Policies and Goals for Sustainable Management

Principles

Following the mission and vision of the Company to sustain and its determination in creating a solid foundation for a sustainable future, the organization strives to achieve its vision and the challenges of doing business in the present, not only on an economic dimension but also on the risks related to sustainability in the environmental, social, and governance (ESG) dimensions. Therefore, the Company has set a mission to conduct business by implementing sustainable management principles that cover the dimensions of sustainability such as the economy, environment, and society under good corporate governance as a guideline for formulating strategies and policies for the Company's operations as the following:

ENVIRONMENT (E)

- Comply with environmental policies, regulations, and laws, including rigorously implementing environmental management systems to international standards, to reduce environmental impacts in the construction process.
- Reduce energy consumption and use resources efficiently, following the 3R principle to maintain ecological balance.
- Conduct construction activities by selecting renewable energy sources, as well as choosing products and materials with green labels to sustainably reduce environmental impacts, in accordance with environmentally-friendly procurement policies.

SOCIAL (S)

- Comply with laws and international standards regarding labor with fairness, respect for human rights, non-discrimination, and adherence to diversity and equal opportunity policies.
- Operate in accordance with ISO 45001:2018 standards with caution at every step, taking into account the safety of employees' lives and property, as well as the surrounding community in construction areas.
- Participate in and support various activities to improve society and community living conditions.
- Develop the knowledge and abilities of partners, contractors, employees, and workers to have the necessary skills and expertise to contribute significantly to the Company's sustainable success.

GOVERNANCE (G)

- Manage business in accordance with good corporate governance principles with honesty, transparency, and ethical conduct in conducting business, opposing corruption, and complying with relevant laws, regulations, and orders.
- Operate the business efficiently and competitively to create stability and sustainable growth.
- Manage operations under international industry standards, with a focus on developing knowledge to deliver high-quality products that maximize customer satisfaction.
- Treat suppliers and contractors fairly and equally, with transparent procurement practices and auditability.

Overview of Sustainable Development Report

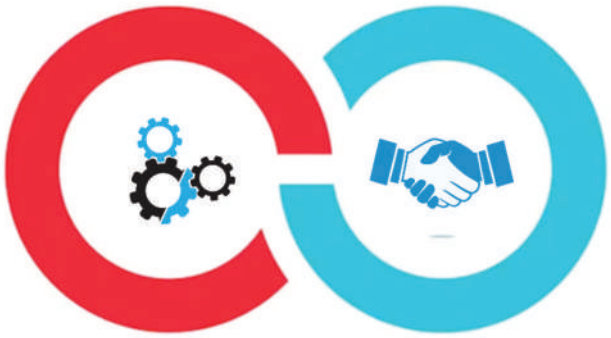
The Company places importance and aims to conduct business for sustainable growth, providing long-term sustainable returns to all stakeholders, while maintaining stability and sustainability. The development of the business is in line with the economy, environment, and society, under good corporate governance. The construction business is considered an important industry and a fundamental part of the country, contributing to the overall economic growth of the country. The construction business involves multiple parties, particularly in terms of the impact on living conditions, safety, and environmental impacts beyond the employees and workers of the Company. Construction work is also a cause of pollution in various aspects, which affects communities near the Company or construction sites, as well as the risk of danger to life and property. The Company, therefore, has a clear goal of conducting business to achieve sustainable development at every stage of its operations. It adheres to good corporate governance, complies with relevant laws and regulations, and operates under a vision and mission that emphasize the importance of transparency, accountability, responsibility, respect, and promotion of diversity and equality. It also protects and preserves the environment while supporting equal economic development opportunities. To achieve the goals set out in its strategy, the Company has established various policies that must be continuously implemented, evaluated, and improved.



The Company's social and environmental responsibility efforts are divided into two parts as follows:

1. CSR In Process

The Company operates with caution at every step, with a sense of responsibility to minimize negative impacts and to equally create maximum value and benefits for all stakeholders.



2. CSR After Process

The Company has a policy to participate and support various activities, both directly and indirectly, to improve the well-being of society and communities, and to enable sustainable growth without any relation to the Company's operations.

Products and Services

General Building





Industrial factory

Civil engineering/Roads





Commercial building

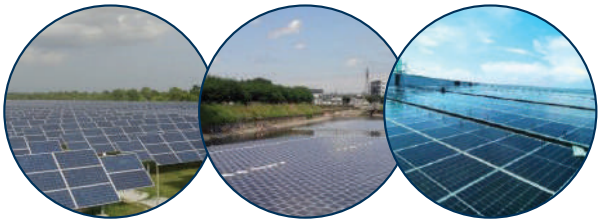
Hotel/Accommodation





Petrochemical and Energy

Renewable energy

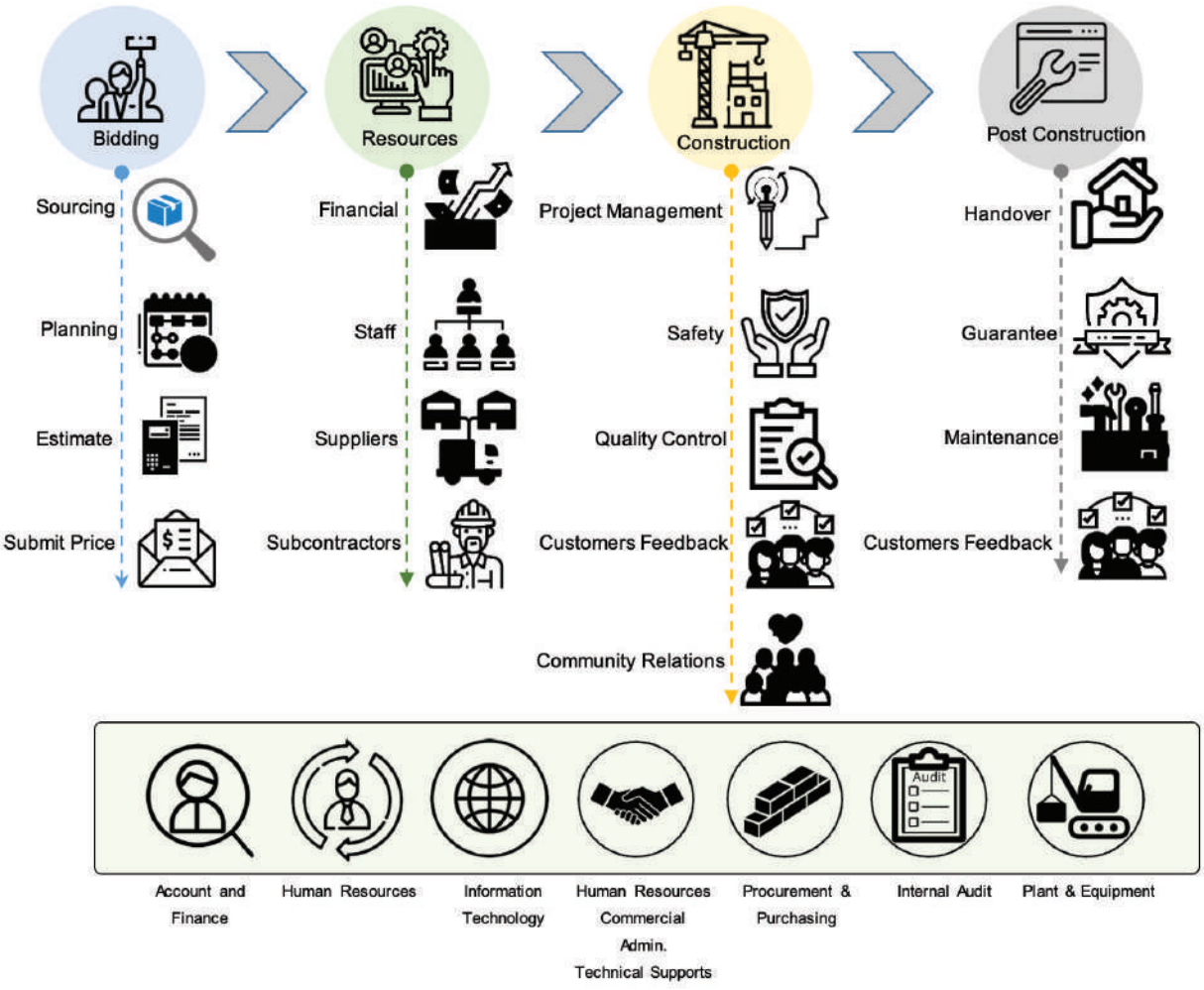


Scope of the report

This sustainable development report is included in the annual report of the Company, which has been continuously prepared and published annually to demonstrate the commitment to disclosing important information, including policies, strategies, and sustainable development directions, as well as the results of economic, governmental, environmental, and social operations. The content and framework of the sustainable development report and the presentation of the results of sustainable development operations cover the period from January 1 to December 31, 2022, from the following departments.

- Christiani & Nielsen (Thai) Public Company Limited's Head Office, Sriracha Office, and Construction Sites This report on sustainable development will disclose information on sustainable operations by referring to reporting guidelines and categorizing progress reports that comply with the sustainable business reporting guidelines of the Stock Exchange of Thailand. This report will be published annually and will continue to develop data collection methods and systems to provide clear, comprehensive, and content-relevant information that meets the completeness criteria of the Global Reporting Initiative (GRI) version 4 in the future.

Value Chain



Analyzing stakeholders in the value chain

Currently, the Company divides stakeholders who have a stake in the business into 8 groups, as shown in the following table. Each business unit has a responsibility to create and maintain good relationships with stakeholders, through effective communication, listening to feedback, and assessing the expectations of each stakeholder group.



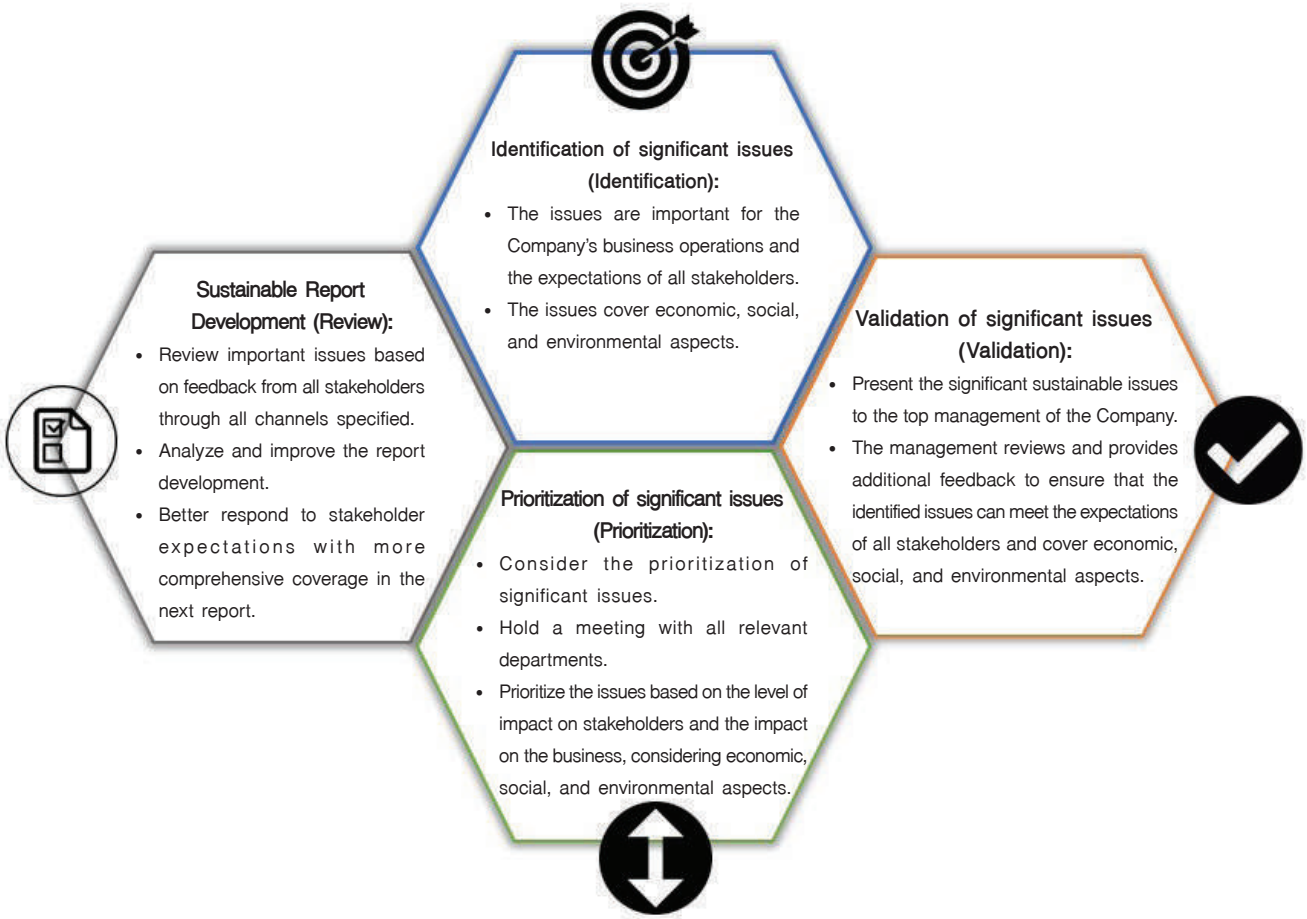
Stakeholders	Expectations	Responsiveness to stakeholders	Communication and channels
Management and employees	• Reasonable compensation and benefits • Job security and career advancement • Opportunities for knowledge and skill development • A good working environment • Workplace safety • Safety in the Company's accommodation facilities.	• Respect for human rights and the differences of each individual, providing equal opportunities to all employees. • Compensation and benefits in the form of salaries, which are always fair and equal, following the same industry standards as other companies. • Annual bonuses, based on the Company's performance and employees' work performance. • Various benefits such as provident fund, social security fund, and compensation fund, as well as assistance in various situations such as medical expenses, group insurance, etc. • Ensuring safety at work. • Developing employee potential through training. • Regular review of compensation, benefits, and benefits structure, in line with the Company's performance both in the short and long term, to compete with other companies in the same industry. • Promoting the establishment of Cooperatives for Christiani and Nielsen (Thai) Public Company Limited. • Promoting awareness of safety through training. • Occupational health and safety standard system ISO 45001:2018.	• Committees of benefits and welfare in the workplace • Monthly CN Newsletter from management • CNT Internal Web • Meetings, seminars, and events for management and employees to meet. • Bulletin board for announcements and communication. • Channels for receiving feedback and suggestions for managers or management or Managing Director.
Shareholders and investors	• Increased stock prices • Received returns in the form of dividends • Sustainable business growth • Conducting business with fairness and transparency, having good corporate governance and oversight. • Appropriate risk management	• Perform duties with honesty and integrity • Create, maintain, and sustain long-term value for the Company's shareholders • Disclose information related to the Company accurately and promptly and consistently. • Respond to all inquiries and questions.	• Regularly communicate with investors through meetings and conference calls. • Provide direct communication channels between shareholders and management and the board of directors through the Chairman of the Audit Committee. E-mail: kasemsit@merchant.co.th. • Conduct at least one annual shareholders' meeting. • Participate in listed companies meet investors (Opportunity Day) every quarter. • Prepare annual reports and other reports. • Communication channels include the Company's website / E-mail: ir@cn-thai.co.th.

Stakeholders	Expectations	Responsiveness to stakeholders	Communication and channels
Clients	• Provide professional services at a fair price • Deliver high-quality work and standard services within budget and schedule • Offer performance guarantees under appropriate and fair terms and conditions • Maintain confidentiality of information • Respond to clients' needs and resolve issues promptly.	• Develop services according to various needs. • Provide efficient, reliable, and professional assistance and respond promptly to inquiries. • Serve clients' needs with quality work and excellent service, while delivering projects within budget and on schedule. • Do not deliver work that is severely flawed, damaged, or dangerous to clients. • Quality management system ISO 9001:2015 • Strive to minimize construction costs while maintaining quality standards for work and services. • Seek ways to increase clients' benefits. • Provide collaborative action to identify and solve problems and prevent damage to both project work and the environment, as well as nearby communities.	• Meetings with clients or their representatives. • Management's construction site visits. • Client satisfaction surveys. • Letters to project managers, operation director, or managing director. • Communication channel: E-mail: cnt@cn-thai.co.th.
Suppliers	• There is a fair and equal procurement process in place. • Prices are set fairly. • Maintain a good reputation and reliability. • Receive fairness in work inspection or receive payment for goods and services on time as scheduled.	• Establish criteria for evaluating and selecting suppliers and contractors to promote fair competition. • Define clear objectives for quality, goods, and services. • Treat suppliers according to industry best practices and customs. • Comply with the terms of the contract and pay on time. • Provide assistance and support in various areas to create long-term business partnerships. • The internal audit department is responsible for monitoring and verifying operations to ensure a proper procurement process and prevent misconduct.	• Arrange for meetings to exchange information and build good relationships. • Organize activities to strengthen relationships. • Channel to report unethical behavior: E-mail kasemsit@merchant.co.th • Communication channel: E-mail: cnt@cn-thai.co.th.
Creditors	• Ability to repay debts within the specified timeframe. • Set a fair interest rate and fees for the loan. • Comply with the terms and conditions of the agreement.	• Comply with the conditions of the loan agreement, including the terms regarding the objectives of the loan, repayment of collateral, and other agreed-upon conditions. • Do not conceal information or facts that could cause harm to the creditor. • Maintain the quality of the collateral and any other agreements made with the creditor, in order to achieve mutual benefits.	• Organize meetings to exchange information and maintain a consistently good relationship. • Communication channel: E-mail: cnt@cn-thai.co.th.

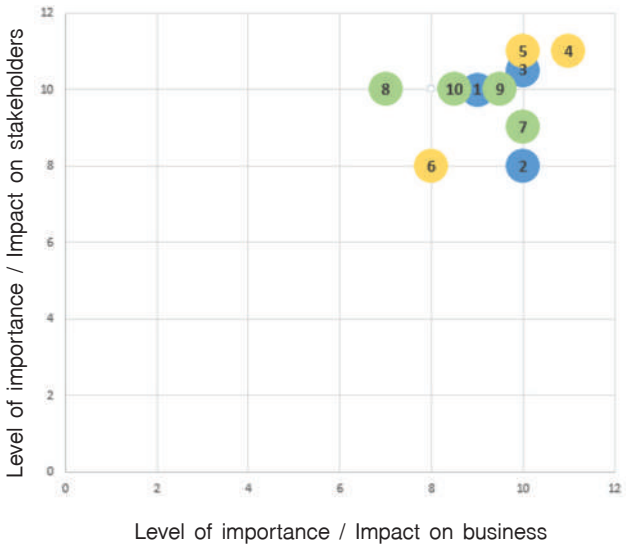
Stakeholders	Expectations	Responsiveness to stakeholders	Communication and channels
Regulators	• Comply with laws, regulations, and various rules. • Have good and transparent business oversight. • Disclose information sufficiently and in a timely manner.	• Comply with the guidelines for contacting the government sector for business ethics, including cooperating in various areas. • Prepare financial reports and annual reports. • Study, acquire knowledge, and follow up on news, information, participate in meetings, seminars, and various activities of regulators on a regular basis to stay informed of any changes or updates. • Regularly review compliance with regulations and rules. • Disclose information regularly through SET.	• Prepare financial reports and annual reports, including annual report form and other reports. • Disclose information regularly through SET. • Provide a whistleblowing channel via email to report any wrongdoing: E-mail: kasemsit@merchant.co.th • Letters to managing director.
Community, Society, and Environment	• Promote quality of life • Support social activities • Preserve natural resources • Reduce and avoid pollution that may have an impact on the environment • Set policies in place for social and environmental responsibility, consisting of two parts: CSR In Process and CSR After Process.	• Support and participate in various community and social activities in the areas where the Company operates deem appropriate. • Organize activities and campaigns to raise awareness among employees about the importance of coexistence between the Company, community, and environment. • Respond quickly and efficiently to complaints that have a significant impact on the environment, community, and property resulting from the Company's operations.	• Letters to operation director or managing director • Communication channel: E-mail: ir@cn-thai.co.th | cnt@cn-thai.co.th
Business competitors	• Competition within the framework of rules and laws. • Conducting business with integrity. • Not violating intellectual property. • Not accessing confidential information through inappropriate means.	• Do not damage the reputation of competitors by making false accusations. • Treat competitors with integrity, morality, and in accordance with the law.	• Join as a member of the Thai Contractors Association to meet and exchange opinions and strengthen good relationships among member companies. • Communication channel: E-mail: cnt@cn-thai.co.th

The process of determining the content in the sustainability report

The committee has evaluated important sustainable issues, considering the expectations of stakeholders and the impact on the Company, including the economy, society, and environment. They have ranked the importance of various issues, analyzed and assessed the significant issues for the sustainable development of the Company, and the expectations of stakeholders both inside and outside the organization. This is to ensure that the report is comprehensive and can meet the expectations of all stakeholders. The process is as shown.



A chart showing priorities of sustainable issues (Materiality Matrix)



1. Good corporate governance
2. Anti-corruption measures
3. Continuous company growth

4. Development of knowledge and abilities of personnel
5. Workplace safety
6. Compliance with laws, regulations, and rules

7. Compliance with environmental laws and regulations
8. Waste disposal
9. Air pollution
10. Energy conservation

Results of sustainable management implementation
Summary of performance in the area of governance (G)

Good corporate governance.



The results of training on the Code of Conduct and Business Ethics courses for company employees in the year 2022 indicate that 100% of trainees participated in and passed the assessments.

In the year 2022, there were no complaints regarding violations of ethics and relevant laws.



The assessment results from external agencies are rated as 'excellent'.

Thai Institute of Directors

สมาคมส่งเสริมผู้ลงทุนไทย
THAI INVESTORS ASSOCIATION

100%

Continuous company growth



In the year 2022, the Company had a total revenue of 5,330 million baht from construction, sales, and services.



Encouraging innovation in construction through the Value Engineering project and the Best Innovation Award project.



Client satisfaction survey results in 2022 were at a satisfactory level, and there were no complaints about the products.



Implemented the quality management system according to ISO 9001:2015 standards.

Anti-corruption



In 2022, there were no complaints regarding corruption.

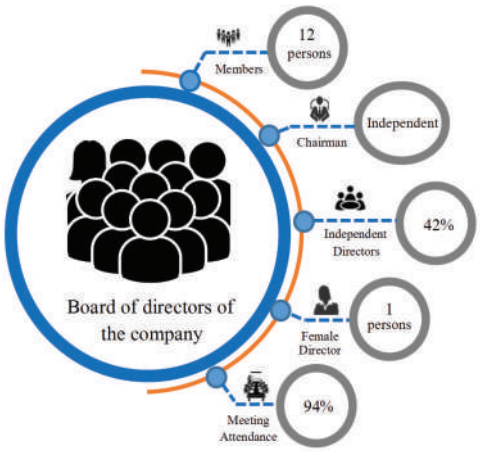


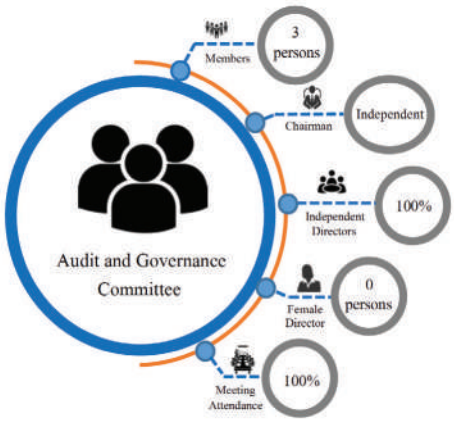
The result of the anti-corruption training course for company employees in 2022 shows that all participants attended the training and passed the test with a score of 100%.

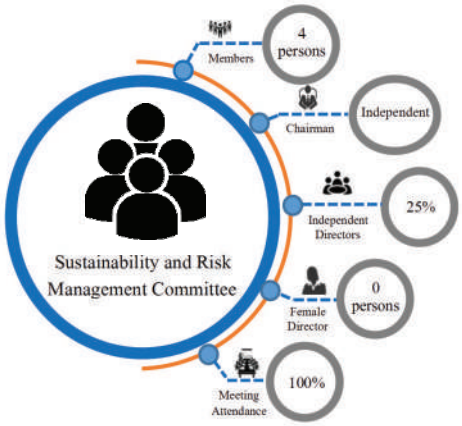
The result of implementing good corporate governance

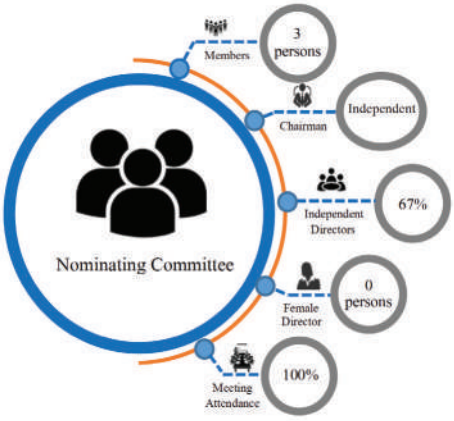
The board of directors of the Company is aware of its role and responsibility in managing the overall business of the Company, with a focus on good corporate governance that emphasizes equality, transparency, and verifiability, which are important factors in strengthening and developing the organization and its employees, enabling sustainable growth, meeting satisfaction and expectations, and building trust among all stakeholders. Good corporate governance is aimed at achieving the Company's objectives and maximizing benefits for the entire organization. The details of good corporate governance are explained in the report on page 115-164.

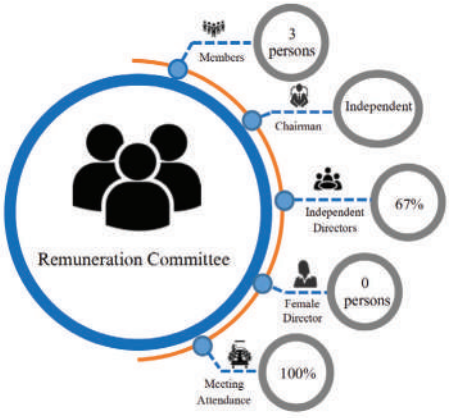
In 2022, the Company summarized the results of its good corporate governance performance as follows:











Result of implementing the anti-corruption

The Company is committed to operating under good corporate governance principles that are transparent, fair, and oppose any form of corruption, both directly and indirectly, in both the public and private sectors. The Company also instills in its employees a strong sense of ethics, morality, and integrity. In conducting business, the Company is firmly committed to ethical values and virtues. The Company does not tolerate any form of corruption and takes all forms of bribery and corruption seriously.



The Company has officially announced a "No Gift Policy" by notifying all employees and requesting cooperation from its business partners regarding "refraining from accepting gifts, rewards, entertainment, or any other benefits on all occasions and festivals". The policy also includes a campaign to encourage everyone to express gratitude with words instead of gifts.

Anti-Corruption Policy

The Company conducted a risk assessment of the potential for corruption in all departments of the Company and established internal controls to prevent corruption from occurring within the organization.

In the year 2022, the result of the audit showed that there was no incidents of corruption.

Whistleblower channel

Mr. Kasemsit Pathomsak
Chairman of the audit and governance committee
Tel: 02-660-6688
E-Mail: kasemsit@merchant.co.th
Address: Merchant Partners Securities,
2nd Floor, Chan Issara Tower 1, 942/81
Rama 4 Road, Suriyawongse, Bangrak,
Bangkok 10500

In year 2022, there was no complaints regarding corporate corruption.



The board of directors is determined to declare the Company's intention to join the Collective Action Coalition in the fight against corporate corruption and obtain certification from the CAC Council that the Company has an effective and appropriate internal control system to combat corporate corruption. This ensures that all stakeholders can have confidence that the Company operates transparently and ethically, without corporate corruption, and that the benefits to all stakeholders are prioritized.

In 2022, the Company provided training and tested knowledge on combating corporate corruption through the internal E-Learning system for both the head office and construction sites.



In 2022, all employees attended the anti-corruption course through the E-Learning system with a 100% pass rate.

Economic performance results

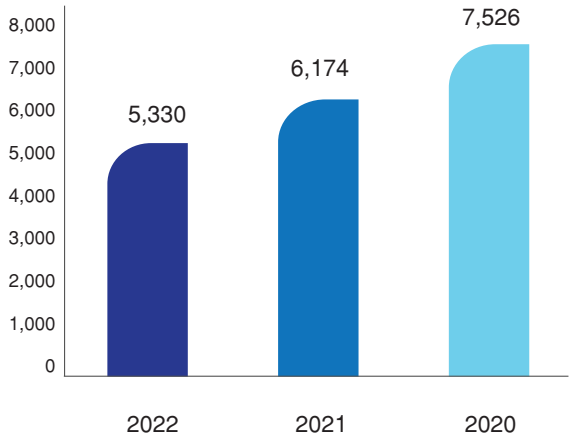
The Company's business operations support the country's economic progress, both directly and indirectly. This is achieved through generating value from business performance and distributing income to stakeholders. The Company aims to create added value for shareholders, clients, employees, and all parties involved. The profits from business operations are considered a part of creating shared benefits for all stakeholders.

The management structure in the construction department of the Company is divided into business units based on the type of work, depending on the knowledge and expertise of each employee. Each business unit has a director who oversees and is responsible for managing the business unit to generate profits and create sustainable economic benefits for the organization. The construction business unit comprises government works; petrochemical and special industry; general building; hospitality and residential; and general construction and MEP.

The Company's operations have had a positive impact on the country's economy, generating economic benefits through various groups of stakeholders, including cash flow from operations. The following are facts from the past years:

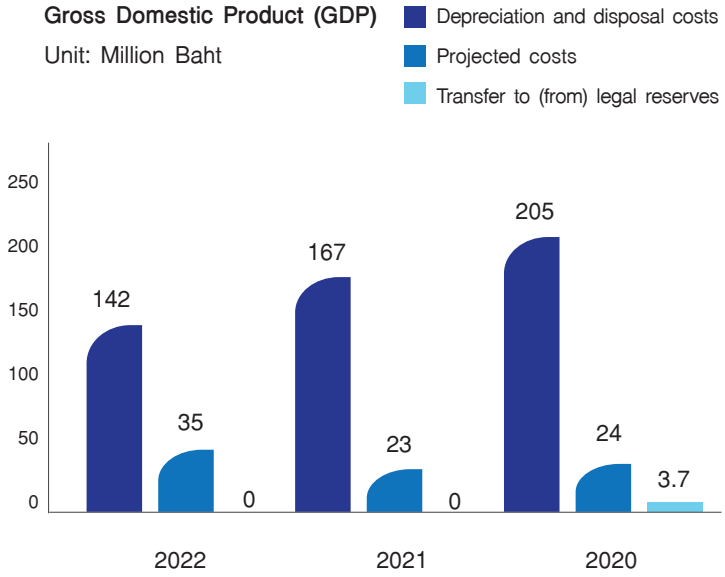
Revenue from construction work, sales, and services

Unit: Million Baht



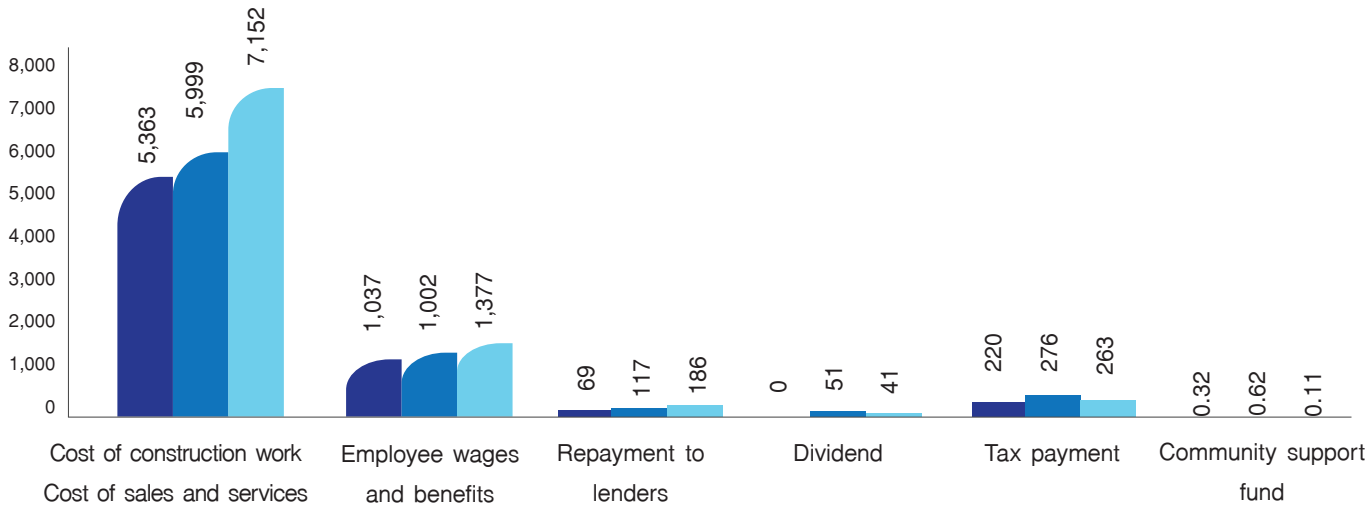
Gross Domestic Product (GDP)

Unit: Million Baht



Direct Economic Value Distribution

Unit: Million Baht



Efficient resource management

The Company is currently in the process of upgrading and developing its Enterprise Resource Planning (ERP) system to cover its core business processes, including budget control, accounting and finance, procurement management, control of construction materials in construction sites, maintenance and machine care, among others. This is to ensure efficient resource planning and to reduce time and steps in work processes by linking data from various work areas into a single database, enabling accurate and Real-Time access and integration of information. This will result in more efficient management, decision-making, and rapid response to changes.

Client's data privacy

The Company places importance on maintaining the privacy of client's data from loss, unauthorized use, disclosure, alteration, or destruction. The Company has established channels of communication through telephone, email, and postal mail to receive clients' complaints. The Company prioritizes the confidentiality of client data with transparency and responsibility to provide the best service to its clients. In the past year, there have been no complaints or penalties regarding client data privacy violations. Currently, the Company is in the process of drafting a policy to protect personal data in compliance with the Personal Data Protection Act that will come into effect in the year 2022. This ensures that all parties, including clients, can trust that the Company will maintain and secure their data with integrity.

Innovation in business and society

From our experience in the construction business for a long time, our company has always been thinking and innovating to find new construction methods and selecting equipment that has been developed to increase work efficiency, so that our company can carry out construction quickly, reduce construction costs, as well as minimize environmental impacts. This is to be in line with and keep up with the constantly changing needs. Our goal is to meet the increasing demands of our clients.

The Company has a policy to promote the creation of new innovative methods for sustainable work. It encourages employees in all departments and construction sites to present new construction methods that are creative, improve work processes, reduce construction costs and time (Value Engineering), and maintain a standard quality that meets the clients' objectives and on-time delivery. Moreover, these ideas can serve as a model for other construction sites to develop their expertise in the organization's specialty, in line with the Company's mission to "focus on developing products that meet client needs, improving sales and service techniques, and promoting cost-consciousness." Additionally, the policy includes innovative measures to reduce the environmental impact of work processes, prevent environmental degradation, and encourage employees to participate in maintaining a sustainable environment.

The Company has implemented the "Best Innovation Award" project, in which senior management are appointed to judge the presented works. Awards and certificates of honor are given to encourage and motivate employees to come up with new ideas for their work at all times.

Responsibility towards products and services

The trust that the Company receives from its clients is of utmost importance. Therefore, the Company adheres to best practices in construction management, paying attention to every detail in each step of the process, from design consultation to ensuring that construction is in line with professional standards, with accurate and appropriate cost estimation, and the selection of quality construction materials. The Company has developed a “Standard for Architectural Work” manual to serve as a guide for work and inspection in the architectural field. An independent quality assurance department is responsible for visiting, inspecting, and overseeing the work during construction and before delivery to ensure that the work delivered to clients is of high quality, meets standards, and is consistent with the intended use of each client.

In addition, the Company has arranged for client satisfaction survey, including the project owners and/or consultants. The Company will send client satisfaction survey forms to all relevant units, including the project owners and/or representatives, periodically from the beginning of the construction process until project delivery. This is to inquire, monitor, and evaluate client satisfaction, as well as to collect data on defects and use it to improve work methods to ensure the highest level of client satisfaction. The Company also guarantees the work results for a period of not less than 1 year or as specified by the client, to ensure that every client is confident in the safety and quality of the building and construction.

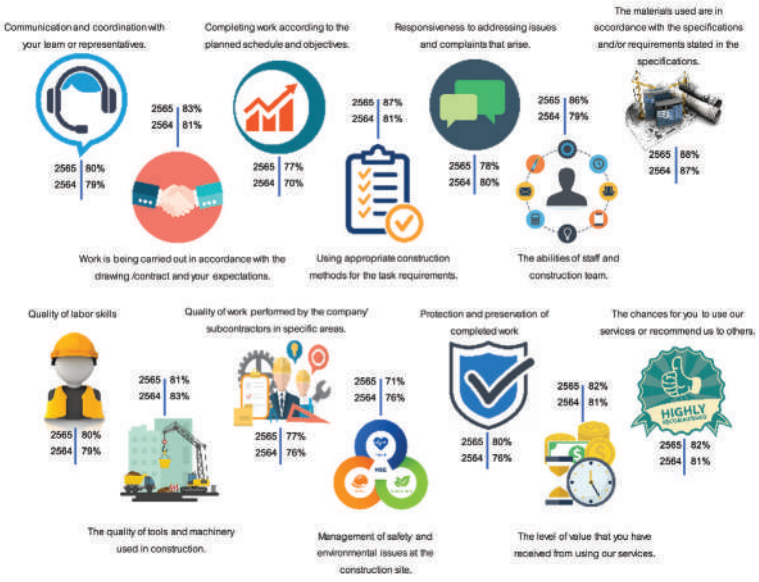
Channels/Methods for Complaints about Quality

Clients can file a complaint about the quality of construction work during and after the construction period by submitting a quality and satisfaction evaluation form or by directly notifying the project manager, management of the Company, or via email at cnt@cn-thai.co.th. The Company will respond promptly to any problems or complaints raised, which is considered a part of the core competency of all employees.

The Company has set 14 topics for client satisfaction surveys, with a satisfaction score ranging from 0 to 10, where 10 is the highest level of satisfaction. In the past year, the Company sent out surveys to project owners and consultants. When the scores from each category were combined, the overall satisfaction rate was 79%, which is higher than the previous year and falls within the satisfaction range. This indicates that the Company has maintained its service standards at a satisfactory level. Additionally, the Company has taken client feedback into account to improve areas with lower satisfaction scores. The Company remains committed to continuously developing and improving the quality of work to ensure maximum client satisfaction.

The Company has implemented the quality management system according to the ISO9001:2015 standard, which specifies the requirements for an organization’s quality management system. The objective is to ensure confidence that the Company can deliver work and services that meet the needs and expectations of clients and comply with relevant legal requirements. In addition, the Company provides training for employees at different levels to understand the principles and requirements of the standard and apply them correctly and appropriately when developing systems, according to the level of responsibility of each group of employees.

The results of client satisfaction survey in each category are as follows:



Respecting Human Rights and Labour Practices

Human Rights Management Guidelines

The Company requires that all of its Directors, 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. The Company will uphold morality to procure and employ staff in compliance with diversity and inclusion policy, 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 Company employees. The recruiting process emphasizes on capability and suitability for 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.

Since 2016, the Company has continuously complied with the law regarding the employment of people with disabilities by coordinating with relevant government agencies and social innovation foundations to access employment opportunities for people with disabilities. The Company has participated in projects to employ people with disabilities to work in communities or non-profit organizations, such as schools, non-formal education centers, Sub-district Health Promotion Hospital, early childhood development centers, local government organizations, and provincial centers for the development of the potential and vocational skills of people with disabilities. The policy is to hire people with disabilities who have the potential and readiness to work as employees of the Company, in order to benefit the community or non-profit organizations in the community. This is in response to the government's policy to create equal opportunities for people with disabilities and to create economic value for the country.

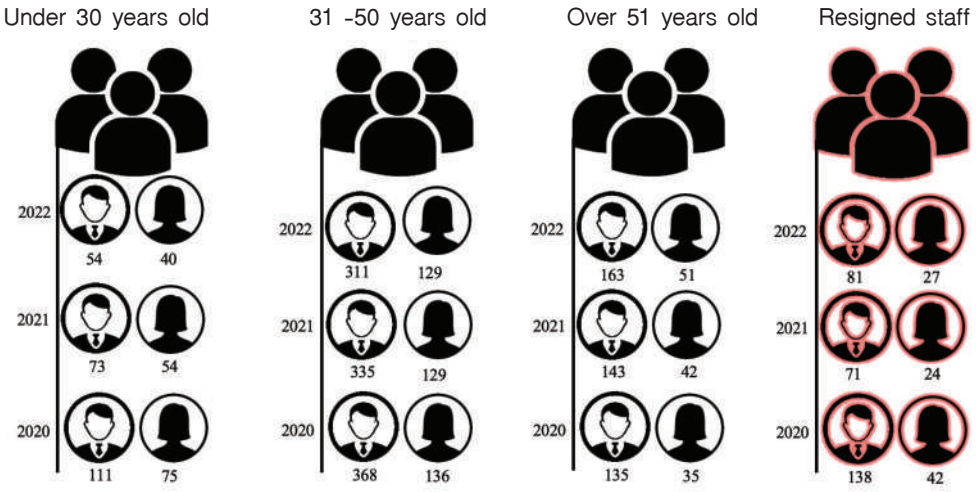
The Company has continued to implement its policy of employing people with disabilities continuously, and in 2022, the Company was able to employ 35 people with disabilities, meeting the legally required ratio of 1 person with disabilities per 100 employees, and thus was not required to contribute to the National Fund for the Promotion and Development of the Quality of Life of Persons with Disabilities.

Taking cares of employees and worker during the outbreak of COVID-19 pandemic

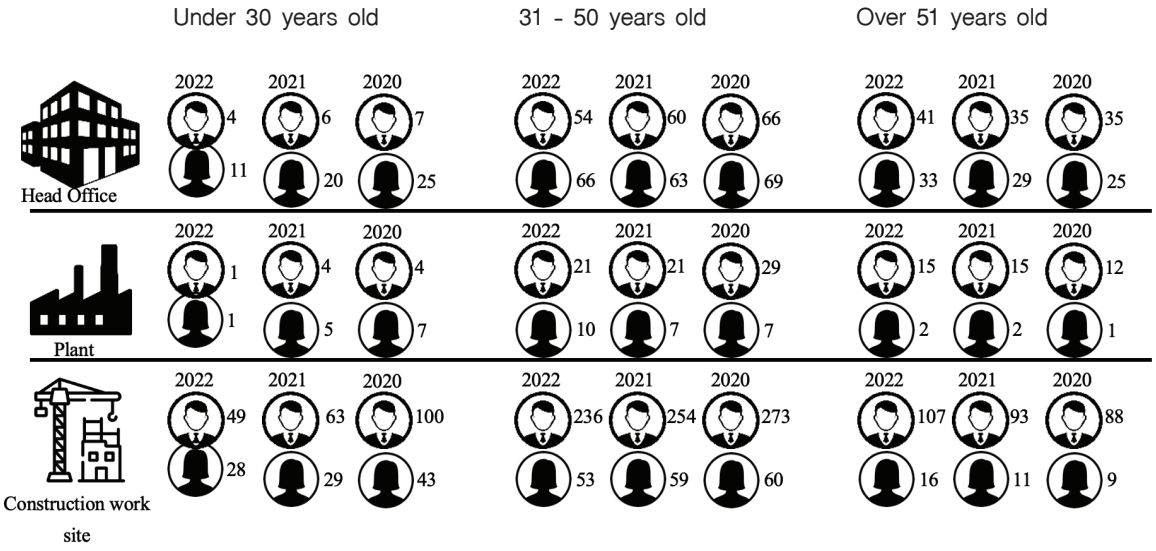
Due to the COVID-19 pandemic that began to spread at the end of 2020, it has had an impact on the livelihoods of people all over the world, including in Thailand, in both social and economic aspects. The Company has established guidelines for prevention and control measures to take care of its employees and workers. Various measures have been adjusted to be in line with the situation of the COVID-19 pandemic in Thailand, which has changed over time, with a decreasing trend. Additionally, the Ministry of Public Health has announced the lifting of COVID-19 as a communicable disease that needs to be monitored (Post-Pandemic) since October 1, 2022. Although the pandemic situation has improved, the Company still maintains preventive measures such as social distancing, maintaining cleanliness, and wearing masks in office buildings and construction sites to prevent any potential outbreak.

Staff Number

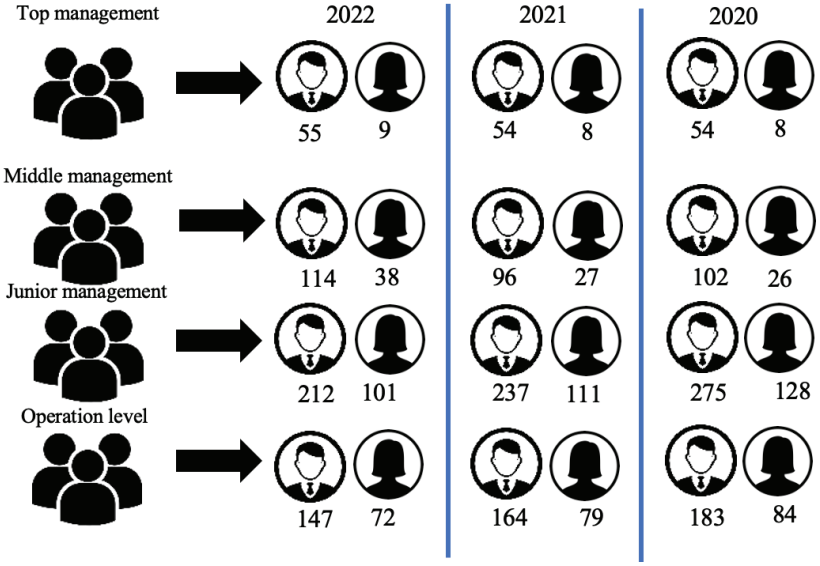
Number of staff working at Head office, plant and construction work sites is as under:



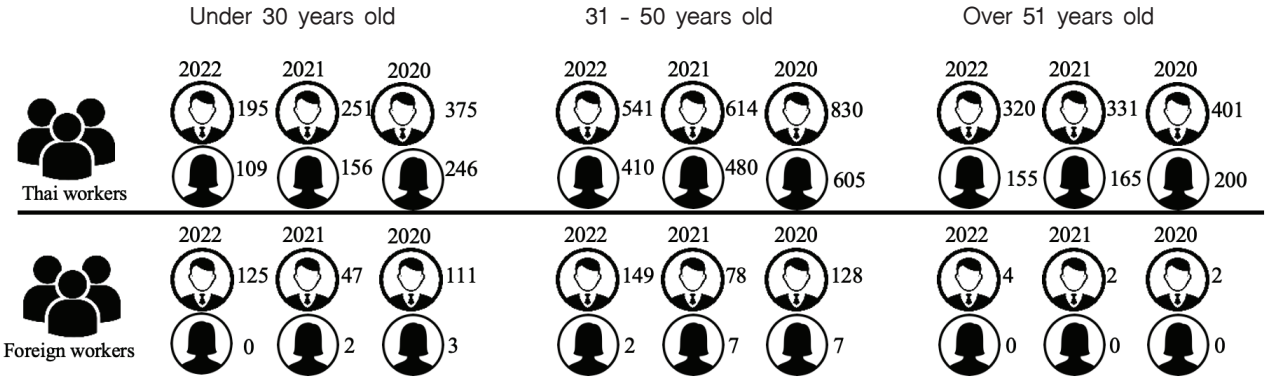
Total number of staff - Classified according to work places, age and gender



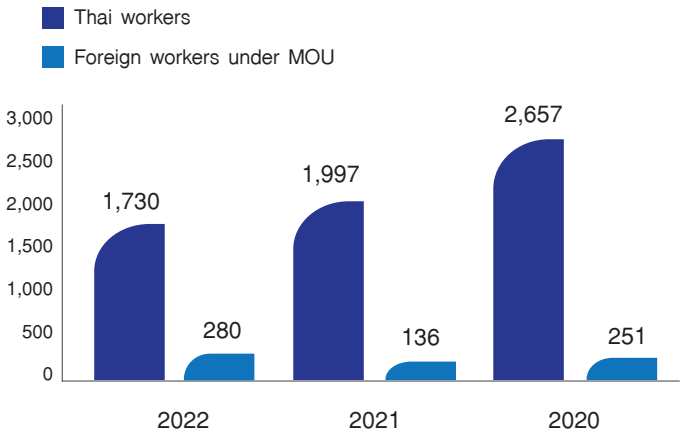
Classified according to level and gender



Classified according to their Thai workers and foreign workers under Age and Gender



Graph shows number of migrant workers



	Year 2022	Year 2021	Year 2020
Thai workers	1,730	1,997	2,657
Foreign workers under MOU	**280**	**136**	**251**
Total	**2,010**	**2,133**	**2,908**

Employing the disabled







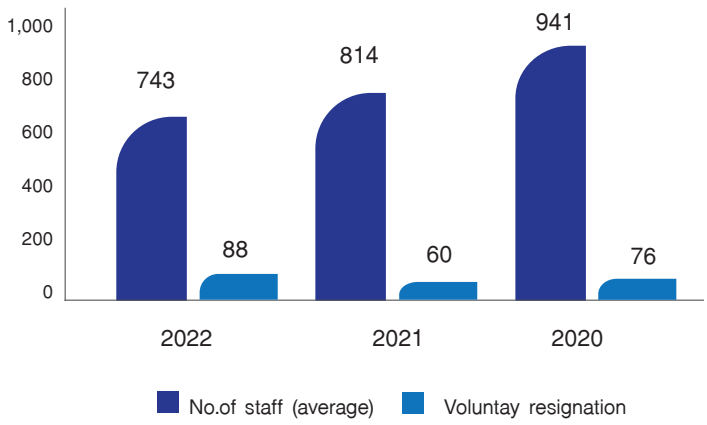
- In 2022, 35 employees with disabilities were hired, fulfilling the ratio of 100:1 as required by the employment law.
- 18 provinces have benefited from the project to improve the quality of life by employing 18 disabled workers.
- The community's income has increased by 1.79 million Baht.

Overall Employment

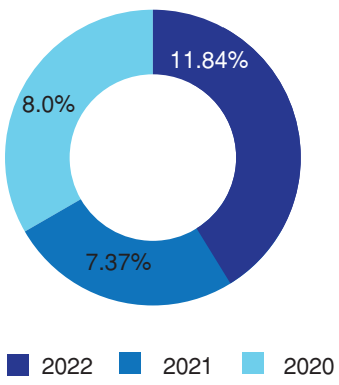
In 2022, Company's total staff and workers were 2,758 persons classified into staff (head office, plant and worksites) of 748 persons with female staff 220 persons (29.41%) and male staff 528 persons (70.58%). Total workers were 2,010 persons with female 676 persons (33.63%), male 1,334 persons (66.37%). Among these were Thai workers 1,730 persons (86.71%) and workers under MOU 280 persons (13.83%). Disabled workers were 35 persons equivalent to 1% of total staff and workers.

Average turn-over rate

Turn-Over



Average turn-over rate



Changes in the number of employees

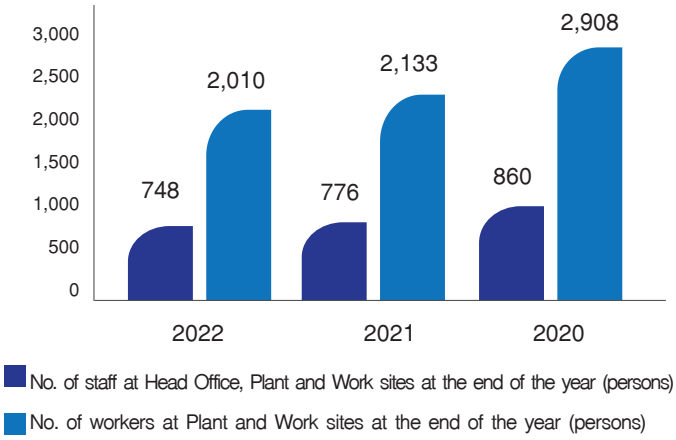
The average resignation rate of employees due to personal reasons in 2022 is 11.84%, increased from 8.0% in 2021. According to the survey, the main reason for the resignation is the COVID-19 situation, which causes employees to want to resign to become self-employed and to be closer to their families to take care of them better. However, although the resignation rate of employees this year is higher than last year, it is still lower than other companies in the same industry.

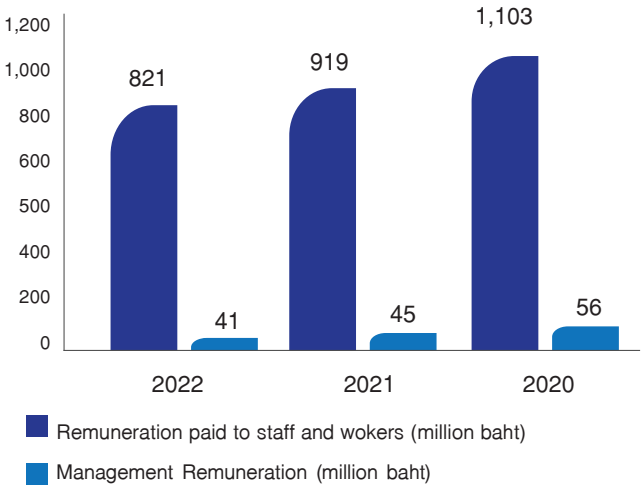
Employee Engagement Survey

In 2022, the Company conducted a survey to assess the level of employee engagement towards the organization. The results showed that employees had a level of engagement of 4.07 (on a satisfaction score of 5), representing an 81.40% engagement rate. This indicates that employees are still happy with their work, feel connected to the organization, and want to continue working with the Company. They exhibit positive behaviors towards the Company and put in their best effort to contribute towards the organization's success. They also feel proud to be associated with the Company's achievements. The Company will use the survey results to determine the direction for sustainable development of the organization, coupled with better care for employees.

The Company places great importance on diversity and equality in its hiring policies. However, due to the nature of the construction business, which requires physical strength and endurance, the Company tends to hire more male employees than female employees. With regards to hiring people with disabilities, the Company is aware that working in a construction site may pose certain risks for some types of disabilities. Therefore, the Company will consider assigning tasks to people with disabilities that do not pose a risk to their safety, based on their individual conditions.

The total compensation paid to management, employees, and workers last year was 821 million Baht, which included salary, overtime pay, cost of living allowance, bonuses, and other benefits.





Worker Treatment Policy on Equal Opportunity and Fairness

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-body 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. Last year, the Company was honored by Department of Labour Protection and Welfare with the award of Good Labor Practiced: GLP).



Equal 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 are conducted after every training course to prepare further individual development plans.

The Company has the policy to develop employees at offices and construction sites as follows:

1. Employees must attend training and seminars to enhance knowledge and ability related to each employee's jobs. (Functional Competency)
2. Provide internal training courses to employees to meet their core competency. (Individual Core Competency)
3. Provide training to continuously improve workers' skills, in collaboration with the Department of Skill Development to enhance the work methods in the Company's main construction activities.
4. Encourage employees to become members of various professional associations.
5. Define a succession plan.
6. Define quality management system.
7. Promote creativity and innovation in the organization.

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 to "Develop Sustained Competiveness".

The supervisor has duties to manage performance of their sub-ordinates in each level to achieve success 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 a duty 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.

Policies and practices related to appropriate compensation and benefits

The Company has a policy of remuneration payment related to the Company's performance both in short and long term to motivate employees to devote themselves for the achievement of their target. KPI (Key Performance Indicator) and Competency are the mechanism in which the Company applies for the management of salary in the short term. Other benefits beyond legal entitlement are also provided. The aim is 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 is not be different between female and male employees e.g. salary adjustment, bonus, incentive etc. However, for long term remuneration, it depends on Company's investment plan in the future and the outlook of the construction market.

The Company regularly reviews its compensation and benefits policies to ensure that its employee compensation is appropriate and competitive within the industry. This is to ensure that the Company's compensation packages are at an appropriate level and can remain competitive within the industry.

Employee benefits

The Company, its subsidiaries, and employees (including management) have jointly established a provident fund in accordance with the Provident Fund Act of 1987. The fund was registered on June 13, 1990 and is managed by Thai Asset Management Corporation Limited to provide savings and security for employees and their families, as well as to enhance long-term financial stability. Employees can choose their own investment plans to receive returns on their investments according to their preferences. Additionally, to promote the understanding of investment plans, opportunities, risks, and returns, the Company coordinates with the fund manager to report on the fund's performance and investment environment, including short- and long-term investment trends, to the employees. This information is widely disseminated to members of the fund to assist employees in making informed investment decisions.

Regarding the rate of accumulated savings, employees can choose to contribute a monthly rate between 5% to 15% of their salary depending on their willingness, and as they have informed the Company. In addition, the Company will also provide a matching contribution to employees at a rate of 5% to 9% of their salary, depending on each employee's length of service.

In 2022, the Company contributed a total of 21.2 million Baht to the provident fund at a rate of 5-9 percent based on employees' length of service. The Company's budget for the provident fund was 215 million Baht, which is sufficient to cover all eligible employees.

All employees who have completed their probationary period are entitled to become members of the fund. As of December 31, 2022, there were 700 employees who were members of the fund, out of a total of 748 employees who were eligible to apply for membership, representing 93.58 percent.

Contributions to Provident Fund and Voluntary Savings

The accumulation of funds comes from both employees and the Company. It starts at a rate of 5%, and the Company has a policy of contributing according to the employee's length of service, ranging from 5% to 9% (employees can choose to contribute between 5% to 15% at their discretion). This is to create good long-term returns for employees. The rate of contribution depends on the employee's length of service as follows:

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

Terms of payment

The Company pays to the employees who are dismissed from membership of the provident fund when they resign or retire from the Company. The payment and benefits are cumulative savings from employee and contribution from the Company depends on employee's years of service.

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 are provided to employees and their family after they pass the probationary period. Employees at same level 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 occur. The Company also provides medical insurance, 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 on a daily basis as well as the exercise room with a fully equipped gymnasium with trainer to guide how to exercise and use equipment properly and safely for employees at Head Office who want to exercise after working hours. As for employees at the plant and construction sites, the Company provides a proper exercise venue with necessary sport equipment. The objective is to facilitate employees who want to exercise after working hours without travelling and expenses as to promote good health for the benefit of employees.

Information about employee that took leave in the head office, plant, and construction sites in the year 2022.

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

	Gender	No.of Person			No. of Days			Average (Day:Person)		
Head Office		**2022**	**2021**	**2020**	**2022**	**2021**	**2020**	**2022**	**2021**	**2020**
Sick Leave	Female	88	78	99	618	300	463	7.0	3.8	4.7
	Male	72	49	80	499	196	349	6.9	4.0	4.4
Business Leave	Female	43	43	38	108	74	120	2.5	1.7	3.2
	Male	32	29	32	61	52	82	1.9	1.8	2.6
Annual Leave	Female	101	109	83	999	918	721	9.8	8.4	8.7
	Male	92	90	87	878	746	597	9.5	8.3	6.9
Plant										
Sick Leave	Female	8	9	4	51	41	29	6.3	4.6	7.3
	Male	28	21	16	207	136	78	7.3	6.5	4.9
Business Leave	Female	7	8	6	34	32	24	4.8	4.0	4.0
	Male	24	15	22	66	73	69	2.7	4.9	3.1
Annual Leave	Female	13	14	17	145	168	171	11.2	12.0	10.1
	Male	37	37	41	420	405	402	11.4	10.9	9.8
Construction work sites										
Sick Leave	Female	84	93	158	688	678	998	8.1	7.3	6.3
	Male	317	335	468	2,850	3,348	2,403	8.9	10.0	5.1
Business Leave	Female	34	38	58	105	102	198	3.0	2.7	3.4
	Male	135	135	221	397	426	668	2.9	3.2	3.0
Annual Leave	Female	82	98	131	929	974	1,258	11.3	9.9	9.6
	Male	327	392	499	3,743	3,625	4,850	11.4	9.2	9.7

The Company has a policy to provide employees who have worked for one year with the right to take 10 days of annual leave for the head office, and 12 days for the construction sites and Sriracha plant. The supervisors are responsible for allocating the right to take annual leave fairly among their subordinates.

Information on annual leave as of December 31, 2022 for the 652 employees who are entitled to annual leave. This includes the total number of employees who have taken vacation days, including those who have resigned during the year.

Housing welfare policy

The Company provides housing benefits for its employees working at the office and plant in Sriracha district, as well as in various provincial construction sites, in order to reduce the cost of housing for employees who are not natives of those provinces and to facilitate convenient commuting, reducing the risk of travel to work. The Company has arranged for the acquisition or construction of housing for employees and workers in the vicinity or near the plant and construction sites, taking into account the health and safety of the housing, providing security staff to ensure the safety of employees' property. Health management is also provided in the residential areas to ensure the physical well-being of residents, including subcontractors' workers, for whom the Company also provides similar housing benefits.

Policy on employee assistance

Medical care benefit for staff and family

The Company provides healthcare benefits to its employees, especially in cases of out-patients where it is not covered by social security benefits. The Company is responsible for part of the medical expenses of the employee. In addition, the Company also provides group health insurance for the treatment of illness and accidents. The Company arranges visits to employees who are hospitalized to show concern and provide support.

The Company has set a budget for medical expenses for the families of employees, including spouses and children under 20 years old, in the case that they receive treatment in a hospital. The Company is responsible for bearing the cost of this expense according to the policy set by the Company.

Accidental insurance, life insurance, and funds

The Company provides life and health insurance for its employees with AIA Company Limited, and employees can receive medical treatment according to the specified amount and conditions in the hospitals that are convenient for them. Additionally, the Company contributes to the social security fund and compensation fund as required by law.

Financial assistance

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 promotes the establishment of a savings cooperative among employees called "Saving Cooperative of Christiani and Nielsen (Thai) Employee". The cooperative is managed by the employees themselves to encourage savings and financial stability for the future, as well as to help ease financial burdens among members of the cooperative. The Company supports the staff in carrying out cooperative operations and provides the Company's workplace as the location for the cooperative. The savings cooperative has been in operation continuously since 2011 and currently has 520 members who are employees of the Company, out of a total of 748 employees.

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

Committee on Employee Welfare in the Workplace

The Company has established a welfare committee in accordance with the law. The Company has arranged for the selection of welfare committee members to represent employees as intermediaries to convey employee welfare needs to employers, provide recommendations, monitor internal welfare management, promote worker relations activities, and find ways to improve welfare and working conditions to create motivation and encouragement for employees, which will result in increased productivity and efficiency for the Company. Last year, the welfare committee has held meetings with employer representatives and presented requests and recommendations from employees for joint consideration. Employers have been able to take appropriate and fair action for employees, and the Company has not had any disputes or complaints regarding its treatment of employees.

Human Resources Development and career advancement

Training and Development Policy

Qualified employees and personnel are key resources for any company to drive 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 understand all relevant practices and meet with the Company's standard. The continuous training programme provided 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 clients. 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

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

The Company construction training center at Nimit Mai Road (total land area 29 Rais) 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.

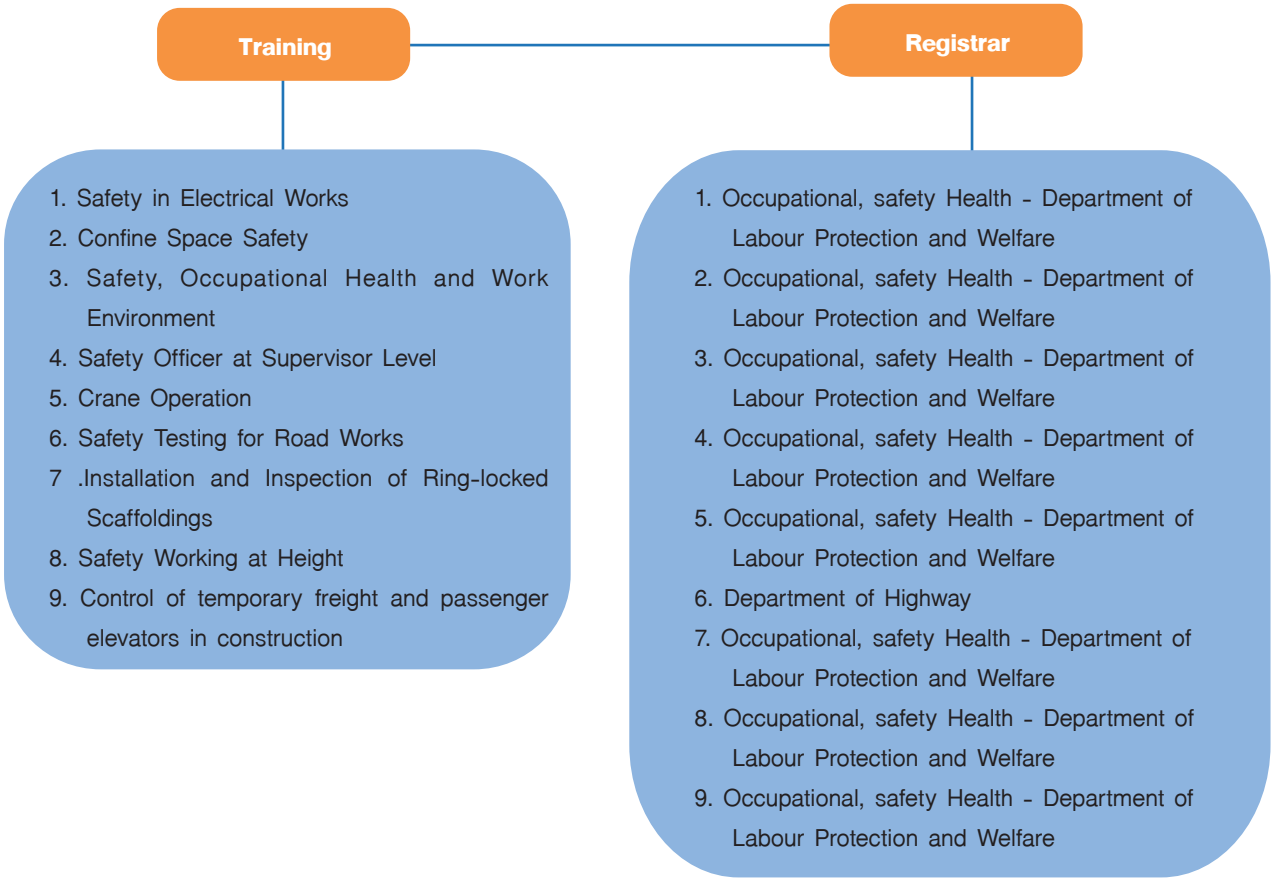
A Training Centre in Sriracha, Chonburi (total land area 38 Rais) was set up to facilitate training classes related to steelwork and equipment, i.e. scaffolding installation and inspection, crane operation, small tools utilization. The objective of these courses is to support our staff to develop skills and expertise in operating such equipment so that they can apply for licenses legally required by Department of Labor Protection and Welfare.

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 has 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 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 workers especially for safety and special training programme, The Company has registered with relevant departments to set up Company's in-house training center to train internally and issue the certificate thereof. The Company has promoted, developed and supported employees whose qualifications are in accordance with the requirement of Department of Labour Protection and Welfare to be trained as an in-house trainer. The training courses are conducted by Company's employees who have experience and were trained in relevant courses. Details as under:



Career Development Plan

The Company has a regular plan for personnel development every year, which is continuously implemented from year to year in order to create career advancement opportunities for employees (Career Path Development). The individual development plan (IDP) is developed for each employee with the objective of raising awareness and understanding of opportunities for self-development in line with the organization's commitment to "quality people, quality work" and sustainable organizational development. The Company provides a training plan and schedule throughout the year, and announces it to employees for planning purposes. Supervisors are responsible for allocating time for employees to attend training sessions, either by the number of hours or by the specific topics identified for each individual, to enable employees to apply the knowledge gained to their work for improved efficiency. This provides opportunities for all employees to progress in their job roles.

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

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	Objective of the program
Core Competency	 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 / 24 hrs. / 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 continuous soft-skill training and other related programmes for both in-house and external training institutions.

English communication skills development

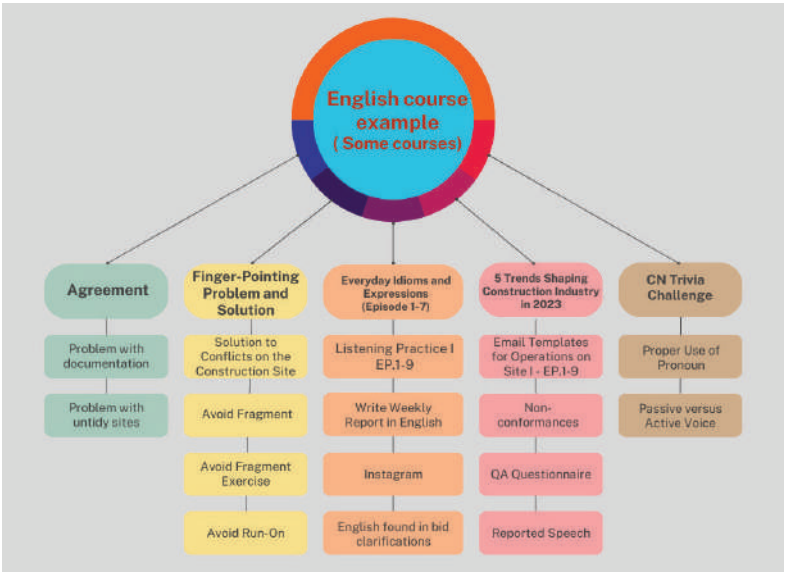
The Company realizes the importance of staff being able to communicate in English. Therefore, English courses are provided to employees as part of their skill development. There is a full time English teacher who conducts English classes for staff at the Head Office, plant and construction sites. Courses are designed to match the level of individual's English proficiency and needs with pre & post course evaluations.

Developing E-Learning System

In order to increase access to training and learning opportunities, since 2017 the Company has developed and implemented various in-house training courses using e-learning systems. These courses cover topics related to work and management, as well as English language, and are delivered to employees across the head office and construction sites via the Company's communication channels. This allows employees to access knowledge anytime, anywhere, and to receive online support for problem-solving, promoting their interest in participating in e-learning activities. This ensures that employees have the opportunity to continuously develop their knowledge and skills.



English language courses offered throughout the year. Examples of the English courses are shown as under:













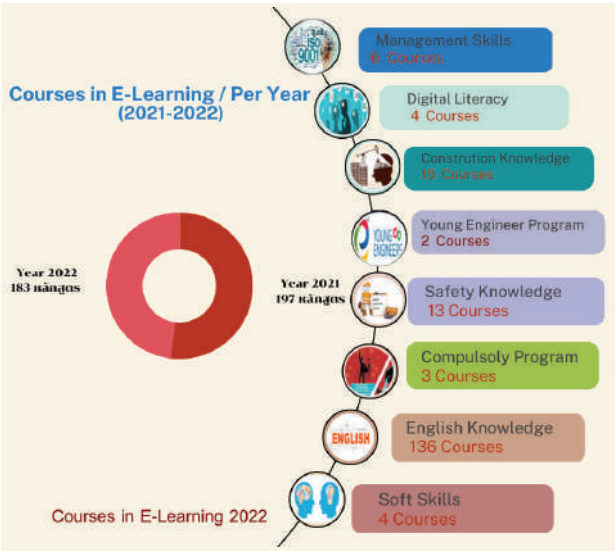


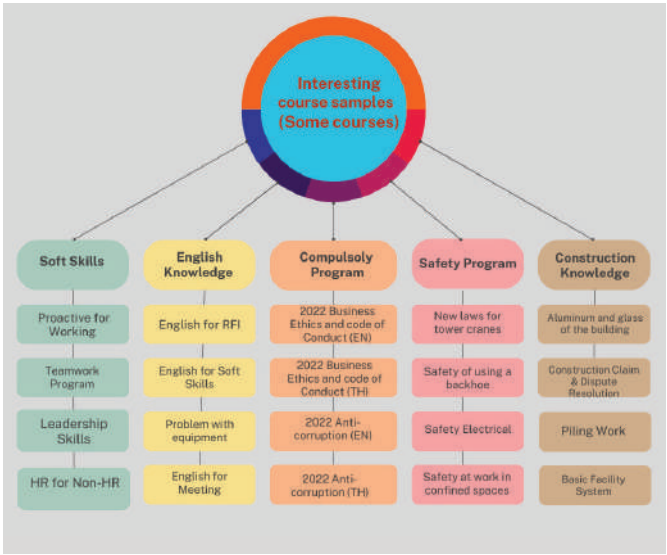






In 2022, the Company offered 136 English language courses through the e-learning system, with 171 employees accessing the courses. These courses were designed as e-learning media to enable employees to access knowledge anytime. Furthermore, the Company continuously developed its e-learning courses across eight learning categories.





Additionally, there was further development in the course on installation and inspection of scaffoldings in order to enhance the skills of employees who directly work with scaffoldings. This course was attended by 36 employees for a total of 8 hours.

Preparing Young Engineers for Success

For new employees in the position of engineer, which is an important part of the construction business, they will receive basic knowledge, work systems, and expertise in construction work that the Company has a talent for. Therefore, the Company has organized the "Young Engineer" program by recruiting and selecting new graduates from the Faculty of Civil Engineering and related fields to the Company's main business, including the Faculty of Architecture, Faculty of Engineering, Electrical Engineering Department, and Mechanical Engineering Department from various universities to become employees. This group of employees will be trained in various matters related to construction work, such as techniques, processes, etc., as well as the Company's work systems, by executives who are knowledgeable and experienced in each relevant subject. The Young Engineer course will have a minimum of 18 hours of training per year. Upon completion of the training, these employees will be able to work according to the Company's methods and standards, which is important for the future and to maintain the working culture of the organization.

Development Plan for operation staff in construction operation

The Training School department is responsible for developing personnel in the construction industry by planning relevant courses related to practical work and project management within the construction organization. The aim is to provide employees with knowledge and skills in construction management so that they can work efficiently. The target group includes all employees from job controllers to project managers, with engineering levels 5-8, who must undergo training for all courses specified, with a minimum of 36 hours of training per year. The training courses are divided into seven main groups, and company personnel with experience and expertise in each course are the trainers who transfer knowledge to the trainees to sustain knowledge in the organization by transferring specialized knowledge from generation to generation. Additionally, an employee can participate in more than one course per year.

In 2022, the Company invited subcontractors and suppliers to participate in a construction seminar to exchange

knowledge with engineers and employees who directly work in the construction industry. The list of main training courses, the number of training hours for each course, and the number of trainees throughout the year are as follows:

Knowledge / Skills	Number of courses conducted		Training hours		Number of training participants	
	2022	2021	2022	2021	2022	2021
Construction Knowledge	28	18	95	49	624	295
Soft Skills	8	7	279	45	425	277
Safety Program	13	13	209	338	581	603
English Skills	136	159	136	159	171	165
Total	**185**	**197**	**719**	**591**	**1,801**	**1,340**

<u>Group of Operation staff at construction sites</u>

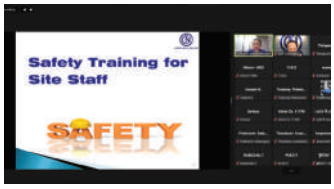
Developing a group of practical-level construction workers is a priority for a large construction company due to the high demand for skilled workers in the industry and the fierce competition for labor. To address this, the Company provides training and skills development for its workforce in each of its major construction activities such as bricklaying, plastering, carpentry, masonry, welding, etc. The workers' skills are assessed based on the standards set by the Department of Skill Development, Ministry of Labor and Social Welfare, to ensure that the Company can provide fair and appropriate wages to its skilled workers. The Company continually develops training programs to meet the demand for skilled labor and increases the number of workers undergoing training each year, including those working for subcontractors. This allows the workers to continually improve their skills and apply their knowledge and expertise to quality construction projects across various organizations, not just limited to the Company.

In addition to providing in-house training to enhance skills, the Company also arranged for employees to participate in external job shadowing programs to provide opportunities for them to enhance their skills and knowledge in related fields. By observing actual work processes in these fields, such as lightweight bricklaying, hot dipping galvanizing, and glass curtain wall installation in the construction industry, and by receiving practical training in lightweight bricklaying with a company that owns the product, employees were able to learn and gain direct experience from the product owner.

The group of employees working in the construction department will receive continuous training to raise awareness of safety in the workplace, learn how to use tools and machinery correctly, safely, and with maximum efficiency, as well as develop various manual skills to a standard quality level. This is to deliver high-quality work to customers in every project. The Company provides the following training courses:



Online training activities via Zoom, general construction courses



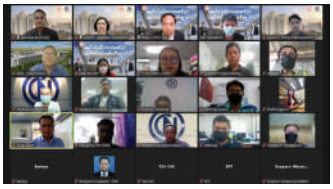


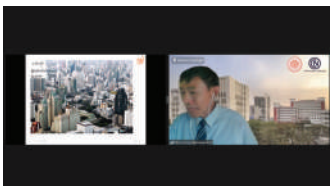






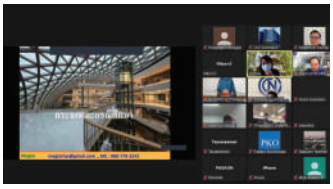










Training Expense

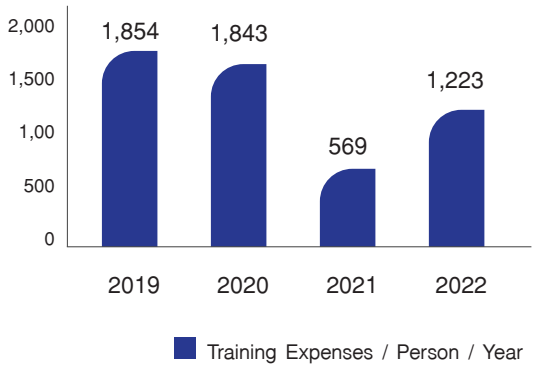
The training expenses in 2022 increased compared to 2021 due to the invitation of external instructors to provide specialized knowledge in important courses. This is different from 2021, where the training was conducted through electronic media and used company employees as instructors.

The details of the number of training hours and expenses per person per year can be summarized as follows:

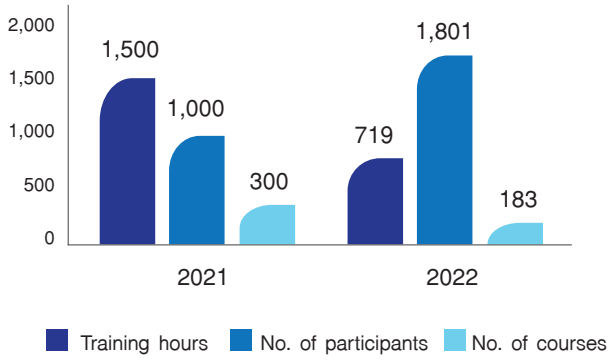
No.of Training hours / Person / Year



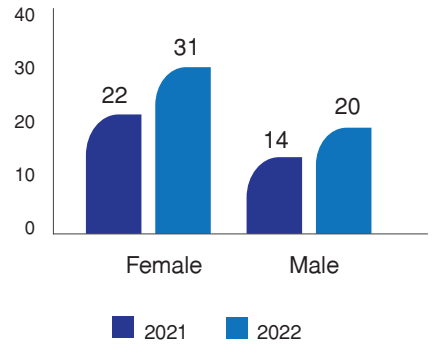
Training Expenses / Person / Year (Staff and Management)



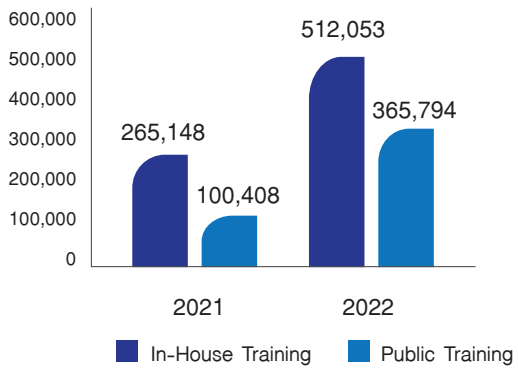
Training Record



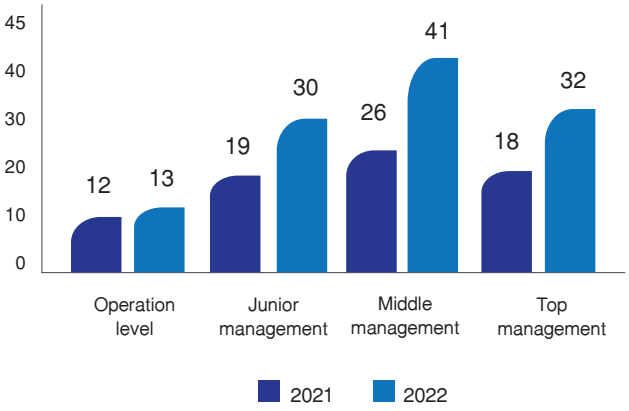
By Gender : Hour / person / year



Total Training Expenses Per Year (Bath)



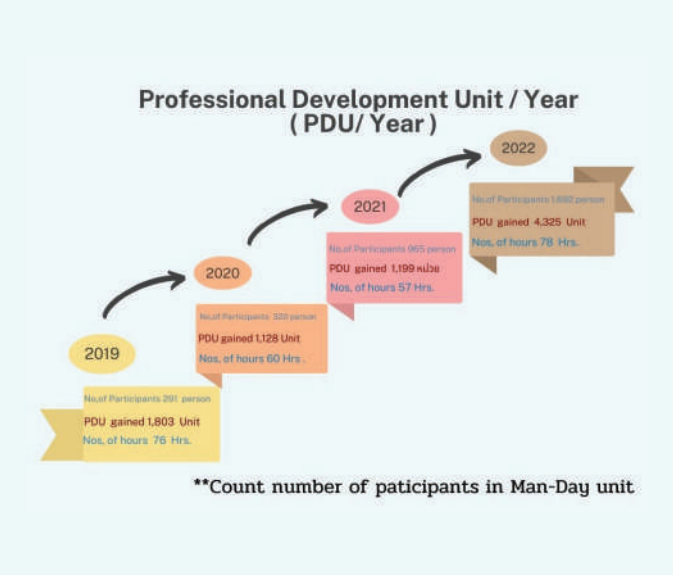
Training hours : Hours / Persons / Year (By level)

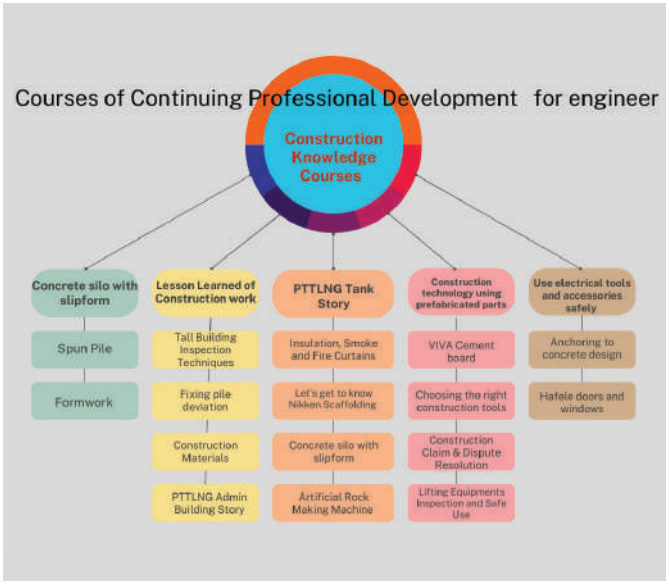


Joining as a member of Council of Engineers network

In December 2017, the Company was approved to become a member of the Continuous Professional Development of the Engineering Council, with the objective of providing continuous professional development training to engineers within the organization and members of the Engineering Council nationwide. This includes sharing knowledge and information related to engineering work with other network organizations, promoting continuous learning for professionals to develop themselves and the country sustainably. In addition, the hours of training for Continuing Professional Development (CPD) can be counted towards the promotion exam for engineers. This is a way to provide opportunities for career advancement for engineers in the Company as well as professionals in the engineering field outside the Company. Furthermore, the Company's personnel who have knowledge and expertise in various subjects also participate as instructors to transfer knowledge to participants in some courses organized by the Engineering Council.

Since the Company has been approved to become a member of the Continuous Professional Development Network of the Engineering Council, the Company has organized training courses to enhance the experience of engineers. In total, 272 courses were organized and 3,268 engineers received training (in man-days). A total of 8,455 Professional Development Units (PDU) were earned, which is equivalent to 271 hours of training, based on data from 2019-2022.



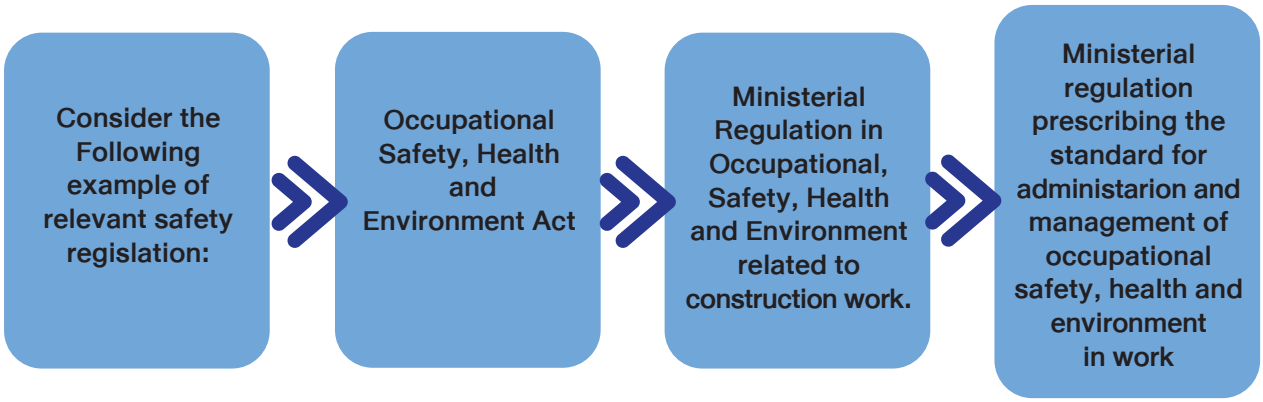


Member of Architect Council

Since 2017, the Company has been approved as a network organization for continuous professional development by the Architects Council of Thailand. From 2021-2022, the Company organized training and seminars on architecture-related courses for all architects in 5 courses including innovation in translucent roofing, sustainable insulation design, root pile correction solutions, Formwork product knowledge, and the principles of selecting and safely using electrical tools and accessories in construction work. There were 22 architects who participated, and a total of 104 PDU (Professional Development Units) or 13 training hours were earned. These PDU credits will contribute to the architects' advancement to the level of registered architects in the future.

Occupational Safety, Health and Environment

The Company is concerned about the lives and health of its employees, so it is committed to promoting safety for its workers in order to prevent accidents, injuries, illnesses, and reduce work-related losses. The Company has established measures, guidelines, and regulations to ensure safety at every step of its operations in accordance with relevant safety laws. Recognizing the importance of employees as a top priority, the Company has adopted the ISO 45001:2018 Occupational

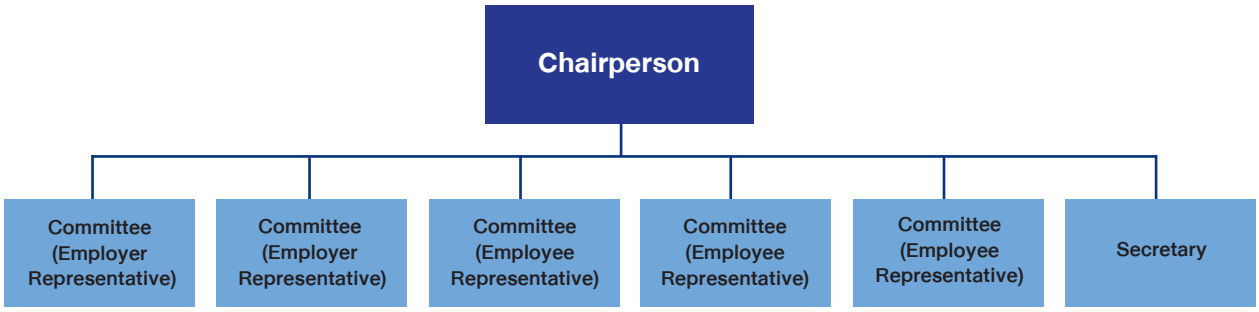


Health and Safety Management System standard to:

- Reduce work-related injuries, illnesses, and fatalities
- Develop and implement in accordance with the requirements and objectives of the Occupational Health and Safety Management System
- Demonstrate leadership and commitment by implementing the Occupational Health and Safety Management System
- Eliminate risks associated with the Occupational Health and Safety Management System.

In this regard, the safety policy is a strict policy that all units must follow, with every employee responsible for ensuring the health and safety of both themselves and others involved in their work. Every employee must cooperate with the Company to carry out their duties and responsibilities as specified strictly, as detailed on the Company's website under the heading "Good Corporate Governance".

The Company has appointed a committee on occupational health, safety, and environment in the workplace, consisting of representatives from the employer and employee sides. Its objective is to establish standards and policies to ensure efficient operations, with clear roles and responsibilities. In considering safety policies and plans, the committee reports and makes recommendations for corrective measures or improvements in compliance with laws and safety standards for the employer's safety and that of employees, contractors, and visitors who work or use services in the Company's premises.



The Company requires that every construction unit have a team of safety officers at different levels, including safety officers at the management level, safety officers at the department head level, and professional safety officers. This is to ensure compliance with professional principles in safety, planning, and implementation to create a safe working environment as required by the law. Safety officers in each unit, who are responsible for overseeing, preventing, and providing advice on construction safety, will collect data and accident statistics.

The Company has established rules and regulations for workplace safety for its employees, which must be followed according to regulations, laws, and related guidelines. Details can be found on the Company's website under the "Good Governance" section.

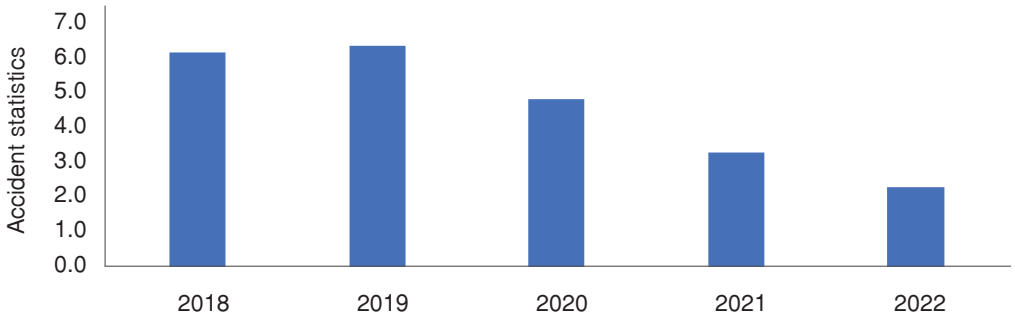
Safety Policy Statement

Rules and regulations for safety at work

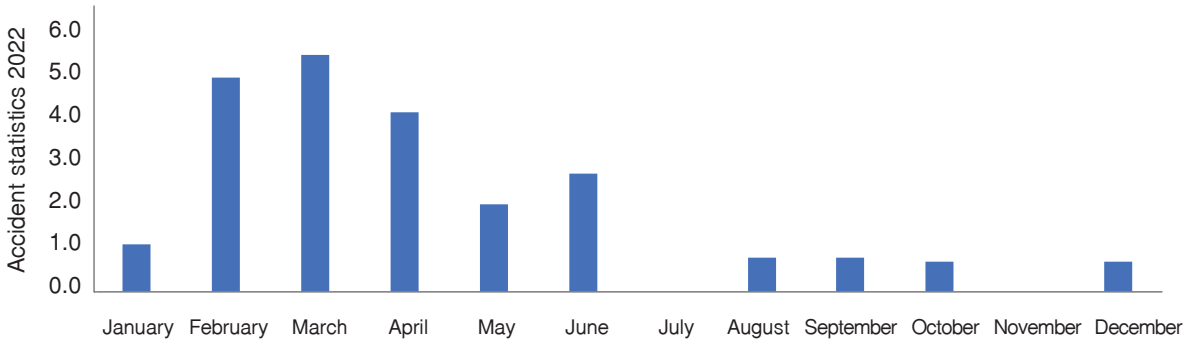
Results of the operations in the safety department

In the past year, there were no work-related injuries that led to stop working, as summarized by the following statistics.

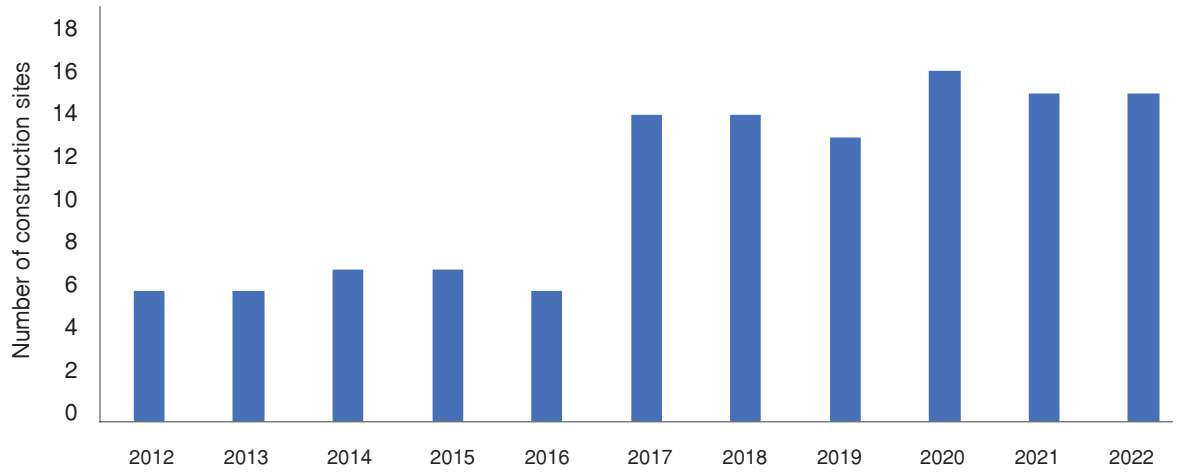
Summary of occupational accident statistics per 1 million working hours, from 2018 to 2022.



Accident occur during work hour in 2022 / 1 million man-hours



Construction site that promoted safety awarded.



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, etc. to prevent or eliminate the risk from work-based diseases.



From the outbreak of COVID-19 in 2020 to the second wave in early 2021, the Company has introduced strict measures of keeping social distance following the Department of Disease Control, Ministry of Public Health's recommendations on all Company's premises. Employees and workers at construction sites, in the offices, at the plant, at worker campsite were educated and well-informed of best practices. The Company provides equipment to clean all workspace to prevent the spread of Coronavirus. The Company has been able to manage this crisis effectively. The employees and their families are in good health. They can maintain their hygiene and steer clear of infection. Hence the business can continue to operate without interruption.

Results of Environmental Operations

The Company is well aware that construction work can cause pollution in various forms that impact the environment. Therefore, the Company has a policy to control and reduce the environmental impact of construction activities and to enforce this policy strictly across all departments. The Company also seeks to create awareness among its employees about the importance of sustainable environmental management. Additionally, the Company recognizes the importance of sustainable use of resources in business operations, whether directly or indirectly, such as human resources, partners who supply construction materials sourced from natural resources, and the sustainability of the environment, communities and society where the Company operates. The management team of the Company has a policy that focuses on developing, supporting, promoting, and maintaining the resources, environment, communities, and society according to good corporate governance. The Company is confident that success in all aspects of its activities will contribute to the sustainability of society, the environment, and the communities, as well as help achieve the Company's mission.

Environmental policy

The Company promotes knowledge and training for employees on various topics related to environmental care and conservation to ensure that all employees are aware of and prioritize the environment at all times. This policy is detailed on the Company's website under the heading "Good Corporate Governance."

Environmental management in construction sites

Reducing pollution during construction

The Company has a policy to operate construction projects while minimizing and avoiding the environmental impacts caused during construction. This policy is based on the standards of the Green Building project, following the LEED (Leadership in Energy and Environment Design) certification.

The Company has set measures to mitigate and manage the environmental impact caused by construction activities, including the impacts on dust, noise, and soil erosion. All units involved in construction activities must take the following actions:

1. Maintain the construction site in a clean and orderly condition, control material storage, and movement, sort and reuse materials that can be used again, including those that have been used by renovating or processing them to be used again.
2. Install dust screens around buildings and project fences in some units that are located near communities, and provide support structures for materials that may fall from the construction site above ground level to prevent the dispersion of materials and dust.
3. Cooperate with government agencies in the event of a request or order from the project owner to suspend construction activities for a few days to reduce the likelihood of creating small dust particles (PM 2.5).
4. Control the speed of vehicles on site, control dust during construction, regularly clean roads within the construction area, and provide a tire-washing area to prevent dirt and debris from being carried outside the construction site.
5. For construction areas with exposed soil, water mist will be sprayed regularly to prevent the dispersion of small dust particles and reduce their quantity.
6. Construction activities that create loud noises will be carried out within the agreed-upon timeframe with the community. The Company will also take measures to reduce the noise level by using noise reduction equipment or adjusting the construction method.
7. Control the occurrence of soil erosion, accumulation of sediment and debris at drainage points, and control soil erosion in the construction site.
8. Sort waste by type, control wastewater, install grease traps, maintain tools and machinery in good condition, prevent oil leaks, and use appropriate control methods for disposal in accordance with sanitary principles.
9. Monitor air quality at the construction site, measure air quality, and develop plans to maintain cleanliness and air quality during construction.

Environmental Management System Statement

Complaints regarding social and environmental impacts.

Number of complaints about social and environmental impacts	
Year 2020	0
Year 2021	0
Year 2022	0

If there is any impact on the community or environment during the construction work, complaints can be filed with the project manager of each project or at cnt@cn-thai.co.th."

Number of complaints regarding social and environmental impacts

The Company has provided channels for complaints that may have an impact on communities and the environment during construction. Complaints can be made to the project manager of each project or to cnt@cn-thai.co.th. In the past year, the Company has not received any significant complaints regarding impacts on communities or the environment in construction areas.

Operations at the Sriracha Plant

In line with the organization's goal of expanding its construction business, the Company has expanded the operations of the Machinery and Workshop Department, which is a critical unit in supporting construction work to handle increased workload. This was achieved by purchasing land far from communities to be the location for the new factory premises. However, the Company is well aware that the expansion of the factory, which includes machine and engine repair workshops, storage warehouses, machine and engine maintenance, assembly plants, iron production and maintenance, has the potential to cause various types of pollution to the communities living nearby.

The Company operates with caution, adhering to various laws related to factory operations and environmental controls, including applying for various licenses as required by the factory regulations. It also builds good relationships with the surrounding communities, including temples and schools, by providing assistance in improving cleanliness, hiring local workers, and other forms of support.

Environmental management in steel structure manufacturing plant and equipment storage facilities

Operating in a steel structure manufacturing plant

The steel structure is one of the primary components used in construction of almost every type. Therefore, to create a competitive cost advantage, the Company has applied for permission to open a steel structure manufacturing plant with an increased production capacity of approximately 10,000 tons per year. This is to design and manufacture steel structures for various construction sites of the Company, as well as expanding services to external individuals to increase revenue for the plant.

Measures for safety and environmental protection in steel structure manufacturing plant.

In order to reduce the potential impact on the environment of nearby communities, the Company has installed protective panels around the work areas in the factory to prevent and control dust, as well as to reduce the impact of noise.

Management and disposal of waste from the production process

- Develop and improve operational processes in both production and support activities, to minimize waste generation.
- Manage waste in compliance with legal requirements, from collection and internal use, to external treatment and disposal.
- Reduce the amount of landfill waste by managing each type of waste according to its potential for reuse or recycling.
- Continuously monitor, inspect, and evaluate waste management practices.
- Construct wastewater treatment ponds before discharging into public waterways.
- Coordinate with government agencies in accordance with regulations set by the Ministry of Industry.

Environmental care measures in equipment storage and maintenance facilities

- Ensure that there is proper storage and maintenance of equipment and construction materials, including categorizing them according to their usage.
- Implement a preventive maintenance system for machinery and equipment to reduce the frequency of damages.

- Regularly maintain and inspect all equipment and machinery, including repairing and replacing damaged parts to ensure they are in good working condition, are of high quality, and safe to use.

Waste management in plant yard and workshop

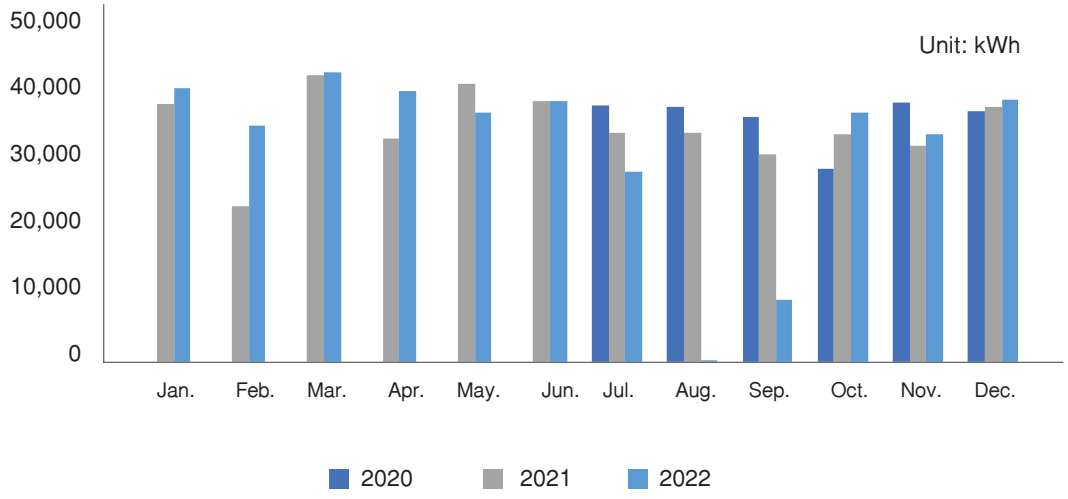
- Sewage receiving area, and waste disposal area must be kept clean at all time.
- Provide proper area, container with proper coverage according to the type of trash or waste such as paper, plastic, oil and contaminated or toxic waste.
- Contacting with company experiencing in disposal of contaminated 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.

Greenhouse Gas Management

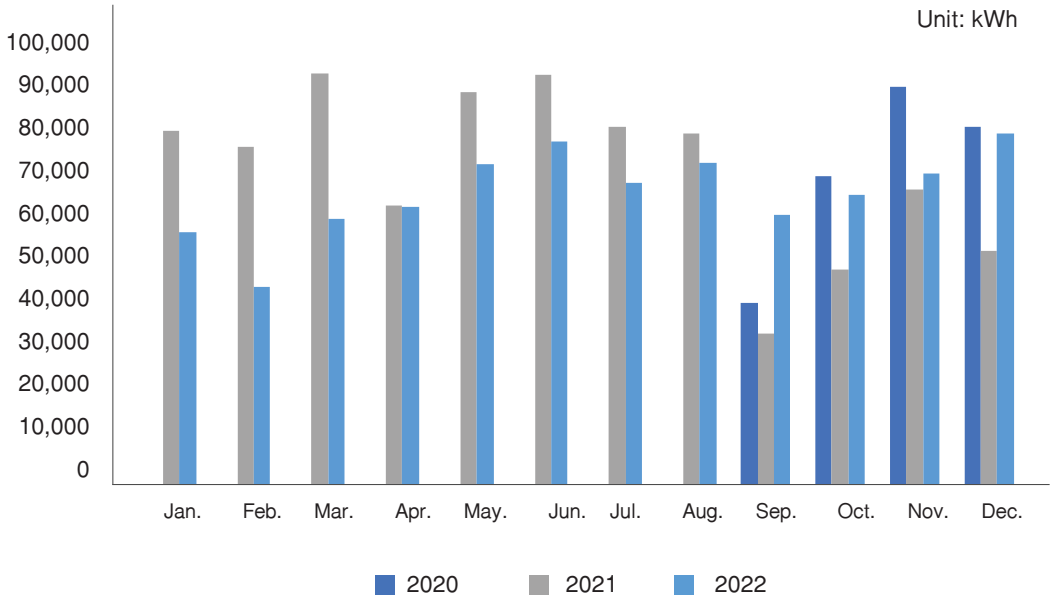
Greenhouse gas emissions from the Company's operations are mainly from fuel consumption. However, the Company has made reasonable efforts to conduct its business with environmental protection in mind, i.e., efficient use of resources and environmental impact reduction. The Company has not prepared a report on greenhouse gas emissions yet because there is no data stored in compliance with the procedures. However, the management recognizes the importance of reporting greenhouse gas emission reductions caused by direct and indirect processes. Hence, the next action will be to find out the amount of greenhouse gas emissions generated, and then set a policy and plan to manage the reduction of greenhouse gas emissions. After that, submit the plan to the Board of Directors for approval. During the preparation period, the Company encourages employees to attend training with the Greenhouse Gas Management Organization (Public Organization) and with the Stock Exchange of Thailand (SET). Moreover, the Company also encourages the employees to study greenhouse gases to understand the importance of controlling greenhouse gas emissions. Soon, the Company expects to start reporting greenhouse gas emissions following international standards or equivalents. An external source will also review the report to ensure the information's reliability to investors, shareholders, and concerned parties. In addition, the report will show a comparison between the Company's operations each year.

Since 2020, the Company has been using solar power generated by solar roof panels installed at the head office and Sriracha office to partially replace the use of fossil fuel-based electricity. This has helped reduce the amount of carbon dioxide emissions.

Solar energy saved at H/O between 2020 - 2022



Solar energy saved at PLANT between 2020 - 2022



Key performance indicators after the installation of Solar Roof - for the year 2022.

	The decreased energy expenses (%)	The annual reduction in greenhouse gas emissions (estimated in tons).
Head office	9%	135 tons.
Sriracha Plant	8%	300 tons.

Number of projects: 2 projects
Amount of renewable energy usage Head office: 351,922 Kilowatts
Amount of renewable energy usage Sriracha: 793,224 Kilowatts
Amount of greenhouse gas reduction: 135-300 tons.

The Company is prioritizing the 3R (Reduce-Reuse-Recycle) Sustainable Implementation Philosophies being a responsible Contractor. In addition to the Global Responsibility of GHG emission reduction, CNT PCL has a personal reason behind the same which is the Company as a contractor, the largest source of electricity consumption as well as waste (of all kinds) production. The Company initiative towards enhanced sustainability can be distinguished into 2 categories:

Direct-Implementation

- Enhanced Operating System Implementation in its own premises via Recycling Promotion
- Implementing Renewable Source of Electricity in ALL of its in-house Facilities

Indirect Implementation

- Investing in its renewable energy subsidiary; Christiani & Nielsen Energy Solutions Co., Ltd. (CNES)
- CNES on an annual basis executes projects in excess of 30MW i.e. approximately 8 Ton GHG Emission Offset every Day.
- In next 3 Years , the Target has been Planned to be increased to 500 Tons Per Day via;
- Expansion of Existing Solar PV Projects
- Addition of new Sustainable Development Initiatives such as
  - Atmospheric Water Generation by Solar
  - Enhanced Agriculture and Aquaculture Powered by Solar PV

- Offset/Replacement of Diesel Generated Power in Off-Shore Facilities.

Implementing Biomass Based Solutions to offset/replace Coal/Conventional Fuel-Fired Machineries."

Environmental Protection Campaign

Management Executives not only realize the importance of environment preservation during the operation, but also during daily life of staff. Therefore, the management initiated the CNT Go Green project to raise awareness of the need to preserve the natural environment, including to stop global warming caused by human destruction through daily living. The Company has announced its intention to protect the environment through various communication channels. The Company also appointed a working group whose work is to encourage employees and their families' engagement. Several programs were initiated, for example, paper usage reduction, single-use plastic reduction, and garbage sorting. The goal in 2020 was to stop using single-use plastic in offices and at construction sites. Continuous communication and activities are held for all employees, as listed below :

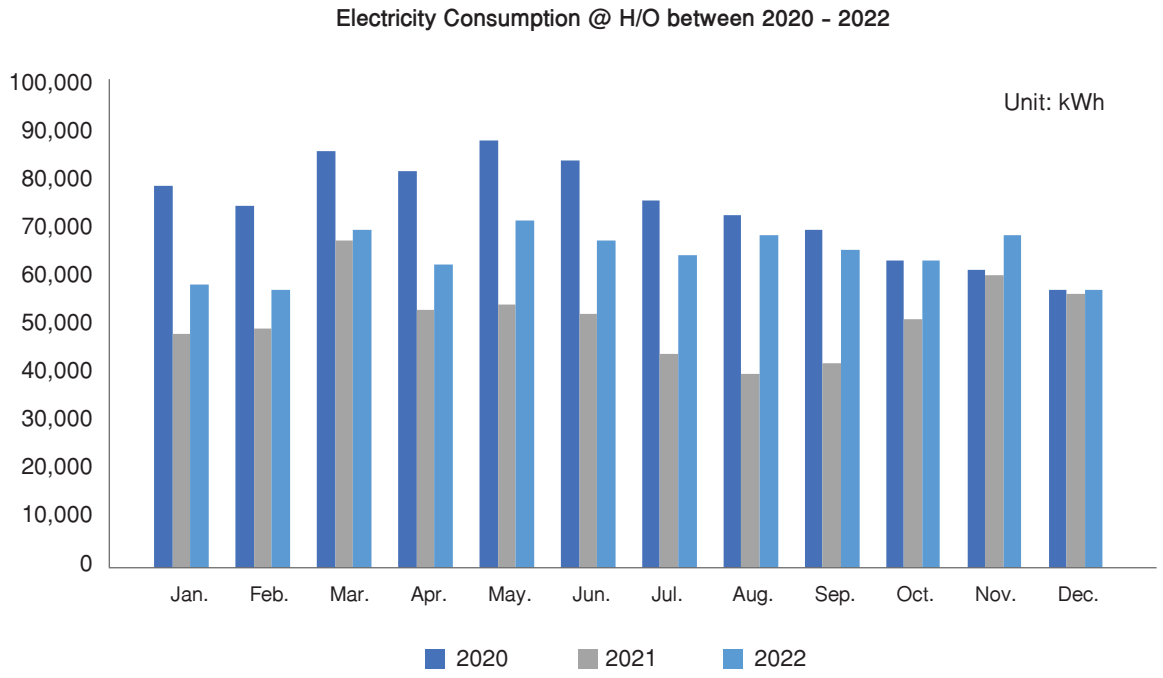
1) Promote policies and campaigns through in-house media such as journals, e-mails, computer wallpapers, and posters.
2) Provide cloth tote bags to all employees as a substitute for plastic bags.
3) Prepare garbage bins according to the type of garbage to be sorted before disposal.
4) Discontinue the use of plastic water bottles in meeting rooms and use water glass jars instead.
5) Promote using personal cups and straws instead of disposable cups and plastic straws.

Unfortunately, due to the COVID-19 outbreak, everyone has to adopt a "new normal" way of life. Thus, some of the environmental protection measures could not be implemented. For instance, temporarily stop using a particular type of personal cup to reduce disposable one to prevent the spread. As a result, single-use plastic could not be eliminated as intended. However, when the situation improves and it is safe to use the personal cups, the Company will continue its campaign to discontinue single-use plastics.

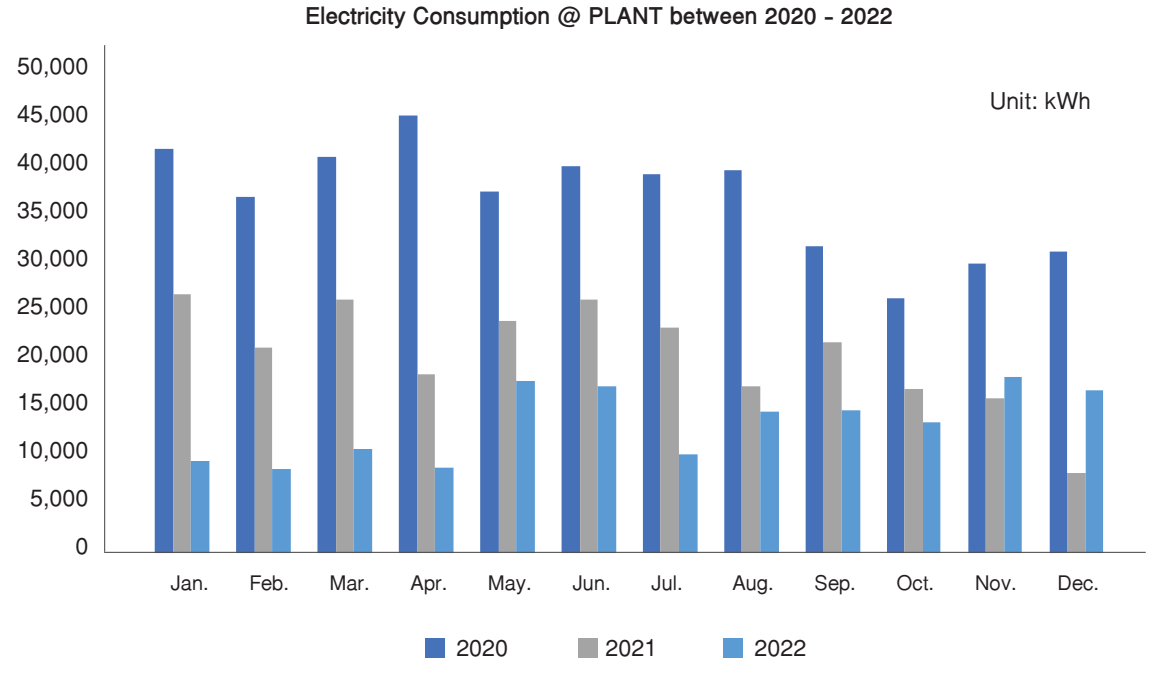
Electricity energy management

The Company places great importance on energy and electricity consumption in every unit within the organization, whether it is offices, plant, or construction sites. In the Company's head office, innovative designs have been implemented to promote energy savings within the building. The details are as follows:

1. 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. VRV (Variable Refrigerant Volume) air-conditioning system. With this system, the reduction in energy consumption is around 20-30% compared to normal systems.
3. Heat Absorbing Glass (Double Insulated Low E Glass). This glass can absorb twice as much heat 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. 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.
5. Solar roof on Head Office and Plant's roof top to substitute some of power energy by using solar power.



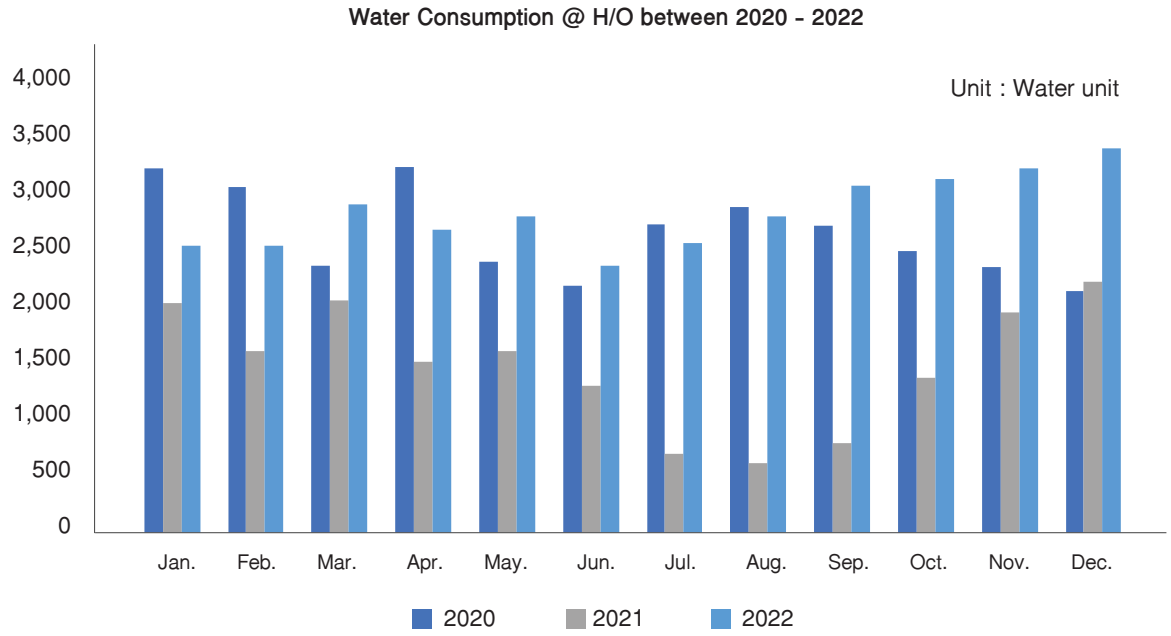
The electricity consumption in the year 2022 increased by 25 percent compared to 2021 due to the improving pandemic situation, with most employees returning to work in the office. However, compared to the normal situation in 2020, the electricity consumption in 2022 decreased by 13 percent. The Company aims to reduce electricity usage by 20 percent in 2023 compared to 2020.



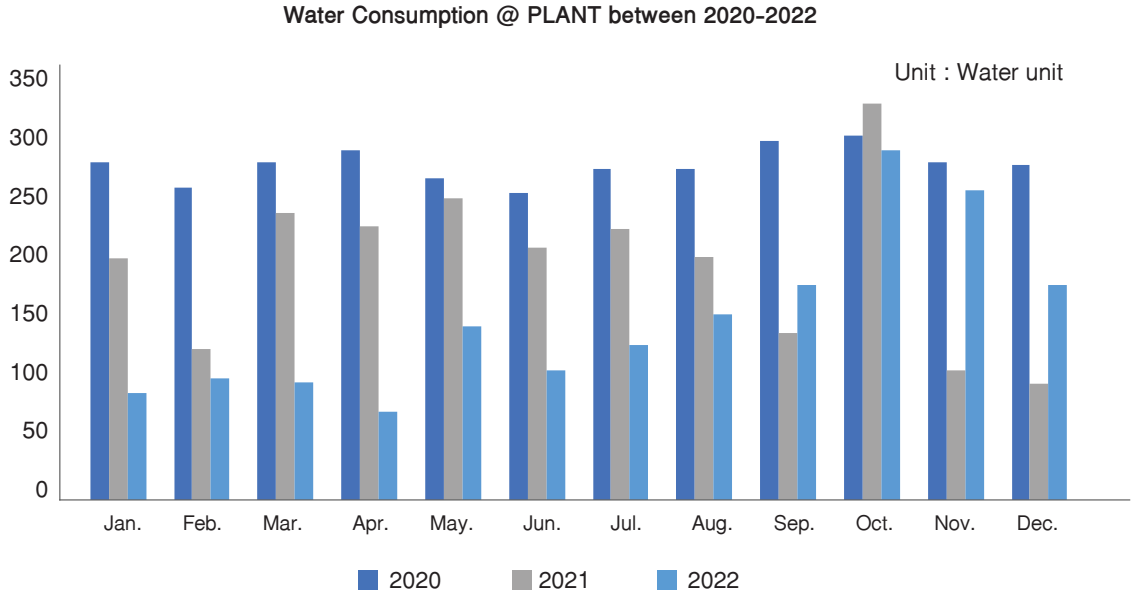
The electricity consumption in the Sriracha plant in 2022 decreased by 35 percent compared to 2021 and by 63 percent compared to 2020 due to the reduction in electricity consumption for production. The Company aims to further reduce electricity consumption by 40 percent in 2023 compared to 2020.

Guidelines for water management

The Company places importance on every environmental management process, from the quality of construction to environmental preservation, in both the head office and construction sites nationwide, in order to minimize the impact of business operations while maximizing efficiency. This includes water management and conservation, and the Company is currently seeking ways to establish measures and install innovative materials and equipment to reduce water consumption. Furthermore, the Company is preparing to develop data collection methods for water management in future construction sites.



The Company has started collecting water consumption data in the office since the year 2021. The water consumption in 2022 increased by 91% compared to 2021 due to the improving pandemic situation, and employees returned to work in the office.



The amount of water consumption in the Sriracha plant in 2022 decreased by 23% compared to 2021 and decreased by 46% compared to 2020, thanks to various measures including water-saving campaigns. The Company aims to reduce electricity consumption by 30% in 2023 compared to 2020.

Paperless Organization

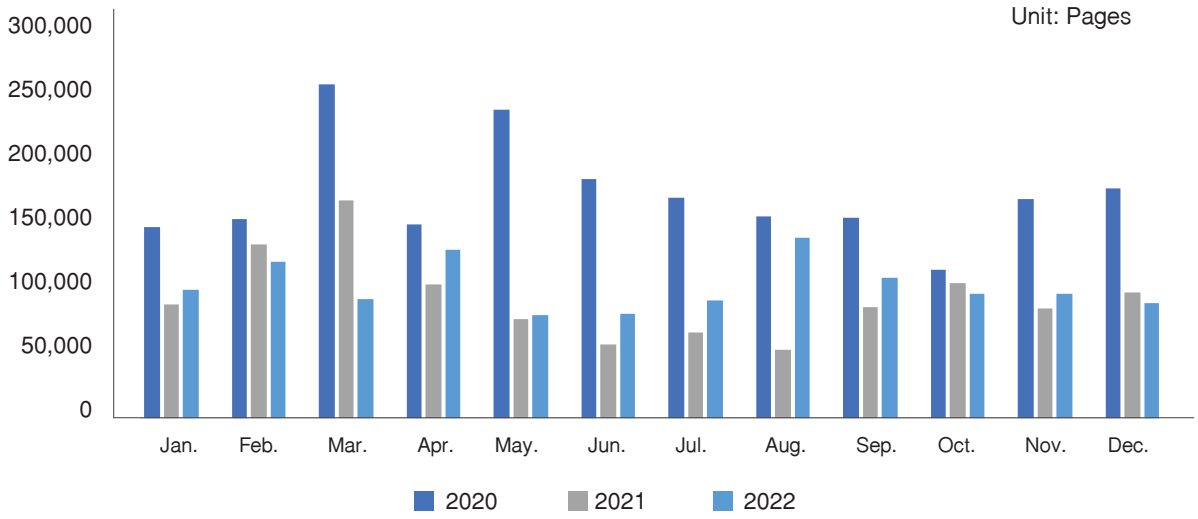
In order to increase efficiency and speed in work management, as well as to reduce paper usage and conserve natural resources, it is the policy of the management that all units set goals to reduce paper usage in their respective organizations. The target for the year 2023 is to be able to reduce paper usage by more than 10% through process improvement, streamlining redundant steps to reduce paper usage. Additionally, the aim is to increase work efficiency, such as reducing approval processes, minimizing printing or photocopying, printing or using paper on both sides, and so on. Furthermore, the Company has assigned the information department to develop a document storage system in the form of digital files to replace paper copies. Approval systems for various issues are also being developed through the internal web mail system instead of paper-based approval, such as requesting leave, requesting ID cards, requesting approval for travel by car and airplane, and approving fuel expenses, among others.

Furthermore, the Company has developed JDE E1 programme for procurement and accounting system to record and process the data in order to reduce papers.

Paper Consumption at the Head Office (2021-2022)

The proportion of paper usage in 2022 increased slightly from 2021, estimated at 9 percent. The Company aims to reduce paper consumption by 10% in 2023.

Paper consumption @ H/O between 2020-2022



Participating in Social Development (CSR After Process)

Social aspect

To comply with the policy announced regarding responsibility towards stakeholders, especially communities and societies that have direct or indirect relationships with the Company, and to promote the success of the Company's operations, or may be affected by the Company's operations, the Company is aware of the necessity of compensating communities and society in every possible way that can be implemented beyond the laws and regulations set forth. This includes participating in developing the community and society to sustainably grow through various activities both during the (CSR In Process) and after the Company's operations (CSR: After Process).

The Company has specified that each construction site must consider the necessity and appropriateness of participating in improving, promoting the environment, and supporting the activities of all communities where the Company operates. This can be achieved through collaborating with stakeholders of the Company to achieve the same goal.

Last year, the Company carried out CSR After Process with a total expense of 323,636.98 Baht. The details of the activities are as follows:

Education Support and Youth Development

The Company recognizes the importance of education as a fundamental basis for national development. Therefore,

it has collaborated with its customers and key partners to support education in various forms for schools that have been continuously lacking. In the past year, the Company has joined forces to support educational activities for educational institutions and various organizations.

Intern students

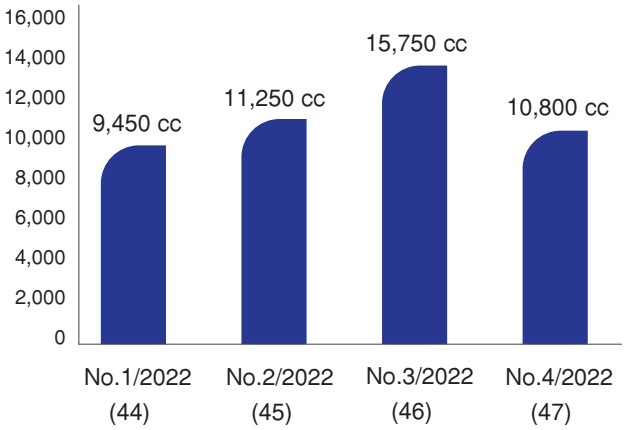
The Company has established a policy to accept students who are currently studying in vocational education and undergraduate institutions, both in the public and private sectors, to participate in internships in various departments, including construction sites of the Company. This is to enhance their skills and experiences, as well as to prepare them for future employment.

In the year 2022, the Company accepted 33 interns from 12 different universities to undergo training in various departments in the head office and construction sites.

Activity for society and community

Blood donation activities under the project "Sharing with Love CNT for Life" were organized to promote social awareness among employees and the community near the main office location to encourage public spirit and sacrifice for others. The Company's policy aims to promote sharing and happiness in society. The Company has partnered with the Somdet Phra Pinklao Hospital to set up a mobile blood donation unit at the main office location every three months. The Company will also promote the activity through internal communication channels and inform the community through news announcements and signage outside the Company's premises. Despite the COVID-19 pandemic in 2023, the Company continued to organize blood donation activities to address the severe blood shortage situation while strictly following COVID-19 prevention measures. The Company held a total of four blood donation events in the past year.

Blood Donation Record



Cultures and Religious activities

The Company recognizes the importance of preserving Buddhism, cultural traditions, and beautiful customs for sustainable inheritance in Thai society. Therefore, it promotes and supports activities related to these matters regularly every year, both in the name of the Company and with the participation of employees and stakeholders. In 2022, the Company organized various social activities while adhering to social distancing measures mandated by the Ministry of Public Health, such as offering alms to monks during the Buddhist Lent, offering robes to the monks, and donating money to support religious, cultural, and charitable activities with foundations and various organizations.

Participation in sustainability Network

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

- The Company supports building materials for communities, schools, temples, and public places as requested.
- Allocates space in the main office building to set up a donation box for the leftovers project by the Ban Nok Kamin Foundation.

• Participates in the declaration of cooperation between the government, private sector, and social sector “Weave Power towards a New Dimension, Create Jobs, Create 10,000 Disabled Employment Rates” to promote the employment of disabled people, allowing them to create income for themselves and their families, creating economic value for the country, and reducing social inequality.

• Join the Thai Listed Company Association’s CSR Club to make benefits for public and share information, experiences and knowledge of CSR development.

• Becomes a lifelong member of the Thai Construction Industry Association, including considering sending high-level company executives to apply and be selected as committee members to work together for the benefit of the community, share knowledge, and develop the construction industry as a sustainable contributor to the country’s development.

• Becomes a member of the continuous professional development organization under the Engineering Institute of Thailand, where the Company can provide training for continuous professional development to engineers both within the organization and members of the Engineering Institute throughout the country, including sharing knowledge and information related to engineering work with other affiliated organizations. This is to promote continuous learning for professionals to develop themselves and their careers.

• Collaborated with Fort Venting Co., Ltd. and the Social Innovation Foundation to install Tao Bin beverage vending machine at the head office and share 2% of beverage sales revenue to support the livelihoods of people with disabilities. The proceeds were used to support a project to alleviate poverty and improve the quality of life of severely disabled individuals who lacked opportunities.

List of policy that related to sustainability activity of the Company

Sustainability Activities

Social sustainability

Participation in social, cultural, and traditional activities in 2022 include the following activities:

1. Participated in offering necessity for the Muthita worship ceremony at Phong Phloi Viriyaram Temple on the occasion of the appointment of Phra Kru Wiriyannuwat as the abbot of the temple on January 16, 2022.



2. Donated funds to support the Bangna Walk-Run 2022 charity event, organized by the Bangna Police, and sent employees to participate in the event on Sunday, February 27, 2022, at the Royal Park Rama IX in Prawet District, Bangkok.





3. Offering of alms and participating in making merit by offering food to monks on the occasion of the Buddhist Lent and Asalha Puja Day in the year 2022, on Tuesday, July 12, 2022, at Phong Phloy Wiriyaram Temple.





4. Kathina robe offering activity at Phong Ploy Wiriyaram Temple On Sunday, October 30, 2022, to donate for the construction of the 101-year pavilion and the restoration of the monastery and cloister.





5. Donating money to support the community on sport day in Bangna district on December 17-18, 2022.



6. The Company donated money to support the Friday Happiness (Home Care) project to the Lad Krabang Sharing Life Foundation for 3 families for a period of 1 year.



มูลนิธิแบ่งปันชีวิต ลาดกระบัง : SHARING FOR LIFE FOUNDATION LATKRABANG
81/2 ถนนหลวงแพ่ง แขวงขุมทอง เขตลาดกระบัง กทม.10520
81/2 Luangphang Rd, Khumthong, Lat Krabang, Bangkok 10520
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มปล.ลบ.0005/2565

วันที่ 28 ธันวาคม 2565

เรื่อง ขอขอบพระคุณท่านผู้มีอุปการะคุณ

เรียน บริษัท คริสเตียนีและนีลเส็น(ไทย)จำกัด (มหาชน)

เนื่องด้วยมูลนิธิแบ่งปันชีวิต ลาดกระบัง (สายใยมูลนิธิคณะนักบุญตาเมียโอแห่งประเทศไทย) ก่อตั้งขึ้นเพื่อสนับสนุนการดำเนินงาน เพื่อช่วยเหลือและให้โอกาสแก่เด็กและคนพิการ ผู้สูงอายุที่ยากไร้ ให้สามารถดำรงชีวิตอย่างมีคุณค่าและศักดิ์ศรีในสังคม" โดยไม่คิดค่าใช้จ่ายใดๆทั้งสิ้น และมุ่งมั่นให้เด็กๆผู้สูงอายุที่ยากไร้และพิการทุกคนได้รับการดูแล ฟื้นฟูในทุกด้าน ทั้งด้านร่างกาย ด้านจิตใจ ด้านสังคมและจิตวิญญาณ เพื่อให้เด็กๆและผู้สูงอายุที่ยากไร้ได้รับการดูแลอย่างดี มีคุณภาพชีวิตที่ดีขึ้นและสามารถใช้ชีวิตอยู่ในสังคมได้อย่างมีความสุข

ตามที่ผู้มีอุปการะคุณได้ร่วมบริจาคเงิน จำนวน 21,060 บาท (สองหมื่นหนึ่งพันหกสิบบาทถ้วน) ตามเลขที่เช็ค 0337873 ของธนาคารไทยพาณิชย์ จำกัด (มหาชน)ใบเสร็จรับเงินเล่มที่ 0404 เลขที่ 020159 ทางมูลนิธิแบ่งปันชีวิต ลาดกระบัง จึงขอขอบพระคุณท่านผู้มีอุปการะคุณมา ณ โอกาสนี้ และหวังเป็นอย่างยิ่งว่าจะได้รับความอนุเคราะห์ และการสนับสนุน จากท่านในโอกาสต่อๆ ไป ตามที่เห็นสมควร

ท้ายนี้ขอพระผู้เป็นเจ้า โปรดอวยพรแก่ท่านพร้อมครอบครัวและกิจการ เจริญรุ่งเรือง ประสบแต่ความสุข ความเจริญก้าวหน้ายิ่งๆขึ้นไป

ขอแสดงความนับถือ และขอพระเจ้าอวยพร

(บาทหลวงอนุสรณ์ นิลเขต)
ผู้อำนวยการ
มูลนิธิแบ่งปันชีวิต

7. Allocating space in the head office to set up a donation box for the “Leftovers project of the Ban Nok Kamin Foundation.





8. Allocating space to install Tao Bin beverage vending machine at the head office by Fort Venting Co., Ltd. and the Social Innovation Foundation.





Blood donation





Hiring disabled people



Employee Trainings



Safety



Toolbox talk area



Walkway in construction site



Exercise before work





Toolbox talk meeting before work



Safety Notice Board

Measures to prevent the spread of coronavirus



COVID-19 Notice Board



Campaisgn for the separation of drinking cups



Hygienice mask give away

Environmental sustainability

Activity to reduce pollution during construction



Waste separation



Watering to reduce dust



CSR activity: Cleaning

Environmental conservation awareness campaign

