Sustainability Report

The Company realizes that the construction business affects various stakeholders, and that it may especially affect living and safety conditions for not only its own staff but also the environment and communities. If the Company's business is conducted irresponsibly, it will inevitably lead to catastrophic environmental and other adverse impacts 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 a clear policy to operate its business with the objective of achieving long-term sustainability. The policy needs to be followed by employees and shall be monitored regularly for improvement and ensure that the process has been done accordingly. Policies implemented 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 environmental protection. The Company realizes that simply complying with regulations is not enough, and accordingly, a clear policy to prevent harmful effects and pollution from the Company's work was set up. Reviews are regularly conducted to control and monitor the effects of the Company's work in order to ensure the highest level of effectiveness. This policy is updated with the changes in environment to ensure long-term sustainable development.

Occupational Health and Safety Assessment Series: OHSAS 18001:2007 will be set out as a policy and strict guideline for the conduct of employees to ensure the Company's proper management of health and safety as well as to minimize pollution and as long term protection for the environment.

With the Company's target to double its construction income, the Company's plan was to increase its Equipment and Scaffolding Plant capacities, which are important supporting units to the increase of the Company's productivity. The Company realized that increasing the production in its plant, which includes equipment maintenance, steel fabrication and erection, etc. may pollute nearby communities. The Company therefore relocated its existing plant from greater Bangkok to Sriracha, which does not have crowded communities in its neighboring areas.

The policy for OHSAS will be enforced at the Company's new plant at Sriracha for maintaining high health and safety standards, with a target to obtain certification from a certified body within year 2016. SGS (Thailand) Limited, a certified body, has conducted its investigation and evaluation which requires some minor adjustments. Accordingly, the Company expects to obtain the certification in the near future.

Apart from the plant relocation, the Company also set up a policy and procedure to protect the environment at every worksite.

The QSHE (Quality, Safety and Health Environment) Department was set up to monitor and ensure that construction operations comply with the related laws and regulations. The QSHE will also ensure that quality and safety is in accordance with the high standards and policy of the Company. The aim is to prevent or minimize all accidents and negative impacts that may occur during the construction process. Some measures adopted by construction sites are as follows:

- During the construction of a high rise building, the building should be surrounded with dust protection to protect against falling objects and dust pollution.
- Advise on the use of equipment and machines. Regularly inspect all equipment and machines to ensure that they are safe and ready to be used.
- Survey the environment and climate to prevent any accidents that may occur, such as working under the rain in an open space.
- Keep the construction site and nearby areas clean and tidy. Clean all truck wheels before leaving the construction site. Proper solid waste management, such as disposal of garbage, construction material, hazardous material etc.
- Control the quality of air and noise around the work site and nearby areas.
- Proper storage of materials and reusable items on site.
- Check on quality of the construction process to ensure that all the works are in accordance with Company's standards. This can prevent loss of both time and money.
- Safety and quality check-lists are provided (in a standard form) in each manual and are to be submitted for all construction work sites.
- Safety Officers and/or construction operation staffs regularly participate in seminars which are relevant to working in hazardous areas. This is to ensure that they will be knowledgeable and can educate other staff to ensure safe working.

The Company has also established a campaign for raising awareness about health and safety at work sites called "Best Sites for Safety and Cleanliness", whereby the best performing sites in these aspects are rewarded with cash rewards and commendation certificates given to Project Manager and staff. This also improves morale and encourages safety awareness at every stage of their work. Detailed of this campaign is explained in "Corporate Social Responsibilities Report" in This Annual Report

New Company Head Office

The Company Head Office at 727 La Salle Road (Sukhumvit 105), was constructed on the land plot of 10 Rai to support the Company's expansion. The office is a 7-storey building with a floor area of 10,000 square metres, which can accommodate up to 750 staff. The design concept was loft style, which is modest and environmentally friendly. The new Head Office was designed with a view to reduce energy consumption and provide modern facilities, including a cafeteria, lounge, fully equipped gym room, and external recreation area, to create a pleasant working environment that is also disabled-friendly. The new Head Office was completed last year and the Company relocated to the new Head Office on 28 April 2014.

Features of the design for an energy saving working place:

1. Installing LEDs (Light-emitting Diodes) which consume less power, giving more brightness with low heat and a long useful life time. The use of LEDs is calculated to reduce energy consumption by 60% when compared to other types of light bulbs.
2. Installing VRV (Variable Refrigerant Volume) air-conditioning system. With this system, the reduction in energy consumption is around 20-30% compared to normal systems.
3. Installing Heat Absorbing Glass (Double Insulated Low E Glass). This glass can absorb twice as many heat rays as regular glass, and acts as a reflection filter for unwanted light. This glass thereby reduces the heat in the building, and reduces the energy consumed by air-conditioners.
4. Installing motion sensor lights in all restrooms: A motion detector controls the lighting system, and turns the lights on when it detects any motion and automatically turns the lights off after a certain period of time. It facilitates energy saving and generates less heat from light bulbs.

Social

Qualified employees and personnel are key 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 important role in supporting and encouraging its employees and staff, by providing various training courses, especially in the Company's main construction activities. The Company believes that good workmanship will deliver high quality work to satisfy customers. Although certain employees may leave the Company, it is expected that their knowledge, experience and good workmanship practices would enable them to deliver good work to other organizations, thereby resulting in the positive long term development of the country.

The Company applies a Competency program as a development tool for employees, whereby all training is set in accordance with the Company's expectation for each position in the organization. All employees' present duties and responsibilities will be evaluated in order to plan for an individual development programme for their career path. Every year, evaluations will be conducted by their supervisors in order to prepare plans for future promotions to higher positions.

The Company also provides in-house training for the 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. For this year, some training programmes were developed from the year 2014 in order to increase the Company's quality of workmanship in certain areas. As for sustained development, after training, they may leave the Company to join other organizations without any objection from the Company.

With regard to the ASEAN Economic Community, the Company realizes the importance of improving its staff's English communication skills. The Company provides an in-house English Training Program at its Head Office and at construction sites

Details of the various development and training programs are explained in "Corporate Social Responsibilities Report" in this Annual Report.

Innovation

Through Company's experience gained in the construction business over the past several decades, 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 costs 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 on 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 initiatives that have been put in place. The Company has appointed its top management to be members 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 sustainability.

This year, the Company increased the number of Laser Screed Machines to be used in many construction projects for use on large areas of concrete flooring. These machines were used in hypermarkets, distribution centres and industrial plants. It can deliver a super flat floor at par with international standards, while taking less construction time. The special team for the Laser Screed Machine was set up to improve and develop the use of the machine to maximize its efficiency and deliver the work to the customers' satisfaction.

The quality, and the flatness of the floor has been tested and improved many times until it met with regional standards as specified by ANCON Beton the supplier of the machine. Last year, ANCON Beton awarded a commendation to the Company for the recognition for improving the standards of concrete floors in the region.