



# Report on Corporate Social Responsibility (CSR) and Sustainability Report

The Board of Directors of Haad Thip Public Company Limited has a policy to operate the Company's business with complete awareness of its responsibility to the society and environment, as well as commitment to generate a sound operating result, for the purpose of business growth alongside social and community development in a sustainable manner. The Company shall adhere to the principle of management with good moral principle, business ethics, respect to human rights; and determination to provide quality products and services while paying great attention to the environment and taking into consideration the interests of stakeholders of all parties. The Company shall instill in its staff to always be aware of their responsibility towards the society and environment; ensure the best use of resources; treat all consumers in an equitable manner; and comply with legal requirements and any other regulatory requirements or any related universal practices; as well as take part in community development continuously and in a sustainable manner.

## 1. Commitment to Fair Business Practice

The Company is committed to fair business practice and strictly abides by the law and other requirement set forth by regulatory agencies. The Company is also committed to operate its business by following the Code of Conduct, which has been put in writing as explicit guidelines and regulations for the directors, management and staff of all levels to follow, in order to treat all stakeholders such as shareholders, customers, business partners, competitor, staff and employees with fairness and without seeking an opportunity to serve one's own interest that would be in conflict with the Company's interests.

The Company has established a policy and principles of conduct in regards to non-violation of intellectual property or copyright as part of the Company's regulations under the subject of the Utilization of Computer network, Information and/or Electronics Equipment Act (B.E. 2549), in line with all of the Computer related Crime Acts. Violation of or infringement upon such regulations shall result in the maximum penalty of employment termination and possibly prosecution.

The Company has a compensation measure for stakeholders in the case that damage has been inflicted upon the stakeholders as a result of the Company's violation of the legal rights of the stakeholders. The Company also provides an opportunity for notification of tips and clues or complains in regards to violation of the law or Code of Conduct through the Company's Consumers Information Center (CIC). The CIC shall act as a center to receive news and information and consumers' complains. Following the notification of tips or clues, information shall be verified and then reported to the Audit Committee and the Board of Directors. The Company has also arranged for a communication channel for employees to submit their suggestions and complaints on any subject of constraints or frustration in the workplace. Every suggestion shall be taken seriously into consideration, and an effort shall be placed in finding a solution to the problem that shall benefit all parties connected. This is also in line with the human rights principle and development of good working relationships in the workplace. The Company shall provide an opinion box and electronics channel for all staff and employees to have equal and inclusive opportunities to submit their opinions.

The Company has also established the guidelines in regards to appropriate manners of giving and receiving gifts, assets or any other benefits. The objective is to try and prevent any possible channel of fraud or reasons to decide to treat the giver in a way that may lead to inequitable compensation or unfair treatments to other related persons. However, the Company shall take priority in considering the intention of the giver and the receiver in this case in addition, the Company has established a set of guidelines for the roles and responsibility of the management and staff of all levels as well as the Code of Conduct and responsibilities towards all of the interested persons and stakeholders. Such guidelines shall be proven beneficial, as it shall set the standards of job performance for the management and staff on the basis of honesty and integrity. Performance shall be followed up on a regular basis to ensure conformity to the established regulations, with considerateness and respect for the rights of others who coexist in the same society.

Hence the company has communicated the aforementioned policies to its trading partners so that they have the same procedures in compliance with the company's policies. The company has also announced the same policies to staff for their acknowledgement and compliance.

## 2. Respect for Human Rights and Fair Labor Treatment

The Company has a policy to operate its business in such a way that it abides by the law, adheres to human rights principle, and refuses to support any enterprises that violate human rights. The company shall proceed in accordance with the principle of equitability in the management of wages, benefits and other employment terms and conditions, as well as recognize the rights and freedom for assembly of work colleagues. The Company shall not engage in the use of forced labor or child labor; the act of discrimination; and shall be willing to provide equal opportunity to all employees

and colleagues. The Company has arranged for a suitable working environment; and activities that provide opportunities for employees to create bond and relationships among employees and unity between the organization and employees. Such activities include Lent Candle Offering Ceremony of the year 2017, Unified Football Tournament "Haad Thip Samakee Cup" of the year 2017, "Love Mom through the Lens" event, Ror Jor Ror Yor Day, Happy Birthday to the Employee Activity of the year 2017, Essay and Slogan Contest for the "Anti-Corruption within the Organization Campaign", United and Become a Good Salesperson of Haad Thip Project, Water-Pouring Ceremony of Songkran Festival (an activity that involves pouring water on the hands of revered elders in the Company and asking for blessings), Happy Traveling at Retirement, Haad Thip's Health Park Opening Ceremony, etc. All of the mentioned activities and events had been appropriately arranged to create harmony and unity within the organization and good relationships among employees from different fields of work. Employee selection process carried out by the Company involves absolutely no discrimination in terms of gender, religion or political viewpoint, for example. The Company shall continue to focus on treating the employees fairly and with respect, a suitable treatment for any member of Haad Thip family. The Company shall proceed in accordance with Labor Protection Act and Thai Labor Standard, as well as other related laws, regulations and requirements as follows:

2.1 **Hiring Procedure:** Appointment, transfer, compensation and welfare payment shall be carried out in an equitable manner and in accordance with the principle of impartiality and moral principle. Employees shall be compensated with the rate higher than minimum wage rate, and shall have the opportunity to advance in their career according to their knowledge, ability and performance level. All employees are readily

informed about the Company's Compensation and Fringe Benefit Policy from the first day of employment as it is started in the Employees Handbook; and from the new staff orientation program.

2.2 **Welfare / Fringe Benefit:** Medical treatment and safety are considered the Company's responsibility, to ensure the welfare of its employees and maintain the right, safe and sanitarian environment of the workplace. The Company shall strictly abide by all labor-related laws, and make the welfare of employees its priority. In 2017, the Company had established a Provident Fund as additional benefit for the employees, in order to provide additional financial security for the employees in the form of retirement savings. The program started off applying only to employees with duration of employment with the Company of 1 year or more, with employee's contribution at 3% and the Company's (employer's) contribution at 3%.

2.3 **Complaints / Whistleblowing:** The Company has provided the rights for employees to submit information to the Company regarding fraud or corruption; and complaints in the case of unfair treatment, wrongful practice or failure to perform in accordance with Employment Regulations or mutually arranged Employment Contract. Such information or complaints can be submitted via the following channels:

- To submit complaints / whistle-blow in a verbal or written form directly to the recipient of complaint center or to notify the COO directly;
- To submit complaints / whistle-blow via email to anticorruption@haadthip.com;
- To submit complaints / whistle-blow via internal communication system or intranet, that has been designed to facilitate complaint submission/

notification that provides ultimate security and confidentiality to the whistleblower/petitioner.

The latter can also follow up on the results via such communication system;

- To submit complaints / whistle-blow via QR Code. Employees with QR Code Reader or Line Application to read the QR Code can submit complaints / whistle-blow or other proposals or recommendations directly to the COO.

The complaints or whistleblowing activities shall be regarded as confidential and the sources or list of names of the petitioners or whistleblowers shall not ever be disclosed. Petitioners shall be appropriately protected and the report or information submitted by the petitioners shall not cause them any harm or damage, be it a prank, a threat or any other unfair treatments. The information regarding the complaints shall also be kept confidential. Those victimized or damaged by the wrongdoings shall be relieved of the damage via the method or procedure deemed appropriate and justified.

2.4 **Knowledge and Ability Development for Employees:**

The Company provides inclusive opportunities of employee development and training, both on and off premise, and on a regular basis. For example, the Company has provided educational sessions to its employees on various topics related to each employee's job, in order to develop their skills, vocational ability, technological knowledge, knowledge on domestic and international laws, as well as regulations and requirements. The intention is to improve employees' performance efficiency through implementation of their acquired knowledge and skills, and also to stimulate and create teamwork and maintain good relationships among work colleagues through training programs as well as activities organized on premise.

**2.5 Occupational Health and Environment:** The Company has a policy in regards to safety, occupational health and environment in the workplace, in realizing the importance of a healthy environment at work; believing that accidents, injuries, diseases and ailments inflicted in a workplace can be prevented through safety awareness and employees' cooperation. The Company is prompt to provide any resources for its employees to support and encourage safety in the environment of the workplace and while driving; mitigation of occupational accidents, ailments, diseases and loss; prevention of public hazard; as well as continuous improvement and development on this particular area. This policy shall be communicated to all of the employees of the organization, visitors, contractors, general public and any other interested parties for the purpose of acknowledgement.

The Company has proceeded and arranged for activities, both by the requirements of the law and by the Company's desire to train and provide knowledge to the employees in regards to accident prevention. For example, via the arrangement of the 4th generation of "Drive Safely Course"; the "Driving and Accident Prevention Course" for the Transportation Department; the "Safety Tips for Working in High Places Course"; the "Safety Tips for Working with Electricity Course" for employees working with electricity; the "Basic Fire Safety Training Course" and "Advance Fire Extinguishing Course". Moreover, the Company has installed the News Broadcasting System, mainly for the purpose of fire evacuation procedure. The Company has also arranged for appropriate safety gear and equipment for its employees; a Safety Committee; as well as professional safety officers, for example. In addition, the Company has promoted and

supported activities among the employees to boost awareness on safety at the workplace on a regular basis. For example, the "5 Minutes for Safety" Project or the 13th "Safety, Health and Environment Week" Project of the year 2017; or "Driving Sales Trucks Safely" Campaign. All of which have been arranged to ensure that the employees and staffs have knowledge and understanding on the subjects of safety, health and environment in the workplace; and are reminded to always proceed with their tasks with caution, in order to reduce injury or illness from happening in the workplace. The Company has been certified with OHSAS 18001 of the Occupational Health and Safety standards; and received an Honorary Plaque from The Federation of Thai Industries of Songkhla, for being a model company of a Happy Workplace.

### 3. Responsibility to Consumers

The Company is committed to fair business practice and the business operation that creates benefits for the consumers and clients, by giving heed to quality, safety and occupational health, from the production process all the way to the quality of product delivery and services that meets the level of international standards. Moreover, the Company has imposed a stricter management system responsible for the control of the production process as well as product verification and analysis. As a result, the customers and consumers have placed trust in the Company's product and service standards up until these days. The Company's principles of conduct are as follows:

- The Company manufactures products of high quality and standard, as it has always been strict in terms of safety and quality of products by the standard of The Coca-Cola Quality System that ensures the same standard worldwide. The Company has also been certified with the following standardized systems:

- Certified by ISO 9001:2008 that sets out the criteria for quality management system
- Awarded with a Gold Medal from “Technical Stewardship Excellence Awards 208 (TSEA 2008)” as the best manufacturer in Southeast and West Asian region, from a total of 30 manufacturers in 6 countries namely Thailand, Vietnam, Cambodia, Malaysia, Singapore and Indonesia
- Certified by ISO 22000 Food Safety Management, an international standard that specifies the requirements for a food safety management system
- The first manufacturer in Southeast and West Asian region (SEWA Division) to be certified by Q3
- The Process Focus Stage in the Quality Management System of The Coca-Cola Quality System
- Certified by the Standard for Corporate Social Responsibility, Department of Industrial Works (CSR-DIW Awards) in the year 2010 and certified by CSR-DIW Continuous Awards in 2011, by the Department of Industrial Works, Ministry of Industry
- The Company gives precedence to the operation under consumer-related laws, for example, Consumer Protection Act B.E. 2522 (1979), as amended by the Consumer Protection Act (No.2) B.E. 2541 as well as Act on Prices of Goods and Service B.E. 2542 (1999)
- The Company can communicate with its consumers through various communication channels as follows:
  - The Company has a Consumer Information Center (CIC) to receive news and information as well as complaints from consumers
  - The Company has a procedure to perform customer satisfaction survey (Voice of Customers Project)
- The Company has been marketing its products in a fair manner, and providing accurate, sufficient and up-to-date news and information to the customers. There is no marketing activities conducted

with youth under 12 years of age in whatever communication channels.

- The Company respects and maintains customers’ confidentiality.
- The Company makes contact with its customers in a courteous manner; business partners and consumers place trust in the Company; the Company always ensures promptness in responding to customers as well as in delivering products to the customers.
- Educating consumers is one of the Company’s priorities, especially in regards to the Company’s activities, products and services. For examples, the Company has educated consumers on the subjects of consumer health and safety, consumer protection and the product labels.
- The company has appointed IMCI (Incident Management and Crisis Resolution) from the managerial members to analyses, make decisions and notify related parties so as to reduce effect upon the products or company.

#### 4. Environmental Management

The Company truly realizes its responsibility for the environment, especially in regards to the possible impact on the environment as a result of the Company’s business operation. The Company would like to express its intention and commitment in regards to the environmentally related principle through the establishment of an Environmental Management Policy in order to create a framework for its employees to perform their tasks under the established objectives and goal. This, ultimately, intends for the conservation of environment and to urge the management and staff to progress in the same direction

The Company has been certified by ISO 14001 that sets out the standard criteria for an environmental management system, and Haad Yai Plant has been certified by the Ministry of Industry as level 4 (Green Culture). There were a total of 189 organizations to have received the prize trophy of level 4, and 36 organizations receiving the trophy of level 5 from around the country. This certification serves to guarantee that the Company operates its business in an environmental-friendly manner. Moreover, it has also been proven to have established the organizational culture in regards to the environment and safety in a systematic manner; proceeded with business operation with responsibility to the society, transparency and validity; and been able to co-exist with the community in a sustainable manner. The Company also has a policy to try and advance to level 5 of the Green Industry status in the future, through promotion of and building relationships with the stakeholders, community and consumers through environment-related activities continuously and in a sustainable manner.

The Poonpin Plant has been constructed in such a way that makes it a prototype of the Green Factory that helps to conserve the environment. It is equipped with skylight roof to receive natural light; makes appropriate use of rain water, with a water quality control system installed to ensure acceptable water standards; equipped with a state-of-the-art waste water treatment system that saves energy during the operation; helps to conserve nature through conservation and planting of trees; and last but not least, its vetiver grass cultivation project has helped to prevent erosion of soil surface. The vetiver grass cultivation project to prevent soil surface from erosion has allowed the Company to become the first and only private company to have won the “Golden Vetiver Grass” award, with a Royal Plaque received as the winner of His Majesty King Bhumibol Adulyadej’s vetiver award.

The Company has proceeded according to the policy it has announced, in accordance with the framework and guidelines below:

1. The Company shall proceed strictly in accordance with the following environmental laws:
  - Notification of Ministry of Industry on the subject of Determination of Particulates Emissions from Stationary Sources B.E. 2549 (2006)
  - Notification of Ministry of Industry on the subject of Disposal of Waste and Unusable Materials B.E. 2548 (2005)
  - Enhancement and Conservation of National Environmental Quality Act B.E. 2535 (1992)
  - The Energy Conservation Promotion Act B.E. 2535 (1992)
  - National Energy Policy Council Act B.E. 2535 (1992)
  - The Groundwater Act (No.2) B.E. 2535 (1992)
2. The Company is determined to maintain the leading position in the beverage industry and continues to give precedence to energy conservation and protection of the environment and climate. For example, the Company has installed a new refrigeration system that utilizes 50% less electricity; that is free of CFC; and does not cause damage to the atmospheric layers and environment. The Company has also implemented the Carbon Footprint for Organization Project, and the Cycling Project, which is to use a bicycle as a means of transportation between office buildings instead of a motorcycle or a car, in order to help mitigating carbon dioxide emission, for examples.
3. The Company is determined to make the most responsible and efficient use of water resources, as its ultimate goal is to return an equivalent amount of water used in the Company’s production process to the community and nature in a safe and

sustainable manner. The Company is equipped with state-of-the-art waste water treatment system that treats waste water generated by the production process. The Waste Stabilization Pond System is an energy-saving system that utilizes natural resources for the treatment, for example, sunlight and water hyacinth, with aerobic and anaerobic decomposition of organic material. The Company has also provided support to various projects in order to meet the above objectives, for example, the Check Dam Construction Project, to preserve water resources and boost the potential of the local council and support the Khlong Yan basin conservation and restoration network for the 6th time in 10 years under the “Rak Nam” Project; Coastal Conservation Project of the South at Sai Ree Beach, Amphoe Muang, Chumphon; Vetiver Grass Cultivation Project, the Royal Initiative Project, at Phunphin Plant; and Pee Nam Nong Rak Nam Project, the Royal Initiative Project.

4. Recycle Bank Project: The Company has set up a Recycle Bank Project since the year 2009, which is opened for operation once a week, and is managed by the Recycle Bank Committee with the objectives as follows:
- To instill good conscience in the employees to separate garbage and help to conserve the environment of the factory, their family and the community.

- To help reducing the quantity of garbage that needs disposal to the least possible amount; and to increase the percentage of the Company’s recycled garbage to the target level.
- To use the by-product from the creation of Recycle Bank to further enhance environmental knowledge among the employees.
- To design a garbage management format, with the employees taking part in this operation.
- To show involvement and responsibility to the society.

Anticipated benefits from Recycle Bank Project:

- An efficient management system
- Employees and their family members become aware of and participated in garbage separation activities, in order to help mitigating the global warming effect.
- Income-generating and a good way to build the habit of saving for members

5. Energy Saving Project: The light bulbs currently used by the Company require high rate of energy consumption, which seems to be increasing on a yearly basis. In order to help with energy saving, the Manufacturing Department has, therefore, initiated a project to completely replace all of the fluorescent light bulbs in the production lines, stock buildings and office buildings with LED light bulbs.

#### Adjustment

Before Adjustment		After Adjustment		Number (Bulbs)
1. Fluorescent bulb T8	36 W	1. LED Tube T8	18 W	1,480
2. Fluorescent bulb T5	36 W	2. LED Tube T8	18 W	157
3. Metal Halide bulb	400 W	3. LED High Bay	200 W	45
4. Spotlight bulb	150 W	4. LED Floodlight	100 W	8
5. Metal Halide bulb	250 W	5. LED High Bay	100 W	66
6. Spiral bulb E40	80 W	6. LED Low Bay	30 W	6



## Results

	Kilowatt	Kilowatt-Hour/Year	Baht/Year
Before adjustment	111.66	368,716.48	1,504,363.24
After adjustment	47.37	158,583.04	647,018.80
Investment amount	2,597,800 Baht		
Payback period	3.20 Year		

The Company has established an annual budget for training and educational courses for employees in regards to the environment that take place on a regular basis. These courses include on-the-job Training as well as sending employees to participate in external seminars organized by other institutions or agencies, in regards to environmental issues. In 2016, the Company had organized training courses and sent out employees to participate in environmental seminars altogether 18 courses with a total of 492 employees participating in the events, and the total budget for the year was approximately Baht 135,000

5. Innovation and promulgation of innovative creations derived from business operation with responsibility to the society environment and stakeholders

The Company has a policy to support the development of innovative creations with responsibility to the society and environment. The Company has been certified by ISO 14001:2004 since the year 2007, which is the highest of international standards in environmental management. The innovation on packaging that the Company has been applying, has enabled the Company to reduce the use of plastic by 1,700 tons per year. Moreover, the Company has been able to reduce energy consumption in the production process by 10% since the year 2012 and more than 99% of garbage and waste generated by the manufacturing plants have been through the recycled process, and hence, reused.

1. The Company has developed and created environmental-friendly packaging by way of reducing the quantity of raw materials and resources utilized in the production process. For example, reducing utilization of plastic in the production on PET products; reducing the use of aluminum in the production of 325ml can products; and using plastic wrap without having to use the paper trays.
2. Carbon Footprint Project: The Company has started the project since the year 2012 and, currently, 24 SKUs (sizes and types of products) have been carbon-footprint certified by Thailand Greenhouse Gas Management Organization (Public Organization: TGO), with the 1.25liter Coca-Cola PET bottles and 325ml Coca-Cola CANS certified with a global warming label (gold label). The quantity of carbon footprint generated by the products is an indicator of the impact on the environment in terms of global warming effect. The Company intends to further apply for carbon footprint certification for other products and sizes, and to complete the process for all products within the year 2018.
3. The Company has developed and created the type of packaging that can possibly become valuable resources in the future, for example, 100% of it bottles and cans can be recycled.
4. The Company has developed the type of products that will help to conserve natural resources and

environment. For example, Coca-Cola is the first manufacturer in Thailand to apply environmental-friendly innovation to the new packaging of Namthip Drinking Water. This innovation can help to reduce utilization of plastic by as much as 35%, compared to the previous packaging type. It is the most lightweight PET bottled product in Thailand and it has been designed to allow bottle twisting when the water has been emptied, in order to help reducing space and increase efficiency in the garbage recycling activity.



## 6. Participation in Community and Social Development

The Company has a policy to reinforce and strengthen the community by getting involved in “our community” for the purpose of sustainability. The Company shall perform its duties in the areas and localities of its business with total responsibility, be it to provide support, promotion or development for the quality of life, society and environment, so that the communities of the 14 provinces of southern Thailand to remain strong in a sustainable manner. This shall be succeeded through collaboration with all possible sectors/agencies and by means of the 3 fundamental areas of sustainability framework as follows:

ME: Enhancing personal well-being and active living for good health, for “me”

WE: Building stronger communities, for “our communities”

WORLD: Developing and protecting the environment even better, for “our world”

In 2017, the Company had already participated in the promotion, support and development of the quality of life, society and environment, according to the above-mentioned 3 fundamental areas of sustainability framework.

ME: Enhancing personal well-being and active living for good health, for “me”

1. The Project for the Youth of 5 Southernmost Provinces and the 11-men Football Tournament, the 6th “Haad Thip Cup Youth Football Tournament” at Central Stadium, Prince of Songkhla University, Hatyai Campus, Songkhla.
2. Sponsored the 15th “Walk-Run Competition for Health and Charity at Hatyai Hospital”
3. The 6th “Haad Thip Cup Senior Petanque Tournament” an activity to promote exercise among senior citizens for good health and unity at the Petanque field of Prince of Songkhla University (Hatyai Campus)
4. “Haad Thip Health Park” is a space for the Company’s employees and their family to exercise and relax after working hours. It has been set up to encourage exercise and promote good health among all employees.
5. Sponsored the 45th National Games and the 35th National Para Games in Phang Nga
6. Sponsored Sports Day - Student Athletic Day (Tapee Games) at the school stadium of Baan Plai Khlong School, Tumbol Taapan, Amphoe Phunphin, Surat Thani, in order to build relationships and unify with the locals of Phunphin District.
7. Promoted beneficial use of spare time among children and youth by exercising, through the arrangement of the “Hatyai Skate Challenge 2017” event at the multi-purpose space adjacent to Big C Extra in Hatyai.
8. Promoted awareness on exercise among children and youth, through the Tae Kwon Do Competition event in Surat Thani
9. Officially the major sponsor of “Songkhla Games,” the 45th National Games in Songkhla Province
10. Officially the major sponsor of “Songkhla Samila Games”, the 35th National Para Games in Songkhla Province

11. Unified Football Tournament “ Haad Thip Samakee,” the Championship round, to promote teamwork by gathering employees from Hatyai Plant, Phunphin

Plant and other branches in one place, to get involved in the activities together; and to accomplish the Company’s value on exercise, working happily, unity and sportsmanship.

ME : Enhancing personal well-being and active living for good health, for “me”

### Haad Thip Cup Youth Football Tournament 6<sup>th</sup>



### Hatyai Skate Challenge 2017



WE: Building stronger communities, for “our communities”

### 1. Youth Development

- Provided scholarships to children with good grades of Songkhla Naval Base officers at Songkhla Naval Base Officers’ Club, 2nd Naval Base, Amphoe Muang, Songkhla
- Provided scholarships to the children of the Naval Military Police officers, 3rd Base Naval Military Police
- Provided scholarships to The 4th Army Region, Songkhla
- The 3rd “Mother of the Land” Drawing Contest - a camp activity to provide an opportunity to children to learn the techniques of drawing and perform live drawing competition in the Championship round at Pru KangKao Stadium, Tumbol Baan Pru, Amphoe Hatyai, Songkhla.
- The Gift-Giving on Children’s Day Project to hand out gifts to children under the age of 12 of the Company’s employees on Children’s Day of the year 2017.
- Donated play equipment to the children of Military District 41, Vajiravudh Camp, Nakhon Si Thammarat
- Brought a total of 40 youth Tae Kwon Do athletes from associations/gyms/schools of southern Thailand to be an audience to a Tae Kwon Do Competition, and cheer for Thailand National Tae Kwon Do team, through the “Thai Cheer Thai to SEA Games” Project in Malaysia.

### 2. Public Charity / Benefit

- The Company’s employees together with Welfare and Labour Protection Office in Songkhla organized a National Labour Day Activity of the year 2017, to cultivate mangrove forest and release crabs at the Baby Crabs Hatchery Educational Center, Baan Hua Khao, Tumbol Hua Khao, Amphoe Singhanakhon, Songkhla, in order to make merits for the late King Bhumibol Adulyadej.
- Haad Thip, together with Public Relations Office, District 6, organized the “Add the Love to and Share the Happiness with the Society” event to promote the prevention and rectification of narcotic problems at Wat Samee School (which had been damaged by the floods), Tumbol Phang Yang, Amphoe Ranode, Songkhla.
- “Translation and Temporary Employee of the Year Fund” Project of the year 2016 at Nongjik Hospital,

Pattani Province on 15th March 2017. Within the budget year of 2016, the project had been expanded and the welfare benefits from the project had been distributed to a total of 9 hospitals in 3 southern provinces.

- “Global Warming Mitigation” event was arranged to promote tourism and build relationships between Thailand and Myanmar, through the 4th “2 Legs 2 Countries” cycling project in Ranong Province.
- Sponsored and participated in the “3 Institutions Run-Ride Sharing Kindness” activity, for the construction of Yensira 3 Building for destitute patients
- “Community Rehabilitation After the Floods” project on 14th May 2017 at Tumbol Talae Noi, Patthalung and Nakhon Si Thammarat
- The “Ror Jor Ror Yor” Activity Day of the year 2017: Since 12th November is the CEO’s birthday, the Company has set the date as the “Ror Jor Ror Yor” Day (Ruam Jai Rao Yoo or Together We Survive”) and had the Company’s employees gathered to participate in the activities that would benefit the society and community on a yearly basis. In 2017, the activities had been divided into categories below:

1. Socially beneficial activities (temple and mosque improvement projects)
2. Blood donation
3. Reading via application for the Blinds
4. Feasting activity at Emergency House, Don Muang, Bangkok

### 3. Culture and Tradition

- Haad Thip has helped to organize activities to preserve the southern culture and tradition as follows:
  - Festival of the Tenth Lunar Month and Red Cross Fair of the year 2017 in Nakhon Si Thammarat, between 14th-23rd September 2017 at Tumbol Tung Talad, Amphoe Muang, Nakhon Si Thammarat
  - Traditional Chak Phra Festival, Traditional Robe Offering (Thod Pa Pha) Festival and Boat Race Festival of the year 2017 between 2nd-10th October 2017 in Surat Thani
  - Traditional long-boat race climbing bows to snatch a flag at the pier of Wat Dan Prachakorn, Amphoe Langsuan, Chumphon between 9th-13th November 2017

- Arranged for the “Moral Principle and Ethics Promotion Project for Haad Thip Family”, to instill moral principle and ethics among Haad Thip employees by means of Dharma; as well as promoted sufficiency living and meditation practice, in order for concentration and wisdom to be borne.
- Lent Candle Offering Ceremony of the year 2017: The Company and employees together had the opportunity to offer lent candles and robes for

rainy season for prosperity. It was an opportunity for the Company and employees to make merit together on an important Buddhist Holy Day, which would help to build good moral principle, ethics and unity among the employees and staffs and promote relationship building between the employees and the local community.

### WE : Building stronger communities, for “our communities”

Provided scholarships for the children



### The 3<sup>rd</sup> “Mother of the land” Drawing Contest



The 4<sup>th</sup> "2 Legs 2 Countries"



Thai cheer Thai to SEA Games



Mangrove Forest Planting on a national Labour Day



Memorial Southern Culture Activity



WORLD: Developing and protecting the environment even better, for “our world”

1. Solar Energy Project: Since the types of fuel utilized for energy production namely gasoline, coal and natural gas are the types of fuel that produce an impact upon the environment. For example, carbon dioxide is a greenhouse gas and the cause of global warming effect. However, energy from sunlight is considered clean energy, therefore, the Company has a policy to make Poonpin Plant the model factory in regards to the use of solar energy, through the use of Solar Rooftop with the production capacity of 600 kilowatts. There will be a total of 1,880 solar panels installed at Phunphin Plant, which has been set to complete by midyear of 2018

2. 50 Years Prince of Songkhla University Forestation Project at Khao Wang Ching, Amphoe Khlong Hoi Khong, Songkhla
3. Coastal Conservation Project of the South at Sai Ree Beach, Amphoe Muang, Chumphon
4. Check Dam Construction Project to preserve water resources, boost the potential of the local council and support the Khlong Yan basin conservation and restoration network for the 6th time in 10 years under the “Rak Nam” Project for fertile earth at Moo 7, Baan Khlong Wai, Tumbol Takud Nua, Amphoe Vibhavadi, Surat Thani.

WORLD : Developing and protecting the environment even better, for “our world”

Coastal Conservation Project of the South



Check Dam Construction Project under the “Rak Nam”

