Sustainability Report

Principles for Sustainability Development

With Company's vision to "Develop Sustained Competiveness" and therefore in order to achieve the vision, the Company's mission is set up for the sustainability management. The Company has applied the principle of organization sustainability aspects which cover the economy, society and environment under good governance for setting up strategy and policy.



Corporate Governance

Christiani & Nielsen (Thai) Public Limited recognizes that good governance is important and necessary for sustainable growth in business and long term shareholders value, and accordingly, with the resolution of the Board of Directors Meeting held on 14th February 2013, the Corporate Governance Policy Manual, Business Ethics and Code of Conduct Manual have been set up and disclosed on the Company's website under the subject of "Corporate Governance". The Board of Directors conducts an annual review of the Corporate Governance Policy (the "Policy") and evaluation of the Policy's implementation, so that the Policy is up to date and appropriate with the current situation. The Policy shall be reviewed and implementation thereof shall be evaluated to ensure that the Board of Directors, Sub-Committees, Management and Employees understand and implement the Policy correctly. The report for Corporate Governance was disclosed in "Corporate Governance Report" in this Annual Report.

Economy

The Company conducts business with commitment to promoting the nation's economic development both directly and indirectly through its revenue. The generation and distribution of economic value is aimed to create value added to its shareholders, customers, employees and other stakeholders on equitable basis. Profits from operation are part of the creation of well-being of all stakeholders.

Society

Social responsibility is one of the Company's commitments in operating its business. The important mission is to create and develop a better quality of life in every community where the Company's operations are involved. The Company always provides continuous support and promotes different kind of social activities. The objective is to promote the business and communities to coexist harmoniously.

Environment

The construction business, if conducted irresponsibly, can affect many aspects of the environment. The Company emphasizes on environment protection, and polices were set out and strictly followed by all employees at its Head Office, Plant and each construction work site. The Company also encourages and creates awareness in all employee to realize the importance of preserving sustained environment.

Overview of Sustainability Report

Sustainability Report of Christiani & Nielsen (Thai) Public Company Limited has been made as part of this Annual Report, to present the Company's performance in terms of economic, social, and environmental under good corporate governance to create sustained highest value to all stakeholders.

Construction business is one of business fundamentals and takes an important role in driving nation's economy. Company's 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 for 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.

The Company's operation of the social and environmental responsibility can be separated into two parts as follows:

1. CSR In Process

The Company conducted its business with full realization for the responsibility towards the impacts of all process of the Company's operations to create value and equally contribute maximum benefit to all stakeholders.

2. CSR After Process

The Company has the policy to get involved and support all activities both direct and indirect for the benefit and create well-being to society and community for the sustainable growth. This is not related to the Company operation.

This Sustainability Report has been made in accordance to the frame work of GRI G4 of which Company reporting are re-categorized according to the GRI reporting standard. However, the Company plan to make the full Report to meet with full Core indicator and with "In accordance Criteria" in the future.

Stakeholder Engagements

The Company's recognizes the importance of all stakeholder groups whether it is internal stakeholders such as shareholders and investors, management and employees of the Company and subsidiaries or external stakeholders such as customer, suppliers and creditors, competitors, communities and environment, government agencies and other related organizations whom the Company has an ongoing relationship and impact as a result of its business operations. The Company engages its stakeholder groups in various channels, with the frequency and communication mechanisms based on the most efficient communication channels. The Company has also provided communication channels on its website or any another means for any stakeholder to express his/her opinion or complaint and contact the Board of Directors directly, without going through the Management. The Board has, and will continue to treat such information seriously and with utmost confidentiality.

Currently, the Company's Stakeholders can be categorized into 7 groups, which are presented below. All Company's departments are responsible for creating and maintaining good relationships with these groups, communicating, taking their suggestions, and assessing their expectations.

Stakeholders	Expectations	Key action and engagement
Customers	· Professional service with fair price. · Deliver construction work on time, with agreed quality and in budget. · Construction guaranty period. · Confidential disclosures. · On-time trouble shooting.	Develop services to respond to diverse needs. · Provide efficient, reliable and professional services and solutions at once. · Customers Feedback Questionnaire. · E-mail : cnt@cn-thai.co.th
Shareholders and Investors	· Shares in profits in term of dividends. · Sustainable growth of the business. · Conduct business with justice and transparency. · Risk Management.	· Create, maintain and added long-term value to Shareholders. · Disclosing timely, concise and relevant information. · Response to all queries. · Direct channel of communication to Board/ Management open for every shareholder. · Shareholders Meeting at least once a year, plus quarterly Opportunity Day Meetings. · Regular communication with Investors through meetings and conference call. · Annual Report, Form 56-1, etc. · E-mail : ir@cn-thai.co.th
Management and Employees	· Appropriate compensation and welfare. · Career advancement and succession. · Competency advancement. · Good working environment. · Security and safety at work.	· Respect human rights and diversity. · Ensuring equal opportunity. · Ensuring a safe and healthy work environment. · Provide training for skill enhancement. · Annual review of compensation, welfare and benefits structure to remain competitive with industry standards. · Open channels for accepting opinions and suggestions. · Staff Welfare Committee. · Provide training to create safety awareness. · Message from Management via internal newsletter, CNT Internal Web
Suppliers	· Fairness and equal opportunity in procurement process. · Fair prices. · Reputation and creditability.	· Ensure that terms and conditions are based on industry norms and practices. · Support and assist where possible. · Create synergy partners. · Comply with agreed terms and conditions. · On time payment. · E-mail : cnt@cn-thai.co.th

Creditors	· Ability to repay loans/debts on time · Fair returns on loans and service fees. · Commitment to agreements.	· Strictly comply with all terms and conditions and objectives of using the borrowed funds, repayment, collateral, and other conditions as may agree. · Regular meetings for information exchanges and maintain good relationship. · E-mail: cnt@cn-thai.co.th
Regulators	· Strictly comply with all related laws and regulations. · Good Corporate Governance and transparency. · On-time and sufficient disclosure of information.	· Follow guidelines in doing transactions with the State, code of conduct and participate in all relevant activities which may require. · Periodic internal assessment to ensure the compliance. · Financial and annual operating reports · Regular disclosure through SET. · Annual Report, Form 56-1 and other related reports regularly required. · E-mail : cnt@cn-thai.co.th, Whistle Blows · ponpisch@cn-thai.co.th
Community and Society	· Improvement of quality of life. · Support of community activities. · Preserve environment. · Avoid, reduce pollution which may affect the environment.	· Regularly support and get involved in various community's activities. · Create staff awareness of the importance of harmonious living among Company, community, society and environment. · E-mail : cnt@cn-thai.co.th

Economic Performance

In year 2016, the Company had rearranged its management structure in Construction operation in to Business Units according to staff capability and experiences. Head of each Business Unit is responsible for the management in their own unit to generate income for the sustained economic growth of the Company. Business Unit consisting of Government Business Unit, Industry and Hypermarket Business Unit, Buildings Business Unit, Residential and Hospitality Business Unit and MEP and General Construction Business Unit.

The Company's operations contribute to national economies by generating economic benefits for different stakeholders through Company's cash flow from operations.

Economic Performance Data

2016 Direct Economic Value	Million Baht
Income from Construction	6,972
Distribution of Direct Economic Value	
Cost of Construction	6,531
Employee's remuneration and benefits	1,484
Transaction creditors	196
Dividend Payment	50
Tax/Duty Payment to Government	260
Investments in Community	1
Cumulated Economic Value	
Depreciation	176
Provision	71
Transfer to (from) reserve	8

Tax/Duty paid to Government including Value Added tax 109MB, Withholding Tax 128MB, Duty Stamp 10MB, Import Duty 13MB.

Source Financial Statement of 2016.

Further information for Company's economic performance can be found in "Type of Business" and "Income Structure" in this Annual Report.

Company's financial performance as described in "Financial Highlight" and "Management Discussion and Analysis" in this Annual Report.

Effective Management Resources

The Company is now improving its Enterprise Resources Planning system to manage and integrate all Company's core business process including Cost Control, Account and Finance, Procurement, Worksite's Store Keeping, Equipment Maintenance and etc. The system aims to manage all resources efficiently and reduce time by integrating all database of company core business function in a single database to ensure the accuracy of all data. The real time access and linkage of all data enhance the decision of Management to become more efficient and can react immediately to the change.

Social and Environment Performance (CSR In Process)

Corporate Social Responsibility Policy

Incorporated over 8 decades ago, the Company is proud to be a part of the country's development on both, social and economic fronts. All along, it has been the Company's policy to conduct its business with good corporate governance, while acting with responsibility towards society and the environment, which is translated into a clear policy for conducting the Company's business operations.

The Company applies the principles of Corporate Social Responsibilities set out by the Stock Exchange of Thailand ("SET") as its guidance for the following:

1. Good corporate governance;
2. Fair business operation;
3. Respect of human rights and fair treatment of labour;
4. Environmental conservation;
5. Consumer responsibility;
6. Participation in social development;

Corporate Social Responsibility Operation

The Company realizes the importance of long term resource utilization both, direct and indirect, such as employees, suppliers who supply natural construction material, various communities and the environment. The Management has set a clear policy to develop, encourage, promote and maintain the utilization of such resources with responsibility and good practices which is in accordance with good corporate governance. The Company believes that a successful business, conducted with all stakeholders' in mind, can create long-term sustainability in social and environmental issues and enable the Company to achieve its missions. The policies are outlined and disclosed as follows:

Good corporate governance

The Company's management system is transparent and verifiable, in order to add to the confidence of all stakeholders and related persons for sustainable growth of the business. The Company has set up a Corporate Governance Policy Manual, which has been disclosed on the Company's website under the subject of "Corporate Governance".

Fair business operation

The Company has established measures to prevent unfair competition and trade barriers. The Company has also implemented a policy for checking conflict of interest, business ethics and disclosure and transparency, which has been disclosed on the Company's website under the subject of "Corporate Governance".

Anti-corruption Policy

The Company's Board of Directors has declared an intention not to participate in any form of corruption. This is in compliance with Thailand's Private Sector Collective Action Coalition Against Corruption (CAC). Further details are provided under the section "Corporate Governance Report".

Respecting Human Rights and Labour Practices

The Company requires that all of its Directors, the Management and Staff strictly respect international human rights principles as part of the operations of the Company, and do not tolerate any violations thereof. The principle also apply to all Company sub-contractors as well.

Human Right Management Guidelines

The Company will hold morality to procure and employ staff without discrimination in terms of race, religion, colour or gender. There are no child labour or forced labour and this shall be applied to all Company's sub-contractors. This is to ensure fair and equal opportunity for everyone to be recruited as the Company's employee. The recruiting process emphasizes on capability and suitability with such position. The Company also strives to improve the quality of life of disabled people, by employing them under the same terms and conditions as other staff. Moreover, the Company also provides facilities for the handicapped in its Head Office, e.g. special elevator, ramp for wheelchairs, special toilets, etc.

The Company complied with the Law for the employment of disabled by cooperating with all related public sectors and the Social Innovation Foundation by joining the programe to employ the disabled person to work in the community or in public society organizations. This is the new dimension initiated by the Government to encourage the private sector to employ disabled person who are capable to work in the organization and be the representative of that organization for the contribution to society. The employment of disabled person is according to Company's policy to create equality in society, improve disabled quality of life and added economic value to the country.

In 2016, the Company joined with the declaration for the cooperation between the public, private and civil society sectors. "Create a new dimension to create 10,000 career for disabled person" by the Thai Health Promotion Foundation in collaboration with private section to create 10,000 career for disabled person.

This year the Company is able to hire disabled employee in proportion required by law at 1 disabled employee to 100 employees, totaling 59 disabled were employed which is according to the law as such the Company need not to subsidize to the Fund for Empowerment of Persons with Disabilities.

Staff Number

Number of staff working at Head Office, Plant and construction work sites are as under:

Total numbers of Employee by age and gender

Staff	under 30 years old		31-50 years old		over 51 years old		Total	
	2016	2015	2016	2015	2016	2015	2016	2015
Female	70	58	117	106	22	21	209	185
Male	110	96	425	403	116	104	651	603
Total	**180**	**154**	**542**	**509**	**138**	**125**	**860**	**788**

Classified according to work places, age and gender

Staff	under 30 years old		31-50 years old		over 51 years old		Total	
	2016	2015	2016	2015	2016	2015	2016	2015
Head Office								
Female	21	22	64	60	17	17	102	99
Male	9	8	65	68	26	24	100	100
Total	30	30	129	128	43	41	202	199
Plant								
Female	9	7	7	8		1	16	16
Male	6	6	20	27	12	17	38	50
Total	15	13	27	35	12	18	54	66
Construction Work site								
Female	40	29	46	38	5	3	91	70
Male	95	82	340	308	78	63	513	453
Total	**135**	**111**	**386**	**346**	**83**	**66**	**604**	**523**

Classified according to level and gender :

	2016			2015		
Total of employees	Female	Male	Total	Female	Male	Total
Level						
Top Management	7	64	71	5	45	50
Middle Management	22	97	119	19	103	122
Management	102	260	362	91	241	332
Operation	78	230	308	70	214	284
Total	**209**	**651**	**860**	**185**	**603**	**788**

Classified according to Thai workers and migrant workers under Memoradums of Understanding, Age and Gender:

	under 30 years old		31-50 years old		over 51 years old		Total	
	2016	2015	2016	2015	2016	2015	2016	2015
Thai workers								
Female	459	470	1,023	913	184	153	1,666	1,536
Male	729	675	1,539	1,408	512	426	2,780	2,509
Total	**1,188**	**1,145**	**2,562**	**2,321**	**696**	**579**	**4,446**	**4,045**
Migrant workers under MOUs								
Female	10	12	6	22			16	34
Male	63	146	65	97	1		129	243
Total	**73**	**158**	**71**	**119**	**1**	**-**	**145**	**277**
Total of Workers	**1,261**	**1,303**	**2,633**	**2,440**	**697**	**579**	**4,591**	**4,322**

Employment Ratio of Disabled Staff and workers

	2016						2015					
	Female		Male		Total		Female		Male		Total	
Staff	1,871	99%	3,521	99%	5,392	99%	1,738	99%	3,307	99%	5,045	99%
Disabled staffs and workers	20	1%	39	1%	59	1%	17	1%	48	1%	65	1%
Total	1,891		3,560		5,451		1,755		3,355		5,110	

Construction business is labour intensive; as such the number of male workers at worksite is more than female workers.

Equal Opportunity and Fairness Labour Treatment

The Company is committed to providing equal opportunity in every aspect of its business. The Company pays remuneration according to Employee's abilities for each position. The same principle also applies to other benefits such as housing, medical services etc. The Company does not discriminate between able and disabled staff or local and migrant labour, all of who are considered equal. All Employees have an equal chance to develop themselves for career advancement.

Human Resources Development and career advancement

Equality support for career advancement

The Company applies the principle of "Competency Development Programme" for training. Goal, indicators and action plans are set according to Individual Development Plan (IDP) to enhance employee's knowledge for the advancement in their career. Post evaluation and assessment shall be conducted after every training course to prepare further individual development plan.

Training and development

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 which are related to their existing duties and responsibilities, general management and skills in the Company's main construction activities. This is to ensure that all staff shall understand all relevant practices and meet with the Company's standard. The continuous training programme always provides to enhance its staff to meet with the change of construction business and prepare for Company's future growth. The Company believes that good workmanship will deliver high quality of 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.

Training School will be responsible to prepare the training programme, according to Company Strategic Plan, to all employees in all levels including workmanship in construction site. The courses shall be conducted by in-house or external trainers who are experienced in each subject. The annual training programme and target training group will set in advance and publicized on Company Internal Web Site and Internal Journal. The programme also notified to each employee to plan for attending the course.

The Company construction training center at Nimit Mai Road was established to enhance Company's development programme, with more space, in order to facilitate more staff training programs to improve their skill and workmanship.

Apart from in-house training, the Company also sends Employees to attend training programmes organized by other organizations related to Company's business or general management, so that Employees gain new knowledge, ideas, and to develop innovation. After training, they apply their new learning in their existing job duties for the development of their careers.

Master Degree Supporting Policy

The Company had a policy to support key employees to further their study in Master Degree in Company's business related programmes. Employees whose qualifications meet with Company's criterial will have a chance to enhance their knowledge, capability and increase their efficiency in their existing jobs and in the future. As part of the career long-term advancement plan, the employee can bring in their new knowledge for the improvement in their jobs and become Company's future assets.

In order for the Company to provide continuous specific training courses to staff and works especial for safety and special training programme. The Company had registered with relevant departments to set up Company's in-house training center to train internally and issue the certificate thereof. The training courses are conducted by Company's employee who have experience and were trained in relevant courses. Details as under:

Training courses	Registrar
Safety in Electrical Works	Occupational, safety Health – Department of Labour Protection and Welfare
Confine Space Safety	Occupational, safety Health – Department of Labour Protection and Welfare
Safety, Occupational Health and Work Environment	Occupational, safety Health – Department of Labour Protection and Welfare
Safety Officer at Supervisor Level	Occupational, safety Health – Department of Labour Protection and Welfare
Crane Operation	Occupational, safety Health – Department of Labour Protection and Welfare
Safety Testing for Road Works	Department of Highway
Safety working with Tesco Lotus	Ek-chai Distribution System Co., Ltd.
Safety Roof working with Tesco Lotus	Ek-chai Distribution System Co., Ltd.

Career Development Plan

The annual development programme (Career Path Development) is set up on a continuous basis from year to year. The objective is for employees to realize and understand the opportunities for their career development which is the Company's mission to create "quality employees, quality productivity". The Company will train its employees according to its development plan. Employee training is focused on two target groups as follows:

Group of operation staff – Top Management and Staff at Management level
Group of operation staff including workers at worksites

1. Development plan for Top Management and Staff at Management Level

The Company applies the principle of "Competency development" for training. Goal, indicators and action plans are set according to Individual Development Plans (IDPs). There are 3 levels in Competency Development.

Type of Competency	Level of staff	Average training hour per employee	Objective of the program
Core Competency For staff at all levels	All levels	30 hrs./ session / year	To ensure that all staff understand the core values of the organization which is achievement oriented, cost effective, customer focused, initiative and alertness.
Managerial Competency	Management	30 hrs. / session / year	To develop managerial skills such as pro-active analytical and planning, resources management, management, communication and co-ordination, leadership.
Functional Competency	Manager / Professional Staff	114 hrs. / session / year	To develop technical skills according to their professional duties and responsibilities.

Leadership Development

To create and develop the leadership is one of the Company's missions to develop staff from supervisor level to prepare themselves into higher level to become future organization leader group as part of succession plan. The Company provides continue soft-skill training and other related programs for both in-house and external training institutions.

English communication skills development

At Christiani & Nielsen being able to communicate in English is essential. Therefore, English courses are provided to employees as part of their skill development. There is a full time English teacher who will conduct English classes for staff at the head office, plant and construction sites. Courses are designed to match the level of individual's English proficiency and needs with pre & post course evaluations.

E-learning system

In addition to traditional sit-in classes online English courses and other relevant courses will be provided also. At the moment e-learning system is being developed. The online English courses will be launched soon.

Young Engineer Programme

Newly employed young engineers are a major resource of the construction business, are trained to develop their basic knowledge and in the Company's special techniques. This campaign is called the "Young Engineer", whereby the Company recruits new graduates from engineering institutes and trains them starting with the Company's fundamentals, such as procedures, systems, techniques, know-how etc. They are trained both in the office and at the work sites (on the job training). The Company believes that after training, these young engineers will carry out their duties according to the Company's standards and will become the Company's future assets and continue to maintain the Company culture.

Development Plan for operation staff in construction operation

The Training School is responsible to prepare the training programme to develop staff in construction operation as well. The training programme will focus on operating and managing in worksite (Project Management) to ensure the understanding of efficient project management. The target groups are all staff at supervisor level, engineer level 5-8 up to Project Manager. The target groups must attend all training courses as under with training hours not less than 36 hours per year.

1. Planning & Monitoring
2. Quality Control
3. Resources Management
4. Cost Control
5. M&E System in Building
6. Technical Knowledge

The training shall be conducted by Company's staff who are experienced, knowledgeable and being an expert in each subject. This is to create sustainable knowledge in the Company from generation to generation.

2. Group of Operation staff at construction sites

As a large construction company, the Company needs a number of skilled staff and workers. With high competition in the construction market, operation staff and worker is one of the significant target groups for training. The Company has built a training center at Nimitmai Road to provide full facilities for training staff and workers. The programs are focused on major construction activities, skills which are needed for every construction project 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. The Company always develop the training programme to meet with the shortage of some certain skills in order to increase Company's quality of workmanship. As for sustained development, after training, they may leave the Company to join other organizations without any objection from the Company.

The training programmes for safety are conducted regularly for staff and workers at site to ensure safety workplace. Training for the use of equipment is provided to ensure that all company's equipment will be used correctly and efficient. The regular training programmes are as under:

- Safety in construction and using scaffolding
- Formwork installation according to British Standard
- Tower Crane Signal

Details of Trainings

Type of Training Courses	Total No. of Training Courses		No. of Training Staff		No. of Training Days		Total Training Expenses Per Year (Baht)	
Year	2016	2015	2016	2015	2016	2015	2016	2015
In-House Trainings	52	35	2,390	1,375	116	96	469,782	557,144
External Trainings	50	30	158	36	136	92	923,802	341,267
Total	**102**	**65**	**2,548**	**1,411**	**252**	**188**	**1,393,584**	**898,411**

Average training hours according to employee level and gender

Hour/person/year

Employee Level	2016	2015
Operation Staff	12	6
Junior Management Level	24	18
Middle Management Level	36	12
Top Management Level	18	12
By Gender	**2016**	**2015**
Female	24	12
Male	24	18

Performance Management

The Company has a system of performance management to support the employees to work efficiently and effectively in accordance with the ultimate target of the Company that is to "Develop Sustained Competiveness".

The supervisor has duties to manage performance of their sub-ordinates in each level to achieve the successful by assigning the duties and responsibilities in accordance with company target and strategy. It is to enhance their sub-ordinates through training, coaching and mentoring according to their knowledge and capability.

The employees have duties to comply with their duties and responsibilities for the achievement of their target and meet the standard of performance and be responsible for self-development for better performance.

The performance evaluation shall be conducted annually to review the remuneration including promotion. This to encourage and motivated employees to work with their full effort and dedication in works and improve their performance continually.

Policy and Regulations about remuneration, welfare, provident fund

The Company has a policy of remuneration payment to motivate employees to devote themselves for the achievement of their target. KPI (Key Performance Indicator) is the mechanism in which the Company apply for the management of remuneration and other benefits. This aim to promote the security for employee and their family and to build up long-term relationship between employees and the Company. The salary rate and basic remuneration shall not be different between female and male employees e.g. salary adjustment, bonus, incentive and etc.

The Company has registered establishing Christiani & Nielsen (Thai) PCL provident fund, registered no. 211/2533 on 13 June 1990 with Provident Fund by SCB Assets Management to be saving and guarantee for the employees and their family. The saving rate is depending on work age of the employees.

In year 2016, the total amount in provident fund in company's contribution at the rate of 5-9% by using criteria of member's years of services for percentage calculation is 19 Million Baht with reserve according to the provident fund plan of 157 Million Baht which is covers all entitled employees.

All staff who has pass the probationary period will have the right to apply for provident fund membership. As at 31 December 2016, member of provident fund is 785 employees or 91.70% who are the members of the fund from 856 employees who are qualified according to the requirement of the fund.

Saving and Contribution Rate (Employees & Company)

The contributions to the fund are from Employees and Company. The saving from Employee is at the starting rate of 5 percent. The contribution from the Company is at 5-9% depending on number of Employees' years of services to promote good morale and serve as a long term incentive to Employees who have many years of service. The employees saving rate can also be from 5-9 percent depending on their years of services. The saving and contribution rates are as under:

Saving and contribution Rate according to employee's years of services

Years of services	Contribution Rate (%) from Company
Less than 15 years	5
From 15 to 20 years	6
From 20 to 25 years	7
From 25 to 30 years	8
More than 30 years	9

Terms of payment

The Company shall pay to the employees who dismiss form membership of the provident fund when they are resigned or retired from the Company. The payment and benefits shall be cumulative of saving from employee and contribution from the company depend on employee's years of services.

Year of membership (after probationary period)	Cumulative Employee Saving (%)	Cumulative Company Contribution (%)
Less than 5 years	100	none
From 5 to 6 years	100	50
From 6 to 7 years	100	60
From 7 to 8 years	100	70
From 8 to 9 years	100	80
From 9 to 10 years	100	90
More than 10 years	100	100

Other Welfare and Benefits

Welfares and Benefits will be provided to employees and their family after they pass the probationary period. Employees at same level shall receive the same welfare and benefits regardless of their gender, race, age and religion. Welfare and Benefits are as under:

Promoting Health Policy

The Company provides yearly physical check-ups to all its Employees with the aim of detection and protection before any severe disease that may occur. The Company also provides medical insurance, which is in addition to Social Security's medical benefits for Employees, to enable them to access better medical services. Moreover, the Company also provides first-aid services at its office and on worksites. In addition, certain worksites have a nurse stationed at a first-aid room to provide first-aid assistance and give advice on health care and use of medicine. The Company also promotes its Employees' good health by hiring trainers to conduct aerobic exercise and yoga classes for Employees who want to exercise after working hours, twice a week. In line with the Company's intention to promote the good health of its Employees, the new Head Office features an exercise room with a fully equipped gymnasium with trainer for the benefit of Employees.

2016 Work Absence Rate at the Head Office, Plant and Construction work sites are as follows:

		2016	2015	2016	2015	2016	2015
	Gender	No.of Person		No. of Days		Average (Day : Person)	
Head Office							
Sick Leave	Female	66	55	285	226	4.3	4.1
	Male	50	47	217	236	4.3	5.0
Business Leave	Female	37	29	71	53	1.9	1.8
	Male	28	27	60	48	2.1	1.8
Annual Leave	Female	96	87	868	778	9.0	8.9
	Male	89	76	738	693	8.3	9.1
Total		**366**	**321**	**2,239**	**2,034**		
Plant							
Sick Leave	Female	6	6	17	10	2.8	1.7
	Male	14	4	42	12	3.0	3.0
Business Leave	Female	9	5	28	24	3.1	4.8
	Male	14	14	31	55	2.2	3.9
Annual Leave	Female	10	9	105	85	10.5	9.4
	Male	37	33	292	339	7.9	10.3
Total		**90**	**71**	**515**	**525**		
Construction work sites							
Sick Leave	Female	29	36	103	115	3.6	3.2
	Male	117	210	298	693	2.5	3.3
Business Leave	Female	13	12	18	22	1.4	1.8
	Male	59	122	135	336	2.3	2.8
Annual Leave	Female	62	59	588	584	9.5	9.9
	Male	420	390	3,810	3,560	9.1	9.1
Total		**700**	**829**	**4,952**	**5,310**		

After one year of service, employees are entitled to 10 days Annual Leave.

Annual Leave for 714 employees who are entitled for Annual Leave in year 2016 (nos. of Annual Leave in this Report is including the Annual Leave taken by employees who were resigned during the year).

Housing/camping

The Company provides housing for Employees who are working outside Bangkok city limits in order to facilitate living and reduce the impact of higher cost. The Company builds temporary camp sites located near its construction sites for staff and labour including sub-contractors' labour. These camps must be safe, clean and with a healthy living environment.

Child care at construction sites

It is the Company's policy to provide housing for staff and workers who are working at construction sites. In addition to housing, at some construction sites with a long period of construction and a large number of staff and workers, the Company may provide a child care center for the children of staff and workers. This is to improve the quality of life for those children. During the past some sites, e.g. Lotus RCD Surat Thani, with the cooperation of the project owner, the Company was able to arrange a proper child care center and playground. As a result, children had someone to look after them while their parents were at work. Other than improving the quality of life for the children, parents can also rest assured that their children are cared for, allowing them to work more effectively.

Financial Aid

Medical care benefit for staff and family

The Company absorbs limited cost of out-patient medical services for its Employees which is beyond the medical services provided by Social Securities Fund. The Company also provides insurance to cover in-patient costs and accident for Employees. As an in-patient, gifts will be sent to Employee for caring and concerning. In addition, the Company also provides limited in-patient medical benefits to the spouses and children aged 20 years or younger of its Employees as well.

Life Insurance, accident and social funds

The Company provide group life insurance policy at the rate of 12 times of each employee's salary and medical group insurance with Alliance Ayutthaya Insurance PCL.

The Company paid the contribution, as required by law, to Social Security Fund and Workmen's Compensation Fund.

Funeral expense aid

As one of the policies to ease the financial burden of its Employees, the Company provides funeral expense aid in case Employee or the Employee's family members passes away. The Company sends the wreath in condolence for the loss of the Employee.

Saving Cooperative

The Company encourages the establishment of a saving cooperative and named it the "Christiani & Nielsen Employee Saving Cooperative" or Co-op in short. The Co-op is managed by the Employees with the objective to encourage employee's saving for their financial stability in the future. Moreover, it is a financial aid amongst its members. The Company supports the Co-op staff and allows the Co-op to use Company premises.

Moreover, the Company act as a centre in supporting its employees for special interest rate and conditions for housing loan from various commercial banks.

Employee Welfare Committee

The Company had established the Employee Welfare Committee of which according to the law. The Company facilitate the election of Employee to be a member of the Committee. The members of the Committee being the representative from Employees to jointly consult with the Employer for the purpose of providing welfare to the Employees, give advice and recommendation, inspect control and supervise welfare arrangement, promote employees relations activities, comments and propose guidelines to improve workplace environment and etc. The Committee can create a good morale to Employee which in return, it can increase productivity and efficiency in the Company.

Environmental Operation (CSR In Process)

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 guidelines 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. The policy for OHSAS will be initially enforced at the Company's plant at Sriracha with the target to obtain certification from a certified body within year 2017. SGS (Thailand) Limited, a certified body, has conducted its investigation and evaluation which requires some minor adjustment. Accordingly, the Company expects to obtain the certification in the near future.

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.

Occupational Safety, Health and Environment

The Company cared for life and health and is determined to promote safety for employees to prevent injury, accident and sickness from work and control insecurity that is involved in business operation of the Company by defying the policy of safety, occupational health and work environment as the guidelines underlined under Safety, Occupational Health and Working Environment Act.

The Company established the Safety, Occupational Health and Working Environment Committee including representatives from Employer and Employees with the aim to defy standard and policy for safety for effective management. The Committee shall be responsible for prepare safety plan, safety reporting and propose the measurements according to the laws to ensure safety and healthy work place for all employees, sub-contractors and other related parties.

At every work site, the Company provides Safety Officers at various level such as Supervisory Level, Operation Level and Professional Level to oversee and monitor the operation according to the professional safe standard, the planning and the work conditions to be in compliance with the applicable laws, such as lines drawing, warning signs installation and providing of safety equipment. Safety Officers at work sites will monitored and advised in order to ensure that work sites are running under safe conditions. There is a daily morning "Safety Talk" to brief all Employees to be aware of safety during their day to day operations. The Company has also set out a campaign for the awareness of health and safety at work sites, called the "Best Sites for Safety and Cleanliness", whereby the best performing sites in these aspects are rewarded with cash rewards and commendation certificates are given to the Project Managers and staff. This also improves morale and encourages safety awareness at every stage of their work. The best safety performance is judged in accordance with safety standards outlined by OHSAS's standards regarding safety management.

Health and Safety Policy

1. Employees must be aware of safety and health in every construction activities and including other related parties in that operation.
2. In all work places, the Company will provided and preserved as under:
   - 2.1 Safety work place including proper access way
   - 2.2 Safety working system and equipment
   - 2.3 Ensure proper safety standard for safe work place
   - 2.4 Occupational Health and Safety training
3. Promote employees to participate in health and safety programme. Appointing Safety Officer as a member of Occupational Health and Environment Committee.
4. It is a duty of all employees to ensure their own health and safety as well as other co-workers. All employees must strictly perform their duty with full responsibilities.

Environment Policy

The company promotes and enhances its employees to be aware of the importance of environment protection and set out the policies as under:

· Economical use of material and power. If appropriate try to reuse or recycle.
· Where possible, use material or products form reliable sources to ensure the reuse or recycle.
· Implement proper measurement to avoid any affection from constructions to nearby communities.
· Worksite and work place must be kept clean and tidy at all time.
· Promote employees' knowledge for green building construction.

Occupational, Safety and Health Training

The Company regularly conducts the Occupational, Safety and Health training programme for its Safety Officer and staff working at worksite. During last year, 9 training courses were conducted to ensure all staff at worksite understand and are aware of safety in work place in order to avoid or prevent accidents or diseases from work-based.

The Company had registered with Department of Labour Protection and Welfare to set up its own training unit for Safety Officer at Supervisor level including other training course related to safety workings in various type. The Company can conduct in-house training and is able to issue the certificate to the trainees.

Prevention of risk from work-based Diseases

The Company is aware of good health of all staff both in Head Office, Plant and Site Office by providing annual medical check-up for all staff. Moreover, the specific medical check-up programme is provided for staff according to their risk exposure environment such as Pulmonary Function Test, Visual Test, Hearing Test and etc. to prevent or eliminated the risk from work-based diseases.

The Operation in Sriracha office

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 OSHA will be enforced at the Company's plant at Sriracha for maintaining high health and safety standards, with a target to obtain certification from a certified body within year 2017. 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.

The Company had strictly complied with related laws and regulations concerning environment and communities. The Company aims to establish a good connection with local community like school and temples by supporting and improving the surrounding area. The Company also offers the job for the locals to work in the Plant.

Environment Management in in Structural Steel Manufacturing and Plant

The Operation in the Structural Steel Manufacturing

Structural steel is one of the major equipment used in construction of all types. In order to create Company's long term cost competitiveness, the Company had applied for and was permitted to operate the manufacturing plant for steel structure works with the capacity of 10,000 tons per year. This aim to serve all Company's construction work sites for design and fabrication of steel works.

Safety and Environment protection in Structural Steel Manufacturing

To prevent dust and reduce noise, the panel had installed around the manufacturing plant in order to avoid any disturbance to the community.

Waste Management for production process

· Continue developing and improving production process and supporting activities to minimize the waste.
· Waste management system is complied with the law including storage, re-use, treatment or dispose outside the factory.
· Reduce landfill by categorized the waste according to its useful.
· Regular monitoring and evaluating the waste management system.
· Sewage water must be treated before disposal.
· Coordinate with the government service and strictly complied with laws and regulations of The Ministry of Industry.

The Operation in plant yard and workshop

The Plant in Sriracha is the central storage and management for construction equipment of more than 10,000 pieces consisting of machinery, equipment, tool, scaffoldings and steel works. The plant also provides the maintenance services and transportation services to all worksites located in Bangkok and various countries around Thailand. The policies for environment protection and safety in plant yard including transportation system are as under:

· All equipment to be used in worksite and being maintain or repair must be kept separately and categorized according to the use.

· Using Preventive Maintenance System to ensure that all equipment will be in proper condition at all time to reduce numbers or frequency of broken equipment.
· All machine, equipment must be checked and maintained periodically. All broken machine and equipment must be repaired in time and be ready to be use with quality and safety.

Waste management in plant yard and workshop

· Plant yard and workshop, sewage receiving area, and waste disposal area must be kept clean at all time.
· Provide proper area, container with proper coverage according to the type of trash or waste such as paper, plastic, oil and contaminated or toxic waste.
· Contacting with company experiencing in disposal of contaminated or toxic waste.
· Contacting with vendors for the sale of reusable wastes such as paper, plastic, residues, oil and etc.
· Strictly complied with laws and regulations of The Ministry of Industry

Safety Standard for Transportation of material and equipment

The Sriracha office is transporting the material construction, including scaffolding and steel work to various worksites located in many areas in Bangkok and up country. Therefore, the transportation must be handled appropriately and safely from the starting point to distinctive destination. The transportation policy are as under:

· Transport with safe, complete, accurate and on time.
· Develop and promote workers to implement good quality management system.
· Be responsive to all worksites requirement and satisfaction.
· Strictly comply with the regulations of Department of Land Transport
· Arrange equipment, tool or material on truck effectively to prevent any hazards or accident during the transporting.

Accident Static 2015 and 2016

			Total Accident Target < 50 Cases : 1 MMH				Lost Time Accident Target 20 Cases : 1 MMH				Fatality Target = 0 (Zero)			
	Man-hours		Frequency Total in 1 MMH		Frequency Total in 1 MMH		Frequency Total in 1 MMH		Frequency Total in 1 MMH		Frequency Total in 1 MMH		Frequency in 1 MMH	
Month	2016	2015	2016		2015		2016		2015		2016		2015	
January	1,401,654	2,591,799	11	8	27	10	13	9	11	4	0	0	0	0
February	2,770,921	4,439,761	32	12	56	13	23	8	31	7	0	0	0	0
March	4,262,157	6,263,845	42	10	82	13	29	7	49	8	0	0	0	0
April	5,403,221	8,004,848	46	9	97	12	32	6	55	7	0	0	0	0
May	6,820,608	10,156,935	62	9	118	12	40	6	67	7	0	0	0	0
June	8,759,488	12,308,581	79	9	137	11	45	5	73	6	0	0	0	0
July	10,480,814	14,557,187	96	9	153	11	51	5	82	6	0	0	0	0
August	12,227,893	16,963,402	107	9	177	10	63	5	91	5	0	0	0	0
September	13,740,480	19,074,001	122	9	194	10	71	5	101	5	0	0	0	0
October	15,149,283	20,917,615	132	9	212	10	82	5	112	5	0	0	0	0
November	16,607,881	22,385,171	149	9	229	10	89	5	126	6	1	0.7	0	0
December	17,915,794	23,782,360	157	9	240	10	96	5	133	5	1	0.7	0	0

Construction projects rewarded as part of safety campaign

In year 2016, there were 20 projects out of 37 projects that were awarded according to the Company's safety campaign, having worked for 3 consecutive months without lost time. The rewards awarded was Baht 369,200.-.

Safety and environment projection at Worksite

The Company's construction policies is to reduce or avoid any activities which may affect the environment by applying the standard of Green Building Construction according to LEED (Leadership in Energy and Environment Design). The measurements are as under:

- Worksite must be kept clean and tidy at all time.
- Control sediment at site boundary
- Control sediment and debris at outlet
- Control soil erosion at site access area
- Segregated trash and waste
- Waste water control
- Construct grease trap to treat water contaminated by oil
- Control when remove loose material
- Speed limit for vehicle in construction site
- Site hoarding and dust protection to protect against falling objects and dust pollution.
- Road and access must be kept clean
- Clean all truck wheels before leaving the construction site
- Regularly repair and maintain machine and equipment in good condition with no oil leakage
- Proper storage of materials and reusable items on site.
- Control the quality of air and noise around the worksite and nearby area.

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 in 2013 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.

Numbers of complaints about Environment and Social Impact

The complaints about environment and social impact during construction process can be notified to Company's Project Manager or e-mail at cnt@cn-thai.co.th.

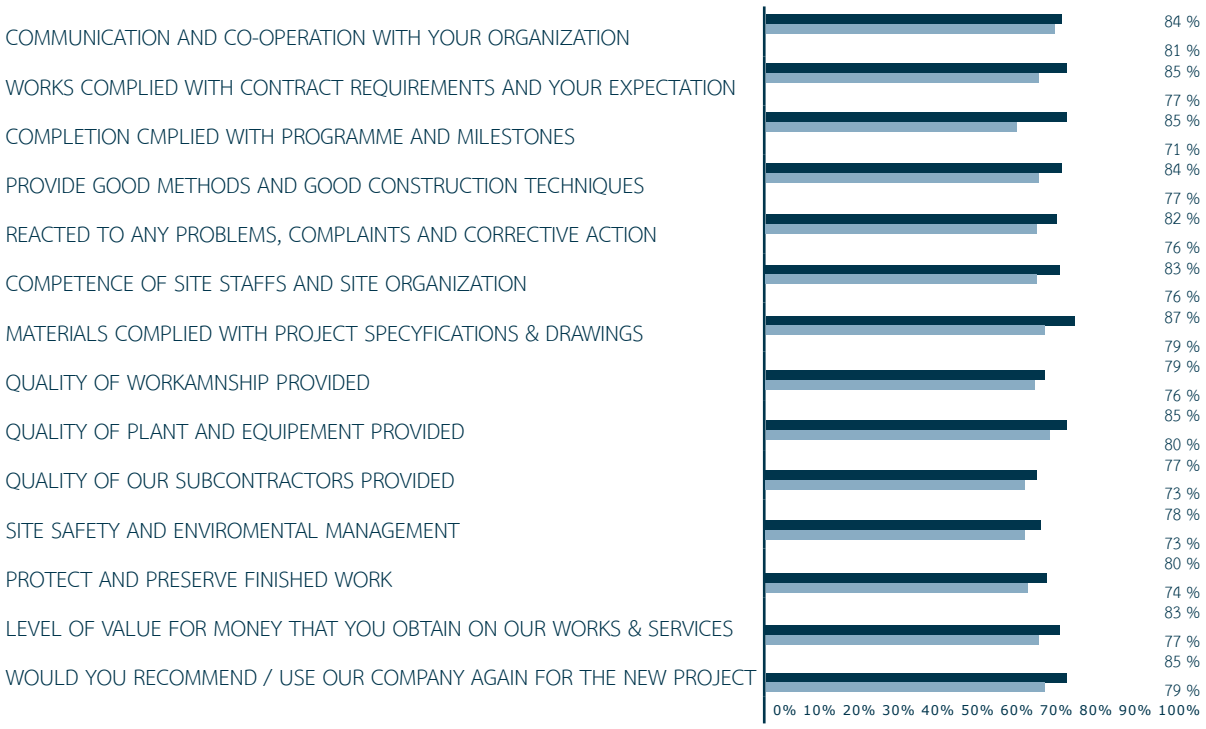
During the past year, there were no complaints received for any impact to environment or social.

Responsible for products and services

The Company is highly aware of customer's trust and confidence, which is very important to the Company. It is the Company's policy to conduct construction under close supervision at every process, starting from the beginning i.e. designing, consulting, and supervising to ensure that all buildings are constructed correctly and in accordance with the highest professional standards. All materials must be of good quality, qualified standards and meet the customer's needs. The Company has issued the "CNT Standard for Architectural Works" to use as a guideline and to be monitored by Quality Assurance (QA) Department which is independent from construction operations management. The QA Department visit worksites to ensure that during the construction period and before handing over to customers, all construction works are qualified in accordance with Company's standards and meet customer's specifications. The Company also solicits client satisfaction feedback for improving and developing operations to maximize customer satisfaction. The Company provided a guarantee period of not less than 1 year or at owner's requirement to ensure the safety and quality of the buildings.

Last year, the customer feedback was surveyed with a satisfactory result and details thereof are as under:

Customer Feedback



Complainst for Quality of work

The customers can compalin for quality of work during the construction process and thereafter by make a complaint in Customers' Feedback Survey or directly inform to the Company's Project Manager or Management or by sending e-mail at cnt@cn-thai.co.th

Customer Privacy

The Company insists on protecting customer's confidential information from loss, misuse, unauthorized disclosure, modification, and unauthorized destruction. The Company handles complaints through phone lines, e-mail and letters to/from customers. The Company always prioritizes the principles of transparency and responsibility in providing services to its customers in order to meet the commitment to provide the best service for its customers, provide a rapid responses to various requests and complains as part of Company Core Competency. Therefore, during last year, there have been no complaints whatsoever regarding the mentioned issues and no financial penalties or other sanctions associated with the violation of the confidentiality of customers' data.

Innovation (Value Engineering)

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 and can save both time and cost (Value Engineering). 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. This is the encouragement for continuous thinking to create long-term sustainability and in line with Company's mission, which is to "Aim to produce high quality works, develop optimum sale and services and develop optimum staff cost consciousness".

Participating in Social Development (CSR After Process)

The Company strives to meet the declared policy of the responsibility to Company's stakeholders, especially towards the communities which are directly and indirectly related to Company's business. These communities can be directly affected by the operations of the Company. The Company is aware of its responsibility to these communities and society, does as much as possible to absorb social accountability, going beyond what is required by the relevant laws. There are many projects and activities in which the Company participates, as its contribution to communities and the society (CSR After Process) as follows:

Education Support

The Company realizes the importance of education as a major mechanism to develop the country. The Company is continuously in collaboration with customers and suppliers like Siam Makro PCL, Home Product Center, Siam Cement Group etc. and joined hands to continuously support the education in a remote area.

Last year, the Company contribution for education support as under:

Educational Institutes	Amount (Baht)
Annual Conference of the Sustainable University of Thailand Network # 1 Mahidol Learning Center, Mahidol University Salaya Campus, Nakhon Pathom	50,000.-
Fund for lunch, material and education's equipment for hill tribe students At Pa Toom, Prao, Chiangmai Province	5,000.-
Renovation of Baan HinNgon School (joined with Home Product Centre)	100,000.-
Renovation of Learning Center for Dummy Company at Baan JorHor School	40,000.-
Donated cold water with filtered to Baan JorHor School, Nakhon Ratcasima	19,000.-

Intern students

One of the Company's policies is to support intern students from technical school and university both private and public education institution to temporary work with the Company in various departments or work site. These students will have an experience in a working environment and can prepared themselves for future employment. Last year, there were 24 intern students from 14 education institutions working in Head Office and work sites.

Social Support

Blood donation: Under the name "CNT's donation for good faith to the King with the Thai Red Cross Society", to encourage Employees to sacrifice for others and to promote Employees to do merit in the office, the Company, with assistance from Somdejprapinklao Hospital, sets up a blood donation mobile unit at the Company's office every three months. Two weeks before the mobile unit is set up, the Company publicizes through the notice board in the office, giving employees an opportunity to prepare themselves for the donation. This campaign has been regularly conducted since a few years. During last year, the blood donation drive was arranged 4 times, detail as follows:

	Date	No. of Donator	Amount of Blood Collection
1/2016 (21)	29 January 2016	40	18,000 cc
2/2016 (22)	27 April 2016	36	16,200 cc
3/2016 (23)	29 July 2016	45	20,250 cc
4/2016 (24)	28 October 2016	44	19,800 cc
Total amount of blood collection			74,250 cc

Other Social supports to Social Organizations:

Social Organizations	Amount (Baht)
Father Ray's Foundation Purchase of material and equipment in Meeting Hall for The Redemptorist of Thailand at Pattaya	10,000.-
Construction of new head office for Thai Contractor Association of Thailand	1,000,000.-
Construction of The Faculty of Medicine Building for Vajira Foundation	20,000.-

The Company also joined Golf Competitions held by various social organizations for charity's fund raising as under:

Social Organizations	Amount (Baht)
Hydro Power Plant Department, EGAT	20,000.-
Foundation for Development, King Mongkut's University of Technology, Thonburi	30,000.-
Faculty of Architectural, Chulalongkorn University Alumni	20,000.-
Thai Consulting Engineering Association of Thailand	40,000.-
Washington University Alumni	30,000.-

Cultures and Religious activities

Supporting Buddhist Religion

The Company realizes the importance of supporting Buddhism to inherit the good culture of the country. The Company and its stakeholders often support cultural and religious activities. The Company regularly support the nearby community for the activities, as follows:

· Joined with Phong Ploy Anusorn Communities on the occasion of Buddhist Lent ceremony.

· Contributed to Bangna Police Station on the occasion of National Children Day.

· Contributed to Bang Nam Chon School on the occasion of National Children Day for the amount of 19,000.-

· Activity for Songkran Festival involving paying respect to the Company's Senior Management, called "Rod Nam Dam Hua".

· Joined with Nong Kham Sub-district Admin Organization for the following activities

- Activity for Songkran Festival and Rod Nam Dam Hua.
- Activity for Loy Kra Thong Day.

Other Religious supports:

Temples/Organizations	Amount (Baht)
Offering Royal Kathin with Ministry of Industry Wat PhathatChae Hang, Nan Province	10,000.-
Offering Royal Kathin with Siam Makro PCL Bharmanee Royal Temple, Nakorn Nayok Province	10,000.-
Offering Royal Kathin with Department of Employment Wat Singh, Royal Temple, Chiangmai	2,000.-
Offering Kathin with Sangchan Sangdham Drama Retreat for building cremation	5,000.-
Offering Kathin at Khok Tha Temple, Narathivas Province	5,000.-
Donation to Chang Yai Temple, Ayudhdya Province	5,000.-

Participation in sustainability Network

The Company joined hand with various social organizations in both public and private sectors for the contribution to society as under:

· Annually joining with Rotary Club for the contribution to society, for this year, the Company joined the activities called "World Gift Day" in The Rotary Day.

· The Company joined hand with Artist's Friend Foundation to construct the school in remote area, this year the foundation resolved to build the Artist's Friend Building for Wat Pa Pruke School, Suphanburi Province.

· The Company joined with the declaration for the cooperation between the public, private and civil society sectors. "Create a new dimension to create 10,000 career for disabled person" by the Thai Health Promotion Foundation. Therefore, this is to improve disabled quality of life and added economic value to the country.

· Thai Listed Company Association: being the member of CSR Club to make benefits for public and share information, experiences and knowledge of CSR development.

· Thai Contractors Association of Thailand: being lifetime member with the Association for jointly with other members for contribution to the society, share information, experiences and knowledge to develop the constructions business.