



Sustainability Report
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Message from the Chairman

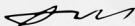
Our sustainability activities in 2019 were achieved as planned both in terms of enhancing production efficiency to reduce costs and strict monitoring of safety and risks proven critical and relating to life and property. We also undertook energy conservation and environmental activities with consideration of impact to communities. Finally, we encouraged the use of tools and mechanisms to mitigate environmental and energy-saving impacts. With regard to our staff, The company have provided regular training to enhance skills and knowledges of employees while improving welfare and facilities for better living quality. We also underline the importance of local communities and have regularly participated in activities to bolster our relationship and express our contribution to the society.

In late 2019 towards early 2020, the world witnessed a major economic and social disruption as a result of the coronavirus (Covid-19) outbreak. We have been affected the same way others are. Amid business disruption and concerns over the pandemic, the Board, the management and employees have collaborated to handle the situation effectively.

We have come up with measures to ensure strict, thorough and precise actions while closely assessing the pandemic. Protective equipment was made available as extensively as possible. Practice measures were issued for employees and related parties. We also disseminated necessary information to employees and communities so that they stayed healthy and were aware of possible risks. At present, no employee is infected by the virus.

From now on, we will continue doing what we have planned. Certain events may be postponed or delayed depending on the circumstance as well as a requirement to live and work in the New Normal, which remains another challenge. Yet, we strive to be an organization with a better performance, a manufacturer of auto lighting that responds to the need and desire for safety of the industry and drivers, and an entity that aims for social and environmental sustainability.

Thai Stanley Electric Public Company Limited believes that each of us, everyone in this country and the entire world will be able to go through this crisis through collaboration, determination and help that we extend to each other. This is in line with our business philosophy to extend support to those who cherish our values and who have always been behind us.



Apichart Lee-issaranukul
Executive Chairman



About this Report

Reporting Guideline

Thai Stanley Electric Public Company Limited prepares this sustainability report to disclose information on Economic, Social and Environmental performances under the business philosophy to become a world-class fully integrated manufacturer of automotive lighting equipment while earnestly appreciate the value of all parties who support the Company.

The 2019 Sustainability Report is prepared using the sustainability assessment principles of the Stock Exchange of Thailand. And some parts use the Global Reporting Initiative (GRI) framework. The main content will report economic, social and environmental performance, for our shareholders, employees, customers and all related parties to understand and acknowledged the company's development determination with sustainability.

Report Scope

This report presents the information on policies and operating results of Thai Stanley Electric Public Company Limited from the period between 1 April 2019 - 31 March 2020. It does not cover the joint ventures the Company has established in Thailand and overseas. The main financial data is shown in 2019 Annual Report

Information Collection

Information to be disclosed in this report was collected by Administration Division from relevant departments such as Safety & Environment, Accounting & financial, CG Department.

The company has not reported the opinions of experts or stakeholder because the data is still being prepared and some steps have been stopped due to the COVID-19 virus disease situation.

General Information

Company Name	Thai Stanley Electric Public Company Limited	
Name in the Stock Market	STANLY	
Business	A completely integrated business of automotive lighting equipment manufacture and distribution	
Date established	Company Registered	date 30 May 1980
	Public Company Registered	date 26 July 1993
Location	29 / 3 Moo 1 Bangpoon-Rangsit Road Banklang Muang Pathumthani	
CEO	Mr.Koichi Nagano, President	
Registered capital	383,125,000 Baht	

Thai Stanley Business with Sustainability

Thai Stanley Electric Public Company Limited has operated a completely integrated business of automotive lighting equipment manufacture and distribution for 36 years. The Company has adopted a management policy to meet customer satisfaction as well as constantly develop product designs and improve production.

Our Products

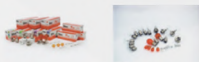
The Company manufactures three types of products, including automotive bulbs, automotive lamps, and dies & molds. From research and development of all three types of products are interconnected.

- **Automotive bulbs** , manufactured by the Company are halogen light bulbs such as T19 and T25 to be used as parts of automotive lamp sets, sold as replacement bulbs, and exported to Stanley Group's companies overseas. At present, the Company has one automotive bulb plant with sales volume making up approximately 5% of the total sales.

- **Automotive Equipment lamps** , including headlamps, tail lamps, and signal lamps are the core products manufactured by the Company , specific in each model for domestic automotive manufacturer customers and its subsidiaries overseas. Today, the Company has five automotive lamp plants with sales volume making up approximately 90% of the total sales.

- **Dies & molds** , The company produces molds for all types of injection molding , which is produced only for each model of the lamp. At present , the Company has one die & mold plant with sales volume making up approximately 5% of the total sales.

Automotive Bulb Products



Mold Product



Automotive Lighting Equipment

Head Combination Lamp

Automobile



Motorcycles



Rear Combination Lamp

Automobile



Motorcycles



Production Management by SNAP



The SNAP (Stanley New Approach for Higher Productivity) program has been designed to encourage improvement in every dimension while the evaluation is done through constructive cost reductions. The Stanley Group has implemented SNAP as part of our management strategy for quite some time that it has become a fabric of our global-level corporate culture.

Office of Productivity Innovation has been set up to support the implementation of SNAP. The Office looks after SNAP-related internal activities as well as those implemented by other companies within the Stanley Group.

In 2019, we conducted SNAP activities that yielded more complicated outcomes. Major activities implemented were:

1. Shortening Lead Time from raw material procurement to production process and delivery where the Material and Information Flow Chart (MIFC) was introduced as a tool to analyze circumstances and set targets for improvement. This applied specifically to the improvement of a delivery process of products among companies within the group.
2. Minimizing the size of production lot by improving preparation time for a production process so that it reflected production costs in terms of time spent and inventory value.
3. Enhancing staffers' knowledge by revitalizing the SNAP Player training course within the firm, educating employees and providing them with tools and equipment that aligned with our goal to shorten lead time and reduce inventory.



In addition, the development of waste management and control system within the production process effectively led to a database of quality improvement (defect reduction), which then inspired the learning process while the result of waste management knowledge was successfully applied beyond the company to other relevant agencies.

SNAP is set to become our major tool for employees to improve our work process throughout the organization.

Economic Performance

The company has a policy to manage the business to be effective and corporate governance policies that give priority to operations with fairness, transparency, and taking into account the impact of business operations on the entire supply chain

Corporate Governance

From the Corporate Governance (CG) Policy, The company provides guidelines for business ethics, including the code of conduct for directors and employees to be considered as a guideline. The Board of Directors and executives have regularly reviewed and adjusted to suit the situation.

For the directors The Company clearly and appropriately establish the structure, roles, duties and responsibilities of the Board of Directors and executives and the Board of Directors has to evaluate their own performance

In management, the company produces, maintains and reviews the control system in terms of financial status, operations, and oversight of various operations. To be effective and legitimate. As well as risk management and priorities for early warning signs and irregular transactions.

Information disclosure, the Company concern into account the accuracy, completeness, transparency and timeliness for shareholders and all groups of stakeholders to receive information equally. The company has disclosed the principles and practices of corporate governance set out by the Stock Exchange of Thailand in the annual report page 90 - 104

The company participated in the evaluation survey project of the Corporate Governance Report of Thai Listed Company : CGR) on a yearly basis. In 2019, being evaluated at a Very Good level

Anti-Corruption

The Company has set Anti-corruption Policy considered the company's Code of Conduct stating that "The Board of Directors, executives, staff members, and other related parties are strictly prohibited to get involved in any form of corruption including offering, promising, soliciting, demanding, and giving or accepting bribes as well as request others to accept those corrupted practices on their behalf, related to the company's business operations".

For the review and evaluation of this requirement, each department manager is directly responsible for assessing risks in various areas prior to informing the Risk Management Committee at least once a year. Similarly, the Office of Internal Audit will be required to annually evaluate all corruption-related issues before proposing them to the Audit Committee and the Board of Directors, respectively.

For the penalty of misdemeanor, the company will consider the termination of employment contract without compensation payment. However, over the past years, there was no risk of corruption found.

The company provides training to educate employees and stakeholders about the anti-corruption policy. Including the requirements for reporting business suggestions for providing clues about corruption, be illegal, be wrong from the code of conduct of Stanley group both the organization and the individual, which can be informed at Company Secretary Office by the telephone, fax, e-mail and the secretariat will collect evidence data to propose to the Business Ethics Committee.

Risk and Crisis Management

Our risk management policy is as follows.

The Company must control and reduce the impact of unexpected events and sustainably maintain the operational objectives including controlling the compliance with the laws and international standards.

Therefore, the Company requires that,

1. EBM brings guidelines in Risk management and control to be part of the control of strategic management policy and management according to the objectives within the Company.
2. There is a Risk Management Committee (hereinafter referred to as the "RM Committee") responsible for the consideration and screening of potential risks and impacts on the implementation of strategic management policies, compliance with laws of relevant standards and the severe impact on the Company.
3. There is the RMC unit that is responsible for the overall monitoring, evaluation and performance evaluation of the management plan for risk management in the operational process of the management of the Company
4. There is an effective risk management and control process that complies with international standards and does not conflict with the good governance of Thailand.
5. There is an Internal Audit Unit responsible for concretely reporting the effectiveness of the risk management and control operation to the Audit Committee and Risk Management Committee of the Company.

In 2019, The Company carried out are updating our risk management practice to reflect the operation within the current environment; complying with the risk management policy in a constructive manner by incorporating administration and risk control practices in the strategic management policy and general administration. Reviewing and approving risk control and management requirements as well as the risk management manual, which functioned as a framework to assess and manage the risks.

In case of crisis, The Risk Management Committee will consider establishing the Business Continuity Plan (BCP), which will act as a centralized response to the crisis so that it can continue its operations. The structure is as The Director is the President, Deputy Director is the Vice President and membership is the board of directors. The executives from each division and person appointed by the director as necessary.

The Business Continuity Plan (BCP) to coordinate with the Risk Management Committee of Stanley Electric Co., Ltd., Japan, to continue to operate.

The company has conducted a review of various crises such as floods, fires every year by simulating the situation from the beginning of the situation until the end of the operation process to the level of entry into normal conditions, for that all departments understand the role and the simulation results to improve the risk management plan of each agency accordingly with the cooperation of the Stanley Electric Co., Ltd., Japan to advise such simulations.

Supply Chain Management

As the Company manufactures automotive lighting equipment for sale to automotive manufacturer customers, its supply chain includes suppliers, customers or automotive manufacturers, and consumers or motor vehicle users. The Company manages its supply chain as follows:

The company has set the policy of the operations in purchasing and sale of goods and assets, to be a guideline for practice in this regard, the management and operations of each group are as follows:

Supplier Management

The company have policy that strictly complies with agreement or contract made with the suppliers by adhering to operating business with integrity to self and to other parties in accordance with law and related rules and regulations , are as follows:

- Supplier selection , The Purchasing Department is responsible for selecting suppliers based on the qualifications required by the Executive Board . According to purchasing policy that consider cover to company documents , performance , environmental , employee practical and human rights. At present, the company constantly selects new suppliers for price competition, especially raw materials , and reduce the risk of relying on one supplier too much.

- Supplier Evaluation , after selection and business dealing together , our Purchasing Department also has an annual assessment in quality, delivery and price etc.

- Supplier Development , The company has extended production improvements to suppliers as well. The company adheres to the policy of quality assurance ,by establishing the principle of not buying, not producing, or passing on defect. Therefore, the development of quality to the supplier is beneficial to both the supplier to increase the competitiveness and the company to get quality raw materials on time delivery and the cost is not too high.

The project has been carried on until present, divided into 2 activities as follows:

1.Supplier SNAP , The company extends productivity improvement activity to suppliers and sends SNAP (Stanley New Approach for higher Productivities) team together with purchasing officer to the supplier company in order to educate and conduct productivity improvement activity in an periodical manner during 6 month period.

2.Supplier Improvement Project , The company will choose the suppliers to help them to identify problems and give advices on manufacturing efficiency.

The company also provides customer support and encourage vendors to be certified to international standards as quality assessment to provide a quality of supply chain.

- Supplier Meeting The Company arrange for Meeting with business partner is also held with the purpose to keep partner updated about the company movement and to hear opinions and confer QCD award to the suppliers who delivered the good products and being punctual.

For construction contractor, a separate meeting will be held by occupational health and safety officer and invite the staff who is responsible in the field of repairing, construction, or expansion of the company properties to the meeting in order to ensure that safety measure is extended to the involved parties.

Customer Management

The Company has set a customer policy as follows:

Management: To meet customer satisfaction first and foremost by improving standards in key areas, including quality, cost, delivery, development, safety, and human relation through the plan – do – check cycle.

Quality: To develop a quality assurance system that meets international standards and to deliver products with confidence in gaining customer satisfaction and trust.

The company has also issued policies and procedures for controlling customer data. To avoid various risks that can be properly applied to customer data. The Company considered the customers' information that is the most important asset.

The Company has adopted the competition policy and guidelines that promote fair competitive practices and as normal business.

- **Product Design and New Technology Exhibition** Because each vehicle or motorcycle model uses specific automotive lamp, the Company's research & development and sale teams work with individual customers to design products that truly meet the needs of each customer

Furthermore, Stanley Group has organized a exhibition to present automotive lamps designed by the Group's research & development teams and other products to customers.

- **Customer Meeting and Involvement** Because each of the Company's products is designed and manufactured for specific vehicle model, the Company has regularly held a meeting with its customers and participated in activities organized by customers

- **Customer Evaluation** The Company has been evaluated by customers on an annual basis for its quality, price, and delivery. In 2019, the Company won the following awards from customers.



1. 95 Ki Environment Award
From Thai Honda Manufacturing Co.,Ltd.
(June 2019)



2. 2019 Nissan Supplier Quality Award and ASEAN Regional Quality Award
From Nissan Motor Co.,Ltd.
(July 2019)



3. 2019 TCC HRD Award
From Toyota Co-operation Club (TCC)
(December 2019)



4. 2019 TCC Safety Activity Target and achieving audit (Level A)
From Toyota Co-operation Club (TCC)
(January 2020)



5. KUBOTA Green Procurement Awards 2019
From Siam Kubota Corporation Co.,Ltd.
(December 2019)



6. QCD Award
From Siam Kubota Corporation Co.,Ltd.
(December 2019)

Vehicle Consumer Management

The Company has set up a Quality Assurance Department to be responsible for assuring product quality, providing suggestions about products, consulting, and receiving complaints to ensure that customers satisfy with the quality of products and services.

Business and social innovation

The company and the Stanley group have the idea of designing products from being a lighting device to safety devices by helping motorists to have visibility in various environments or weather conditions in driving better. In addition to adding value to products, there is also a greater contribution to social security.

Social Performance

The Company's social performance can be divided into 4 groups as follows:

1. Labor Management and Human Resource Development
2. Safety , Occupational Health and Work Environment
3. Supporting Local Communities and Society
4. Participation of Stakeholder

The details are as follows,;

1 Labor Management and Human Resource Development

Labor Management

The Company realizing in the value of our human resources by has established a labor management system to provide fair protection and treatment to our employees because we believe that this will result in higher quality of life and better productivity. We have formulated the Thai labor standard policy to guide our practice to meet the requirements of the Thai labor standards, labor laws and other regulations governing work enhancement continually.

Thai Labor Standard Policy

1. Thai Stanley Electrics commits to comply with the provisions of the Thai labor laws, requirements of the Thai labor standard as well as other relevant laws and regulations.
2. Thai Stanley strives to enhance the quality of life of our employees as well as workplace environment and welfare as appropriate and will work to have them improved or enhanced on a continued basis.
3. Thai Stanley will review the adequacy, the suitability and the effectiveness of our policy, work regulations and performance results.

The management convenes annually to review the adequacy and suitability of this policy. In addition, the Thai labor standard will apply not only internally to the entire organization but also to suppliers and subcontractors.

The company take the Certified of Thai Labor Standard (TLS 8001-2010), the complete version from the Ministry of Labor Which has been assessed by the Ministry of Labor annually.

The Company has issued its Labour Management Manual, considered an ultimate document of the labor management system according to the Thai Labor Standards explained below:

Discrimination The Company has expressed its intention not to support any discrimination action on employment, payment of wages and other financial supports, social welfares, training and development opportunities, promotion, employment termination, and retirement, which are due to the difference of nationality, race, religion, language, age, gender, marital status, sexual orientation, disability, HIV infection, preference of a political party, or personal concept and idea.

The company will never hinder, interfere, or conduct any action deemed to have affected the employees' rights and their routine practices without causing any damage to the company.

Child Labor The Company will never approve, support, or get involved in employing a child labor whose age is under 15 years old. Also, the company has never encouraged the use of child labor in any business activity that may cause an impact on occupational health and safety.

Pregnancy Female employees who are pregnant are not allowed to work in jobs that may jeopardize their health as designated by the laws. Pregnant employees will be offered work in an environment that will not threaten their wellbeing and pregnancy. There won't be any termination, or reduction of job responsibility, rights or benefits as a result of the pregnancy. The company has arranged a breastfeeding area as welfare for female staffers who return to work after giving birth to their babies.



The company has cautiously evaluated this issue with its suppliers to promote the abolition of human rights in the Thai society.

Freedom of Business Association and Negotiation The Company provides its employees with the right to join various committees in the company and fully possess the right of negotiation, selection, or election of corporate representatives. The company will never hinder or interfere with the exercise of employees' rights. At present, the company possesses authorized representatives elected to represent the Welfare Committee and the Occupational Health and Safety Committee. The election will be held in every two years.

Since the establishment, The Company has never been involved in any labor dispute and there is no labor union existing in the company.

Welfare and enhancement of quality of life. Thai Stanley Electric Public Company strives to improve quality of life of our staff to reflect the current economic condition. We increase salary and welfare annually. Adequate and appropriate welfare such as hygienic facilities, clean and sanitary toilets, clean water, first aid necessities, daily healthcare service offered by doctor and professional nurses available throughout office hours, clean canteen and healthy and inexpensive food are provided. In March 2020, we refurbished our welfare building, which contains a canteen, a convenience store and an exercise area, by making it more accessible and sophisticated to enhance employee welfare.



Other welfare, the company also providing such as travel allowance, uniform, and laundry service. Employees will also be offered special presents for special occasions like birthday and the New Year festival. The company approves food expenses for diligent employees working overtime and outside the company. Furthermore, the company also remains alert in offering medical expenses to employees and their family members. These benefits will be considered and approved on a yearly basis

The company organizes fun-filled activities to promote employees' good health, for example, sporting events and recreation activities. To foster greater awareness of Thai cultures for all employees, the company has launched its culture-based activities. Remarkable examples are the Buddha image bathing, Buddhist lent candle parade, dry-food almsgiving, and merit-making ceremony for special occasions.



Promoting the Use of Technology _ We have produced a QR Code as an option for employees who use smart phones to download employee's manuals, training manuals and other types of manual in a more convenient manner. In addition, corporate work forms are accessible through the intranet via a program. This includes, for example, the Human Resource Management System (HRMS), which allows employees to submit leave forms based on their entitlement to supervisors who will approve it via the system, or a system to reserve meeting rooms and company cars.



The company have implemented the cashless project since 2017 in which we encourage employees to use less cash while making payments by relying more on Siam Commercial Bank's mobile application to pay, for example, food in the company's canteen and return of advance to our Finance & Accounting Department. The idea is to reduce the use of cash, increase transaction speed, promote sanitation by having vendors contact fewer banknotes and coins and foster technology that will help the country transiting into the Thailand 4.0 digital age.

Discipline and punishment The company has set the principles of disciplinary calling by deducting or reducing wages or compensation or other money specified by the law on labor protection to be paid to employees and will not perform or encourage the use of physical, mental or compulsive punishment methods intimidate. And set preventive measures and solving problems to prevent employees being trespassed. Harassment or sexual harassment expressed by words, gestures, physical contact or by other methods

In addition to carrying out internal labor activities in the company, for outside the company has always participated in labor activities with government agencies. In August 2019 the Company received the Outstanding Workplace Award for Labor Relations & Welfares from the Ministry of Labor for the 14th consecutive year.



Human Resources Development

The company has implemented the STARs Plan as a principal system to develop our human resources. The plan covers the capacity-building process and career advancement programs, which can be specified into six systems as follows.

1. Qualification , We determine job qualifications to reflect capacity levels of employees when it comes to their performances. The qualification is also used to determine fair and suitable remunerations.

2. Position , About duties, roles, authority and responsibility in each position of each department are clearly described. Promotion and qualification system are evaluated based on the criteria set by the Promotion Committee.

3. Rotation , This refers to the practice of rotating employees to work at another department to handle different types of work in order to create and enhance their capacity, which will finally allow them to be promoted.

4. Evaluation , The evaluation system determines criteria for evaluation, which will be used to support the increase of salary, awarding bonuses, promotion and career advancement. The system also reflects strengths and weaknesses of employees for further development. The evaluation criteria is based on the principles of fairness, suitability and acceptability.

5. Wage , The wage structure consists of base salary, competency allowance, title/position allowance and other assistance benefits such as overtime pay, overtime holiday pay, food stipend, attendance allowance and transportation and shift allowance. There will be an annual salary increase, which will be based on the following indexes: the government's increase of minimum wage, an inflation rate that indicates changes of the cost of living, and the industrial situation.

6. Skill Development , We strive through our policy to enhance employees' skill where minimum training hours for each level or position of employees are pre-determined.

The company will review training courses suitable for employees, namely, strategic training, training based on department work and self-development. The training can be internally and externally. Employees may be sent to train and work overseas with companies within the group.

From the 2019 Labour Policy, the company has set the personnel development policy with target all employees must be trained on job knowledge or skills. In which the general employees have a target at least 1 training course and at least 6 training hours per person per year and for employees with a qualification have a training target at least 2 courses per year

In 2019 , the company arranged 99 in house training course increasing 43% from the previous year and 1,742 employees participated increasing 13% from the previous year , with an average of 28 hours of training per employee increasing 133% from the previous year and 150 employees participated in external training courses, decreasing 55% from the previous year . These courses such as How to develop leadership , Team Building , EQ & AQ for Success in work and 7 employees were sent to Japan for overseas training , decreasing 36% from the previous year.

* Due to the outbreak of the virus, the Covid - 19 , The company has canceled all training programs in the period from January - March 2020.



The Human Resources Department currently implements the Employee Training program to collect training information of all staff. Supervisors will evaluate employee's performance after they attend a training in conjunction with the annual employee performance assessment.

Thai Stanley Power Up Project

The company have launched the HR reform project called the Thai Stanley Power Up project to accommodate our business growth and meet customer's satisfaction. The project started as LE's Reform Model. The four-year project set between 2018-2022 aims to carry out activities in six areas. In 2019, it progressed by 55%, which was in line with the plan. The progress in each activity is as follows.:

1. J-Com (Job Competency Management) , This area involves attempts to manage competency of staffers at each level where standard criteria for each job is set on the basis of PDCA. In addition, evaluation methods are defined to systematically improve staff performance to meet the organization's demands.

In 2018, operation regulations governing the performance of staffers in six levels of command were made. They are executives, managers, supervisors, inspectors and operators with high and medium levels of experiences. The regulation was designed for each main job such as new model, production and so on.

In 2019, the first target group, namely, 274 managers and supervisors, had their competency evaluated. This was done through a theory-based examination before they were required to do a self-evaluation, which was then subsequently confirmed by their supervisors. The overall evaluation found that the average competency regularly used in their job was higher than their general knowledge. Employees supporting production were on average more competent than those working directly in the production function.

2. Smart Manager Course , This concerns an operation-based training curriculum designed for employees who will become executives in the future. The idea is to allow them to nurture their visions, able to set strategies and formulate plans in order to strengthen the overall management.

In 2018, the pre-Smart Manager Training course was introduced to align everyone's knowledge to a similar level. The course offered contents in four areas, namely, business fundamentals, daily management, trouble cause analysis and presentation techniques. After a successful evaluation, a student then can enroll in the Smart Manager coursework, which offered contents in four areas of TQM, sensibility, team leader and management learning. In addition, participants were required to propose their own projects in the following three areas of cross function, individual improvement and business case study.

In 2019, eight staffers enrolled in the course to learn the contents while working full-time. In the future, graduates will be requested to evaluate the activity using knowledge they receive from the training as well as provide recommendations to improve the production process relating to the 3 Loss Improvement. They are expected to train the next class of the Smart Manager course.

3. Expert Course , This concerns a training course aimed to produce an expert who is having necessary and comprehensive knowledge ranging from new model to mass production. The learning technique involves self-learning, mentorship and exchanging of ideas with executives. Graduates of the Expert course will become the J-Com instructor as well as help analyzing problems in the production process.

In 2018, the Mini Expert course was offered to help aligning everyone's knowledge level first. The course was conducted for 30 days, involved 10 main subjects with 20 staff attending the course.

In 2019, the Expert course was conducted for 46 days with 11 employees being enrolled in the coursework to learn 12 subjects such as design and development, production preparation, machine and equipment, measurement and test tool, spec and change control and quality control. At present, the class has been progressing 75% but is currently suspended due to the covid-19 outbreak.

4. Survey Research , This research is conducted through questionnaires to survey subjects such as personnel factor, influence of business departments and corporate influence that may affect behavior and efficiency. Results of the survey are used for further development.

In 2018, 395 samples were surveyed, most of whom were working in factories. Each factory represented 14-27% of the samples. They were classified based on their gender, age, education levels, status and years of service. The result of the research is as follows.

Satisfactory: Staff expressed satisfaction in the area of quality-related attitude, competency, discipline, accountability, internal communication, internal relationship, job security, welfare and income, corporate regulations and corporate policy and bonding.

Fair: Employees said the area of career growth and supervision remained fair.

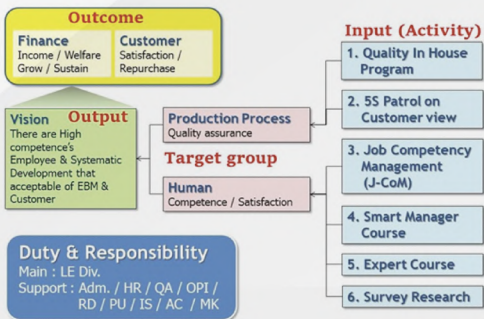
In 2019, the survey result was discussed with relevant departments to set up directions in order to improve work-related behaviors and efficiency in everyday's work. This included enhancing knowledge of supervisors and encouraging supervisors to be a role model in the area of quality and monitoring work standards for strict compliance. The evaluation will be carried out again through a questionnaire in 2020.

5. Quality In House Program . This involves the design of a computer program to help presenting quality information in the production process through graphs and tables for a better and faster understanding. Information was gathered to analyze the cause before being systematically stored for access by every factory. In addition, this helps standardizing problem-solving skills among various factories.

The implementation started in June 2019. A joint weekly meeting was held among representatives from every factory to control 3 Loss problems found in the process. A manual was produced to analyze information in various formats. In addition, a concept was communicated so that the analysis of the figures by each factory would be made on the same principle, leading to a more accurate decision-making process. This in turn helped reducing problems in the process. The target for 2020 is to enhance analytical skills of both information and causes so that critical challenges could be resolved and regulated.

6. 5S Patrol by Customer View , This involves the inspection for potential risk relating to quality, safety and 5S in the production process as well as exchanging of viewpoints through customer's perspective to resolve potential bottlenecks and improve production control process. In 2018, 40 weekly inspections of each process in each factory were conducted.

In 2019, a total of 35 inspections were made. Most risks found were related to 5S, safety and quality. All risks found were resolved. Each factory was informed of details of these risks to prevent future occurrence. In 2020, this concept and inspection perspective from customer's point of view will be communicated to operators in each factory.



The company has been certified with the Thai Labor Standard (TLS 8001 - 2010) of the complete version by the Ministry of Labor, which is audited on a yearly basis.

2. Safety , Occupational Health and Work Environment

The Company has prioritized safety as the first issue in our management under a concept that "Every employee will leave home for work and be back home safely in all aspects."

The company has set policies and operations regarding safety, occupational health and working environment along with the regular duties of the employees as follows

1. The Company have setting workplace safety is the first priority when it comes to each employee working in their roles and responsibilities.
2. The Company strictly complies with all the rules, regulations and standards relating to safety occupational health and work environment as well as those implemented by our customers.
3. The Company promote and support the improvement of workplace environment, safe work practices, the use of personal protective equipment (PPE) and employees' wellbeing.
4. The Company supports and promotes safety activities that will nurture safety awareness of employees both at workplace and otherwise. This includes, for example, building safe work culture, training, public relations and organizing safety contests.
5. The Company require supervisors at all levels to become a role model by leading, training and inducing employees and by nurturing their awareness of safe work practices.
6. The Company require all employees to take into consideration his/her own safety, the safety of their co-workers and company properties while performing their work.
7. The Company supports the 5Sor activity (de-cluttering, being convenient, clean and healthy, and nurturing safe habit) at our workplace in a strict manner to prevent accidents, work injury and work-related diseases.
8. The Company advocate for collaboration among employees in the HSSE project. Employees are entitled to advise ideas to improve workplace environment and safe work practices.
9. The Company provide human resource and financial budgets to manage the HSSE projects to ensure safe workplace for employees and the third party.
10. The Company have supported the Safety Shop Floor Management activity implemented to achieve the zero accident within the workplace and outside.
11. The Company setting an annual evaluation of these policies will be made at least once a year.

Safety Activities

The Safety Committee has been set up to consist of representatives from top management, elected and appointed representatives from our employees. At present we have 31 members Safety Committee to reviews policies and work plans, surveys the way we work as well as considers projects before submitting various operation reports to the Executive Board. The Safety Committee's term of office is two years and it convenes at least once a month. Meanwhile, the Safety and Environment Department, which directly reports to the management, is a main body to help supporting various units to achieve activities based on corporate goals. It also collects safety statistics as a means to improve and propose a better and safer workplace environment and employees' wellbeing.

The company encourage employees to assess risk from workplace or from work processes where they can file the Hazard Identification and Countermeasure Registration Form (the Hiyarhut Form) to their supervisors or a responsible body to resolve problems with appropriate measures.

In 2019, we announced the safety management policy, which was to promote work environment where everyone can work happily with the following goals and outcomes.

Work-related accident = zero Outcome: achieved

Work-related incident = zero Outcome: achieved

We were able to accumulate 10,000,000 zero-accident man-hour without any work suspension. The outcome was achieved in October 2019. The new target was set at 12,000,000 man-hour before being achieved again in January 2020. Currently, the new target of 15,000,000 work man-hour is set.

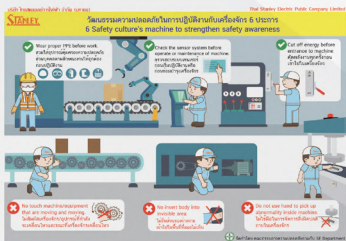
Safety knowledge Promoting

We also opened the Safety Dojo Center to strengthen understanding and create safety awareness among our employees and third-party contractors. Not only the center assists us to achieve our zero-accident goal, but it also works as a training premise and a center for comprehensive safety learning. A simulation station at the center shows various risk scenarios that could occur from different situations. In addition, The company offers training opportunity to employees at this center each month.

The third-party such as government agencies and education institutes may also visit this center as part of their study.



During the past year, we issued the six topics to nurture safety culture when working with machinery to raise awareness among staff of potential dangers during their work with machinery.



The company also organized the following safety activities on a continued basis:

- Safety training such as how to use a fork lift, Executive Officer at executive level training
- Fire drill during day and night time;
- Top Gun's drill for emergency situation
(Top Gun is the name of the highly-emergency response team);
- Safety, environment and energy conservation exhibitions



Occupational Health

Operation: We take into consideration the wellbeing of our staff by focusing on sanitation and hygiene at work, eradicating disease carriers on a monthly basis, providing sanitary facilities and disseminating health information with regard to seasonal diseases and healthcare tips through information boards.

- Setting target and outcome We aim to halve work-related illness of our employees by 50% from the 2018 level. The outcome was achieved.

- Health Check up Every employee is offered an annual health check-up, which can be general health inspection and health inspection based on risk factors for those working in noisy or dusty areas or those exposed to hazardous chemical vapor.

Each employee receives a health report. In case of doubt, or if one wishes to seek health consultation, he/she can do so by directly asking the doctor. The information is kept confidential. In addition, medical doctors and nurses are available at the work premise every day while basic medication based on private hospital's standards are prescribed.



Prevention measures during the Covid-19 outbreak

In early 2020, the world experienced the covid-19 pandemic. In Thailand, a large number of people were infected by the virus. We have given priority to this situation and issued preventive measures including .Setting up areas where hand sanitizer gel and alcohols are available throughout the premise. Distributing face masks for employees to wear at all time from when they leave their homes to their arrival at the company and on the way back. Measuring body temperature of employees and visitors for screening purpose. Erecting information boards to encourage staff to practice social distancing in common areas such as canteen and meeting rooms. And disseminating health information , so far, we have not found any employee infected by the coronavirus.

At present, the company continues to implement preventive and surveillance measures against the covid-19 outbreak



From various activities seriously and consistently resulting in the company receiving an award for occupational health and safety. In the year 2019, the company received the following awards

1. The Outstanding Occupational Health and Safety Award for the 16th consecutive year (August 2019).



2. 2019 TCC Safety Activity Target and Achieving Audit (Level A) from Toyota Co-operation Club (TCC)



The company discloses the safety statistical data at Operation Summary Report.

3.Supporting Local Communities and Society

The Company is located at Banklang , Pathumthani , and has been established outside the industrial estate location. The company is highly cautious of impacts that may possibly cause to the surrounding communities. Never having any dispute with the community, the Company is in collaboration with Banklang Municipality, representing communal people in organizing tradition-based activities, remarkable examples are the Buddha image bathing, Buddhist lent candle parade, dry-food almsgiving and to use of local food products is a set of snacks at the shareholders' meeting.

Participated in the electricity system improvement activities at WatSadet Temple, Pathumthani Province, under the "Volunteer Spirit of Religious Sites" project from the Ministry of Industry.



As for other social support and assistance activities, for example, using rice from a group of farmers in the northeast to transform it into a Daifuku dessert as a new year gift for customers. Providing company space to sell agricultural products in an oversupply situation. Allowing employees to donate items to help the disaster victims. To sponsor for the "Walk-Run to Change the Future" activity is to raise money for Pathumthani Hospital And Khlongluang Hospital in Pathumthani Province



For community development, the company has always relied on its unique employment model, where 80% of residents in Pathumthani province and the nearby vicinity are employed. The company offers opportunities for students of local universities to visit factory for more knowledge and broader understanding on product manufacturing and management.



In 2016, the Company invested 22.25% in Pracharath Rak Samakkee Pathum Thani (Social Enterprise) Company Limited, that established from government's policy that the objective is to support for more strong local economy , people have more income. At present, products are distributed on a monthly basis from the manufacturers in the group during the convenience market shopping arrangements.

In the beginning of 2020, the outbreak of the Covid-19 virus epidemic in Thailand and abroad In Pathumthani, people are infected and the government has various measures. The public, including the employees, were greatly affected. The company has issued various preventive measures. In order to look after employees vigorously as well as providing support to government agencies with the release of a brochure promoting information about the virus Covid-19 provided a way to distribute it to the general public and to encouraging medical personnel.

คำแนะนำเกี่ยวกับ COVID-19

อาการ
 ไข้ 37.5°C ขึ้นไป
 ร่วมกับมีอาการอย่างใดอย่างหนึ่ง เช่น ไอ น้ำมูก เจ็บคอ หายใจเหนื่อยหอบ อ่อนเพลีย ปวดศีรษะและปวดเมื่อยกล้ามเนื้อ

วิธีการป้องกันตนเอง

- สวมหน้ากากอนามัยทุกครั้งเมื่ออยู่ในที่สาธารณะ
- ทำความสะอาดมือของเครื่องใช้
- หลีกเลี่ยงมือให้สะอาดด้วยสบู่หรือเจลแอลกอฮอล์ 70% ขึ้นไป
- นอนหลับพักผ่อนให้เพียงพอ
- ใช้ผ้าสะอาดปิดจมูกและปากเมื่อไอหรือจาม
- ออกกำลังกายเป็นประจำสม่ำเสมอ
- รับประทานอาหารปรุงสุกก่อนรับประทาน
- ที่ระยะการสนทนา อย่างน้อย 2 เมตร

สิ่งไม่ควรหลีกเลี่ยง

- การเดินทางไปประเทศหรือพื้นที่เสี่ยง
- การอยู่ในสถานที่แออัด เช่น จักรมรถโดยสารสาธารณะ
- การใกล้ชิดหรือสัมผัสผู้ป่วยที่มีอาการหรือผู้สัมผัสกับผู้ป่วย

สำหรับข้อมูลเพิ่มเติมเกี่ยวกับ COVID-19

สำนักงานประชาสัมพันธ์ กรุงเทพมหานคร, 101 Dept., 101 Dept., 101 GA Dept.

Corporate Social Responsibility Activities of Stanley Thailand Foundation

The Stanley Group has established the Stanley Thailand Foundation since 1993, aiming to promote various CSR activities mainly in Pathum Thani province. Remarkable examples of CSR activities launched in 2019 can be described below:

1. Education Activity

1.1 The foundation had presented 2019 annual scholarships to 650 students from 103 schools in Pathumthani province and 8 schools in Nakhon Ratchasima province.

For individualized scholarships (Outshining Fund), the foundation was consistently responsible for all education-related costs starting from the high school to Bachelor's Degree levels. In 2019, an outstanding students from Suntaromettaphrasan School was selected to take part in the individualized scholarship program, where 5 students was already graduated with a Bachelor's Degree. Currently, there are 12 students selected to join the program



1.2 The foundation offered its concrete support to the science competition named the Stanley Science Project Contest held to encourage primary and secondary students to create excellent robotic devices. The competition was hosted by the Technology Promotion Association (Thailand-Japan)

1.3 The foundation donated educational equipment as books for library and 260 bicycles to 26 schools in Samkok , Muang and Nong Sua communities , Pathumthani Province.



2. Environment Activity The foundation had donated garbage to communities at Chinwararam Temple and cooperate with Safety & Environment Department , Thai Stanley Electric PCL. And Asian Stanley International Co.,Ltd. to arranged Safety To School for 6 schools in Pathumthani by providing safety knowledge ,Fire demonstration and the foundation gave 10 sets of fire extinguishers to schools.



The foundation had donated other necessities for HIV-patient of Wat Phrabatnamphu in Lopburi province and lame children of the Ruamphanya Person Lame Association in Nonthaburi province. Donation AED (Automated External Defibrillator) to the rescue team in the area of Muang and Ladlumkeaw district , Pathumthani Province



In February - March 2020, the Foundation and The Sittipol 1919 Co., Ltd. donated medical equipment and renovated emergency room for Ladlumkaew Hospital, Pathumthani province amount 2,000,000 baht



And due to the epidemic of the virus, the Covid-19 , the Foundation to donate 100,000 baht support for the production of cloth masks in the project of Banklang Sub-district Municipality to distribute to people in Pathumthani Province.



4. Participation of Stakeholders

Thai Stanley Electric Public Company Limited underlines the priority and simultaneously acknowledges the rights of each group of stakeholders. The policy governing the rights of stakeholders is further described in the corporate governance policy and the Code of Conduct of directors and employees topic. Stakeholders may contact us or file a grievance via our website at companysecretary@thaistanley.com where an agency and specific procedures are arranged to handle the matter.

The following were connected transactions between the Company and stakeholders and how they were managed:

Stakeholders	Participation channels	Issues of Interest	The Company's action
Customers	<ul style="list-style-type: none"> - Annual meeting - Information sessions - Policies relating to activities 	<ul style="list-style-type: none"> - Production capacity - Product quality - Delivery - Compliance with customer's policies and various laws - Business Continuity Plan (BCP) 	<ul style="list-style-type: none"> - Requiring the Marketing Department to exclusively look after each client - Attending customers' Meetings
Suppliers	<ul style="list-style-type: none"> - Supplier meeting - Informing sessions - Policies relating to activities 	<ul style="list-style-type: none"> - Purchasing order target/plan - Related policies and practices affecting purchasing orders 	<ul style="list-style-type: none"> - Requiring the Purchasing Department to look after groups of suppliers based on what they order (i.e. raw materials and others) - Organizing annual meeting - Providing management advices regarding production and other criteria.
Employees	<ul style="list-style-type: none"> - Electing/appointing a representative to sit in the Welfare and other committees - Communicating policies and other information - Appointing employee representatives to attend meetings with other departments - Providing contact and grievance channels both within Thai Stanley and representative companies 	<ul style="list-style-type: none"> - Policies, goals, business directions - Remunerations, welfare and other staff benefits - Capacity building - Work environment, Health, Safety, Security and Environment (HSSE) - Facilities, rest space - Other health promotion and relaxation activities 	<ul style="list-style-type: none"> - Have management representatives attend meeting with every Department - Representing employees through an election process in the Welfare Committee - Appointing employees at various subcommittees - Organizing activities and providing welfare to employees annually

Stakeholders	Participation channels	Issues of Interest	The Company's action
Employee (continue)			<ul style="list-style-type: none"> - Arranging necessary facilities such as library and fitness center - Providing contacting/grievance Channels - Providing channels to communicate with employees such as through information board, Lotus Note mail, PA system and Meetings
Shareholders	<ul style="list-style-type: none"> - Annual Shareholders' Meeting (AGM) - Investors Relations (IR) - Annual Report and other reports - Company website 	<ul style="list-style-type: none"> - Performance and business Goals - Dividend payment policy and other management policies - Code of Conduct and anti-corruption practices - Qualifications of Board of Directors 	<ul style="list-style-type: none"> - IR acting as a point of contact for information - Organizing an AGM - Disclosing information through various channels such as website, annual report, SD report and MD&A - Organizing company visit (as appropriate)
Public agencies, local administration organizations, regulatory agencies	<ul style="list-style-type: none"> - Attending projects - Attending meetings - Paying courtesy visits 	<ul style="list-style-type: none"> - Legal compliance - Public Private Participation (PPP) - Management of impacts against communities and the society 	<ul style="list-style-type: none"> - Collaboration by attending meetings and activities - Arranging company visit (as appropriate) - Supporting activities
Local communities	<ul style="list-style-type: none"> - Attending activities at various Projects - Attending meetings - Paying courtesy visits - Providing grievance/complaint channels 	<ul style="list-style-type: none"> - Managing impacts against Communities - Promoting or assisting communities 	<ul style="list-style-type: none"> - Coordinating with local Representatives - Supporting or attending local activities - Inviting local representatives to attend our activities

Environment Performance and Energy Conservation

Environmental Management

Environmental and Energy Conservation Operations ,The company has appointed the Environment Committee and ER (Environment Responsibility) consisting of executives and employees from all departments. Currently, there are 73 person responsible for pushing for recommendations on environmental management systems. Which is considered in accordance with the relevant environmental laws and other requirements . And to comply Environmental management policy of the company of the Stanley Group (Japan Stanley Environment Policy), with the Safety & Environment Department responsible for driving operational activities covering all areas

The Company 's environmental vision is as follows.

"We commit to conduct our corporate activities through effective use of resources and continuous development of environmental management systems to safeguard natural abundance and nurture environment in the sustainable society."

The environmental policy

To reflect our environmental vision, The Company has formulated the environmental policy to ensure that our staff are fully aware of their roles and responsibilities in environmental protection when it comes to their work. Details are as follows.

1. The Company committed to pursue and supervise the use of resources as well as prevent any environmental impact resulted from our activities in compliance with the environmental laws and other relevant requirements.
2. The Company intend to continue developing and improving our environmental management systems relating to our production process to reduce and prevent environmental impacts. We also strive to expand our practices to other parties involving in our activities.
3. The Company supports and promotes environmental activities including training and publicity to enhance staff's environmental awareness and conservation and to directly and indirectly prevent and reduce environmental impacts.
4. The Company disclose our environmental policy as a way to communicate and express our commitment to control, protect, develop and improve our environmental management system to stakeholders and the public.
5. The Company support and participate in community environmental conservation activities through collaboration with state agencies, local governments and others.
6. The Company promote the environmental shop floor management to achieve our goal to have a good environmental system in place.
7. The Company conduct regular evaluations based on the environmental policy described above.

The environmental policy in 2019 was to achieve zero environmental disaster through the enhancement of our environmental protection capacity and strict compliance to the laws.

Environmentally Target for 2019 , we aimed to reduce our CO2 emission from the 2014 base-year level as well as achieve zero environmental law violation and environmental-related accident.

The following were the environmental activities we achieved in 2019:

1. Reducing the use of major natural resources

1.1 Reducing the use of water by 1% from the 2017 base-year level where the indicators were the ratio of water use per product and staff number.

This was actively translated into the recycling of water used in the water curtain system within our laminating process in the lamp factory, lawn watering system and toilet flushing system. We also replaced existing toilet bowls with water-saving models and replaced all manual faucets with the sensor-operated ones.

The target was achieved. All projects mentioned above had been using recycled water for some time. We were able to reduce the use of recycled water by 10,396.34 m³.

1.2 Reducing the amount of waste sent to landfill by 5% from the 2017 base year by separating waste and by changing waste treatment methods where more waste was directed for reuse and recycling instead. In addition, an inspection and monitoring activity by the Environmental Committee of how each department treated its waste was conducted on a quarterly basis. A campaign was carried out to raise awareness through a training on how employees could manage our waste. Every department was instructed to implement at least one waste-reduction project within its unit.

The target was achieved. We underlined our waste separation. Waste was eradicated and sold to the private sector for recycling purpose. The 5S activity was implemented where cleanliness and hygiene was very much emphasized.

1.3 Reducing the amount of paper used by 1% from the 2018 base year. The Excel spreadsheet program was implemented to analyze the complementarity while the information system was introduced to manage paper that was no longer in use. Each department was encouraged to conduct at least one campaign to reduce the paper use. We were able to achieve the target.

2. Management and External Agencies Monitoring

The senior management continued to monitor every work area on a monthly basis to maintain and improve the environment. In 2019 the company hired the third-party agency to measure levels of noise, wastewater, heat and air pollution, the results of which were within the required standards.

3. Environmental Training

The company provides regular training in Environmental-related such as the ISO14001: 2015 training and the internal waste management training

4. Regular environmental campaign activities

To encourage employee to participate in the environmental protection were implemented through activities such as an exhibition on the occasion of the World Environment Day, the Say No to Plastic Bags project and the Green Factory campaign where executives and employees planted trees together to increase green areas within our compound on the last working day of the year.



The Company have not found any violation of the environmental laws. There weren't any accident induced by the environment factor, either. We did not have any conflict or receive any environmental complaint from communities or third-party agencies. The Company has been certified for the ISO14001 since year 2015 – present .

Energy Conservation Management

The Company has set up the Energy Committee whose members come from staff from all departments. The current 24 member Energy Committee oversees energy practices by ensuring that they align with the energy conservation policy and management procedures. The Committee is responsible for coordination, supervision and production of energy conservation reports. It also encourages the management to comply with the laws, having the Safety & Environment Department to make all relevant activities happen.

The Energy conservation policy

1. The Company be committed to effective energy management and conservation, while strictly pursuing energy conservation laws and regulations.
2. The Company consider energy conservation to be the responsibility of top management and employees at all levels to cooperate in implementing the prescribed energy conservation measures, including the monitoring of outcomes to be reported to the Energy Conservation Committee on a regular basis. This reflects the company's passionate desire to continuously improve energy efficiency.
3. The Company allocate sufficient resources for energy conservation and management to ensure that the idea is in line with the company's objectives and goals.
4. The Company develop effective production process including activities related to energy consumption aiming for the achievement of energy conservation and management, considered part of the company's operations.
5. The Company improve energy efficiency to be in line with the nature and amount of energy used, where modern technology and good practices are applied in an appropriate and continuous manner.
6. The Company look for clean energy that allows energy conservation and sustainable environment. We are ready to disclose, inform and publicize our energy conservation activities to relevant parties and the public.
7. To Reducing the emission of CO₂ 1% from the 2018 base year
(target 9.02 Ton Co₂ /MTHB, 20018 result 9.11 Ton Co₂/MTHB)

In 2019, The company's target and activities in energy conservation were as follows.

- Reducing the emission of CO2 from the 2018 base year by 1%, with activities to monitor energy use by using the Yellow Card, training to raise awareness on energy use and promote the use of alternative energy (Solar Rooftop)

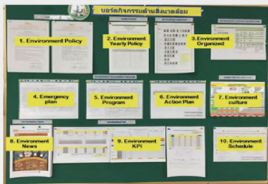
At present, the company has installed solar cell panels on the rooftop of our Lamp 7 Factory and the PQC Building, which encompasses a canteen, a library, a gym, an area for supporting production engineering and the training area of production staff before they are dispatched to work in the production line. The PQC Building was built with energy conservation in mind where the LED lighting is implemented together with the dimming switch while some of its areas are lit by natural light. The 14,282-square meter area required 1.2 MW electrical capacity. Which can reduce the electricity consumption in 2019 (Produced Energy): 246,659.64 kWh / Year, can reduce the emission of CO2 Emission: 146.76 TonCO2 / Year and reduce the Electricity Cost (Reduce Electric Consumption: 1,038,437 THB / Year and the company has Future solar cell capacity expansion plans.

In the year 2019, a project to install LED bulbs to replace fluorescent tubes and all other old lamps of 11,458 units can reduce electricity consumption: 122,592 kWh / Year, can reduce the emission of CO2 Emission: 72.94 TonCO2 / Year, reduce the value Electric power: 516,112.32 THB / Year

The company also has activities to reduce electricity usage. With a target of 1% decrease from the year 2018 which has the electricity usage value equal to 9.02 TonCO2 / MTHB with the activity of reducing energy usage to achieve the target set as follows

- Install the Power Meter and use the electricity data to analyze the defective points,
- Holiday Energy Reduction Project Which will campaign to stop production on Sunday 1 day per month, with the results Makes it possible to reduce electricity use almost as targeted Which has the electricity consumption equal to 9.03 TonCO2 / MTHB

Besides, The Company continued to urge staff to effectively use the resources where environmental and energy consumption was promoted as corporate culture. Activities were translated into photos and slogans being posted at various sites for staff's visibility. In addition, the message was transmitted through our internal broadcasting system on a daily basis at 11.30 hours. The executive board underlines the importance of continuous monitoring and advising environmental conservation activities on a quarterly basis. In addition, our potential to conduct energy conservation and our energy management status was regularly evaluated.



Environment and Energy Conservation Activity Awards

In the year 2019, the company participated in activities including environmental and energy conservation contest, customer company And the Stanley Company which received the following awards ,

1. 95 Ki Environment Award From Thai Honda Manufacturing Co.,Ltd.
2. KUBOTA Green Procurement Awards 2019 From Siam Kubota Corporation Co.,Ltd.
3. Environment TCC Rank A From Toyota Daihatsu Engineering & Manufacturing Co.,Ltd.
4. Outstanding Performance Award and Excellence Award From Stanley Electric Co.,Ltd. (Japan)



The company has used the money from these awards to create Green bag distributed to all employees in order to thank and give the employees morale that is an important part of receiving the award



The company summarizes the results of operations on environment and energy conservation on the page of the results of operations.

Operation Summary Report

Summary Operation Result	Unit	2019	2018	2017
Economic Performance				
Common Stock , Revenue , Profit , Financial Ratio - as in Annual Report	Page	3 , 71	5 , 79	3 , 72
Corporate Governance Performance				
The number of complaints from business ethics violations that enter the company complaint system	Case	-	-	-
Violation of the Code of Business Conduct is a reality.	Case	-	-	-
- Corruption	Case	-	-	-
- Use of company information	Case	-	-	-
- Giving and receiving bribes	Case	-	-	-
- Human issues	Case	-	-	-
- Tax payment	Case	-	-	-
Human Resource Performance				
Total Employee	Person	3,084	3,196	2,997
Male	Person	1,692	1,736	1,616
Female	Person	1,392	1,460	1,381
Employee provide by division				
Administration Division	Person	96	100	100
Marketing Division	Person	55	55	44
Production and Support Division	Person	2,933	3,041	2,828
Employee by type				
Permanent	Person	2,765	2,756	2,649
Fixed Time	Person	319	440	322
Employee by nationality				
Thai	Person	3,060	3,171	2,971
Japanese	Person	24	25	26
Employee by aging				
Under 30 Years old	Person	1,208		
30 - 39 Years old	Person	1,138		
40 - 49 Years old	Person	605		
Over 50 Years old	Person	135		
Employee by Position				
Executive Management	%	0.16		
Middle Management	%	1.42		
Primary Management	%	3.17		
Unit Head and Leader Group	%	11.65		
Employee	%	83.60		

Summary Operation Result	Unit	2019	2018	2017
New Employee				
Male	Person	144		
Female	Person	87		
Resignation Employee				
Male	Person	251		
Female	Person	183		
Female Employee Maternity leave				
Maternity leave	Person	64		
Back to work after maternity leave	Person	58		
Training				
Training hour per employee (Average)	Hour	28	12	12
Training Expenses	Million Baht	12.85		
Safety Performance				
Number of Accident - stop working * (Only Employees who have an accident)	Time	-	2	1
The number of deaths from working in the company				
Employee	Person	-	-	-
Other Person	Person	-	-	-
Number of illnesses and injuries from work				
Employee	Person	18	10	19
Other Person	Person	-	-	-
Environment and Energy Performance				
Material Utilization				
Main Material utilization (Resin)	Ton	11,419	10,500	10,356
Electricity and Fuel				
Electricity usage	kWh	109,082,595	107,519,164	100,528,991
Electricity usage from Solar Cell	kWh	246,660		
Fuel usage (Gas)	Liter	549,246	360,061	350,041
Waste , Defect and Industrial waste Disposal				
Quantity of Waste	Ton	5,185	4,888	5,067
Water				
Quantity of water usage				
Tap water	M ³	426,838	372,306	374,367
Groundwater	M ³	14,215	7,046	7,357
Recycle water usage	M ³	69,094	84,481	55,817

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GRI 403	Occupational Health and Safety		
GRI 403 - 1	Workers representation in formal joint management-worker health and safety committees and number of work-related fatalities		23
GRI 403 - 2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism and number of work-related fatalities		40
GRI 403 - 4	Health and safety topics covered in formal agreements with trade unions		25
GRI 404	Training and Education		
GRI 404 - 1	Average hours of training per year per employee		40
GRI 404 - 2	Programs for upgrading employee skill and transition assistance programs		17-18
GRI 404 - 3	Percentage of employees receiving regular performance and career development reviews		17
GRI 406	Non-discrimination		
GRI 406 - 1	Incidents of discrimination and corrective action taken		13
GRI 408	Child Labor		



บริษัท ไทยสแตนเลย์การไฟฟ้า จำกัด (มหาชน)

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Thai Stanley Electric Public Company Limited