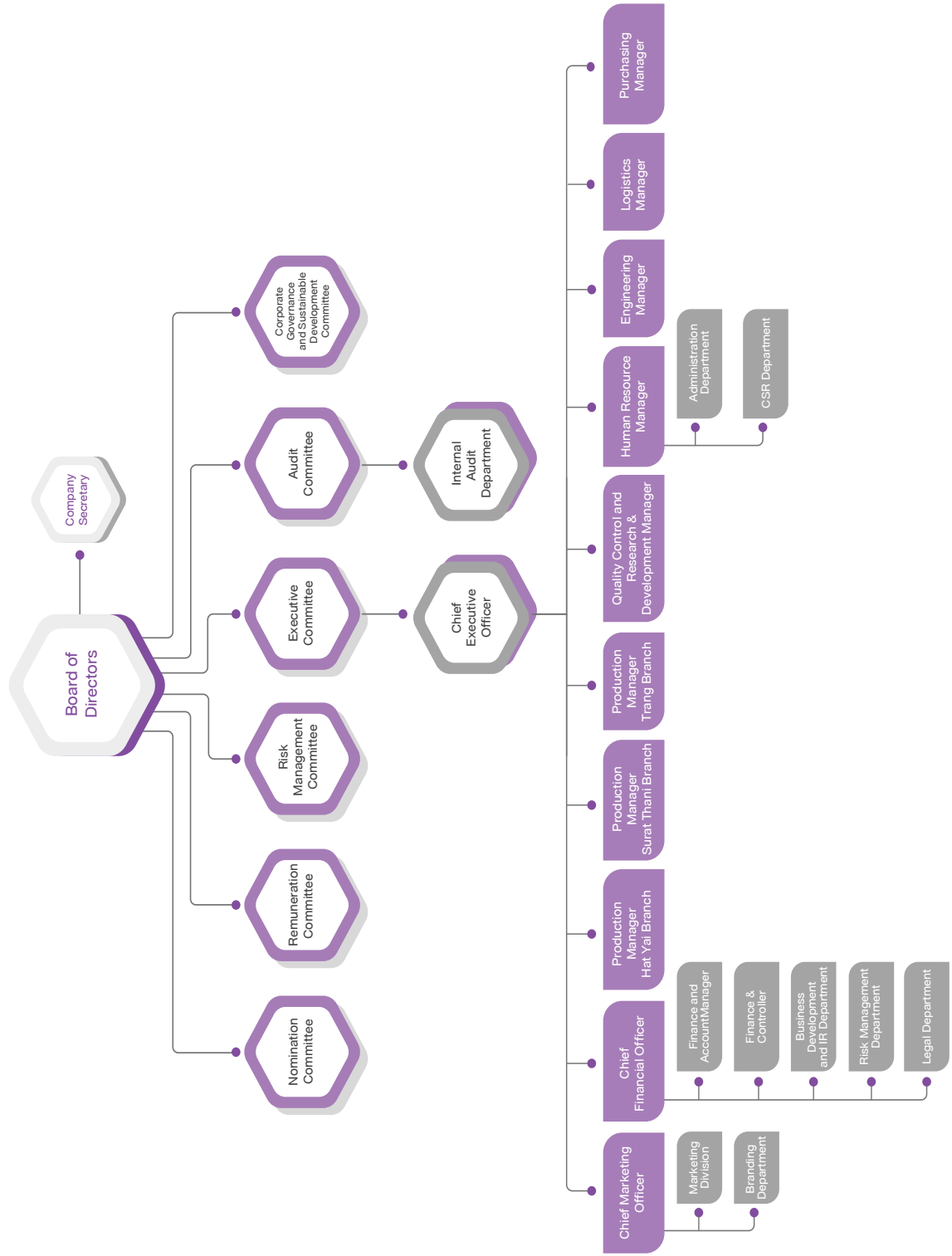
We believe such a benevolent move is a pivotal part of Corporate Social Responsibility of a large and successful corporation like Sri Trang Group of Companies.

**Core  
value**

Specialty and Teamwork  
In Giving  
“Touch Of Life”

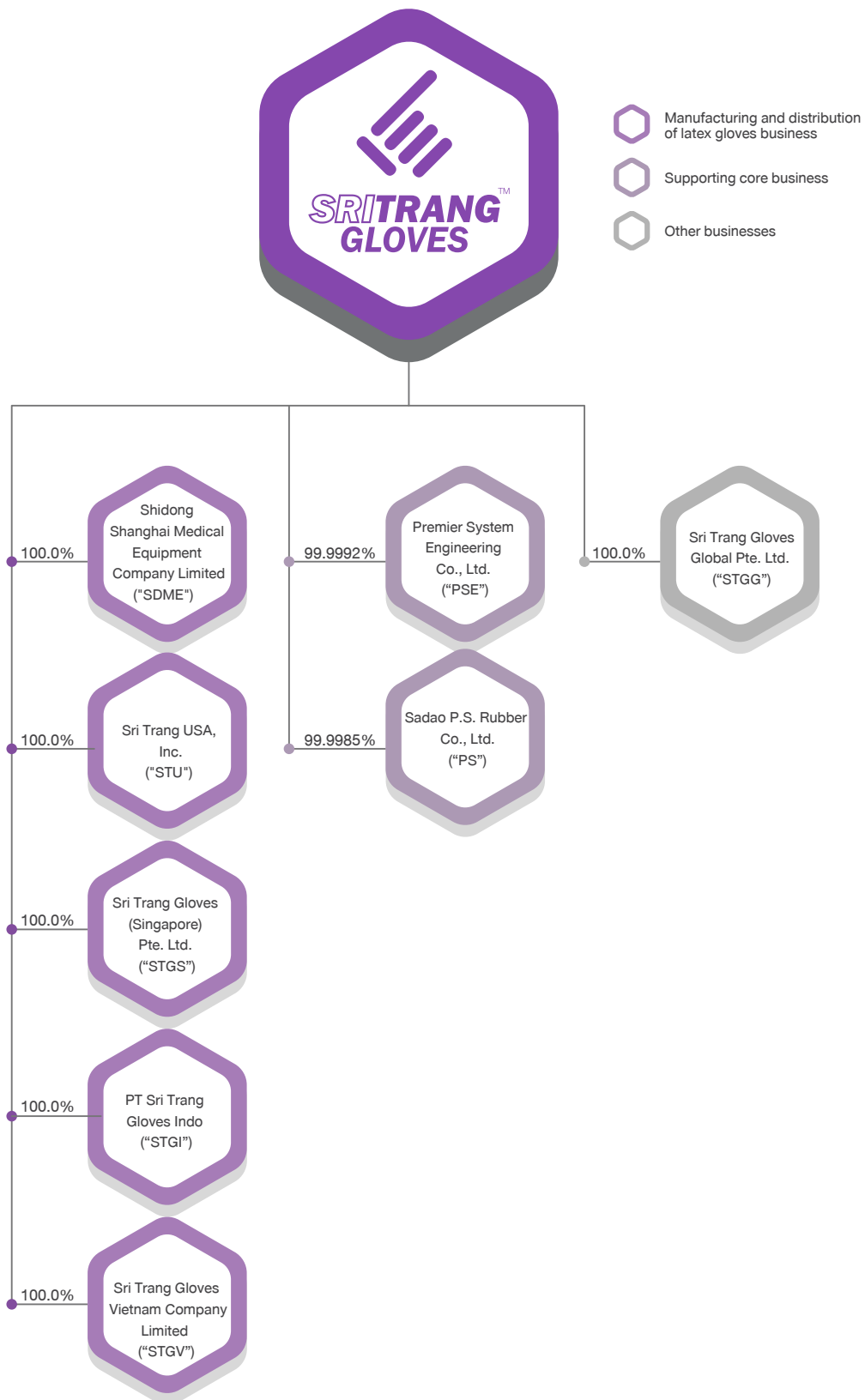
# ORGANIZATION CHART (GRI 102-18, 102-20, 102-23)

As of 31 December 2021, details of the Company's management structure are as follows:



# SHAREHOLDING STRUCTURE OF THE GROUP (GRI 102-5)

As of 31 December 2021, the Company has 8 subsidiaries in total. The shareholding structure is as follows:





# PRODUCTS AND SERVICES (GRI 102-9)

## 1. Products and Services

The business operation of the Company can be divided into 2 businesses according to the product type as follows:

### Manufacturing and distribution of natural rubber gloves

Natural Rubber Glove (NR) is a type of rubber glove which is produced by concentrated 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:

(1.1) 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.

(1.2) 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

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 gloves 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.

NR gloves and NBR gloves that the Company produces and sells can be classified according to the nature of use into two main categories: rubber gloves for use in general medical examination (Examination Glove) and rubber gloves for industrial use (Industrial Glove) such as in the food industry, beauty industry, electronic industry and agriculture industry etc. Each type of rubber gloves may have different properties depending on the nature of use. The rubber gloves the Company manufactures and distributes are mainly for medical use.

For the year 2021, the Company produces NR gloves and NBR in the form of OEM accounted for 72.1 percent of total revenue from the production and distribution of rubber gloves as well as under the trademarks owned by the Company and its subsidiaries and companies in the STA group to both domestic and foreign customers accounted for 27.9 percent of total revenue from the production and distribution of rubber gloves. The Company has produced and distributed NR gloves and NBR gloves under the trademarks (both registered and under registration) of the Company and its subsidiaries and companies in the STA group such as Sri Trang Gloves, SRI TRANG GLOVES, Satory, I'M GLOVE, Fin, Super Care, S-Gloves, WELLGUARD, Super Gard, Sriex, SRITECH, Shi-Rui-Kang and Ventyv etc. (Please consider details regarding the trademark of the Company and its subsidiaries in appendix 4 - Assets Used in Business Operation). The Company has the ability to produce NR and NBR gloves with a wide range of properties, ranging from size, weight, thickness, length, contact surface and other special properties such as low protein glove in order to meet the needs of various customers all over the world.

Examples of NR glove products under the trademarks of the Company and its subsidiaries 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 (NRPD), 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 2021, the Company has a total installed capacity of approximately 40,300 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.



## Trang Branch Factory

Kantang District,  
Trang Province

### Installed Capacity

9,953 million pieces per year

### Raw Materials

Concentrated Latex

### Products

Powdered natural rubber gloves



## Hat Yai Branch Factory

Hat Yai District, Songkhla Province

### Installed Capacity

17,238 million pieces per year

### Raw Materials

Concentrated Latex,  
Synthetic Latex

### Products

Powdered and powder-free  
natural rubber gloves,  
Nitrile rubber gloves



## Surat Thani Branch Factory

Kanchanadit District,  
Surat Thani Province

### Installed Capacity

11,311 million pieces per year

### Raw Materials

Concentrated Latex,  
Synthetic Latex

### Products

Powder-free natural  
rubber gloves,  
Nitrile rubber gloves



## Sadao Branch Factory

Sadao District,  
Songkhla Province

### Installed Capacity

1,814 million pieces per year

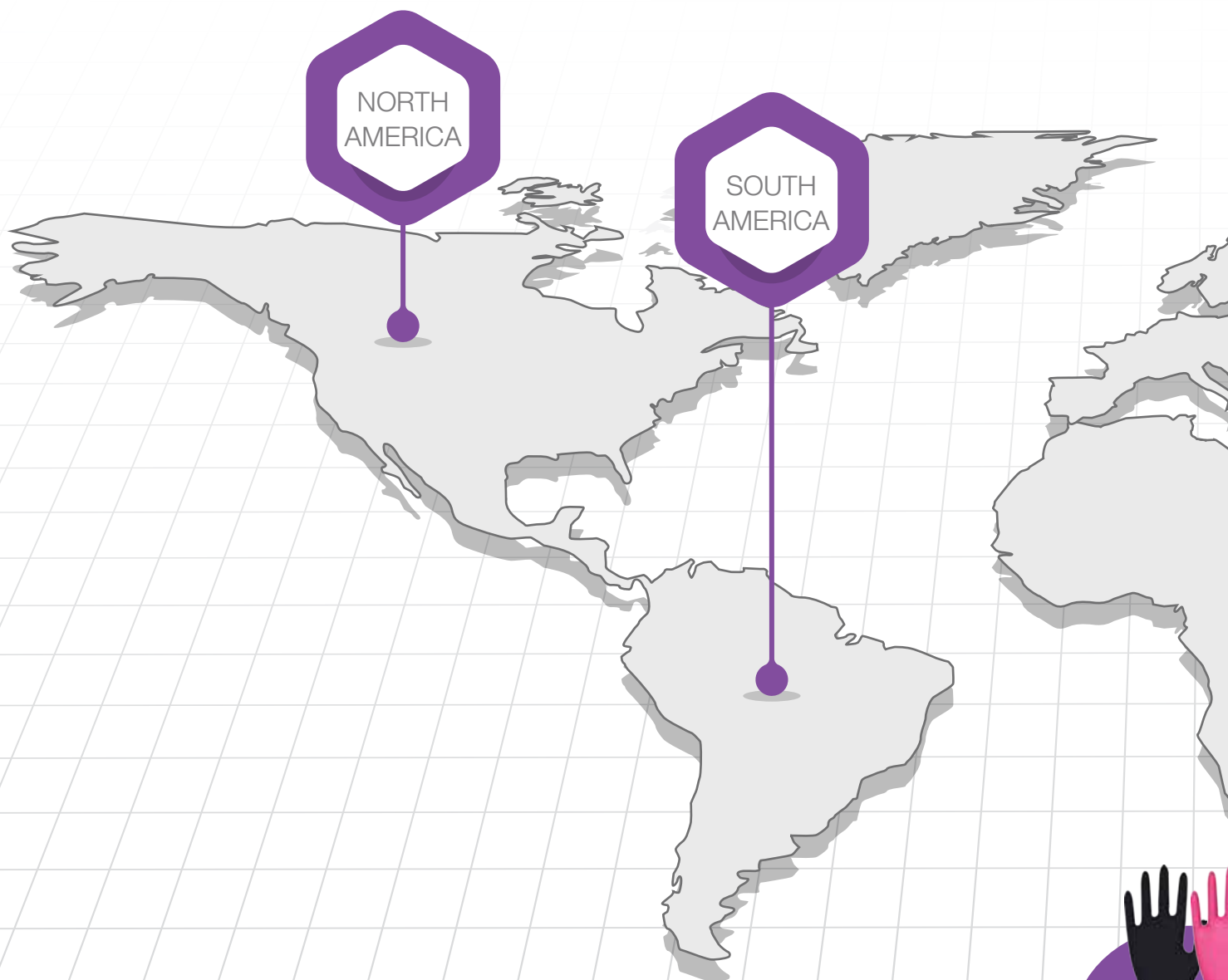
### Raw Materials

Concentrated Latex,  
Synthetic Latex

### Products

Powder-free natural  
rubber gloves

# Engaging business across the world



Since 1989

4 Factory locations

7%\* market share

**Sales volume 27,276 million pieces in 2021**

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 2021 at 420 billion pieces.





## Thailand's Largest and 3<sup>rd</sup> largest glove producer in the world

Export to more than 170 countries

Installed Capacity 40,300 million pieces per year

# OUR DEDICATED STGT FAMILY ARE THE MAIN PART OF OUR SUCCESS

---

Our multinational team of professionals is our most valuable resources. We are proud of our mix culture, respect and openness on age, gender, religion, physical ability. We are working together to ensure that we are delivering the 「Touch Of Life™」 on a global scale.



**SRITRANG  
GLOVES**

「Touch Of Life™」



# ABOUT THIS REPORT

Sri Trang Gloves (Thailand) Public Company Limited has published this 2<sup>nd</sup> Sustainability Report to communicate and set forth the annual sustainability performance (GRI 102-52) covering corporate economic, social and environmental dimensions to the stakeholders for acknowledgement. The Company discloses sustainability information using the GRI Standards for sustainability reporting. This report has been prepared in accordance with the GRI Standards: Core option (GRI 102-54).

In addition, the Company analyzed and linked its operations in response to the Sustainable Development Goals (SDGs) and the UN Global Compact to demonstrate its commitment to conducting business while also taking care of society and the environment as well as appropriately responding to the expectations of stakeholders.

## Scope of reporting

This report indicates performance on key sustainability issues that affect the operation of Sri Trang Gloves (Thailand) Public Company Limited covering the business operations and the Company's rubber glove factories in Thailand. The reporting period is from 1 January to 31 December 2021 (GRI 102-50).

In 2021, the Company has not changed significantly from the previous year in terms of sustainability issues (GRI 102-49) and scope of reporting data. It continues to report on sustainability information covering the operations of the 3 rubber glove factories, namely (GRI 102-45) 1. Hat Yai Branch 2. Surat Thani Branch 3. Trang Branch.

In addition, the Company has adopted the new GRI Standards reporting guidelines for reporting on water management according to GRI 303(2018), reporting on occupational safety and health according to GRI 403(2018), and reporting on waste management according to GRI 306(2020), which differentiates reporting on these topics from the previous year. The Company has also increased its annual sustainability performance summary disclosure covering governance and economic dimensions, environmental and social dimensions consistent with GRI Standards reporting guidelines and data for corporate sustainability assessment in the form of a summary table of results at the end of this report (GRI 102-48). For 2021, the company has no significant organizational and supply chain changes.

## Assurance of the report

This report contains a key review of each segment's management (GRI 102-32) to ensure that the information reported is accurate, complete, and comprehensively responds to all stakeholder groups. Greenhouse gas emissions, a key sustainability issue, are verified by external agencies, being a third-party (GRI 102-56) that specializes in independent audits and assurances to give confidence, increased credibility, transparency and ensure compliance with ISO 14064 corporate carbon footprint guidelines.



## For more information, please contact (GRI 102-53)

Corporate Sustainability Dept., Sri Trang Group  
 Park Ventures Ecoplex Unit 1701, 17th Floor, 57 Wireless  
 Road, Lumpini Pathumwan, Bangkok 10330, Thailand  
 Phone : (66) 0-2207-4500 ext. 3811  
 Fax : (66) 0-2108-2241-44  
 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.sritrangglove.com](http://www.sritrangglove.com)

## The Company in Scope of reporting (GRI 102-45)

Sri Trang Gloves (Thailand) Public Company Limited	FY 2020	FY 2021
Hat Yai Branch	✓	✓
Surat Thani Branch	✓	✓
Trang Branch	✓	✓

## Materiality

To facilitate our economic, social, and environmental operations to achieve the corporate sustainability goal and respond to expectations of stakeholders suitably and measurably, Sri Trang Gloves identified, assessed and prioritized material topics affecting business operations and stakeholders in order to find approaches and establish action plans to management those material topics properly.

### Materiality assessment process (GRI 201-21)

#### 1. Sustainability issue identification

The Company analyzed and identified sustainability issues, which may have impacts on business operations and our stakeholders, by considering internal factors which consist of the corporate sustainability directions, targets, strategies, as well as sustainability risks and opportunities on the Company. On the other hand, external factors, including needs and expectations of stakeholders, global sustainability trends and directions, industry peer reviews, and sustainability assessments/ESG ratings, were also considered for the sustainability issue identification.

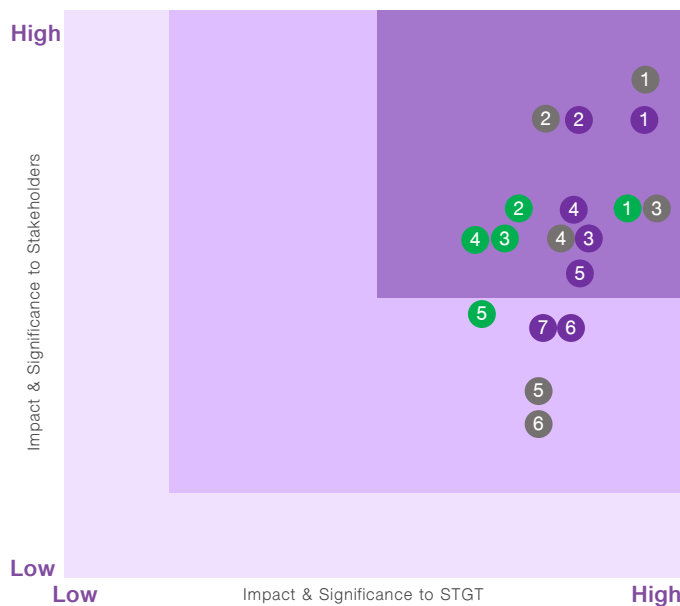
#### 2. Sustainability issue prioritization

The Company prioritized the importance of each sustainability issue to define material topics by using materiality matrix with the prioritizing criteria as follows:

- Horizontal axis shows the importance levels of sustainability issues to Sri Trang Gloves by considering their impacts on the Company in the areas of governance and economy, environment, society, and business plans.
- Vertical axis shows the importance level of sustainability issues to stakeholders by considering impacts of the sustainability issues on decision-making and interest of stakeholders.

#### 3. Validation

Material topics derived from the sustainability issue identification and prioritization were reviewed by a working group which consists of relevant departments. Material topics were then presented to the Corporate Governance and Sustainable Development Committee (GRI 102-31) at the board level for the approval for the materiality. In 2021, there were no changes in the list of material topics from the previous year. However, importance levels of some material topics were adjusted. (GRI 102-49)



### 18 Materiality topics (GRI 102-47)

#### Governance & Economic Dimension

- 1 Anti-corruption
- 2 Good corporate governance & code of conduct
- 3 Risk management & business continuity
- 4 Sustainable supply chain management
- 5 Business growth
- 6 Customer relationship development
- 7 Business innovation Social Dimension

#### Social Dimension

- 1 Human Rights
- 2 Complaint management
- 3 Occupational health & safety
- 4 Quality and safety of product & service
- 5 support and participation in community development
- 6 Employees' care & development

#### Environmental Dimension

- 1 Air emissions quality
- 2 Water & effluent management
- 3 Waste management
- 4 GHG emissions reduction
- 5 Energy consumption



Dimension	Materiality	Scope		Risks and Opportunities of Materiality to the Company	GRI topics	GRI topic-specific disclosure	Topic	Page
		Internal	Stakeholder					
Corporate Governance and Economics	Anti-Corruption	STGT	Supplier and Customer/Consumer	Building confidence and transparency in business operations through anti-corruption initiatives in all forms and expansion of anti-corruption networks throughout the supply chain.	205: Anti-corruption (2016)	205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken	- Anti-Corruption	37-38
	Good Corporate Governance & Code of Conduct	STGT	Supplier, Customer/Consumer, Governance and Community	Strict compliance with the law and related regulations to reduce legal and social disputes, including building confidence among stakeholders in doing business for continuity of the Company's business operation.	307: Environmental compliance (2016) 419: Socioeconomic compliance (2016)	307-1 Non-compliance with environmental laws and regulations 419-1 Non-compliance with laws and regulations in the social and economic area	- Corporate Governance	29-36
	Risk Management and Business Continuity	STGT	Shareholder, Customer/Consumer and Supplier	Management of business risks and opportunities, including preparing for emerging risks that may affect business operations.	STGT Indicator: Risk management	STGT Indicator - KRI	- Risk Management	40-44
	Sustainable Supply Chain Management	STGT	Supplier and Community	Development of a framework for suppliers' sustainability and sustainable practices to manage and reduce risks from business partners' operations that may affect the Company as well as promoting the operations of trading partners to achieve sustainable growth together with the Company.	204: Procurement Practice (2016)	204-1 Proportion of spending on local suppliers	- Supply Chain Management	58-60
	"Good Performance and Business growth"	STGT	Shareholder	Continuously building business growth/operating results and the stability of the Company's operations, as well as providing satisfactory returns to shareholders and distributing income to stakeholders appropriately.	201: Economic Performance (2016)	201-1 Direct economic value generated and distributed	- Economics Performance	28
	Customer Relationships Development	STGT	Customer /Consumer	Retaining the Company's important customers and attracting new customers.	STGT Indicator: Customer satisfaction	STGT Indicator - Percentage of customer satisfaction	- Responsible for Customer and Consumer	61-62
Business Innovation	STGT	Customer/Consumer and Shareholder	Improvement of operational processes to reduce time and costs, including developing business innovations to create added value for the product.	201: Economic Performance (2016)	201-1 Direct economic value generated and distributed	- Business Innovation	45-47	

Dimension	Materiality	Scope		Risks and Opportunities of Materiality to the Company	GRI topics	GRI topic-specific disclosure	Topic	Page
		Internal	Stakeholder					
Social	Human Rights	STGT	Customer/Consumer and Community	Thorough and comprehensive examination of human rights risks to prevent any such prospect that may affect the business and reputation of the Company, including providing measures to mitigate human rights risks.	412: Human Rights Assessment (2016)	412-1 Operations that have been subjected to human rights review or impact assessment (2016)	– Human Rights and Employees' Care	48-50
	Complaint Management	STGT	Customer/Consumer and Community	Management of complaints from customers, communities and stakeholders in a timely and efficient manner to build confidence in the handling of complaints.	STGT Indicator: Customer satisfaction related to complaint responses	STGT Indicator - Percentage of customer satisfaction related to complaint responses	– Whistleblowing	38-39
	Occupational Health & Safety	STGT	Supplier, Governance and Community	Mitigation of business risks, prevention of both loss of life and property, including building confidence among stakeholders in business operations in relation to safety and management of emerging diseases.	403: Occupational Health and Safety (2018)	403-9 Work-related injuries 403-10 Work-related ill health	– Occupational Health & Safety – Social performance	55-57 85
	Quality and Safety of product & service	STGT	Customer/Consumer	Placing emphasis on the continuous improvement of the quality and safety of products and services to limit complaints and applying the suggestions of stakeholders in developing products and services to meet the needs of customers/consumers.	416: Customer health and safety (2016) STGT Indicator: Customer satisfaction	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services STGT Indicator: Percentage of customer satisfaction related to products & services	– Customer and Consumer Responsibility	61-62
	Support and participation in community development	STGT	Community	Providing support and participation in community development to create shared values, as well as generate confidence, friendliness and mutual benefits, including obtaining a social license to operate in sustainable coexistence with the community.	201: Economic Performance (2016) STGT Indicator: Community satisfaction	201-1 Direct economic value generated and distributed (2016) STGT Indicator - Community satisfaction score	– Contribution to community and social development	63-68
	Employees' care & development	STGT	Employee	Engendering a happy organization, retention of high potential employees and developing their knowledge and abilities to be able to design, improve work processes, reduce costs or generate additional income for the Company.	401: Employment (2016) 404: Training and Education (2016)	401-1 New employee hires and employee turnover (2016) 404-1 Average hours of training per year per employee	– Employees' care – Human resource Development – Social performance	50-52 53-54 90

Dimension	Materiality	Scope		Risks and Opportunities of Materiality to the Company	GRI topics	GRI topic-specific disclosure	Topic	Page
		Internal	Stakeholder					
Environment	Air Emission	STGT	Community, Governance sector	Managing the air quality emission from the vents to be of better quality than required by law so as to prevent/reduce complaints from stakeholders that may affect business operations, and rendering sustainable co-existence between the Company and the community.	305: Emissions (2016)	305-7 NOx, SOx, and other significant air emissions	<ul style="list-style-type: none"> <li>– Air pollution management</li> <li>– Environment performance</li> </ul>	76 92
	Water consumption and Wastewater management	STGT	Community, Governance sector	Managing water use for maximum efficiency in production so as to reduce the impact and risk from increased water demand, and managing wastewater to have a better quality than the standard required by law to pre-empt possible legal violations and complaints from the community.	303: Water and Effluents (2018)	303-3 Water withdrawal 303-4 Water discharge 303-5 Water consumption	<ul style="list-style-type: none"> <li>– Water management and Wastewater management</li> <li>– Environment performance</li> </ul>	74-76 92-94
	Management of waste and unused materials	STGT	Community, Governance sector	Efficiently managing waste and unused materials as required by law, also focusing on waste management in accordance with the 3Rs principle and the BCG Economy Model to create added value to waste and reduce disposal costs.	306: Waste (2020)	306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal	<ul style="list-style-type: none"> <li>– Waste management</li> <li>– Environment performance</li> </ul>	77-79 94-96
	Greenhouse Gas Reduction	STGT	Governance sector, Business partner	Reducing greenhouse gas emissions in accordance with the corporate target and the national and global Net Zero Emissions goals, including the management of climate change risks which pose physical impacts as well as legal and regulatory transitions related to the Company's business operations.	305: Emissions (2016)	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emission intensity 305-5 Reduction of GHG emissions	<ul style="list-style-type: none"> <li>– Climate Change</li> <li>– Environment performance</li> </ul>	70-71 91-92
	Energy Consumption	STGT	Governance sector	Managing energy use for maximum efficiency, while also reducing energy consumption and promoting the use of renewable energy to reduce energy costs and reduce greenhouse gas emissions.	302: Energy (2016)	302-1 Energy consumption within the organization 302-3 Energy Intensity 302-4 Reduction of energy consumption	<ul style="list-style-type: none"> <li>– Climate change</li> <li>– Environment performance</li> </ul>	72-73 91

# SUSTAINABLE RESPONSIBILITY MANAGEMENT

## 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:

- 1 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.
- 2 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.
- 3 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.



#### **4 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.



#### **5 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 recognizes 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 Frame work to support the Company strategy and UN SDGs as follow;

Topic	Sustainability Approach
<p>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>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>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>Responsibility &amp; Sharing</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>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 (GRI 102-21)

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 annually reviewed and improved as appropriate. In 2021, the Company classified stakeholders into 7 groups, in order of importance as follows (GRI 102-42):



Frequency of Communication / participation ● : Annually ▲ : Quarterly ■ : Monthly/Occasionally

Stakeholder groups (GRI 102-40)	Communication channel / participation (GRI 102-43)	Needs / expectation (GRI 102-44)	Response to expectation	Indicators / Results for 2021
Customers / consumers	<ul style="list-style-type: none"> <li>■ Online communication system, phone, email, website, Facebook, line@SriTrangGloves</li> <li>● Customer satisfaction survey</li> <li>● Factory visits</li> <li>■ Meeting</li> <li>■ Doing activities with customers</li> <li>● Meeting with customers</li> <li>● Product exhibitions</li> <li>● Questionnaire</li> </ul>	<ul style="list-style-type: none"> <li>- Receiving quality products and services in timely manner</li> <li>- Follow the terms of the trading agreement</li> <li>- Protecting customer confidentiality</li> <li>- Collaborate in product development</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with the Code of Ethics and Code of Conduct re. customer relations</li> <li>- International standard systems such as ISO 9001, GMP, ISO 13485, ISO 14001, ISO 45001, BSCI, FSC-COC, and Country requirements and control systems for medical device products, for example, MDSAP (Medical Device Single Audit Program).</li> <li>- Research and development</li> <li>- Improving production processes in order to obtain quality products according to customer requirements.</li> </ul>	<ul style="list-style-type: none"> <li>- Customer satisfaction score 86.4%</li> <li>- Increased market share</li> <li>- Increased sales volume</li> <li>- New customers</li> <li>- New products</li> </ul>



Stakeholder groups (GRI 102-40)	Communication channel / participation (GRI 102-43)	Needs / expectation (GRI 102-44)	Response to expectation	Indicators / Results for 2021
Shareholders, Investors, Analysts,	<ul style="list-style-type: none"> <li>● Annual General Meeting</li> <li>■ Answering inquiries by phone and email</li> <li>● the Company's annual report and sustainability report</li> <li>■ the Company's website</li> <li>■ Analyst Meeting</li> <li>■ Engaging domestic and international investors in various activities, for example Opportunity Day, Thailand Focus and roadshows organized by securities companies</li> </ul>	<ul style="list-style-type: none"> <li>- The Company has had good operating results and continued business growth.</li> <li>- The Company pays dividends to shareholders regularly.</li> <li>- Shareholders receive correct, complete, timely and sufficient information for making decisions.</li> <li>- The company operates its business with transparency and has a good internal control system.</li> <li>- There is no news that will affect the reputation of the company.</li> </ul>	<ul style="list-style-type: none"> <li>- The company operates its business strategically in accordance with good corporate governance.</li> <li>- The Company has an appropriate dividend policy.</li> <li>- The Company adheres to the ethics and code of conduct on the responsibility of shareholders.</li> <li>- The Company discloses accurate, complete and timely information that meets the expectations of the shareholders.</li> <li>- The Company has a website that provides complete, up to date and easy to use information.</li> </ul>	<ul style="list-style-type: none"> <li>- The Company sets a policy for dividend payment at 50% of net profit according to separate financial statements. As for the year 2020, the Company paid the dividend at Baht 3.25 per share, accounted for 55% of net profit of separate financial statements. Moreover, the Company also paid the interim dividend during 9M2021 at Baht 4.00 per share.</li> <li>- The Company has selected to be one of the sustainable stocks in Thailand Sustainability Investment (SETTHSI), which is a group of stocks with outstanding qualities in the Environmental, Social and Governance for the first year, after being the listed companies in 2020.</li> <li>- The Company was selected to calculate the MSCI Global Standard and FTSE Mid Cap index.</li> <li>- The Company participated in 50 activities to meet investors, fund managers, the press, both domestic and foreign media.</li> <li>- Number of visits through Company website in the part of investor relations, a total of 65,364 times from 36,893 times in 2020.</li> </ul>
Employees	<ul style="list-style-type: none"> <li>■ Monthly company meetings</li> <li>■ Activities such as KAIZEN, QCC, 5S., Safety talk, KYT</li> <li>■ Communications systems such as intranet, email, website, Facebook, line@SriTrangGloves</li> <li>■ Suggestion box</li> <li>■ Complaint channels</li> <li>■ Organizing activities</li> </ul>	<ul style="list-style-type: none"> <li>- Reasonable compensation and good benefits</li> <li>- Respect for human rights, Fair and Nondiscriminatory treatment of employees</li> <li>- Safe and good working environment</li> <li>- Promotion of good health care</li> <li>- Job security and career advancement opportunities</li> <li>- Development of knowledge and ability</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with the Code of Conduct : responsibility to employees</li> <li>- Implementing Human Rights and Nondiscrimination Policy</li> <li>- Whistle Blowing Policy</li> <li>- Implementation of standard system ISO 14001, ISO 45001 and BSCI standards</li> <li>- Annual health check and Health and accident insurance</li> <li>- Human Resource Training and Development Plan</li> <li>- Organizing various activities such as Happy workplace / Activity Prize</li> </ul>	<ul style="list-style-type: none"> <li>- The number of employees' grievances in all areas is zero in 2021</li> <li>- The turnover rate is 2.44% less than 3%.</li> <li>- The accident rate requiring absence from work for more than 3 days. In 2021 = 1.6%</li> </ul>

Stakeholder groups (GRI 102-40)	Communication channel / participation (GRI 102-43)	Needs / expectation (GRI 102-44)	Response to expectation	Indicators / Results for 2021
Business partners / Suppliers	<ul style="list-style-type: none"> <li>■ Online communication system, phone, email, website</li> <li>● Annual visit and Assessment of trading partner</li> <li>■ Joint meetings</li> <li>■ Participating in various activities with partners</li> <li>● Questionnaire</li> </ul>	<ul style="list-style-type: none"> <li>- Having a standard, transparent, verifiable procurement system</li> <li>- Getting clear information of the products and services to be procured</li> <li>- Having appropriate income from the amount of work</li> <li>- Receiving payments for goods and services on time</li> <li>- Collaborate in product quality development</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with procurement policies</li> <li>- Announcement of Anti-Corruption Policy</li> <li>- Whistleblowing channel in case of inconsistent and / or unfair procurement</li> <li>- Collaborate in development of trading partner</li> </ul>	<ul style="list-style-type: none"> <li>- Deliver work or products as required and on time</li> <li>- Annual assessment results of Business partners</li> <li>- 1,127 of Business partners who have expressed their intentions against anti-corruption.</li> </ul>
Related government agencies / enterprises / private sector agencies	<ul style="list-style-type: none"> <li>■ Meeting, discussion, clarification</li> <li>● Site visit</li> <li>■ Participation in various projects</li> <li>■ Participation in a working group, committee on issues requested by government agencies.</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with relevant regulations, laws</li> <li>- Not create any impact on the community and the environment</li> <li>- Having a standardized environmental management system</li> <li>- Implement good occupational health and safety practices</li> <li>- Provide cooperation and support for government projects</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with all relevant legal and regulatory requirement</li> <li>- Provide accurate and timely information</li> <li>- Cooperation and Participation in various government projects</li> <li>- Participation in a working group or committee on issues requested by government agencies.</li> </ul>	<ul style="list-style-type: none"> <li>- Being permitted to operate continuously</li> <li>- Green industry certification</li> <li>- Awards / Certificates for participation in activities / projects</li> </ul>
Community	<ul style="list-style-type: none"> <li>■ Participating in various activities with the community</li> <li>■ Community outreach / survey</li> <li>■ Publications and Signboards</li> </ul>	<ul style="list-style-type: none"> <li>- Participation in community and social development</li> <li>- Providing support for community activities</li> <li>- No impacts on the community</li> <li>- Having social and environmental responsibility</li> <li>- Adhering to human rights and anti-corruption principles</li> </ul>	<ul style="list-style-type: none"> <li>- Initiate community and social development projects</li> <li>- Providing support for community activities</li> <li>- Hiring employees of the community</li> <li>- Participating in community activities</li> <li>- Assessment of impacts on the community</li> <li>- Open house for the community</li> </ul>	<ul style="list-style-type: none"> <li>- Participation in community development according to the CSR-DIW project</li> <li>- Budget used to support community activities</li> <li>- Number of employees hired from the community</li> </ul>
Creditors / Banks	<ul style="list-style-type: none"> <li>■ Meeting / discussion</li> <li>■ Telephone, email</li> <li>■ Website</li> <li>■ Questionnaire</li> </ul>	<ul style="list-style-type: none"> <li>- Being able to comply with the conditions And terms of the contract</li> </ul>	<ul style="list-style-type: none"> <li>- Adherence to the terms and conditions of the contract</li> <li>- Answer financial inquiries which may arise accurately and quickly.</li> </ul>	<ul style="list-style-type: none"> <li>- Financial institutions have confidence in doing business</li> </ul>

# MEMBERSHIP OF ASSOCIATION (GRI 102-13)

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, FTI
- 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
- Thailand Carbon Neutral Network (TCNN)

# ECONOMICS PERFORMANCE



## GLOVES REVENUE STRUCTURE

**41.5 %**

Nitrile Butadiene Rubber Glove (NBR)

**33.9 %**

Natural Rubber Powdered Glove (NRPD)

**24.6 %**

Natural Rubber Powder Free Glove (NRPF)

Gloves revenue THB **47,437.6 million**



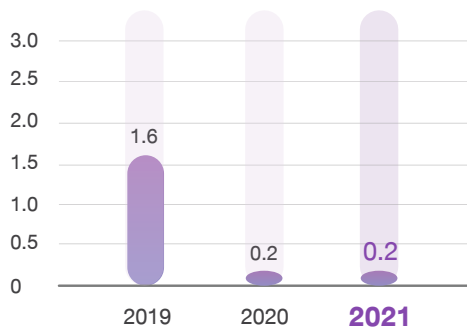
### STATEMENT OF COMPREHENSIVE INCOME

(UNIT : THB million)	FY 2019	FY 2020	FY 2021
Revenue from sale of goods and services	11,994.1	30,552.4	47,550.8
EBITDA	1,707.7	17,200.1	27,251.1
Profit (loss) before tax	717.9	15,964.4	25,876.6
Profit (loss) for the year	613.9	14,415.7	23,704.2

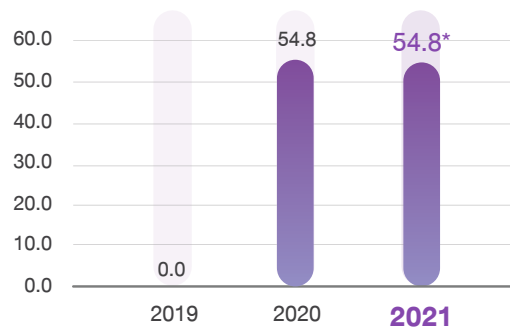
### STATEMENT OF FINANCIAL POSITION

(UNIT : THB million)	FY 2019	FY 2020	FY 2021
Total assets	13,216.1	44,235.9	51,302.8
Total liabilities	8,814.1	11,975.5	13,089.7
Total equities	4,402.0	32,260.4	38,213.1

#### Interest Bearing Debt to Equity Ratio (times)



#### Dividend Payout Ratio (%)

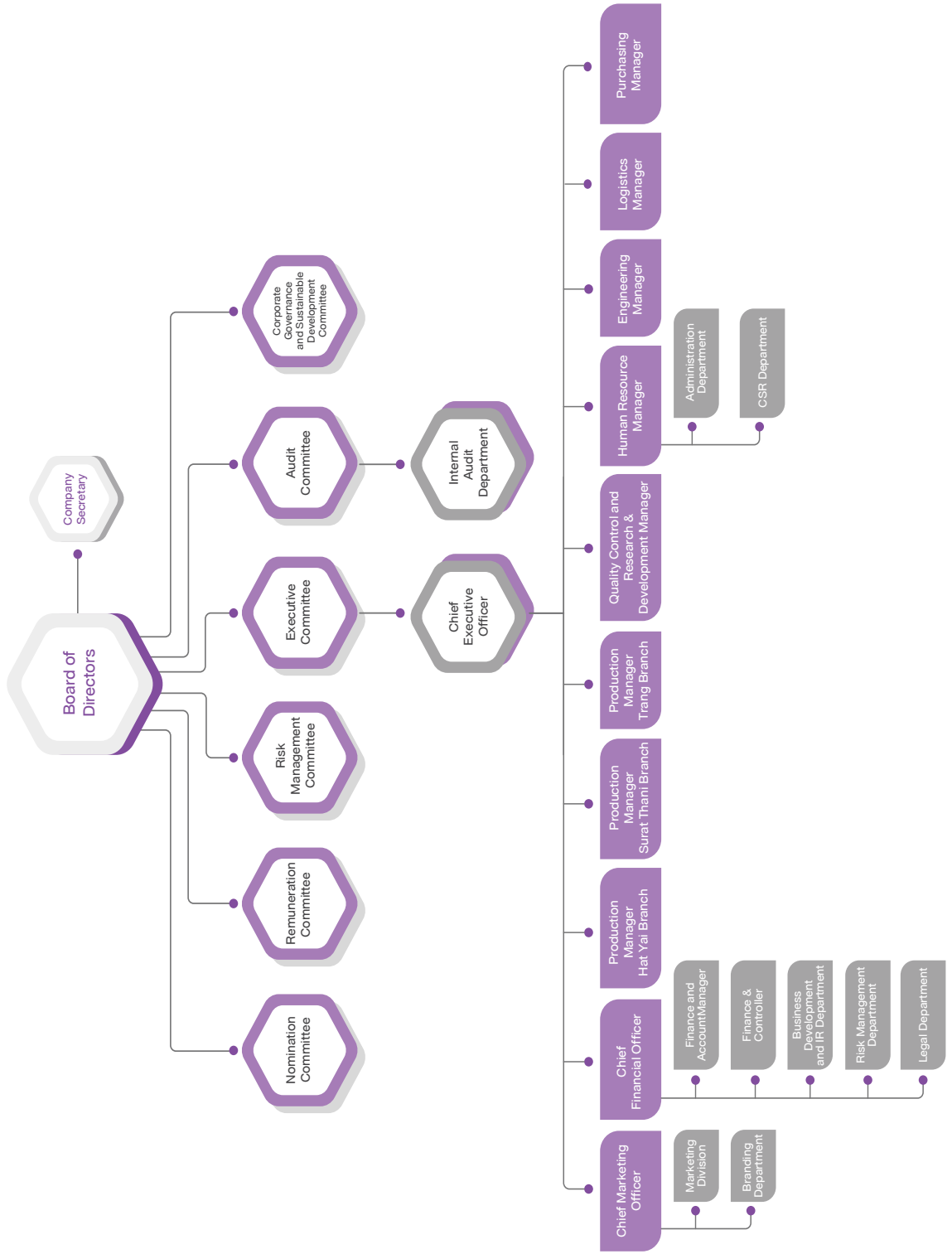


Note : \* Including the dividend payment proposed to the shareholders' meeting, that will be held on 7 April 2022, to approve at THB 0.65 per share.



# CORPORATE GOVERNANCE

## COMPANY'S MANAGEMENT STRUCTURE (GRI 102-18, 102-19, 102-20, 102-23)



## The Board of Directors

The Board of Directors consists of the members who have knowledge, capability, experience beneficial to the Company and diversified skills necessary for the Company's business, being loyal, honest, and having the integrity in business operations, including devoting sufficient time to perform their duties for the Company, as well as to possess all qualifications and do not have the prohibited characteristics under the laws.

As of 31 December 2021, the Board of Directors comprised of 12 members that is suitable for the size and business strategy of the Company as follows (GRI 102-22).

- 4 independent directors or equivalent to 33.33 percent of all directors (which is one-third of total directors)
- 5 executive directors or equivalent to 41.66 percent of all directors.
- 7 non-executive directors or equivalent to 58.33 percent of all directors.
- 3 female directors or equivalent to 25 percent of all directors.

## Corporate Governance and Sustainable Development Committee (GRI 102-19, 102-20, 102-26, 102-32)

The Board of Directors' Meeting on 10 August 2021 has resolved to approve the appointment of Corporate Governance and Sustainability Development Committee to perform the duties in considering and determining the policies and guidelines in relation to principles of good corporate governance, business ethics, anti-corruption, social responsibility, and sustainable development, which will establish a management governance system with transparency and fairness in order to develop trusts for stakeholders, create added value and enhance competitiveness for the sustainable growth of the Company.

As of 31 December 2021, the Corporate Governance and Sustainable Development Committee comprises of 4 members as follows:

Name	Position
1. Mr. Vitanath Sincharoenkul	Chairman of Corporate Governance and Sustainable Development Committee
2. Gen. Bundit Boonyapan	Member of Corporate Governance and Sustainable Development Committee
3. Ms. Jarinya Jirojkul	Member of Corporate Governance and Sustainability Development Committee
4. Ms. Thanawan Sa-ngiamsak	Member of Corporate Governance and Sustainable Development Committee
5. Mr. Bhanupong Sirayobhas	Secretary of Corporate Governance and Sustainable Development Committee

## Duties and Responsibilities of the Corporate Governance and Sustainable Development Committee

- (1) To consider, determine, and review policies and guidelines in relation to principles of good corporate governance and business ethics to be in line with the international standard practices and to propose to the Board of Directors for consideration and approval.
- (2) To consider, determine, and review the Corporate Social Responsibility (CSR) Policy and Anti-Corruption Policy and to propose to the Board of Directors for consideration and approval.
- (3) To consider, determine, and review the sustainability vision, mission and strategy of the Company, including the policies and guidelines for sustainable development to be in line with business operation of the Company and to propose to the Board of Directors.
- (4) To suggest, promote, and support business operation of the Company in accordance with the principles of good corporate governance, business ethics and other related policies of the Company completely and efficiently.

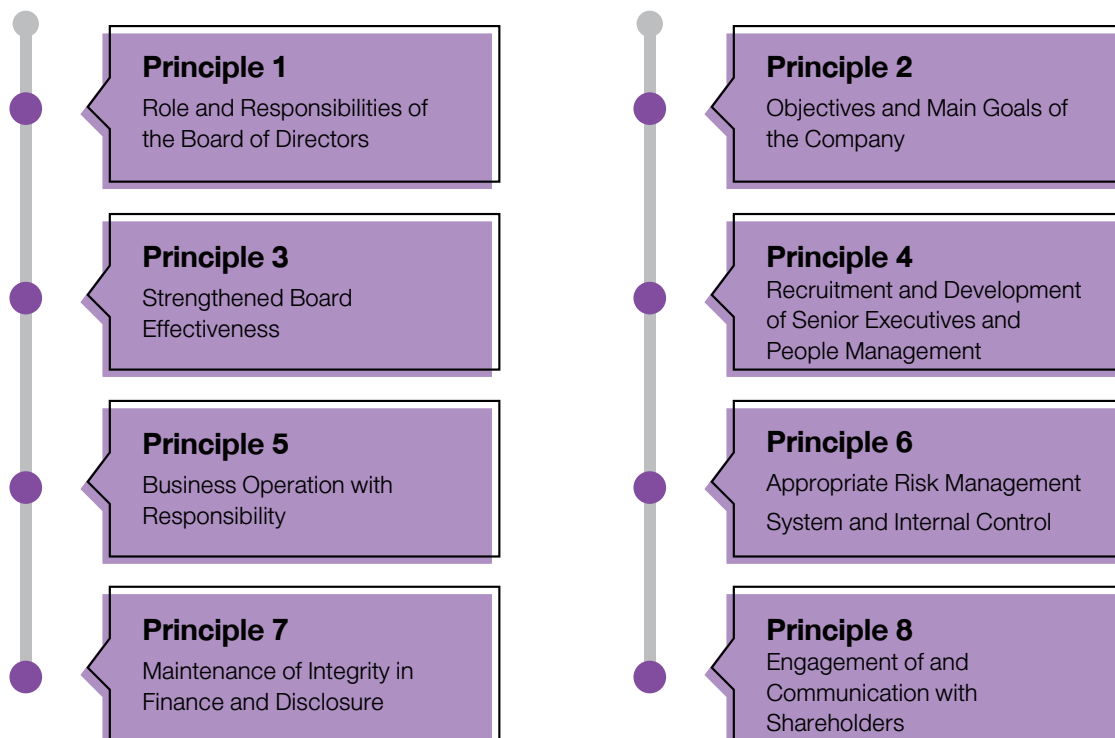
- (5) To promote and communicate the awareness and understanding of policies and guidelines regarding principles of good corporate governance, business ethics, social responsibility, and other related policies to the directors, executives, employees, and related persons, as well as to monitor the implementation of such policies and guidelines.
- (6) To oversee the disclosure of the information of the Company's sustainable development in the form of sustainability report or other media as appropriate.
- (7) To consider, review and revise the Charter for the Corporate Governance and Sustainable Development Committee at least once a year and propose the same to the Board of Directors for consideration and approval.
- (8) To seek advisers or persons who are independent to express opinion or give recommendations as may be necessary.
- (9) To perform other tasks as may be assigned by the Board of Directors with the consent from the Corporate Governance and Sustainable Development Committee.

### Corporate Governance Policy (GRI 102-16)

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



## Compliance with the 2017 Corporate Governance Code for Listed Companies

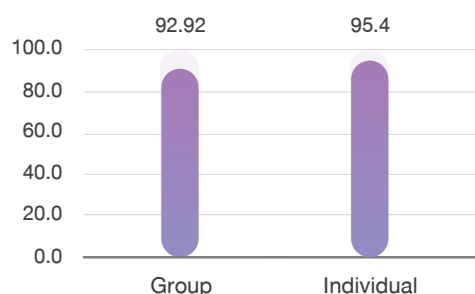
The Company places an importance on the development of the Company's business operations in accordance with good corporate governance principles. In 2021, the Board of Directors has considered and reviewed the implementation of the 2017 Corporate Governance Code for Listed Companies of the SEC according to the business context for ensuring that it covers and keeps up with the significant development of good corporate governance that are constantly changing. The Company complies with such good corporate governance principles for listed companies except for some principles that the Company has not yet implemented. The details of which are as follows.

Unimplemented of CG Principle	Explanation
The Chairman of Nomination Committee should be an independence director.	The Nomination Committee comprises of 3 directors i.e. 2 independent directors and 1 executive director who is the Chairman of Nomination Committee. The Nomination Committee still comprises of a majority of independent directors. In this regard, all directors can express their opinions and perform their duties independently without any intervention from the management.
All directors and relevant executives should attend the shareholder meeting in order for the shareholders are able to inquire about any related topics.	In the 2021 Annual General Meeting of Shareholders, one director cannot attend the meeting due to the travel restriction under COVID-19 situation.

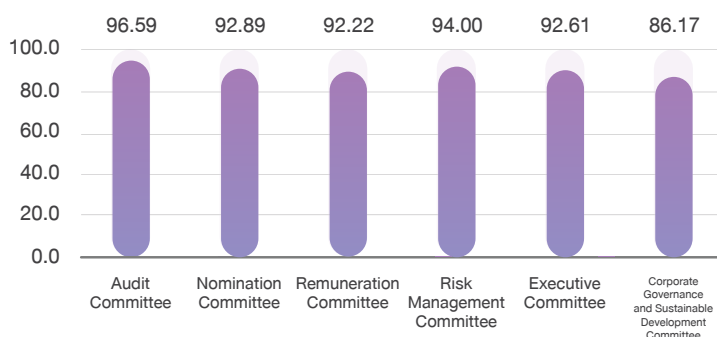
Apart from the compliance with the 2017 Corporate Governance Code for Listed Companies, the Company has also complied with other criteria i.e. the Corporate Governance Report of Thai Listed Companies and ASEAN Corporate Governance Scorecard assessed by the Thai Institute of Directors (IOD), Annual General Meeting of Shareholders (AGM) Quality Assessment assessed by Thai Investors Association, including the member of the Thailand Sustainability Investment Indices (THSI) or Sustainable Stock assessed by SET.

## Assessment of the Performance of the Board of Directors (GRI 102-28)

The assessment results of the Board of Directors



The assessment results of Sub-Committees





## Significant changes and development to corporate governance policies, guidelines, and system in the previous year

In 2021, the Company has a significant changes and developments of corporate governance system which can be summarized as follows:

1) The Company has established the Corporate Governance and Sustainable Development Committee, which is a sub-committee, in order to perform the duties of considering and determining the policies and guidelines in relation to principles of good corporate governance, business ethics, anti-corruption, social responsibility, and sustainable development, which will establish a management governance system with transparency and fairness in order to develop trusts for stakeholders, create added value and enhance competitiveness for the sustainable growth of the Company.

2) The Company has declared its intention to join Thai Private Sector Collective Action Against Corruption (CAC) on 26 August 2021 and it is expected that the Company will submit the application for the certification of membership of CAC within June 2022. This is to show the intention and determination of the Company to refuse all forms of corruption. To be in line with the criteria of CAC and 2017 Corporate Governance Code for Listed Companies, the Company has amended the policies in relation to Anti-corruption which consisted of Anti-corruption Policy, Whistleblowing Policy, Prevention of Conflict of Interests Policy, and Anti-Corruption Policy Guideline in order to be a guideline for personnel of the Company and other related parties to study, understand and strictly adhere to.

3) Thenon-executive directors held one meeting in order to allow a discussion of any issues of concern without the participation of the management.

4) The Board of Directors has reviewed and/or amended the Charter of Board of Directors and Sub-committees i.e. Charter of Audit Committee, Charter of Risk Management Committee, Charter of Nomination Committee, Charter of Remuneration Committee, Charter of Executive Committee, and Charter of Corporate Governance and Sustainable Development Committee which include:

- The amendment of Charter of the Nomination Committee regarding the Nomination of New Directors, the selection of candidate may consider from the recommendation of other directors, the nomination by the shareholders in accordance with the criteria as determined by the Company, using

of the external professional search firm, or from the director pool or other nomination procedures, as well as to consider the structure of the Board of Directors, the diversity in the structure of the Board of Directors (Board Diversity), expertise and experience, and use the Board Skill Matrix.

- The amendment of Charter of the Board of Directors regarding the Board of Directors' Meeting, at least two-thirds of the total directors must present during the voting procedure.

5) The restructure of Nomination Committee and Remuneration Committee from "such committees comprise of a majority of executive directors" to "such committees comprise of a majority of independent directors". Thus, the ratio of independent directors is more than 50 percent of total directors in such committees.

6) The Company has determined the Supplier Code of Conduct and Guideline with the intention to promote suppliers to operate business sustainably and in accordance with the Company's business practices. It is also an opportunity for the Company and suppliers to participate in social and environmental development to create sustainable growth together.

7) The Company has determined the Policy on Human Rights and Non-discrimination in compliance with the Universal Declaration of Human Rights of the United Nations, which is the fundamental principle in determining the guideline between the Company and the employees that employees have been equally treated on a nondiscriminatory basis, and the Company has also determined the Tax Policy which the Company adheres to the principles of integrity, transparency, and strictly complies with the laws.

### Prevention of Conflict of Interests (GRI 102-25)

The Board of Directors ensures that the conflict of interests is managed and monitored and will put in place guidelines on practices for such transactions to be in compliance with procedures and disclosure requirements under the law while interested parties do not participate in the decision making. In this regard, the Company sets out the Policy for the Prevention of Conflict of Interests based on the principle that the decisions of entering into any transactions must be conducted in the best interests of the Company and its shareholders. All actions with possible conflict of interests with those of the Company shall be avoided. The directors, executives and employees are required to strictly comply with such policy.

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 conduct 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 Conduct consist 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 and its subsidiaries conduct 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. The Anti-corruption Policy shall apply to the subsidiaries, associated companies, other companies which the Company has the controlling power, and business representatives. This policy has been approved by the Board of Directors. The addition details of the anti-corruption policy can be found at [www.sriranggloves.com](http://www.sriranggloves.com).

In addition, the Company has used communication channels within the organization to create accurate knowledge, understanding and raise awareness in this matter to the Company's personnel and the related persons, which will lead to the creation of corporate culture that opposes all aspects of corruptions. Such corporate culture will serve as a robust foundation crucial to sustainable business organization developments going forward.

The significant performance and development of anti-corruption are as follows:

## 1. The declaration of intent on anti-corruption:

- On 26 August 2021, the Company has declared its intention to join Thai Private Sector Collective Action Against Corruption (CAC) which shows the intention and determination of the Company to operate business with honesty, integrity, transparency and fairness as well as to adhere to the principles of good corporate governance and refuse all forms of corruption. The declaration of intent to join the CAC is appeared on the company's website at [www.sriranggloves.com](http://www.sriranggloves.com). It is expected that the Company will submit the application for the certification of membership of CAC within June 2022.
- The Company has sent out "Letter of intent on Anti-corruption for Business Partners" to each business partner who wishes to share the same intention with the company to jointly prevent and and strictly refuse all forms of corruption.



2. Setting up the anti-corruption policy and various guidelines which covers the hospitality and entertainment, expenses receiving gifts, assets, or any other benefits, charitable donations or supports to other agencies or organizations, guideline on political contributions, guideline on facilitation fee, and guideline on employment of government officers including promoting "No-Gift Policy" before new year's festival through internal and external communication channels such as dissemination of media in various areas of all factories and the company's website at [www.sriranggroup.com](http://www.sriranggroup.com).

3. Setting up the whistleblowing policy and channel to receive complaints from the third parties and employees. The Company has announced the whistleblowing channel for the third parties on the Company's website and also provide the protection for whistleblowers.

4. Setting up the risk assessment procedure. The corruption risk is assessed on an annual basis covering business operations in Thailand 100% (GRI 205-1) and such assessment results are reported to the relevant committee.

5. Organizing training session and post-training test regarding the anti-corruption policy and other relevant guidelines and procedures for all of the executives and employees of the Company total 100% (GRI 205-2). Such training session is in the form of e-learning which is a part of the Code of Conduct training, as well as to arrange training sessions on "Anti-Corruption policy and relating procedures" for every new employees on the orientation day.

In addition, the company also encourages employees to attend training on anti-corruption with external agencies. In the previous year, employees attended in various training courses with CAC such as Anti-Corruption the Practical Guide (ACPG), Road to Join CAC, Road to Certify, the role of company secretary in raising the level of CG in Anti-Corruption and Thailand 11th National Conference on Collective Action Against Corruption etc.

6. Following-up the assessment of compliance with anti-corruption policy and assigning an Chief Internal Audit Officer, who is independent and directly reports to the audit committee, shall have the duty and responsibility to audit and review compliance with policies, guidelines, table of authority, rules, regulation, and laws including requirements of relevant regulatory authorities to ensure that the control system is appropriate and sufficient to address possible anti-corruption risks and report to the Audit Committee.

### Whistleblowing (GRI 102-17)

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.

Whistleblowers may report complaints or incidents to the Board of Directors through the Company Secretary or the Audit Committee through the Secretary to the Audit Committee via any of the following channels as they consider appropriate for the circumstances:

#### 1. By postage

Contact Person : The Company Secretary

Address : Park Ventures Ecoplex, Unit 1701, 1707-1712, 17<sup>th</sup> Floor No. 57 Witthayu Road, Lumpini District, Pathum Wan Sub-district, Bangkok 10330

Contact Person : The Secretary to the Audit Committee

Address : 110 Kanjanavanich Road, Pah Tong Sub-district, Hat Yai District, Songkhla Province 90230

#### 2. Email

Contact Person : The Company Secretary or the Secretary to the Audit Committee

Email address : stgt\_corporatesecretary@sritranggroup.com or anticorruption@sritranggroup.com

#### 3. Telephone

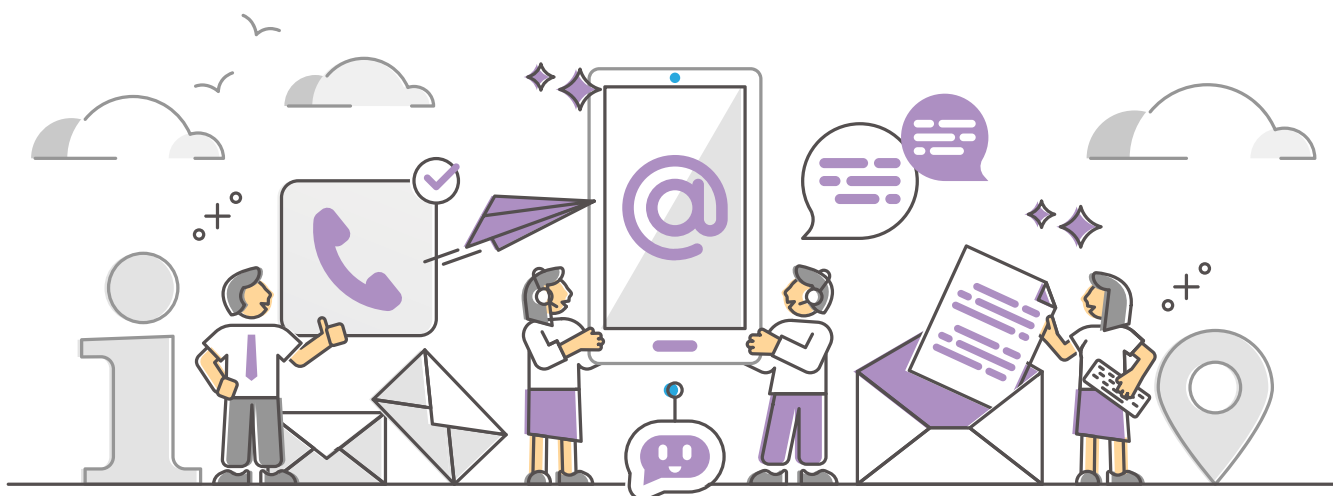
Contact Person : The Company Secretary

Telephone no : +66 2207 4500 ext. 1406

Contact Person : The Secretary to the Audit Committee

Telephone no : +6674344663 ext. 331

#### 4. Complaint box at the Company factories and branches



## Protection for Whistleblowers, Witnesses and Related Persons

To protect whistleblowers who act in good faith, the Company by persons performing duties in relation to the complaints will keep confidential the information about the whistleblowers and persons giving information. Whistleblowers will have appropriate protections, i.e. there will be no change to nature of work, work location, positions held. Nor will there be threatening, termination of employment or such other unfair practices against the whistleblowers until steps are completed in accordance with this policy even if such action will cause the Company to lose its business opportunity.

Persons being informed of the complaints or the information thereof will keep such complaints and information confidential and undisclosed to others unless it is required to be disclosed under the law. If there is any intentional disclosure of information, the Company will impose sanctions in accordance with the regulations of the Company and/or commence legal proceedings, as the case may be.

### Procedures (GRI 102-17)

#### 1. Admission of complaints and notification of schedules of complaints handling to the whistleblowers

Whistleblowing Coordinators are required to register any complaints received and the schedule within which the progress of complaint handling will be notified to the whistleblowers. Any incidents that could have a materially adverse impact on the reputation of the Company shall be handled immediately while other cases of complaints may be handled quickly.

#### 2. Fact finding and procedures

If it is found that the matter of the complaints is true and to have caused damage to the Company, the Whistleblowing Monitors shall advise related persons on the appropriate behaviors or practices. Any acts that amount to a disciplinary breach will be reported to the Human Resources Department for further actions in accordance with the rules and regulations of the Company. Information on fact finding, actions taken or sanctions that are imposed will be forwarded to each level of supervisor until the Chief Executive Officer for acknowledgement or further actions. If the subject of the complaints did not commit the breach as accused in the complaint, the procedure shall be closed.

#### 3. Notification of results and summary of complaints

Whistleblowing Coordinators shall notify the whistleblower of the results and prepare a summary report on the details of actions taken in relation to the complaints for submission to the Audit Committee on a quarterly basis.

## Complaints Statistic

In 2021, the Company and subsidiaries received 5 complaints as follows:

Category	Number of Complaints	Progress
Violation of anti-corruption policies and guidelines.	4 cases	1 case was already investigated concluded and closed, and other 3 cases are under investigation.
Other	1 case	It was found that it was not an offense according to the complaint and it was already closed.

For the complaint of violation of anti-corruption policies and guidelines that was already closed, the Company and subsidiaries did not receive any significant damage from such violation. The Board of Directors and the Audit Committee place an importance on anti-corruption policies and guidelines to create good consciousness and core value in the organization and continue to provide various, concise and efficient channels for further receiving complaint.

# RISK MANAGEMENT (GRI 102-30)

Due to the complexity and fast changing of business environment currently, these may affect the ability to achieve the goal of driving the organization to sustainable success. Risk management is an important process that helps in systematic planning to handle business uncertainty. It helps to build capacity, increase business opportunities, and support the achievement of the organization's goals in the short and long term as well as build confidence and credibility to stakeholders. Therefore, the company's risk management policy has been established as a framework for the operation as follows:

## 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. (GRI 102-33)
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 Structure (GRI 102-30)

The Company has a risk management structure consist of the Risk Management Committee (RMC) is responsible for determining the policy and framework for risk management as a guideline for practice within the group of companies including supervision and support for risk management in various fields to success. Analyzes, monitors and report on corporate risk management performance by the Risk Management Department. In order to risk management operations compliance with the policy, risk tolerance and the risk management framework approved by the Risk Management Committee. Including promoting and cultivating all employees at all levels to understand the importance of risk management and be able to implement their responsibilities in risk management together for create a corporate culture.

In addition, to increase the flexibility of management and in accordance with various operating environments, the Company has been established risk management at the level of business group/sector or specific committees, for example:

**Committee and working team of the Business Continuity Management** responsible for manage the business and the implementation of risk mitigation plans that affect by the business disruption to be able to operate continuously, reduce the damage that will occur to the business be appropriate, efficiency and maximum effectiveness.

**Working teams for comply with personal data protection laws** is responsible for ensuring that work plans, guidelines, and practices comply with the Personal Data Protection Act.

**The COVID-19 Pandemic Emergency Response Team** is responsible for define measure, preventing the epidemic situation to be in order to the secured and most effectively.





**The Coordinating committee to prevent the spread of COVID-19** To take care of, inspect, follow up and give advice in the event that employees are ill, there is a risk of close contact with or being in close contact with an infected person and summarize the situation with the committee of the Covid-19 Pandemic Emergency Team in order to properly manage the epidemic prevention and maximum efficiency

**The Quality, Safety and Environment Working Group (QSE) management team** is responsible for coordinating with Management Representative in all matters related to the quality management system ISO9001, ISO13485, GMP, the safety management system ISO45001 standards and Environmental management system ISO14001 standard, including other laws and standards related so that various systems has operated in accordance with and in accordance with the objectives and goals of the Company.

Year 2021 Board of Directors has announced the business continuity management system policy and implementing a ISO 22301 Business Continuity Management system (BCM) to manage business continuity when a crisis occurs, the company will be able to resume operations quickly and minimizing the impact/damage from a crisis event. From the assessment, the Company had 5 crisis situations and conducted business continuity exercise and was certified in December.

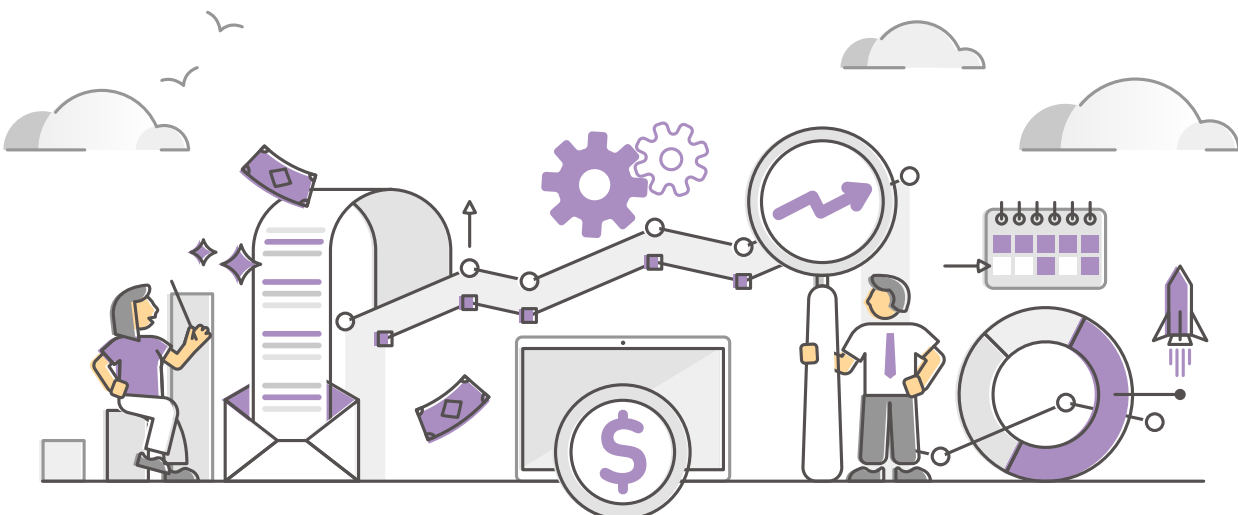
### **Risk Management Guidelines (GRI 102-11, 102-12, 102-15)**

The company has implement a risk management system according to international standards, COSO (The Committee of Sponsoring Organizations of the Treadway Commission) or ERM COSO (2017) to be applied along with various standards involved in business and the company has used risk management tools for example, risk assessment and prioritization using a risk map, monitoring risk management through mitigation plan and Key Risk Indicator (KRI). To manage the risks of the organization appropriately and efficiently.Emphasis is placed on management covering all four key risk factors including emerging risks including:

1. Strategic Risk
2. Operational Risk
3. Financial Risk
4. Compliance Risk
5. Emerging Risk

### **Risk factors affects to Sri Gloves Group's operation (GRI 102-29)**

Year 2021, the Company has analyzed business environment, both internal and external factors including economic, social, environmental, technology, industry trends, competitors and other related Therefore, risk factors that are important to the Company's current and future business operations have been determined that may result in the fail to achieve the objectives and goals of the Company which can be summarized as follows:



## Economic risk

Risk factor	Mitigating actions
<ul style="list-style-type: none"> <li>Fluctuations in the prices of our main raw materials may result in significant increases to our costs of production, which may in turn lead to significant pressure on our working capital could have a material negative impact on our business.</li> </ul>	<p>Due to natural latex is a commodity whose price fluctuates according to market supply and demand and Synthetics rubber is by-product of petroleum refining and natural gas separation processes Therefore, the supply and price of synthetic latex often fluctuates depending on the demand and supply of crude oil and natural gas in the world market. The Company has set the following guidelines:</p> <ul style="list-style-type: none"> <li>Managing the raw material acquisition process in terms of quantity and price through weekly meetings and closely monitoring economic conditions.</li> <li>Consideration of the possibility futures contracts of key raw materials.</li> <li>Use of hedging tools</li> <li>Reduction of auction sales in an uptrend market</li> <li>Survey and research on domestic and international market demand.</li> </ul>
<ul style="list-style-type: none"> <li>Risk from reliance on key trading partners in the supply of concentrated latex, Synthetic latex (NBR) and other raw materials and services if an incident insufficient or delayed of raw materials, resulting in a lack of continuity in production. and may have a significant impact on business operations</li> </ul>	<p>The Company has management guidelines as follows:</p> <ul style="list-style-type: none"> <li>Production planning and stockpile of raw materials sufficient for production. by specifying risk indicators for stock of key raw materials and closely monitoring</li> <li>Preparation an emergency plan to support the shortage of synthetic rubber NBR.</li> <li>Sourcing Alternative Sources suppliers of Synthetic Latex (NBR), Natural Latex and Chemicals to increase alternatives and prevent short supply.</li> <li>Preparation database of major raw material distributors in the industrial market.</li> <li>R&amp;D continuous researching alternative raw materials to store data as an alternative source</li> </ul>
<ul style="list-style-type: none"> <li>Cyberattack or intellectual data loss or proprietary information of the Company may affect the loss of income because the company unable to sell products or service result in customers, business partners lack credibility in information security including the increase in costs from legal operating expenses.</li> </ul>	<ul style="list-style-type: none"> <li>Established computer networks available to avoid system failures by backing up the network and the server so that the system can work continuously.</li> <li>Established a system to prevent unauthorized persons from invading/destroying the network, and establish strict security control measure such as firewalls, periodic authorization reviews and backup data.</li> <li>Alternate Site consideration and Disaster recovery Site preparation.</li> <li>Review of the preparation of contingency plans and simulations to rehearse emergency response plans according to the Business Continuity Management system.</li> </ul>

## Social Risk

Risk factor	Mitigating actions
<ul style="list-style-type: none"> <li>Accident, emergency or disease caused by work that may cause business interruption and affect the confidence of stakeholders in business operations.</li> </ul>	<p>The company pays attention to risk management of operationaland safety has set the following guidelines</p> <ul style="list-style-type: none"> <li>Implement the ISO 45001 Occupational Health and Safety Standards and the ISO22301 Business Continuity Management System to manage emergencies or crises also prevent and mitigate potential impacts.</li> <li>Followed the annual occupational health and safety plan.</li> <li>Employee health check based on risk factors and annual health check program.</li> </ul>

Risk factor	Mitigating actions
	<ul style="list-style-type: none"> <li>• Preparation and rehearsal of incident suppression and rehabilitation plans for various emergency situations such as fires, chemical spills, etc.</li> <li>• Cultivate and creating a culture of safety at work for employees on a regular basis.</li> </ul>
<ul style="list-style-type: none"> <li>• Risk from labor shortage, it may cause production halt or disruption</li> </ul>	<ul style="list-style-type: none"> <li>• Human resource management such as recruiting local workers or transfer between branches</li> <li>• Implementing automation systems in production.</li> <li>• Survey and procurement of welfare comparable to industry groups.</li> <li>• Making an MOU contract</li> </ul>

### Environmental risk

Risk factor	Mitigating actions
<ul style="list-style-type: none"> <li>• Environmental management including the use of resources, pollution treatment, environmental complaint or non-compliance with environmental regulations affect the reputation of the company and incurring additional costs from reimbursement /penalties or the cessation or termination of the business</li> </ul>	<ul style="list-style-type: none"> <li>• Strictly and continuously operates in accordance with the ISO 14001 Environmental Management System.</li> <li>• Compliance with the law Environmental Rules and Regulations by established measures for risk management such as the preparation of an operating manual for systematic supervision and management, including complying with laws/regulations both domestically and internationally</li> <li>• Assign to the Quality, Safety and Environment co-ordinator (QSE) supervised by using environmental management system ISO14001 internal audit mechanism, including closely monitoring the trend of changes in laws and regulations related to the Company.</li> <li>• Resource Management and Pollution Control by focusing on environmentally friendly production such as using 100%biomass, reducing energy consumption,established efficient pollution treatment system and systematic waste management in accordance with the Circular Economy guidelines.</li> <li>• Regularly survey the community to explore the potential impacts of the Company's operations.</li> </ul>
<ul style="list-style-type: none"> <li>• Water resource management due to high demand in the production process and must meet the standard quality, the water shortage may affect the production and cause conflicts with the community</li> </ul>	<ul style="list-style-type: none"> <li>• Excavation of reservoirs and control of reserve water supply.</li> <li>• Set targets to reduce water consumption and set up water reduction projects in the production process that does not affect product quality.</li> <li>• Preparation measures in case of drought events</li> <li>• Water quality control measurement</li> <li>• Efficient wastewater treatment system to enable water reuse without affecting product quality.</li> </ul>
<ul style="list-style-type: none"> <li>• Management of air quality from boilers that may affect nearby communities and cause complaints.</li> </ul>	<ul style="list-style-type: none"> <li>• There is a plan for continuous inspection and maintenance of the air pollution treatment system.</li> <li>• There is a plan to measure air pollution within the period specified by law</li> <li>• Research and Development to improve the system to be more efficient both with the ability of employees in the organization and with external agencies</li> </ul>

## Emerging risk

Risk factor	Mitigating actions
<ul style="list-style-type: none"> <li>Climate change cause Extreme Weather Events - Natural Disasters that may affect production such as raw material shortages, flooding may result in loss of revenue from business interruption.</li> </ul>	<ul style="list-style-type: none"> <li>Implement ISO22301 Business Continuity Management System: (BCMS) and set up Business Continuity Plan (BCP)</li> <li>Taking out risk insurance</li> </ul>
<ul style="list-style-type: none"> <li>Standard regulations and climate change sustainability goals that may affect the loss of business opportunities.</li> </ul>	<p>The Company has set guidelines and ongoing measures to reduce greenhouse gas emissions and expanding operating results to the value chain in the future as follows:</p> <ul style="list-style-type: none"> <li>Established policy and frameworks to support investments in low-carbon projects to elevate the Company's GHG reduction initiatives;</li> <li>Established carbon footprint project to identify significant origins and take measures to reduce the Company's GHG, such as energy management and productivity enhancement</li> <li>Promoted the use of renewable energy</li> <li>Joined as a Membership of Thailand Carbon Neutral Network (TCNN), established by Thailand Greenhouse Gas Management Organization (Public Organization)</li> <li>Monitoring performance, review strategies for reducing greenhouse gas emissions and improve operations in accordance with policies, rules, regulations continually</li> <li>Participated in the project of the Greenhouse Gas Management Organization. (Public Organization) TGO such as T-VER, LESS.</li> </ul>
<ul style="list-style-type: none"> <li>Risk from serious emerging infectious diseases such as Coronavirus 2019 (COVID-19) that may cause the Company's business operations to slow down or stop due to the infection of employees or may be affected by the procurement of raw materials and the delivery of goods to customers.</li> </ul>	<ul style="list-style-type: none"> <li>The Company has also prepared a Business Continuity Management Plan in the event of a serious emerging epidemic crisis, and has carried out emergency response drills according to the BCM guidelines as well as closely monitoring and tracking information from both domestic and international sources, such as the World Health Organization and the Ministry of Public Health.</li> <li>Safety stock</li> <li>Logistics management</li> <li>Meetings and follow-up with suppliers of raw materials closely</li> </ul>

# BUSINESS INNOVATION

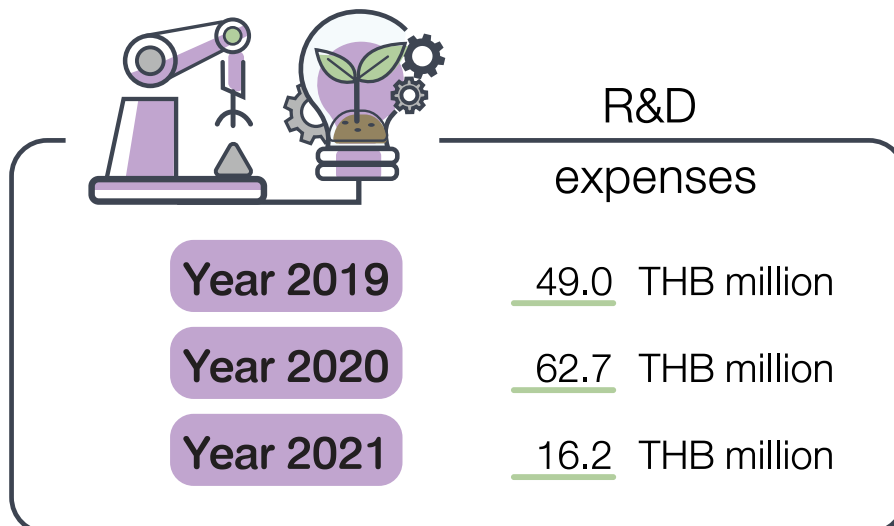
Our research and development activities are focused on the development of new products, improving the efficiency of our production processes, and reducing our energy consumption to create the innovation of product and process. Innovation for this purpose means the creation of things using new methods 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 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.

The Company has the 3 main objectives and goals of R&D as follows:

Innovation Development Project in Year 2021	
To increase competitive efficiency (increase production efficiency and reduce costs)	13 projects
To promote sustainability and environmental friendliness	2 projects
To create business opportunities and support new businesses	1 project
Total projects	16 projects

Our research and development expenses for the years ended 31 December 2019, 2020 and 2021 were as follows:



## Development of New Products

Rubber gloves are used in a wide variety of industries. In addition to the medical industry, they can also be used in other industries such as the food, electronics, and beauty industries. Given the wide range of application, we seek to develop rubber gloves to meet the needs of consumers across various industries, both in terms of quality, such as the thinness of the rubber gloves, which affects durability and comfort, and in terms of appearance, such as the use of different colors for variety. Including the allergen-free proteins of natural rubber gloves. According to some natural rubber glove users, there have an allergic reaction to proteins in natural rubber. In addition, we seek to continually improve the quality of our gloves in accordance with international quality standards and the particular quality standards of specific countries.

We had developed the new gloves as follows:

1. Natural rubber glove, Low Protein
2. Nitrile rubber glove 2.5 grams
3. Natural rubber glove with various colors such as Ocean Blue, Violet Blue, Pink, Black.
4. Nitrile rubber gloves with various colors such as Orchid, Oyster, Lilac, Slate, Dark Violet Blue.

## Automation

We are promoting and invests in automation and smart to improve the efficiency of our production processes, reduce our reliance on manual labor, reduce the production costs and make it competitive. Including the introduction of Automation to develop and replace for use in various heavy-duty jobs and promote the safety of the production process as well. We are using of automation in our process such as automatic warehousing system, auto mixing system, auto packing system, a centralized Supervisory Control And Data Acquisition (SCADA) system etc.

## Environment Friendly Project

We are designed the Natural rubbergloves that are clean and friendly to the consumers and the environment. The manufacturing processes that focus on cleanliness in all aspect to reducing energy consumption, reduce energy use, reduce greenhouse gas emissions, reduce wastes, reducing chemicals usage and consumer safety. They are according to the concept of Clean World Clean Gloves (CWCG). And we are finding the way to reduce the waste from production process and decrease the unnecessary chemical usage to reduce the environment impact and waste in factory. Such as the project to improve the stability of chemical and prolong the lifecycle, increase the efficiency of online former cleaning process that can be reduce the offline cleaning frequency, formulating for overuse of chemicals while keeping glove quality.

In additional, in the development of intellectual property, we have encouraged patent processing with the Department of Intellectual Property and Trademark registration for our medical rubber gloves in Thailand and abroad such as;



# Innovation KAIZEN

## Members

**KAIZEN:** KSGT-210152

**Topic:** Fog or Smoke

**Department :** Energy engineering



Mr. Chaiyawit Chooharn



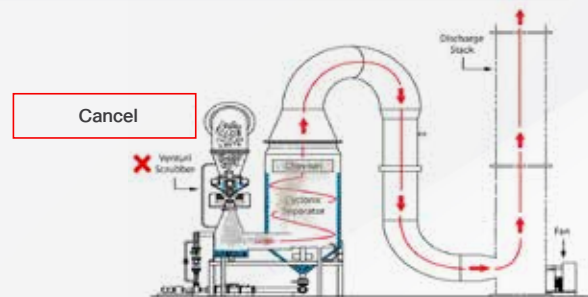
Mr. Usen Kaewtan



Mr. Yuttana Kangkumnerd

## Before

The Venturi Scrubber system is a front dish where when the pump sends water into the system, it forms a water curtain. and when the hot gas that ran into this area will be forced to pass water to remove the ash before releasing it into the atmosphere but due to the temperature of hot water and gas are different when they meet, resulting in steam mixed with hot gas emission from the stack.



## Idea

Cancel Venturi Scrubber and designed Water Sprayby installed 1. Water Jet system and 2. Water Spray system

After the improvement, air quality emission from the boiler chimney was pass the standard.



## Conclusion

### 1. Productivity and Quality

It can reduce the load of the fan ID, thereby increasing the efficiency of the boiler to continuously produce steam and reduce the risk of boiler breakdown that will affect the production including reduce the time for maintenance of Venturi and Demister of wet Scrubber system according to the PM Boiler schedule

Save cost 3Boiler = 48,000 bath/year

### 3. Safety

Reduce the incidence of respiratory hazards.

### 2. Environment

- » Reduce air pollution.
- » Reduce the use of electricity for the boiler.
- » Reduce water in the Wet Scrubber
- » Reduce the amount of waste (waste water) generated by the Wet Scrubber system.

### 4. Morale

Employees work more comfortably because it can reduce the fatigue from maintenance.

# SOCIAL

## Human Rights and Employees' Care

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.

	FY 2018	FY 2019	FY 2020	FY 2021
Number (persons)	47	60	71	90
Employment value (Million Baht)	3.7	4.7	6.0	6.6

## Human Rights

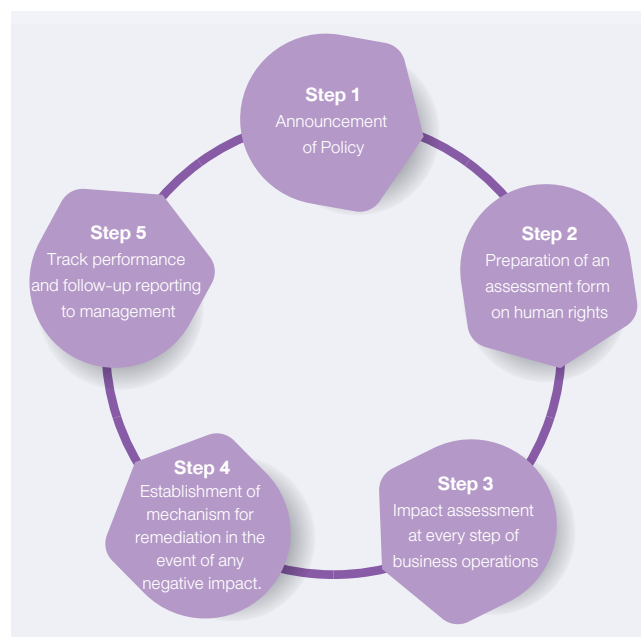
The Company has a policy on human rights and non-discrimination based on compliance with the UN Global Compact, Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs) as the guidelines and framework to induce confidence in operating a business that respects human rights. In this matter, Guidelines for the Board of Directors, executives and employees at all levels have been prescribed.

## Major operations in 2021

The Company conducted human rights assessments in 2 main areas covering all 3 factories and the Bangkok office accounted for 100% of the company's operating area (GRI412-1), namely the major human rights risks to employees and important human rights risks to communities and society in the area surrounding the location of the factory. Comprehensive human rights assessments are planned for the coming years.

Although the examination of the two human rights issues mentioned above found that there was no identified risk issue because there had never been an

incident that had a significant impact. Nevertheless, the Company attaches great importance to issues of safety, health and hygiene (in the context of the COVID-19 pandemic) and protection of personal information. Therefore, there are measures to prevent and mitigate possible impacts from business operations as follows:





## Protection of personal information

The Company has established a Committees and working group in compliance with the Personal Data Protection Act B.E. 2562 to create understanding among the operators in the preparation process of the Company and companies in the corporate group, including establishing a privacy policy, processes regarding consent, support for the exercising of rights of the owner of the data, preparation of required documents, as well as the formulation of measures to maintain the security of information, etc.

The working group has coordinated with the department manager or representatives of agencies assigned to collect information and study the processes related to the protection of personal information of the Company and the corporate group, conducting inquiries and interviews with representatives from each department in collaboration with external legal advisors to prepare gap assessment reports and to review and update documents and contracts related to the business operations of the Company and the corporate group to comply with the Personal Data Protection Act B.E. 2562.

## Occupational Health

The Company's management of human rights covers emerging epidemics, especially in the case of the Covid-19 crisis, whereby the Company has set up a working group, central communications team to formulate policies and management guidelines in the pandemic situation for the entire corporate group. All companies in the corporate group have set up emergency teams to analyze the situation, draft an emergency plan and provide necessary protective equipment such as masks, alcohol gel, including adjusting work hours appropriately for employees, contractors, and establishing additional measures to ensure safety at work.

## Safety

The Company's operation is in accordance with ISO 45001 standards whereby it complies with the law on safety, occupational health and working environment, provides knowledge and training in accordance with the operating safety regulations, provides personal protective equipment, as well as applying modern protective equipment and technology to reduce potential risks in the workplace. In addition, the Company provides annual health checks based on risk factors and daily basic health checks before work for all employees in the Company. Furthermore, the Company also provides training on occupational safety for its partners to create safe work environment in the operation of the Company.

The Company takes human rights of employees and communities around the area where the factory is located into careful account, details of which are as follows:

### Human Rights of workers and employees

- Sufficient distribution of masks to all employees to wear to work every day during the situation of the Covid-19 pandemic.
- Making the workplace safe for everyone by spraying disinfectant and regularly wiping the surfaces and devices with rubbing alcohol.
- A temperature screening point is set up before entering the workplace, and additional hand washing stations and alcohol gel dispensers positioned around the area.
- Workplace and cafeterias are organized according to social distancing principles.
- Providing alternative Covid-19 vaccines for all employees.
- Conducting annual health examinations according to risk factors as well as random ATK testing of employees to ensure confidence in a safe workplace environment.

### Human Rights of the community and society around the area where the factory is located

- Glove distribution project whereby rubber gloves were donated to the provincial public health officers and public health service units where the factory is located.
- Field visit to survey the impact of the Company's operations.

## Negotiation

The Company provides opportunities for communication between executives and employees in negotiating employee benefits with the Company through the welfare committees which comprise representatives elected by the employees of each of the companies. By 100% of all employees are under a collective bargaining agreement (GRI 102-41). The Company also provides channels for complaints and suggestions via mail and electronic mail to the Secretary of each company.

## Measures for receiving complaints and whistleblowing

The Company provides communication channels with employees and stakeholders on human rights issues, including channels for receiving reports or complaints about human rights violations that may arise from the Company's operations as well as providing measures to protect complainants and maintain confidentiality, measures to monitor impacts and remediation measures, based on fairness and human rights principles.

### The channels for receiving complaints and whistleblowing are as follows:

- Notification through supervisors, factory manager or human resources department (at Corporate Headquarters)
- Via electronic mail to the secretary of the company.
- By calling the direct phone number of the company.

From regular consultative meetings between management and the Welfare Committee of the companies in the corporate group, which represents employees, there were no major labor dispute and no human rights complaints. Moreover, there has not been any issue regarding significant violation of societal legal or regulatory requirements and there no cases of alleged negative impact on social issues in the past 3 years.

## Employees' care

Employees are an important resource to drive operations leading the organization's success. The Company therefore places importance on building a good human resource management system, from recruitment of new employees, standard compensation management, setting goals and plans for development of employee potential to promote career advancement and growth, paying attention to the safety and health of employees and giving freedom and respect to employees' rights to represent, collectively assemble and negotiate (GRI 102-41), having a welfare committee in the workplace comprising elected representatives of employees to represent them in discussions with employers on such issues as other welfare/benefits aside from the base prescription law and organizing various activities within the Company, as well as listening to the opinions and suggestions from employees at all levels equally and equitably through various channels such as feedback boxes, meetings, questionnaires, 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. (GRI 401-2)

In 2021, the Company conducted a survey of employee engagement from 2,025 employees, representing 48.7% of employees, targeting 80%. The survey results were equal to 88.9%.

The total number of employees of the Company as of December 31, 2021 is 9,689. (GRI 102-17)

## Employment

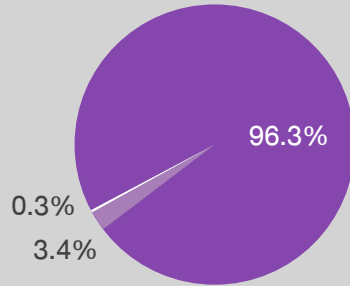
### BY Sex

(GRI 405-1)



### BY Level

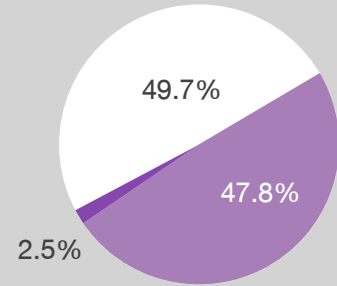
(GRI 405-1)



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

### BY Age

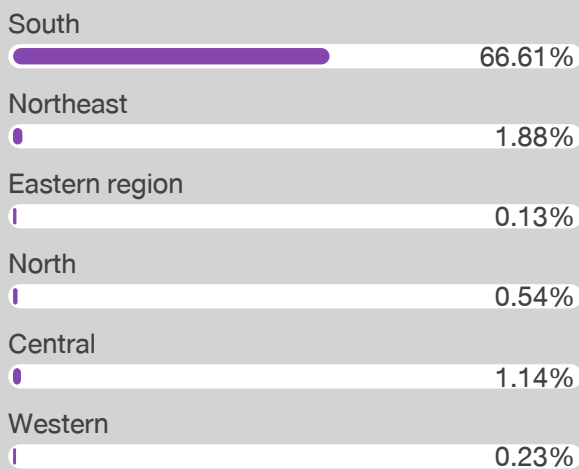
(GRI 405-1)



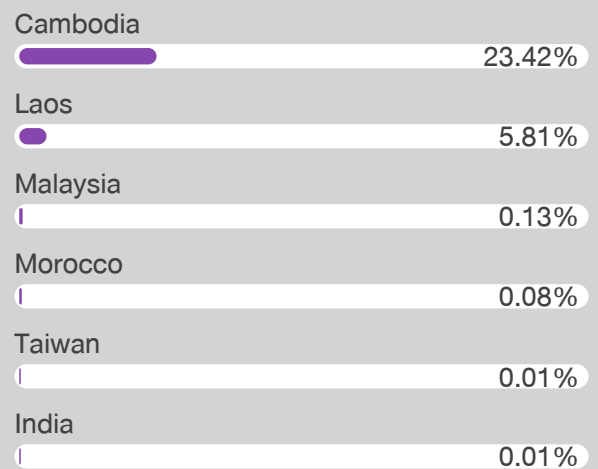
- Under 30 years
- 30-50 years
- Upper 50 years

## BY Area (GRI 405-1)

### Thailand



### Overseas



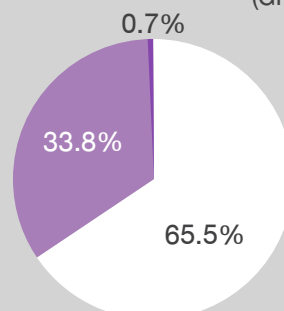
## Employee termination by sex

(GRI 401-1)



## Employee Termination by Age

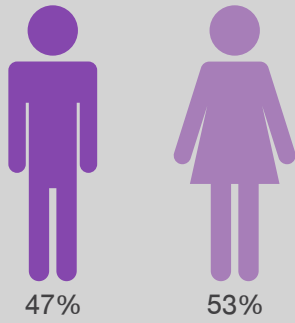
(GRI 401-1)



- Under 30 years
- 30-50 years
- Upper 50 years

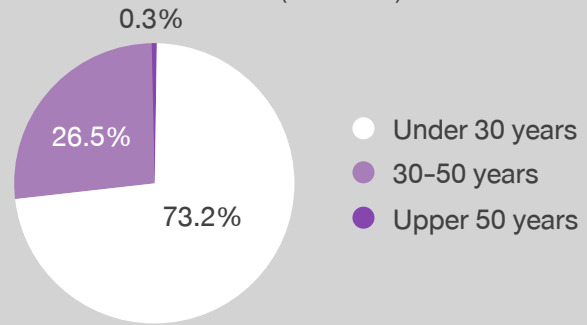
## New Employee by sex

(GRI 401-1)



## New Employee by age

(GRI 401-1)



## Return after maternity leave

(GRI 401-3)

81%



## Promoted Employee

(GRI 401-3)

2.86%



## 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

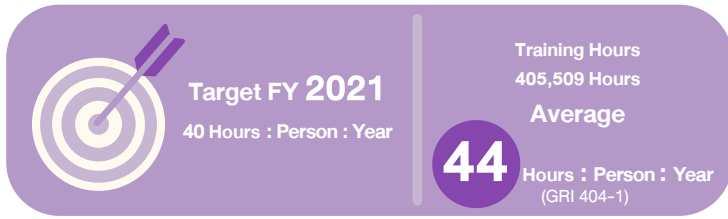
The Company provides fair compensation to employees from performance appraisal and establishes a KPI (Key Performance Index) system as specified by the Company, consistent with labor market conditions and the Company's operating results, in both the short and long term, in the form of salary, diligence 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. In 2021, 100 percent of employees are assessed annually based on (KPIs) of each unit (GRI 404-3).

# EMPLOYEE DEVELOPMENT

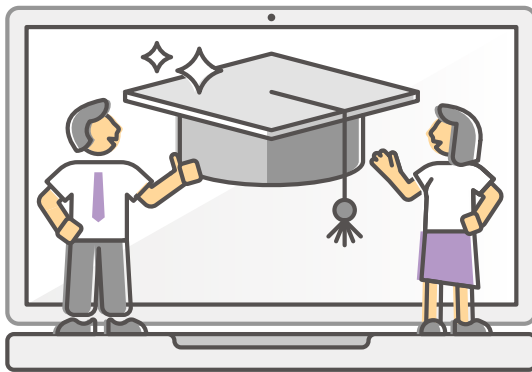
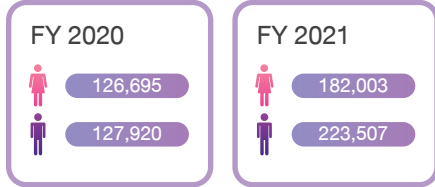
## Policy on human resource development

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 (GRI 404-2)

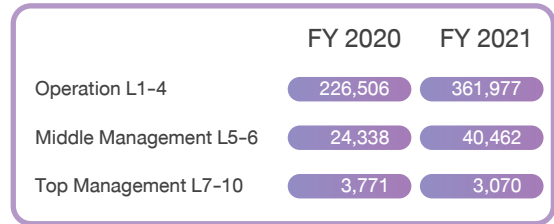
- Development and training through on-the-job training according to operational procedures by the supervisor or an expert in that field in order to enhance learning and improve skills during operation. Moreover, there is also a "mentoring system" to provide advice, counseling, work instruction and support 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.



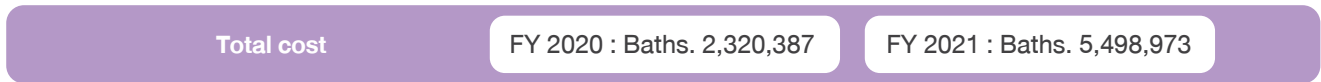
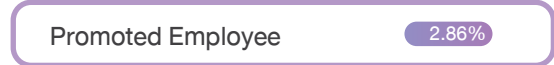
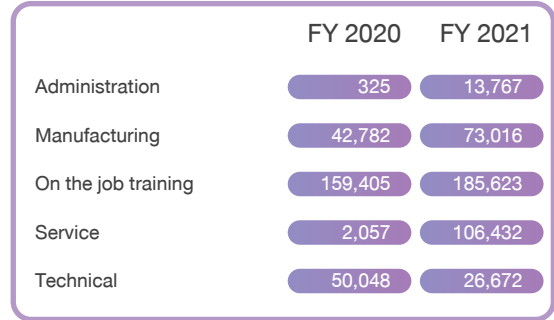
**By Gender** (Unit : Hr.)



**By Level** (Unit : Hr.)



**By Skill** (Unit : Hr.)



**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 2021 can be summarized as follows:

Activities	FY 2020		FY 2021	
	Number of topics	Cost reduction (million Baht)	Number of topics	Cost reduction (million Baht)
OPL	1,529	-	2,159	-
Kaizen	656	115	1,092	241
QCC	199	123	216	92

# Occupational Health and Safety

## Occupational Health, Safety and Environment

Safety, occupational health and work environment are prominent issues of sustainability, the management of which the Company attaches great importance in order to prevent risks, incidence and impacts on its business and stakeholders. These are also important corporate management issues of interest to stakeholders of the Company, especially among employees, partners/contractors and communities around the factory, in its business operation. Therefore, the Company has formulated the Occupational Health & Safety Policy and the Announcement on Company Rules for Contractors as a guideline for all employees and contractors by assigning duties and responsibilities regarding safety, both for individual workers and their colleagues, in compliance with laws and standards on occupational safety and health. In addition, the Company has set up the Occupational Safety, Health and Environment Committee (CDC) and the management of safety according to the Occupational Health and Safety Management System ISO 45001 standard to create stability in safe business operations (GRI403-1). Actions undertaken in this regard in 2021 are as follows:

### Hazard identification, risk assessment and incident investigation (GRI 403-2)

The Company proceeded to identify hazards related to work and conducted assessment of safety and occupational health risks to formulate a risk control and prevention plan, as well as seeking opportunities to improve safety and occupational health operations covering activities performed by employees and contractors. The hazard identification process takes into account the nature of work, location, activities and potential hazards. As for risk assessment, consideration was given to social factors, work methods, past incidence, changing work method design and work processes, whereby a risk assessment is conducted at least once a year.

The results of the safety risk assessment revealed that high-consequence work-related injury, namely in such incidents as fire, chemical spill and boiler explosion, the Company's prevention and control measures are, therefore, set in accordance with the hierarchy of controls, focusing on the elimination of risks and hazards in the workplace. It also focuses on preparedness for various emergencies such as inspections of alarm systems, fire escape routes, emergency lighting, emergency exits and signage, automatic fire suppression system and various emergency suppression devices as well as training emergency response teams to be ready to respond at all times.

The Company has established procedures for dealing with physical or property incidents as well as occupational diseases involving an accident investigation process to find the cause, establish measures to remediate and prevent recurrence as well as to follow up on the results of corrective actions.

For the investigation of accidents or incidents, the Company requires that those who witnessed or were present in the incident must report it to safety officers and related persons within 24 hours, after which the accident investigation process begins. Using the Why Three Analysis tool to analyze the true cause of the accident and provide measures to prevent recurrence, including continuous monitoring of improvements in remediation. The Company also communicates lessons learned to employees and operators in the Company's premises to raise awareness and prevent recurring incidence.

In addition, the Company has promoted a safety culture in the organization by campaigning for employees to report unsafe situations and actions, both via the use of application and reporting box in order to prevent risks, whereby employees or contractors who encounter unsafe conditions and actions that may result in injury or illness due to occupational disease may stop working without facing charges of neglect of duty and report said conditions and actions to supervisors for investigation and correction to ensure safety before work may continue.

### Work-related health services (GRI 403-3)

In addition to safety in the workplace, the Company has taken into account the integration of health issues into business operation, mindful that for the organization to grow sustainably employees must be healthy both physically and mentally, which results in better performance efficiency and work environment. The Company therefore pays attention to the care and prevention of health risks of employees and those who work in the Company's premises. The Company provides health risk assessment by physicians specializing in occupational medicine covering the Company's operating activities in order to determine appropriate measures to control and reduce health risks. The Company has established procedures for regular monitoring and measurement

of the working environment, such as odor, light, noise, heat, dust and chemicals in the work space in comparison to the relevant safety standards. If the result exceeds the standard value, the Company will systematically conduct remediation and monitoring to ensure that the measurement results are consistent with the safety standards.

The Company has a hospital and on-duty nurses to provide health services to employees and those who work in the Company's premises. The Company also provides health checks for employees before starting work and when changing jobs, as well as annual general health examinations and health check-up based on occupational health risk factors by an occupational medicine physician. Furthermore, the Company also employs safety officers to provide advice to employees and workers on issues related to occupational health and safety.

### **Participation, consultation and communication on occupational health and safety issues (GRI 403-4)**

The Company promotes the participation of employees in the development of occupational safety and health operations through the Occupational Safety, Health and Environment Committee (CDC) established by the Company under the law. The Committee is responsible for the management of occupational safety and health risks, including promoting the participation of workers through elected employee representatives, separated by line of work to enable effective communication with employees of all fields and levels. The employee representatives work together with management as a working group, which is scheduled to meet at least once a month, to be a forum for exchanging information, continuously improving and monitoring progress of occupational safety and health processes. In 2021, the Working Group made recommendations pertaining to risks arising within respective departments and their surroundings in order to prevent and remediate possible physical harm and property damage, as well as conducting safety and occupational health inspections to continuously improve work areas to be safe.

In addition to holding meetings of the Occupational Safety, Health and Environment Committee, the Company also organized various activities to promote occupational safety and health to foster employee participation, raise awareness, provide advice and communication on issues related to safety and occupational health, namely Safety Day activities, safety volunteering activities, granting recognition and safety awards, organizing safety exhibitions and quiz games, communication via Outlook, notice boards, safety radio (internal audio transmission system), 5S activities and safety talk, etc.

### **Occupational Health and Safety Employee Training (GRI 403-5)**

The Company provides safety and occupational health training to all employees and workers prior to starting work or when changing jobs based on the nature of the hazards and risks associated with the job or activity to be performed, such as initial firefighting training, Basic First Aid Training, training to properly and safely operate forklifts and hand lifts, safety training in the use of chemicals, electrical safety training and safety training in working in confined spaces, etc. In addition, the Company organized emergency preparedness training such as fire evacuation drills, response to chemical spills and floods, etc., and emergency teams have been established and trained regularly. The Company has prepared a training plan and closely tracks its implementation, as well as conduct assessments of such training and record employee training history in order to develop knowledge and ability in preventing and controlling hazards while working.

### **Promotion of workers' health (GRI 403-6)**

In addition to health and occupational health services related to work, the Company also attaches great importance to the health of employees and workers in accessing medical services for illnesses that are not occupational diseases by

- Providing basic medical and emergency treatment to employees and workers at the Company's hospital room free of charge;
- Organizing annual health check-up services for employees. and a health check-up promotion program for employees over the age of 35;
- Providing vaccination against COVID-19 to all employees.

For the situation of the COVID-19 pandemic in 2021, the Company has set up screening measures for employees and contractors who come to work in the Company's premises, whereby body temperature is measured, and health and travel history questionnaire is required to be completed. In addition, work practices have been established to prevent infection, such as wearing a mask at all times when working and meeting with others, maintaining social distancing at work, eating meals separately, online meetings, campaigns to promote frequent hand washing and cleanliness, public relations activities to provide knowledge and advice on preventing the spread of COVID-19, providing alcohol gel dispensers, including weekly spraying of disinfectants and ozone drying in the workspace to prevent and reduce the risk of the spread of COVID-19 in the workplace.





The Company also encourages and supports sports activities for employees to promote good health and help reduce health risks among employees through the following:

- Supported the construction of a football field (Lewis Stadium) in front of the Company for use by employees to exercise, relieve stress from work, as well as to promote team-building and unity among employees.
- Provided areas and equipment for exercise at staff housing.
- Supported the construction of a petanque court and a takraw field at the staff housing facility to provide employees with more access to a variety of sports.

## Preventing and mitigating impacts on safety and health that are directly related to business relationships (GRI 403-7)

In addition to preventing and reducing the impact on safety and occupational health of employees and workers in the Company's premises, the Company is also aware of the possible risks and negative impacts on safety and occupational health on the Company's business operations that may be caused by the operations of its trading or business partners. Therefore, the Company has established a Supplier Code of Conduct to encourage business partners to operate in line with the Company's operation. The safety and occupational health guidelines for trade and business partners are as follows:

- Provide a safe work environment and control the risks of accidents and the potential health consequences of the operations and provide access to health services, medical assistance and adequate facilities.
- Provide regular occupational health and safety training for employees.
- Provide proper personal protective equipment.
- Evaluate and establish a plan for emergency preparedness as well as emergency response, rehabilitation, and communication plans

The Company requires its trade and business partners to adhere to and comply with this Supplier Code of Conduct for Occupational Safety and Health to prevent risks and reduce impacts on the business operations of both its partners and the Company.

## Outcome

The Company has established safety and occupational health indicators for employees and contractors/operators as follow;

Indicator (GRI 403-9, 403-10)	Unit	FY 2021	Target
Fatality as a result of Work-Related Injury • Employee • Supplier	Case	1 0	0 0
Lost-Time Injury Frequency Rate : LTIFR • Employee	case /1,000,000 worked hours	2.08	0
Injury Severity Rate : ISR • Employee	day /1,000,000 worked hours	10.86	0
Total Recordable Injury Frequency Rate : TRIFR • Employee	case /1,000,000 worked hours	2.88	2.5
High-Consequence Work-related Injuries Rate* • Employee	Case	0	0
Occupational Illness Frequency Rate: OIFR (case /1,000,000 worked hours)	Person	0	0
The accidents leading to time off work for more than 3 days • Employee	Person	1.6	< 1.5

\* High-consequence work-related injuries rate (Accidents due to work that unable to restore the body to the state it was in before the accident within 6 months after the accident.)

# 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.

In 2021, the Company prepared a Business Partner Code of Conduct and Guidelines to promote sustainable business operations among its business partners in accordance with the Company's business practices. This code of conduct is also an opportunity for the Company and its business partners to embrace shared values and participate in social and environmental development to create growth and sustainability together. In this regard, the principles used in the preparation of the Business Partner Code of Conduct and Guidelines, in addition to the legal/regulatory requirements and the Company's business ethics, are also based on internationally recognized charters and standards by such organizations as the International Labor Organization (ILO) and the United Nations Global Compact (UN Global Compact).

The guidelines for business partners are divided into 4 areas, summarized as follows:

### 1. Good Corporate Governance

The Company operates its business fairly throughout the supply chain, with respect for intellectual property, commitment to anti-corruption, meeting requirements regarding delivery of products or services as well as managing economic, social and environmental risks, including the preparation of business continuity plans.

### 2. Labor and Human Rights

The Company has policies and practices in protecting against child labor, slave labor and forced labor, fair treatment of workers without discrimination, adherence to labor protection standards and respect for workers' rights to freedom of association and participation in collective bargaining.

### 3. Safety and Occupational Health

The Company attaches great importance to workplace safety and environment and, therefore, completely provides appropriate personal protective equipment, medical assistance and emergency preparedness training.

### 4. Environmental Protection

The Company complies with environmental laws and regulations as well as its commitments whereby it supports green operations, selection of sustainable materials, sustainable energy sourcing, taking into account impact factors and ecosystem diversity as well as the prevention of global warming and taking part in climate change mitigation.

(The full version of the Business Partner Code of Conduct and Guidelines is disclosed in [www.sriranggrloves.com](http://www.sriranggrloves.com) in the Corporate Governance section.)

With regard to the assessment of risks that may arise from trading partners, the Company has grouped key partners who may affect the operations of the Company, thus enabling proper management. Key partners are categorized using the following criteria:

1. Trading partner with high trading volume (divided by business group)
2. Trading partner who supplies raw materials, products and provides services that are important to the Company's business processes
3. Trading partner whose number is likely to remain small in the future

From the aforementioned criteria, major suppliers are divided into 2 main groups, namely supplier of raw materials and subcontract work. In the selection of trading partners, the Company will assess and select using assessment criteria covering social standards such as labor, safety, environment and business continuity management. As for the key partners, the Company would visit the supplier site to conduct annual assessments jointly with the Quality Department covering social and environmental issues. At the same time, the suppliers are asked to do self-assessment at least once every 2 years whereby the Company provides an assessment form covering issues of labor society, safety, and environment.

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.

**In 2021, 1,127 trading partners signed the agreement to demonstrate their intent for anti-corruption.**

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

Topic (GRI 204-1)	Unit	FY 2018	FY 2019	FY 2020	FY 2021
Local purchasing value of goods and services	(million Baht)	1,302	1,241	1,792	1,255
Proportion of local purchases of goods and services	%	5	23	17	7

**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.

During the Covid 19 pandemic, the Company held meetings with partners to discuss building cooperation in finding ways to prevent the spread of contagion in operation areas so that employees can carry out the Company's production processes smoothly.



In order to support the organization's hazardous waste reduction goals, the Company has cooperated with suppliers of chemical raw materials in modifying the packaging of chemicals to reduce hazardous waste in 2021, of which the following is a summary of results:

## Hat Yai Factory

No.	Project	Method	Amount (pieces)	Total waste (kgs.)
1	Reduce the amount of hazardous waste by reducing chemical drum (FC02,FC03)	Change plastic drum to Tank car	8,247	82,470

## Trang Factory

No.	Project	Method	Amount (pieces)	Total waste (kgs.)
1	Reduce the amount of hazardous waste from chemical drum (N3 and F4)	Change plastic drum to Tank car	13,325	133,249
2	Reduce the amount of hazardous waste from chemical bag (C5)	Change plastic bag to Tank car	66,968	6,697
3	Reduce the amount of hazardous waste from chemical bag (S6)	Return Big Bag to Supplier for reuse	561	1,122
Total			80,854	141,068

## Suratthani Factory

No.	Project	Method	Amount (pieces)	Total waste (kgs.)
1	Reduce the amount of hazardous waste from chemical drum (N3 and F3)	Change plastic drum to Tank car	3,274	49,114
2	Reduce the amount of hazardous waste from chemical drum (C5 and P1)	Change plastic bag to Tank car	111,035	11,104
3	Reduce the amount of hazardous waste from Bulk -1000 liter (A6)	Change plastic bulk -1000 liter to Tank Car	384	19,197
Total			114,693	79,414



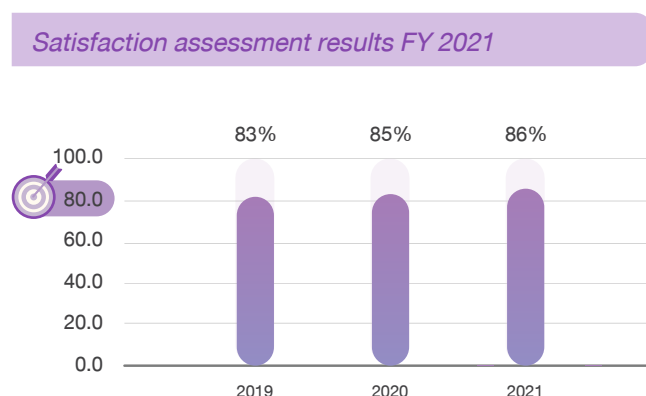
# CUSTOMER AND CONSUMER RESPONSIBILITY

The Sales and Marketing Division of the Company complies with business ethics in regarding customer relations by striving to create satisfaction and confidence for customers to receive good quality products and services at a reasonable price, undertake complete and accurate disclosure of information about the products and services, ensure timely delivery of products, provide warranty for products and services under appropriate conditions, including organizing systems and communication channels for customers to have access to products and services, having a Customer Service unit that is responsible for communicating other details in addition to sales information with customers and a Technical Assurance unit that coordinates handling of technical complaints as well as responsible for keeping customers' history and confidentiality which, to date, there has never been any such complaint against the Company from a customer thereof (GRI 418-1). Furthermore, the Company's clients in the global market have more recently focused on ESG and have provided ESG assessment responses to be sent back to the customer. The Company has always supported and cooperated in filling out the assessment with accurate, transparent, verifiable data and stands ready to improve the development of ESG every year.

From the concept of "Clean World Clean Gloves: Green Gloves that are safe for consumers", the Company has invented and developed new products to meet the needs of customers and consumers, for such properties as the thinness of rubber gloves which are durable and comfortable to wear, different colors to add variety, including the development of latex gloves free of allergenic proteins for some groups of latex glove users, as well as the use of FSC (Forest Stewardship Council) certified packaging, sustainable forest management systems and obtaining certification under the FSC-COC (Chain-of-Custody Certification) system, product supply chain management in the medical rubber gloves business, i.e. producing FSC gloves that prioritize business operations while maintaining a balance of economics with social and environment concerns. In the past 3 years, the Company has had no significant complaints, whether related to product quality or non-compliance with the relevant legal provisions or requirements from customers or consumers (GRI 416-1, 416-2).

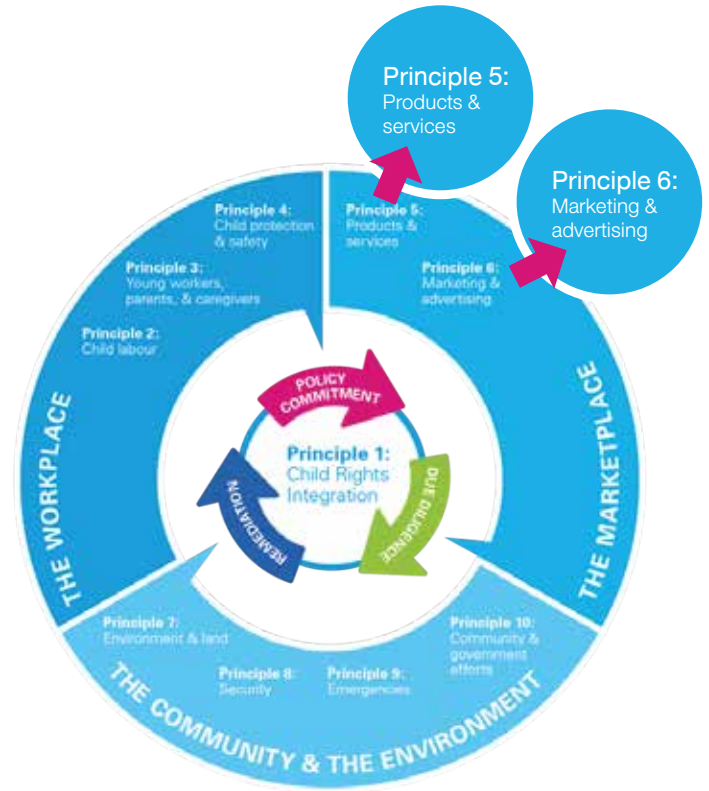
## Customer satisfaction

The Company conducts a survey and assessment of customer satisfaction annually, the results of which are evaluated to further develop the Company's products and services to better meet the needs of customers as much as possible. The Company's satisfaction assessment survey covers the accuracy and completeness of document, delivery, product quality, the response to complaints as well as the speed of replying to customers. The current assessment model has changed from attaching appraisal files via email to allowing customers to scan QR codes or links, making it easy for customers to make assessments on their phone wherever they are. The satisfaction survey will be delivered to the customer by the marketing department and used for analysis and evaluation by the Quality Department. From the higher percentage of satisfaction and an increasing number of customers who responded to the survey every year, it is apparent that the Company is continuously able to meet customer satisfaction. Moreover, the Company utilizes the assessment survey results from both new and old customers in order to be fully able to continuously apply the evaluation results and recommendations to develop both the products and services of the Company.



The Company provides information related to its products or services using language that is comprehensive, accurate, easy to understand, clearly displaying various warnings in compliance with the requirements (GRI 417-1) and taking into account the gist of Children's Rights and Business Principles (CRBP), the first set of comprehensive principles to guide companies in upholding children's rights and role in the marketplace. For instance, Principle 5 ensures that products and services are safe and that awareness of children's rights is promoted through said products and services, and Principle 6 which ensures that advertising and marketing media are used in a way that respects and promotes children's rights. To date the Company has not had any issues of non-compliance with any law or requirement regarding information on product labels and marketing communications (GRI 417-2, 417-3, 419-1).

The Company also has online distribution channels whereby it communicates and educates consumers through Facebook, Line Official and e-commerce platforms to allow customers and consumers to easily access information and products at reasonable prices, as well as exhibiting products both domestically and internationally on a regular basis every year.



International Medical Equipment Fair and the World Medical Conference (MEDICA) from 18-21 November 2021 at the Düsseldorf Exhibition Center, Düsseldorf. Germany

PET EXPO 25-28 November 2021 at BITEC Exhibition Center Bangna

# PARTICIPATION TO DEVELOPMENT

## SOCIAL AND COMMUNITIES

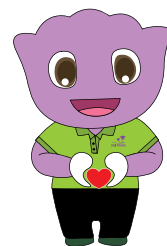
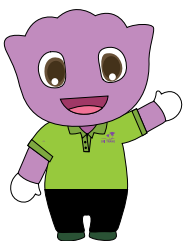
The Company places importance on participation in community and social development alongside business growth covering all 3 factories and Bangkok office accounted for 100% of the Company's operating area (GRI 413-1), both in creating an economy and development of living conditions to create a good quality of life for the community through various activities and projects initiated and developed to meet the expectations of stakeholders. In addition, respect for human rights in all areas where the Company does business is also a main focus to create happiness and value with the surrounding communities for sustainable coexistence. The Company's participation in community and social development can be divided into 6 aspects as follows:



### Children and Youth

#### Annual Children's Day

The Company believes that good children and youths are the future of the nation. In every year, 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 2021, Sri Trang Gloves (Thailand) Public Company Limited, Trang Branch donated 60 sets of school supplies, along with bicycles to Ban Bang Yai Mak School in order for the children to be able to use it to their advantage and to provide encouragement to them, as an important force in the future development of the country.



#### Activities to do good things for friends (Development of Ban Bang Mak School)

Sri Trang Gloves (Thailand) Public Company Limited, Trang Branch, in cooperation with Bang Mak villagers organized activities to do good deeds for friends by providing support in the form of equipment valued at THB 3,000 to improve the school's lawn landscape on the occasion of the birthday anniversary of His Majesty King Bhumibol Adulyadej Maha Bhumibol Adulyadej the Great.

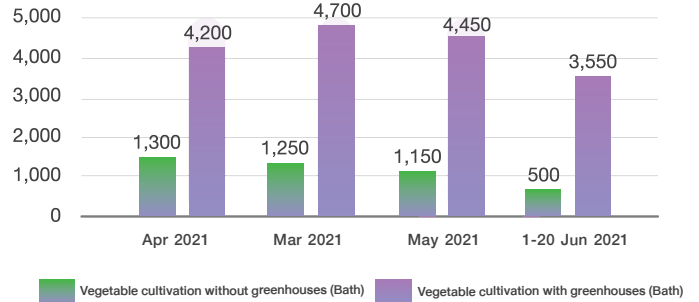


## Career development and livelihood

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:

### Sufficiency Economy Organic Farming Project at Ban Lob Mum Community (CSR-DIW Continuous)

Since 2018, the Company has encouraged the organic farming group in Ban Lob Mum Community, Phatong Sub-district, Hat Yai District, Songkhla Province to grow organic vegetables and mushrooms, and make herbal juices by using the company's unused materials, such as pallets, to make fences and vegetable plots based on the Sufficiency Economy principle. Over the past 4 years, the projects have been able to generate income for the community of more than THB 430,000. Members also share 10 percent of their income to take care of the disadvantaged elderly in the community. In 2021, the Company initiated the project to grow vegetables inside mosquito nets, aiming to be able to generate increased income for the farmers group by 30% per month. The working group has monitored, evaluated and summarized the project results from March to June, and found that members had an average monthly income of THB 3,200, representing 75% increase per month. 30 employees participated in this project and, the questionnaire they completed, showed that the majority of respondents had the highest level of satisfaction on all topics, account for 95%



### Community Career Promotion and Support Project

The Company has a policy to promote and support the community where the factories are located by purchasing goods and services from the community to use in various activities of the Company, such as food, snacks, and beverages. In 2021, the Company has hired the community to make New Year's gift baskets from Ban Yan Yao Ok Community, Phatong Sub-district, Hat Yai District, Songkhla Province, and commissioned woven baskets from community enterprises at Ban Tho Muang, Bang Mak Sub-district, Kantang District, Trang Province, thereby generating income for the community amounting to THB 23,400 and THB 7,600, respectively.





**Weaving Love Pallet Wood Project (CSR-DIW Continuous)**

Sri Trang Gloves (Thailand) Public Company Limited, Surat Thani Branch has organized a project to develop skills for people with disabilities at Baan Bor Nam Ron, Kanchanadit District, whereby the Company contributed equipment and 946 pieces of wooden pallets which are waste material from the factory, to the handicapped group in making tables and chairs, shelves and other woodwork, generating income for people with disabilities from May-Dec. 2021 in the amount of THB 57,000.

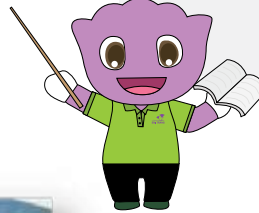
**Community satisfaction score 92.5%**



Generating income for people with disabilities

THB **57,000**

\*from May-Dec. 2021



**3<sup>rd</sup> Bang Mak Sodsai roads project**

On the occasion of the birthday anniversary of Her Majesty Queen Sirikit, The Queen Mother, Sri Trang Gloves (Thailand) Public Company Limited, Trang Branch, joined with villagers in Ban Bang Mak area to improve the landscape along the strategic road from the Company to the intersection of Bang Mak and supported THB 4,000 for the purchase of equipment to participate in the activities.



## Good health and hygiene

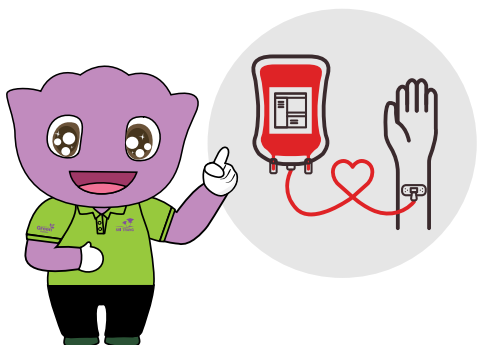
The Company takes into account the health and safety of people in the community and society. Therefore as a representation of this concern, it provided rubber medical gloves to communities and various organizations for use in ensuring safe exposure, such as at the Blood Donation Center, Thai Red Cross 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 supported the neutering activities of stray cats and rabies vaccination to help reduce the number of stray dogs and cats that have become a problem in the community. In 2021, the Company donated 24,000 gloves, valued at THB 16,800.

### Sri Trang Group of Companies Share Love for Community Project Year 2

STA and STGT initiated the project 'Sri Trang Group Sharing Love with the Community' for the first time in 2020 by, both of board of STA and STGT board of director are in recognition of the importance of sanitation for Thai people in the face of the COVID-19 pandemic. The project delivered medical rubber gloves to various agencies throughout the past year, amounting to more than 3.57 million pieces. For the Sri Trang Group project "Share Love for the Community" Year 2, the goal of donating medical rubber gloves to various provinces increased to more than 4.5 million pieces, starting with provinces where branches and production bases of Sri Trang Group are located and Bangkok, before expanding to other provinces to cover the country as much as possible. The medical rubber gloves are provided through the governor, Ministry of Health and various agencies such as hospitals, field hospitals, sanitation stations, foundations, COVID-19 vaccination stations, aid centers, temples, correctional institutions, etc. Since 2020, Sri Trang Group Has delivered 7.9 million pieces of medical latex gloves, valued at THB 5.5 million, to take part in stopping the new wave of COVID-19 infections, ensuring hygiene, supporting Thais to overcome this COVID-19 crisis and return the Thai economy back to a position of strength once again.



### Donation of medical rubber gloves to support the Blood Bank Project of the Thai Red Cross Society

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 2021, the Company has delivered rubber gloves to the Thai Red Cross Society for the 7th consecutive year, totaling 56,000 pieces per year, valued at THB 39,000.



### 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.



In 2021, Sri Trang Gloves (Thailand) Public Company Limited, Trang Branch, cooperated with the Red Cross, Trang Province and Trang Hospital in organizing blood donation activities with a total of 25 company employees also donating blood.

### Budgetary support for the purchase of medical equipment

Sri Trang Gloves (Thailand) Public Company Limited, Trang Branch supported the purchase of necessary medical tools, equipment and materials needed to care for COVID-19 patients for donation to Kantang Hospital that were in short supply at the time, in the amount of THB 40,000.



## 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 renewal project and capacity building for people with disabilities

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. In 2021 due to the pandemic situation, the Company's had to refrain from organizing New Year's activities and visiting staff with disabilities. Nonetheless, the Company was able to maintain various benefits such as providing shirts for employees and making inquiries to the employment agency regarding the development and well-being of employees on an ongoing basis.

### “Sharing Love to Chronic Patients” Project

In 2021, 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 Chalem 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 70,000 bath per year



### Project to Visit the Elderly in Vulnerable Groups, Phatong Sub-district

Sri Trang Gloves Thailand Plc. (Corporate Headquarters Branch) together with the community committee of Ban Lom Mum, Phatong Sub-district Municipality organized a project to visit the elderly in the vulnerable group who are in need in the community to provide encouragement and assistance by presenting essential goods such as rice, dry foods and drinking water for consumption for 32 households which can help reduce expenses for the elderly by THB 16,000 per year.



### Donation of necessary supplies to quarantine centers for suspected COVID-19 infected persons

Sri Trang Gloves (Thailand) Public Company Limited, Trang Branch delivered essential items such as Sri Trang drinking water, masks, alcohol gel, instant noodles and instant powdered beverages to the quarantine centers for suspected COVID-19 cases, namely 1 set to the center at Yan Ta Khao District, Trang Province, 100 sets to Field Hospital 4, Prince of Songkla University, Trang Campus, 30 sets to the Office of the Islamic Committee of Trang Province, to take care of those who have been quarantined.

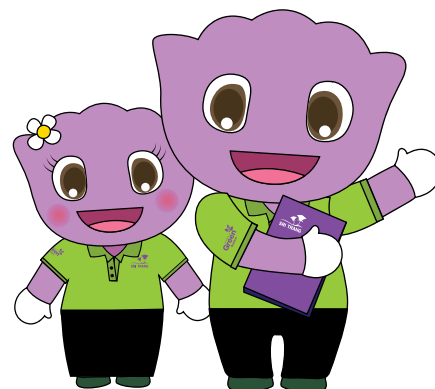


## Arts, culture and local traditions

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.

### Giving support items during the annual fasting festival, Ramadan, to Muslim community members around the Company

Sri Trang Gloves (Thailand) Public Company Limited, Trang Branch, donated drinking water and consumer goods to support the annual Ramadan fasting festival, to our Muslim brothers and sisters in the area around the company.



## 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:

### **Dam construction in honor of His Majesty the King, Ban Wang Pring, Khao Kiat Sub-district, Sadao District, Songkhla Province**

Sri Trang Gloves (Thailand) Public Company Limited, Hat Yai Branch, together with the local environmental governance network organized activities to enable villagers to take advantage of upstream weirs in agriculture, animal husbandry, and as a breeding ground for aquatic animals.

### **Releasing fish and tree planting activities**

Sri Trang Gloves (Thailand) Public Company Limited, together with the Federation of Thai Industries of Trang Province released 10,000 fish and planted 100 trees as part of the project to build and develop a network of environmentally friendly industries for the purpose of restoring abundant natural resources and helping to better organize the ecosystem of the environment in the community.

### **Project to release over 4,000,000 crab species for propagation**

Sri Trang Gloves (Thailand) Public Company Limited, Trang Branch, in collaboration with the Office of Social Development and Human Security, Trang Province, organized the Sharing Touch of Love Project to release crab species for propagation. More than 4,000,000 crab species were distributed to project participants who then released them at Rajamangala Beach for the purpose of restoring abundant natural resources and helping to better organize the community's ecological environment, and donated THB 20,000 to the Blue Crab Bank of Conservation of Marine Animals Project, Trang Province according to the Sustainability Policy "Sharing Touch of Love" of the Sri Trang Group that is ready to give the touch of love to all life on the planet to foster happiness and sustainable cooperation of everyone in society.

Additional information on the various CSR activities is available on the company website [www.sritranggloves.com](http://www.sritranggloves.com) in part of SD news



# ENVIRONMENTAL PERFORMANCE

## Environmental Policy and Management







Because the Company engages in manufacturing, there are environmental issues that may be related to the corporate group's use of resources, energy, water and management of air pollution and residual waste from the production process. Therefore, the Company has adopted the ISO14001:2015 environmental management standard system which covers both the use of resources and pollution control as a tool to drive continuous proactive development. The Company has formulated environmental policies and operational guidelines under monitoring and supervision by representatives from the Environmental Management System Management Department together with the coordinating team of the Quality, Safety and Environment Management System (QSE) using the internal audit mechanism of the ISO14001 Environmental Management System, including closely monitoring trends and changes in related laws and regulations, as well as reporting the environmental performance to the management so that communication and guidelines for all departments are formalized to ensure that implementation is in the same direction. The Company has announced the environmental policy 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 Sri Trang 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:

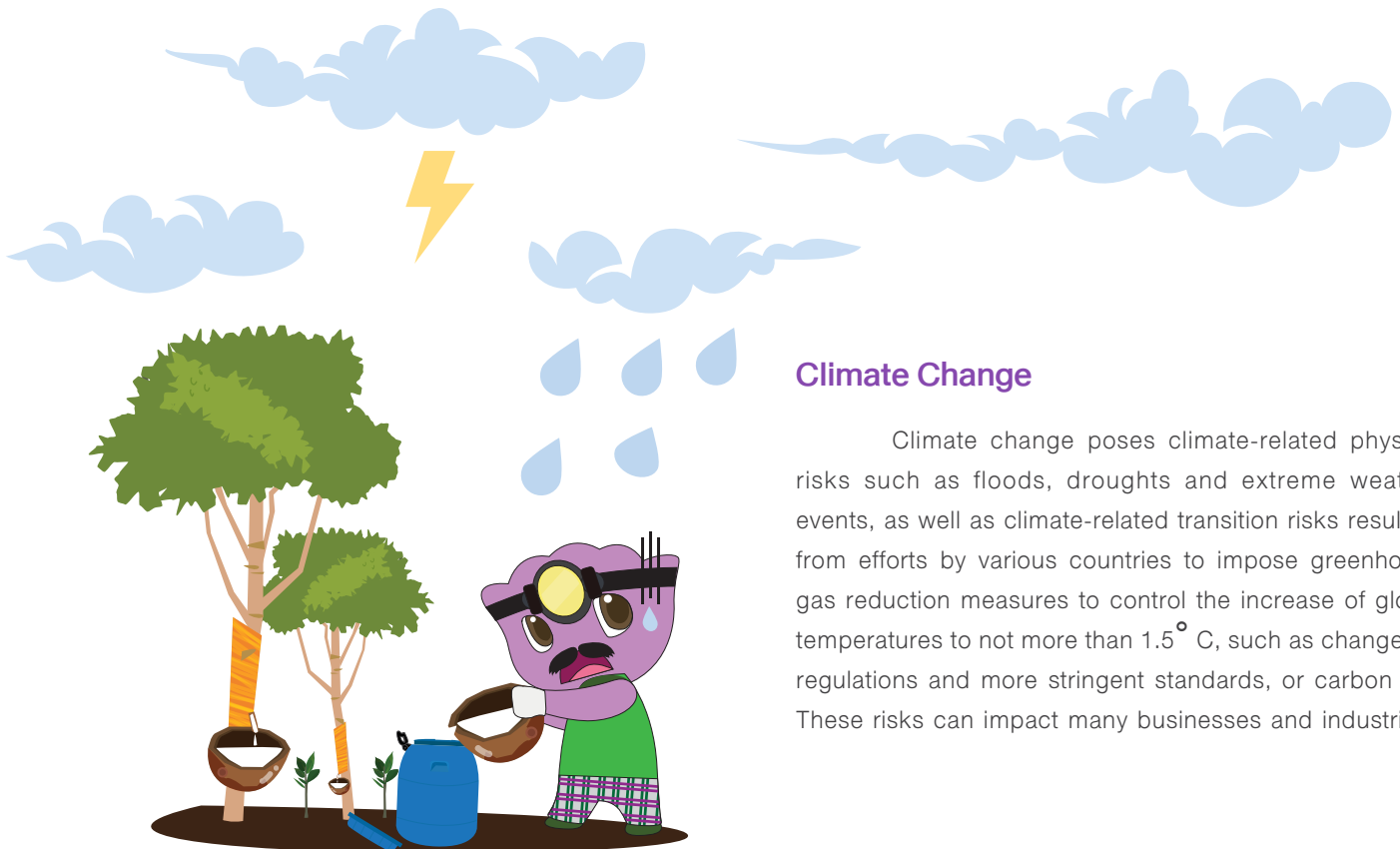
-  Comply with laws, regulations and requirements of the government or government agencies related to the environment.
-  Prevent and reduce the occurrence of waste and support recycling to minimize the impact on the environment
-  Continuously and regularly improve and develop the environmental management 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 2021, 3 companies of the Group have been certified under the ISO 14001:2015 system, namely Surat Thani Branch, Trang Branch and Hat Yai Branch.

In this regard, the Company reviewed the environmental performance data from 2019-2020 so as to be able to set goals in line with current operations.

## Building a Green Culture

The Company aims to create an environmental culture for employees in the organization with communication, campaigning through public relations boards, vinyl signage, internal audio transmission system, Morning Talk to promote and create awareness among employees to realize the cost-effective use of resources and energy to maximize benefit 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 (GRI 102-12) by setting goals to the environmental performance of the company Conforms to the Green Industry Criteria Level 4(Green Culture) of the Department of Industrial Works.



## Climate Change

Climate change poses climate-related physical risks such as floods, droughts and extreme weather events, as well as climate-related transition risks resulting from efforts by various countries to impose greenhouse gas reduction measures to control the increase of global temperatures to not more than 1.5° C, such as changes in regulations and more stringent standards, or carbon tax. These risks can impact many businesses and industries.

The Company is well aware of such risks and impacts that may affect business operations. Therefore, it has designated climate change as an important issue of sustainability. The Company has set goals to reduce greenhouse gas emissions from its business processes and established management practices that respond to the global sustainable development goals - SDG 13 and the Company's long-term goal of becoming a low-carbon company through various greenhouse gas emission reduction projects and carbon offset activities to mitigate impacts that may affect production costs, competitiveness and the sustainability of business operations in the future.

In addition, the Company has been proactive in the search for significant sources of greenhouse gas emissions and taking action to reduce such emissions through the CFO (Carbon Footprint for Organization) assessment of all 3 factories, namely Hat Yai Branch, Trang Branch and Surat Thani Branch, the findings of which are used to prepare a 2021 greenhouse gas emissions account and plan to reduce greenhouse gas emissions to achieve the set goals. The organization's carbon footprint data has been verified by Faculty of Energy and Environment, University of Phayao. Branches and scope of corporate greenhouse gas verification are registered with the Thailand Greenhouse Gas Management Organization (Public Organization) which specializes in independently verifying greenhouse gas emissions data. Moreover, the Company also has a Carbon Footprint of Product (CFP) Certification and Assessment Plan for its rubber glove products in 2022 to demonstrate its commitment to producing low-carbon products thereby helping to reduce greenhouse gas emissions.

## Target

Reduce greenhouse gas emissions per product unit by 10% compared to base year 2021 by 2026.

## Outcome of the year 2021

Greenhouse gas emission\* (Scope 1 and 2)

	Unit	Scope 1	Scope 2	Total
Greenhouse gas emission	tCO <sub>2</sub> -eq	87,553	128,429	215,982

GHG Emissions Intensity (Scope 1 and 2)

Unit	FY 2019	FY 2020	FY 2021*
tCO <sub>2</sub> -eq/Mpcs.	5.75	5.66	7.42

\*Base year of all 3 factory certified by third-party







## Energy Consumption

The Company's rubber gloves production process consumes significant heat, steam and electricity, which translates into the cost of production; furthermore the factories of the Company are designated factories according to the Energy Conservation Promotion Act, B.E. 2535. The Company has realized and given importance to continually improving energy efficiency in production, including promoting the use of renewable energy to achieve the most efficient use of energy, reduce energy costs and reduce greenhouse gas emissions.

The Company has set up an Energy Conservation Committee and appointed persons responsible for energy in the factories to manage energy consumption through energy conservation projects and various energy-saving measures, as well as promoting the use of renewable energy such as the selection of energy-saving equipment, workflow improvement, use of 100% biomass fuel in the production of heat in the boiler, including the installation of solar lighting systems in the corridors inside the Company premises.

In addition, in 2021, the Company has approved an investment budget for the installation of a solar panel system on the roof, an area of approximately 6,000 square meters, of the Trang factory with a maximum power generation capacity of 1 megawatt to enable the Company to achieve short-term, medium-term and long-term energy conservation goals, as well as support the goal of reducing greenhouse gas emissions from business operations.

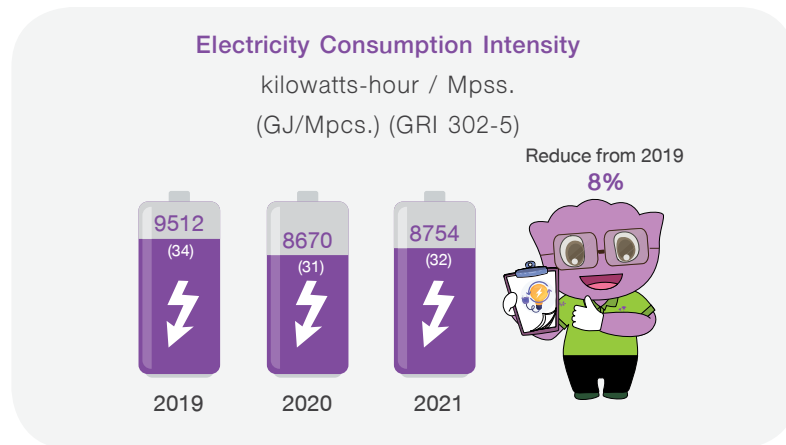
## Guidelines for energy management

-  Establish annual targets and plans to reduce the use of electricity and heat.
-  Improve and modify the parts and equipment of machinery to be energy-saving.
-  Regularly check the integrity of equipment and machines to achieve maximum energy efficiency.
-  Study and develop innovations in renewable energy and alternative energy for use within the Company.

## Target

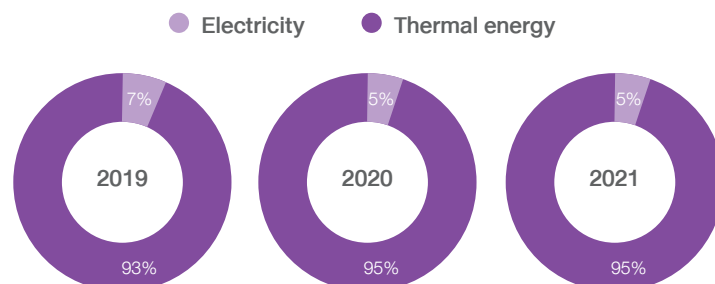
Reduce electricity consumption per product unit by 10% compared to base year 2019 by 2024.

## Outcome



## Proportion of electricity consumption to thermal energy

(Unit: MJ)





## Examples of energy conservation projects

### Trang Branch

Electricity Reduction Project: reducing the use of air in the glove inflation process by reducing the size of the air duct.

Rendering reduced expenses by THB 3,691,008 per year.

Electricity (kilowatts-hour /year)		
Before	After	Reduce (GRI 302-4)
3,801,600	2,764,800	1,036,800

Able to reduce greenhouse gas emission by 518.3 tCO<sub>2</sub>-eq

Before = 10 mm.



After = 8 mm.



### Suratthani Branch

Reduction electricity auto blow project

Rendering reduced expenses by THB 4,606,581 per year.

Electricity (kilowatts-hour /year)		
Before	After	Reduce (GRI 302-4)
5,568,394	4,252,228	1,316,166

Able to reduce greenhouse gas emission by 657.9 tCO<sub>2</sub>-eq

### Trang Branch



### Suratthani Branch



### Hat Yai Branch



### Hat Yai Branch

Reduce electricity consumption in office and workplace project

Rendering reduced expenses THB 1,544,906 per year.

Electricity (kilowatts-hour /year)		
Before	After	Reduce (GRI 302-4)
8,696,538	8,255,136	441,402







Able to reduce greenhouse gas emission by 220.7 tCO<sub>2</sub>-eq

## Water management and Wastewater management (GRI 303-1)

Increasing frequency of floods and droughts from climate change coupled with water demand that fluctuates with population growth and industrial development has resulted in water becoming an important cost and natural resource for people's business and lifestyles.

The Company is aware of the risks associated with using water from various sources in the production process and discharging post-production water out of the factory, both in terms of quantity and quality-related water risks, the risks of water-related regulatory changes and pricing structure, including risks from water-related stakeholder conflicts. In order to put forward preventative and mitigation measures, the Company analyzed the situation of water resource sufficiency of all 3 factories, namely in Hat Yai District of Songkhla Province, Kantang District of Trang Province, and Kanchanadit District of Surat Thani Province, using the World Resources Institute (WRI) Aqueduct Water Risk Atlas tool, and found that the Company's factories are not located in an area where water scarcity may occur or areas with water stress. The Company uses groundwater and surface water stored in excavated ponds which is then treated to improve water quality for use in production and some of the water from the wastewater treatment system is also reused which supports the Sustainable Development Goal 6 (SDG 6) and the 20-year Water Resources Management Master Plan of Thailand. The Company has established guidelines for water management operations for maximum benefits to have water for continuous use, to not cause environmental impacts, as well as to prevent risks related to water conflicts with communities as follows:

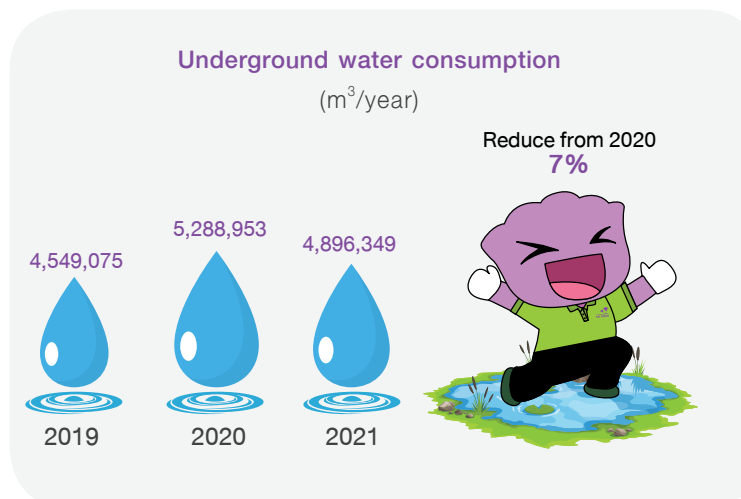
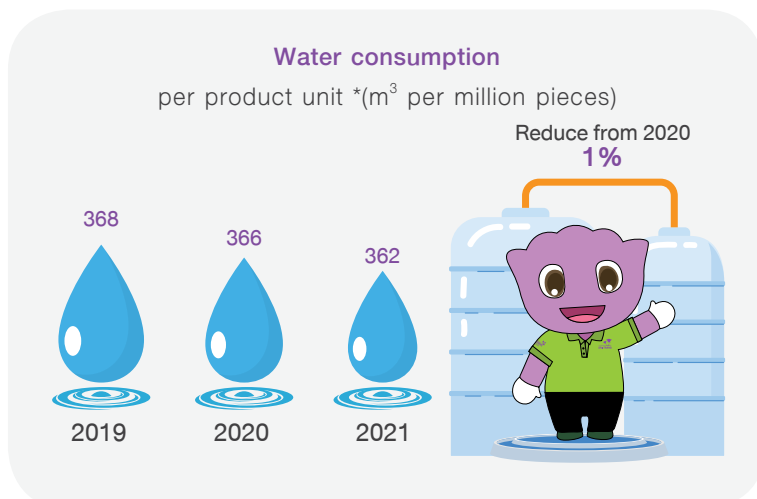
### Operating guidelines

-  Provide adequate water supply and quality suitable for the production process.
-  Consider the quality and quantity of water used in order not to affect the communities surrounding the factory.
-  Set goals for effective water management every year using the 3Rs principle.
-  Develop a soft water production system for maximum efficiency in order to reduce the use of groundwater.
-  Provide surface water sources and replenish groundwater in the areas surrounding the plant to help prevent flooding or drought.
-  Promote invention and improvement to reduce water consumption in each process with Kaizen and QCC activities.

### Target

Reducing water consumption per product unit by 10% within 2024 compared to the base year 2019.

### Outcome



## Water consumption reduction project

### Trang Branch

Reduction hot water in pre leaching tank

Rendering reduced expenses THB 4,938,800 per year

Water consumption (Liters/Hour)		
Before	After	Reduce
3,600	2,600	1,000

Save 99,360 m<sup>3</sup> per year.

### Suratthani Branch

Project Modification type and size of the washing nozzles former to reduce water consumption.

Reduced expenses THB 602,399 per year

Soft water consumption (m <sup>3</sup> )		
Before	After	Reduce
4 mm drop nozzle	2 mm impeller nozzle.	39,528







In addition to improving the efficiency of water use in the production process, the Company has promoted cooperation with partners to conserve water resources and implement water management using the 3Rs principle through the Business Partner Code of Conduct and the Company's guidelines to expand the prevention of water-related risks and impacts to the Company's supply chain.

## Wastewater management

The Company has a standard wastewater treatment system whereby wastewater generated from production processes and activities will enter the wastewater treatment system and treated so that the water quality passes the legally required standards for the control of sewage from a factory, considered as the minimum effluent quality standard (GRI 303-2). The Company has installed a BOD (Biochemical Oxygen Demand: BOD) online system that measures the amount of oxygen needed by microorganisms to decompose organic substances in waste water and sends BOD measurement results in real time to the Department of Industrial Works. This ensures that the quality of effluent water discharged to public water sources meets legal standards.

The Company has developed and improved technology for effective wastewater treatment, focusing on reusing the treated water in production according to the 3Rs principle with guidelines defined as follows:

-  Apply technology and innovation to improve production processes to reduce water consumption.
-  Focus on bringing treated water back into circulation for use in the production process.
-  Monitor and control the wastewater treatment system to be fully effective at all times.
-  Monitor and prepare for potential sewage-related emergencies.

## Water discharge quality Outcome

Water discharge quality	STGT-HY				STGT-SR				STGT-TG			
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2018	FY 2019	FY 2020	FY 2021	FY 2018	FY 2019	FY 2020	FY 2021
BOD	5.95	6.33	3.6	3.4	7.9	6.3	6.5	8.9	9.7	11.5	10.4	7.8
COD	90.8	89.1	83.2	80.8	104.3	97.5	89.5	93.3	72.4	90.6	83.9	91.1
SS	8.9	8.1	9.2	13.5	22.7	18.2	29.6	28.2	21.7	22.1	23.6	21
pH	8.7	8.2	8.3	8.3	8.1	7.9	8.1	8.4	7.88	8.07	8	8
TDS	713.9	666.3	753.3	807	2234.3	2258.1	2405.6	2340.8	755.3	937	1549.9	1839.1
Oil & Grease	0.9	<3	1.6	1.6	1	3.2	3.5	4.8	0.5	3.2	1.7	0.5

## Air pollution management

The Company attaches great importance to air quality management resulting from its operations as the production process may cause air pollution. This may affect employees and surrounding communities around the factory location. The Company, therefore, has developed a management plan to control air quality, both inside and outside the factory, as well as around its vicinity, whereby there are regular measurements and monitoring to ensure that the air quality is in accordance with the legal and regulatory required standards. In addition to measuring the air quality from the vents, the Company has organized a working group to periodically survey and measure the air quality in nearby communities as well.

In order to effectively manage air quality, the Company has installed air pollution treatment systems according to the type of production process so as to reduce the impact both within the factory premises and around nearby communities as follows:

**For the biomass fuel heating boiler (chopped wood), the Company installed two types of pollution treatment systems:**

1. Multi Cyclone (dry dust and ash capture system)
2. Wet Scrubber (wet dust and ash collection system)

The Company has improved and developed the system to be more efficient by using the bag filter system for the new boiler to be installed.

**The chlorine gas production process is equipped with a wet scrubber.**

The Company has set a goal for zero environmental complaints and established operating guidelines to achieve the following:

- Use of clean fuels in the production process;
- Examine and measure the operation of the system and the air quality from the air ducts according to the annual work plan;
- Visit the site to survey the impact and measure the air quality in nearby communities regularly according to the plan;
- Communicate environmental quality to communities and the public.








## Waste management (GRI 306-1, 306-2)

The Company places importance on efficient management of waste and unused materials which helps to promote cost-effective use of resources and reduce the cost of disposal of waste arising from the Company's operations, both directly and indirectly.

The Company adheres to the 3Rs (Reduce, Reuse & Recycle) principle in waste management as a guideline for managing waste and unused materials in the factory whereby its focus is on reuse or use as a replacement in other agencies/units to reduce waste disposal and adopt a circular economy that focuses on the cost-effective use of resources and recycling through the use of innovation and technology to optimize resource utilization, reduce the need for new resources as well as raise awareness among employees about the problem of non-recyclable waste, proper segregation of waste and encouraging employees to reduce waste materials in their daily lives.

Main wastes from the production process are wastewater from the washing and forming process prior to dipping in latex, sludge from the wastewater treatment system, ash from the combustion process of wood chipped boiler biomass, formers which are damaged or deteriorated from use, wooden pallets or plastic drums from raw material containers, packaging of chemicals, oil tanks and scrap from maintenance work including broken gloves. All wastes are sorted, stored, recorded and disposed of as legally required. The resulting waste does not have a significant impact on the environment and the community, and waste such as mold scraps, wood pallets, plastic bins can also be reused within the factory and can be used to create added value to the community. More details are reported in Social Performance under the heading 'Contributions to Community and Social Development'. In addition, the Company has supported partners in the supply chain through the Business Partner Code of Conduct and Guidelines to encourage efficient use of resources, sustainable material choices and implementation of waste management according to the 3Rs principle to reduce waste and achieve sustainable waste management. It is reported in the content of partner development, page 60.

### 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.
-  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
-  Cooperation with partners to reduce packaging waste by changing receiving raw materials type and re-using package.

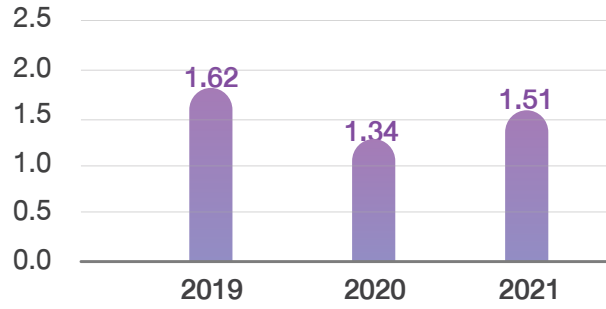


## Target

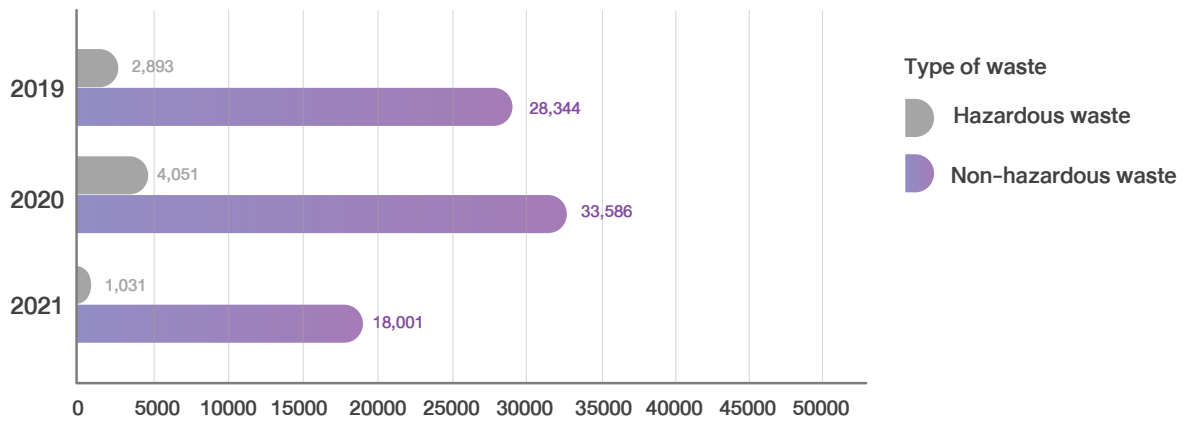
Reduce waste per unit of production by 20% within 2024, compared to the base year 2019.

## Outcome

Amount of waste per production unit (Ton/Mpcs.)



Quantity of waste by type (Ton)




## Waste disposal

	Unit	FY 2019	FY 2020	FY 2021
Non-hazardous: Recycling or Reuse	Ton	1,438	2,897	2,260
Hazardous: Incineration with energy recovery	Ton	2,633	3,504	549
Non-hazardous: Landfilling	Ton	26,679	27,678	7,213

## Environmental expense account

Expenses for pollution control equipment	Unit	Total
Wastewater treatment	million baht	26.6
Air pollution treatment	million baht	56.3
Waste disposal	million baht	25.4
Environmental protection expenses	Unit	Total
The cost of operating the environmental management system, including ISO14001 certification cost	million baht	0.9
The cost of environmental measurement	million baht	2.1
Cost of Maintenance	million baht	17.4


# AWARDS OF THE YEAR 2021


 **The Quality Award 2021 “Best of the Best”** from the Food and Drug Administration for the 10<sup>th</sup> consecutive year. The award is given to an organization that produces quality products that are safe for consumers and operates with social responsibility.

 **Thailand Sustainability Investment (THIS)** It is the first year that the company has participated in the assessment and has been selected by the Stock Exchange of Thailand after the company Listed on the stock exchange in 2020, which reinforces its status as a listed company with sustainable business operations with consideration to the environment, social and is managed in accordance with the principles of corporate governance (ESG)

 **The Outstanding Organization for the Promotion of the Disabled Person of the Year 2020, the 4<sup>th</sup> consecutive year** from the Ministry of Social Development and Human Security

 **CSR-DIW Continuous 2564:** Sri Trang Gloves (Thailand) Public Company Limited (Hat Yai and Suratthani Branch)

 **CSR-DIW 2564:** Sri Trang Gloves (Thailand) Public Company Limited (Trang Branch)

 **Green Industry** The Company is committed to be a green industry... for balanced and sustainable development. The Company has been certified as follows:

1. Green Industry Level 3 : Sri Trang Gloves (Thailand) Public Company Limited (Hat Yai and Suratthani Branch)
2. Green Industry Level 4 : Sri Trang Gloves (Thailand) Public Company Limited (Trang Branch) and received a certificate from the provincial governor as a representative of entrepreneurs in Trang





 **Sustainability Disclosure Award 2021 in the category of honorary awards for Sustainability Disclosure Recognition for the 1<sup>st</sup> year.** The 1<sup>st</sup> year, the Company has joined as one of the Sustainability Disclosure Community (SDC) established by Thaipat Institute to encourage listed companies and SDC business members to realize and attach importance to dissemination of operating information that covers economic, social, and environmental aspects or ESG other than financial information. This shows the sustainability of the business that will benefit stakeholders of the business and jointly respond to the Sustainable Development Goals (SDGs) Goal No. 12.6.

 **Carbon Footprint Organization Sri Trang Gloves (Thailand) Co., Ltd. (Trang Branch)** recognizes the importance of searching for key sources of corporate greenhouse gas emissions in order to manage greenhouse gas emissions reduction, we have certified and registered the carbon footprint of the organization from the Greenhouse Gas Management Organization (Public Organization)

 **Best Consumer Goods Company Award** The Company received “Best Consumer Goods Company Award” from the event “Money & Banking Awards 2021” by Mr. Arkhom Termpittayapaisith, Minister of Finance, who presided over the event. This event aims to raise listed companies with excellent performance in the year and support the success that generates incentives to develop the potential to be ready for strong regional and global competition for the benefit of the financial economy, investment of the country, and society as a whole.



# Summary of operating performance

Summary of operating performance of Sri Trang Gloves (Thailand)

Public Company Limited in 2021 to communicate sustainability performance, namely economy, society and environment.



# Economics Performance

GRI Standard	Topic	Unit	2019	2020	2021
GRI 201-1	Revenue from sales and services	MB	8,901	29,734	47,490
	Profit for the year	MB	493	13,684	24,261
	Dividends paid to shareholders	MB	-	7,501	13,306
	Wages and Compensation for Employees	MB	1,132	1,675	1,713
	Interest and finance charges to borrowers	MB	133	138	124
	Taxes paid to the government and local government agencies such as corporate income tax, Local maintenance tax, school tax, etc.,	MB	118	1,260	2,347
	Expenses for support and implementing projects for social and community development	MB	0.35	7	2
	Compensation expenses that the organization pays to the Social Security Fund, Provident funds and retirement arrangements for employees	MB	81	56	63
	- Compensation expenses that the organization pays to the Social Security Fund.	MB	34	34	37
	- expenses that the organization pays into the provident fund	MB	11	11	13
	- expenses for retirement arrangements for employees	MB	36	11	13
GRI 201-4	Tax benefits and others received from government and local authorities from the Promotion of Investment and Development (BOI)	MB	29	1,485	2,663
GRI 202-2	Percentage of executives from manager level and above who come from local people (5 km radius or within province)	%	2.77	2.84	2.72

## Supply chain management

GRI Standard	Type of Suppliers	Numbers	Share of Total Procurement Spent (%)
GRI 102-9	Tier 1 Suppliers	1,529	100
	Critical Tier 1 Suppliers	191	94
	Critical Non-tier 1 Supplier	-	-

GRI Standard	Topic	Unit	2018	2019	2020	2021
GRI 204-1	Spending on products and services from local partners and contractors.	MB	1,302	1,241	1,792	1,255
	Total procurement costs	MB	25,334	5,386	10,788	16,892
	Spending on products and services from local partners and contractors vs. total procurement spend.	%	5	23	17	7

## Customer Relationship

GRI Standard	Topic	Unit	2018	2019	2020	2021
STGT indicator	customer satisfaction	%	75.2	83.5	85.2	86.4
GRI 416-2 (2016)	The number of matters or products that affect the health and safety of customers.	Case	0	0	0	0
GRI 417-3 (2016)	Number of complaints about marketing communications	Case	0	0	0	0
GRI 419-1 (2016)	Number of non-compliance with the law	Case	0	0	0	0

# Social

## Occupational Health and Safety (GRI 403-9, 403-10)

No.	Topic	Unit	Target	2019	2020	2021
1	Worked Hours			13,584,992	18,661,752	20,170,888
	Employee	Hours.		13,584,992	18,661,752	20,170,888
	Supplier	Hours.		-	-	-
2	Work-Related Injuries *Calculating work injuries which is calculated from the case of absence from work from 1 working day or more ,first aid injuries are not included.					
2.1	Fatality as a result of Work-Related Injury					
	Employee	Case	0	0	0	1
		Information coverage (percentage of operations)		100	100	100
2.2	Total Recordable Injury Frequency Rate : TRIFR					
	Employee	Case	2.5	61	61	58
		case /1,000,000 worked hours		4.49	3.27	2.88
		Information coverage (percentage of operations)		100	100	100
2.3	Lost-Time Injury Frequency Rate : LTIFR					
	Employee	Case	0	43	50	42
		case /1,000,000 worked hours		3.17	2.68	2.08
		Information coverage (percentage of operations)		100	100	100
2.4	High-Consequence Work-Related Injuries					
	Employee	day /1,000,000 worked hours		24.66	17.52	10.86
		Information coverage (percentage of operations)		100	100	100
2.5	Occupational Illness Ferquency Rate : OIFR					
	Employee	Case	0%	0	0	0
		Information coverage (percentage of operations)		100	100	100
2.6	Accident rate up to 3 days of absence from work					
	Employee	Case	1.5%	19	17	14
		Employees		6652	7735	8725

## Employee

GRI Standard	Topic	2018		2019		2020		2021	
		Person	%	Person	%	Person	%	Person	%
GRI 102-8, 405-1	<b>BY Sex</b>								
	Male	3,167	49	3,624	48	4,000	48	4,781	49
	Female	3,273	51	3,857	52	4,287	52	4,908	51
	Total	6,440	100	7,481	100	8,287	100	9,689	100
GRI 102-8, 405-1	<b>By Religion</b>								
	Buddhist	5,813	90	6,723	90	7,429	90	8,244	85
	Christ	6	0	10	0	13	0	20	0
	Islam	621	10	747	10	824	10	1,424	15
	other	-	0	1	0	21	0	1	0.0
GRI 102-8, 405-1	<b>BY Level</b>								
	Top Management (L7-L11)								
	Male	16	0	14	0	17	0	18	0.2
	Female	9	0	11	0	13	0	10	0.1
	Management (L5-L6)								
	Male	133	2	151	2	153	2	186	1.9
	Female	88	1	105	1	117	1	142	1.5
	Operation (L1-L4)								
	Male	3,018	47	3,459	46	3,830	46	4,577	47
Female	3,176	49	3,741	50	4,157	50	4,756	49	
GRI 102-8, 405-1	<b>BY Age</b>								
	Under 30 years								
	Male	1,583	25	1,760	24	1,609	19	2,333	24
	Female	1,693	26	1,970	26	1,817	22	2,486	26
	30-50 years								
	Male	1,546	24	1,813	24	2,330	28	2,322	24
	Female	1,541	24	1,844	25	2,415	29	2,308	24
	Upper 50 years								
	Male	38	1	44	1	61	1	126	1
Female	39	1	50	1	55	1	114	1	

GRI Standard	Topic	2018		2019		2020		2021	
		Person	%	Person	%	Person	%	Person	%
GRI 102-8, 405-1	<b>By Area</b>								
	Thai	3,831		4,509		5,367		6,833	70.52
	South	3,584	56	4,211	56	5,047	61	6,454	66.61
	Northeastern	173	3	169	2	175	2	182	1.88
	Eastern	6	0	13	0	8	0	13	0.13
	North	34	1	39	1	38	0	52	0.54
	Central	34	1	77	1	95	1	110	1.14
	Western	-	0	-	0	4	0	22	0.23
	Indonesia	-	0	-	0	-	0	-	0.00
	Myanmar	1,652	26	2,151	29	2,151	26	2,269	23.42
	Cambodia	943	15	802	11	749	9	563	5.81
	Laos	14	0	11	0	12	0	13	0.13
	Malaysia	-	0	5	0	5	0	8	0.08
	Morocco	-	0	1	0	1	0	1	0.01
	Taiwan	-	0	1	0	1	0	1	0.01
	India	-	0	1	0	1	0	1	0.01
	Total	6,440	100	7,481	100	8,287	100	9,689	100
GRI 401-1	<b>New Employee by sex</b>								
	Male	1,042	48	1,252	44	1,043	47	1,932	47
	Female	1,111	52	1,575	56	1,192	53	2,207	53
	Total	2,153	100	2,827	100	2,235	100	4,139	100
	<b>New Employee by age</b>								
	Under 30 years	1,482	69	2,035	72	1,332	59.60	3,028	73.2
	30-50 years	668	31	789	28	900	40	1,098	26.5
	Upper 50 years	3	0	3	0	3	0	13	0.3
	Total	2,153	100	2,827	100	2,235	100	4,139	100
	<b>New Employee by area</b>								
	Thai	1,357		1,856		1,948		3,878	
	South	1,291	60	1,756	62	1,856	83	3,704	89
	Northeastern	39	2	50	2	45	2	58	1
	Eastern	6	0	7	0	5	0	7	0
	North	14	1	14	0	16	1	32	1
	Central	7	0	29	1	23	1	54	1
	Western	-	0	-	0	3	0	23	1
	Indonesia	9	0	-	0	-	0	-	0
	Myanmar	477	22	789	28	237	11	259	6
Cambodia	310	14	176	6	48	2	-	0	

GRI Standard	Topic	2018		2019		2020		2021	
		Person	%	Person	%	Person	%	Person	%
	Laos	-	0	-	0	1	0	-	0
	Malaysia	-	0	3	0	-	0	2	0
	Morocco	-	0	1	0	-	0	-	0
	Taiwan	-	0	1	0	-	0	-	0
	India	-	0	1	0	1	0	-	0
GRI 401-1	<b>Employee Termination by Sex</b>								
	Male	886	44	910	42	821	44	1,183	42
	Female	1,150	56	1,256	58	1,048	56	1,650	58
	Total	2,036	100	2,166	100	1,869	100	2,833	100
	<b>Employee Termination by Age</b>								
	Under 30 years	1,271	62	1,398	65	1,221	65	1,856	65.5
	30-50 years	746	37	755	35	624	33	957	33.8
	Upper 50 years	19	1	13	1	24	1	20	0.7
	Total	2,036	100	2,166	100	1,869	100	2,833	100
	<b>Employee Termination by Area</b>								
	Thai	1,434	-	1,511	-	1,368	-	2,211	-
	South	1,366	67	1,416	65	1,334	71	2,078	73
	Northeastern	43	2	53	2	15	1	58	2
	Eastern	6	0	8	0	10	1	6	0
	North	7	0	10	0	7	0	28	1
Central	12	1	24	1	2	0	31	1	
Western	-	-	-	-	-	-	10	-	
Indonesia	-	0	-	0	-	0	-	0	
Myanmar	334	16	334	15	387	21	440	16	
Cambodia	266	13	318	15	113	6	181	6	
Laos	2	0	3	0	-	0	1	0	
India	-	-	-	-	1	-	-	-	



GRI Standard	Topic	Unit	2021
GRI 405-2	Average compensation ratio of female employees to male employees (By level)		
	Top Management (L7-L11)		
	Female	%	1.6
	Male	%	1.0
	Management (L5-L6)		
	Female	%	1.0
	Male	%	1.0
	Operation (L1-L4)		
	Female	%	0.6
	Male	%	1.0

GRI Standard	Topic	Unit	2018	2019	2020	2021
GRI 401-1	Turnover rate	%	2.63	2.41	1.88	2.44
GRI 401-3	Maternity leave					
	Maternity leave					
	Male	Person	-	-	-	-
	Femal	Person	30	28	171	201
	Return after maternity leave					
	Male	Person	-	-	-	-
	Femal	Person	26	22	113	162
	Return after maternity leave	%	86.7	78.6	66.1	80.6

## Human Resource Development

GRI Standard	Topic	Unit	2020	2021	
GRI 404-1	Training hours	Hr.			
	Target			40	
	Total hours		254,615	405,509	
	Average hours: People: Years		31	44	
	<b>BY Sex</b>				
	Femal	Hr.	126,695	182,003	
	Male	Hr.	127,920	223,506	
	<b>BY Level</b>				
	Operation (L1-L4)	Hr.	226,506	361,977	
	Management (L5-L6)	Hr.	24,338	40,462	
	Top Management (L7-L11)	Hr.	3,771	3,070	
	<b>BY Skill</b>				
	Administration	Hr.	325	13,767	
	Manufacturing	Hr.	42,781	73,016	
	On the job training	Hr.	159,404	185,623	
	Service	Hr.	2,057	106,431	
	Technical	Hr.	50,048	26,672	
	<b>BY Cost</b>				
	Total training costs	Bath	2,320,387	5,498,973	

# Environmental Performance

GRI Standard	Topic	Unit	2019	2020	2021
GRI 301-1 (2016)	Materials used by weight or volume	Tons	136,617	191,525	199,166
	Natural Latex	Tons	82,966	121,201	134,130
	Synthetic Latex	Tons	53,651	70,324	65,036
	Packaging				
	Paper box	Tons	10,343	14,202	18,850
	Plastic	Tons	562	917	678
GRI 302-1 (2016)	Total Energy Consumption	GJ	13,118,488	18,014,098	18,855,643
	Non renewable	GJ	760,100	1,047,774	1,175,487
	Diesel	GJ	45,882	56,430	63,683
	Gasohol	GJ	596	687	916
	Fuel oil	GJ	28,873	96,164	193,600
	LPG	GJ	-	-	-
	Purchased electricity	GJ	687,834	888,079	917,288
	Steam and heat	GJ	12,358,388	16,966,324	17,679,899
	Renewable	GJ	12,358,388	16,966,324	17,680,156
	Biomass (woodchips)	GJ	12,358,388	16,966,324	17,679,899
	Solar power	GJ	0	0	257
	Product	Mpcs.	20,086	28,452	29,106
GRI 302-3 (2016)	Energy intensity	GJ/Mpcs	653	633	648
<b>GHG Emissions</b>					
GRI 305-1 (2016)	Direct (Scope 1) GHG emissions	tCO <sub>2</sub> -eq	20,208	36,592	87,553
	- CO <sub>2</sub>	tCO <sub>2</sub> -eq	5,537	12,064	20,519
	- CH <sub>4</sub>	tCO <sub>2</sub> -eq	8,338	15,270	54,575
	- N <sub>2</sub> O	tCO <sub>2</sub> -eq	6,234	9,214	11,639
	- HFCs	tCO <sub>2</sub> -eq	99	45	820
	- Other Biogenic GHG emissions	tCO <sub>2</sub> -eq			1,220,118

GRI Standard	Topic	Unit	2019	2020	2021
GRI 305-2 (2016)	Energy indirect (Scope 2) GHG emissions	tCO <sub>2</sub> -eq	95,242	124,330	128,429
	- CO <sub>2</sub>	tCO <sub>2</sub> -eq	95,242	124,330	128,429
	Total scope 1 & 2 GHG emissions	tCO <sub>2</sub> -eq	115,450	160,922	215,982
GRI 305-4 (2016)	GHG emissions intensity	tCO <sub>2</sub> -rq/Mpcs.	5.75	5.66	7.42
GRI 305-6	Emissions of ozone-depleting substances (ODS)		-	-	-
	1. HCFC22	Tons	-	-	-
	2. Ozone depletion	ton CFC-11e	-	-	-

Note

1. The calculation of GHG emissions and used emissions factors followed the 2006 IPCC Guidelines and Thailand Greenhouse Gas Management Organization (Public Organization) (TGO). Global Warming Potential (GWP) used in the calculation referred to the IPCC Fifth Assessment Report 2015 (AR5).
2. Emission factor used for the calculation of indirect (scope 2) GHG emissions from purchased electricity followed the value set by TGO
3. The calculation of GHG emissions intensity included direct (scope 1) GHG emissions and indirect (scope 2) GHG emissions.
4. 2021 GHG emissions data was verified by University of Phayao which is a third party verifier
5. The Company has reviewed and re-calculated the data of 2020 GHG emissions by using the same calculation methods as 2021 GHG emission calculation.

**Air Pollutions**

GRI 305-7 (2016)	NOx (from combustion)	Tons	162.46	458.49	635.27
	NOx intensity	Tons/Mpcs.	0	0	0
	SO <sub>2</sub> (from combustion)	Tons	9	16	8
	SO <sub>2</sub> intensity	Tons/Mpcs.	-	-	-
	Total Suspended Particulate (TSP) (from combustion)	Tons	228	566	828
	TSP intensity (from combustion)	Tons/Mpcs.	0.02	0.04	0.06

**Water Withdrawal**

GRI 303-3 (2018)	Water withdrawal by sources & by total dissolved solids	million cubic meters	7.35	10.46	10.49
	Water withdrawal from freshwater sources (< 1,000 mg/L Total Dissolve Solids)	million cubic meters	4.50	5.32	4.96
	- surface water/river water	million cubic meters	-	-	-
	- Groundwater	million cubic meters	4.50	5.32	4.96



GRI Standard	Topic	Unit	2019	2020	2021
	- water from raw materials	million cubic meters	-	-	-
	- tap water	million cubic meters	-	-	-
	Water withdrawal from freshwater sources (> 1,000 mg/L Total Dissolve Solids)	million cubic meters	2.85	5.14	5.53
	- surface water/river water	million cubic meters	2.85	5.14	5.53
	- Groundwater	million cubic meters	-	-	-
	- water from raw materials	million cubic meters	-	-	-
	- tap water	million cubic meters	-	-	-
	Total water withdrawal from all areas with water stress	million cubic meters	-	-	-
	water withdrawal from all areas with water stress(> 1,000 mg/L Total Dissolve Solids)	million cubic meters	-	-	-
	- surface water/river water	million cubic meters	-	-	-
	- Groundwater	million cubic meters	-	-	-
	- water from raw materials	million cubic meters	-	-	-
	- tap water	million cubic meters	-	-	-
	water withdrawal from all areas with water stress(>1,000 mg/L Total Dissolve Solids)	million cubic meters	-	-	-
	- surface water/river water	million cubic meters	-	-	-
	- Groundwater	million cubic meters	-	-	-
	- water from raw materials	million cubic meters	-	-	-
	- tap water	million cubic meters	-	-	-
	Total water withdrawal	million cubic meters	7.34	10.46	10.49
	- surface water/river water	million cubic meters	2.85	5.13	5.53
	- Groundwater	million cubic meters	4.50	5.32	4.96
	- water from raw materials	million cubic meters	-	-	-
	- tap water	million cubic meters	-	-	-
<b>Water Discharge</b>					
GRI 303-4 (2018)	Water discharge by destination and by total dissolved solid	million cubic meters	6.10	6.97	7.52
	Water discharged to canals	million cubic meters	6.10	6.97	7.52

GRI Standard	Topic	Unit	2019	2020	2021
	- Freshwater ( $\leq$ 1,000 mg/L Total Dissolve Solids)	million cubic meters	6.10	6.97	7.52
	- Other water ( $>$ 1,000 mg/L Total Dissolve Solids)	million cubic meters	-	-	-
	Water discharged to canals in water stress areas	million cubic meters	-	-	-
	- Freshwater ( $\leq$ 1,000 mg/L Total Dissolve Solids)	million cubic meters	-	-	-
	- Other water ( $>$ 1,000 mg/L Total Dissolve Solids)	million cubic meters	-	-	-
<b>Water &amp; Effluent Management</b>					
	Total water recycled & reused	million cubic meters	0.94	1.19	0.74
	Percentage of water recycled and reused to total water withdrawal	%	-	-	-
	Water discharge quality				
	- BOD	mg/L	8.00	6.80	6.70
	- COD	mg/L	92.40	85.50	88.40
	- SS	mg/L	16.10	20.80	20.90
	- pH	mg/L	8.10	8.10	8.20
	- TDS	mg/L	1,287.10	1,569.60	1,662.30
	- Oil & Grease	mg/L	3.20	2.30	2.30
<b>Water Consumption</b>					
GRI 303-5 (2018)	Water consumption	million cubic meters	1.25	3.49	2.97
	Water consumption in water stress areas	million cubic meters	-	-	-
	Change in water storage in tank between Jan 1 and Dec 31 of the year	million cubic meters	-	-	-
Note 1. Aqueduct Water Risk Atlas of World Resources Institute (WRI) was used as a credible tool for assessing areas with water stress.					
<b>Waste Management</b>					
GRI 306-3 (2020)	Total weight of waste generated	Tons	31,237	37,637	19,032
	- Hazardous waste generated	Tons	2,893	4,051	1,031
	- Non-hazardous waste generated	Tons	28,344	33,586	18,001
GRI 306-4 (2020)	Total weight of waste diverted from disposal	Tons	1,646	3,400	2,682

GRI Standard	Topic	Unit	2019	2020	2021
	Total hazardous waste diverted from disposal	Tons	208	503	422
	- Preparation for reuse	Tons	-	-	-
	Onsite preparation for reuse	Tons	-	-	-
	Offsite preparation for reuse	Tons	-	-	-
GRI 306-4 (2020)	- Recycling	Tons	208	503	422
	Onsite recycling	Tons	-	-	-
	Offsite recycling	Tons	208	503	422
	energy recovery (Other recovery operations)	Tons	-	-	-
	Other onsite recovery	Tons	-	-	-
	Other offsite recovery	Tons	-	-	-
	Total non-hazardous waste diverted from disposal	Tons	1,438	2,897	2,260
	- Preparation for reuse	Tons	-	-	-
	Onsite preparation for reuse	Tons	-	-	-
	Offsite preparation for reuse	Tons	-	-	-
	- Recycling	Tons	1,438	2,897	2,260
	Onsite recycling	Tons	-	-	-
	Offsite recycling	Tons	1,438	2,897	2,260
	- energy recovery (Other recovery operations)	Tons	-	-	-
	Other onsite recovery	Tons	-	-	-
	Other offsite recovery	Tons	-	-	-
GRI 306-5 (2020)	Total weight of waste directed to disposal	Tons	29,962	33,783	16,350
	Total hazardous waste directed to disposal	Tons	2,686	3,548	610
	- Incineration with energy recovery	Tons	2,633	3,504	549
	Onsite incineration with energy recovery	Tons	-	-	-
	Offsite incineration with energy recovery	Tons	2,633	3,504	549
	- Incineration without energy recovery	Tons	-	-	-

GRI Standard	Topic	Unit	2019	2020	2021
	Onsite incineration without energy recovery	Tons	-	-	-
	Offsite incineration without energy recovery	Tons	-	-	-
	- Landfilling	Tons	-	-	-
	Onsite landfilling	Tons	-	-	-
	Offsite landfilling	Tons	-	-	-
	- Other disposal operations	Tons	53	44	60
	Other onsite disposal operations	Tons	-	-	-
	Other offsite disposal operations	Tons	53	44	60
	Total non-hazardous waste directed to disposal	Tons	27,276	30,235	15,740
	- Incineration with energy recovery	Tons	-	-	-
	Onsite incineration with energy recovery	Tons	-	-	-
	Offsite incineration with energy recovery	Tons	-	-	-
	- Incineration without energy recovery	Tons	-	-	-
	Onsite incineration without energy recovery)	Tons	-	-	-
	Offsite incineration without energy recovery)	Tons	-	-	-
	- Landfilling	Tons	26,679	27,678	7,213
	Onsite landfilling	Tons	-	-	-
	Offsite landfilling	Tons	26,679	27,678	7,213
	- Other disposal operations	Tons	597	2,557	8,527
	Other onsite disposal operations	Tons	-	-	-
	Other offsite disposal operations	Tons	597	2,557	8,527
<b>Oil &amp; Chemical Spills</b>					
GRI 306-3 (2016)	Numbers of incidents related to the significant spills of chemical, oil, effluent and waste ( <i>affecting impacts on environment, communities, and natural resources</i> )	case	0	0	0
	Quantity of oil, chemical, and hazardous substances spills	m <sup>3</sup>	0	0	0



GRI Standard	Topic	Unit	2019	2020	2021
<b>Environmental Compliance</b>					
GRI 307-1 (2016)	Numbers of cases associated with non-compliance with environmental laws and regulations	case	0	0	0
	Monetary value of fines associated with non-compliance with environmental laws and regulations	Baht	0	0	0
<b>Supplier Environmental Assessment</b>					
GRI 308-1 (2016)	Percentage of new suppliers that were screened using environmental criteria	%	100	100	100

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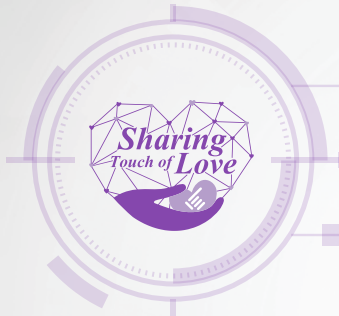


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