Sustainability Report

The Company realized that construction business affects various stakeholders especially that it may affect living and safety for not only staff but also the environment and communities. If the business is conducted irresponsibly, it will inevitably lead to catastrophic environmental impact and adverse on communities near the Company or the Company's worksites. Moreover, it may be harmful to life and property as well. The Company has set the clear policy to operate the business with the objective of achieving long-term sustainability. During the past year, there were some activities which have been implemented and followed up which can be summarized as follows:

Environment

Since the establishment of the Company, the Company has conducted its business strictly in compliance with all related laws and regulations governed by related authorities for social and environments protection. The Company has realized that simply complying with regulations is not enough, and the clear policy to prevent harmful effects and pollution from work is set up and reviews are conducted to control and monitor the effects regularly to ensure the highest level of effectiveness as updated with the changes in environment for long-term sustainable development.

Occupational Health and Safety Assessment Series: OHSAS 18001:2007 was applied and set out as a policy for all employees to conduct for the Company's proper management of health and safety to minimize the pollution and as a long term protection for the environmental.

With the Company's target to double its construction income within the next two years, the Company's plan was to increase its Equipment and Scaffolding Plant capacities which are the important supporting units to increase company's productivity. The Company realized that increasing the production in Plant which included equipment maintenance, steel fabrication and erection, etc. will create more pollution to nearby communities. The Company therefore relocated its existing plant from greater Bangkok to another area which in the neighboring province which is not proximity to crowded communities.

The policy for OHSAS is conducted at new plant for healthy and safety standards with a target to obtain the certificate from certified body within year 2016. SGS (Thailand) Limited, certified body has conducted its investigation and evaluation which require some minor adjustments and the Company expects to obtain the certification by the end of 2016.

The Company policy to reduce dust pollution in construction worksite is also clearly defined and steps taken for dust protection for building during the construction period. The Company has also set out a campaign for the awareness of health and safety at work site called "Best Sites for Safety and Cleanliness". Whereby best performing sites in these aspects are rewarded with cash rewards commendation certificates given to Project Manager and staff which also improves morale and encourages safety awareness at every stage of their working.

Social

Qualified employees and personnel are key important resources for any Company to drive for long-term development of the organization as well as the country through their knowledge and experience. The Company plays an importance role in supporting and encouraging its employees and staff by providing various training courses especially in Company's main construction activities. The Company believes that good workmanship will deliver high quality works to satisfy Customers. Although certain employees may leave the Company, it is expected that their knowledge, experiences and good workmanship practices would enable them to deliver good work to other organizations thereby resulting in long term development of the country.

The Company applies the Competency programme to be a development tool for employees. Whereby all trainings will be set in accordance with the Company's expectation for each position in the organization. All employee present duties and responsibilities will be evaluated in order to plan for individual development programme for their carrier path. Every year, the evaluation will be conducted by their supervisor and prepare the plan for future promotion to a higher position.

The Company also provides in-house training for Company's major construction activities such as brick laying, plastering, carpentry, formwork, erection works, etc. The Company conducts a test for standard workmanship in line with the standards of the Skill Development Department so that these skilled labourers can develop their skills to meet with higher standards. As for sustainability development, after training, they may leave the Company to join other organizations without any objections from the Company.

Details of development, training programmes are explained in "Corporate Social Responsibilities Report" in this Annual Report.

Innovation

Through Company's experiences gained in the construction business over a long period of time, the Company always encourages its employees to find new construction methods and new equipment to increase Company's productivity with least adverse environmental impact. The objective is to accelerate the construction time with lower cost and minimal environmental impact and meet the continuing changes required for long term satisfaction of the customer.

The Company has put in place a campaign to encourage innovation in construction activities by encouraging all employees in office and worksites to submit their innovative plans and ideas for a better working system or new methods of construction which can be proved to be better than existing ways or methods. The ideas must comply with Company's quality standards, lower cost of construction and must be delivered in time and in accordance with customers' needs. Moreover, the idea must be able to be applied as a prototype for other departments or worksites and for long term development to enhance Company's specialist skills and reputation.

The "Best Innovation Award" is one of such initiative that has been put in place. The Company has appointed its top management to be a member of the committee to select the best proposed innovation ideas. Rewards and certificates are given as morale boosters and encouragement for continuous thinking to create long-term innovation.