Business Sustainability Development

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

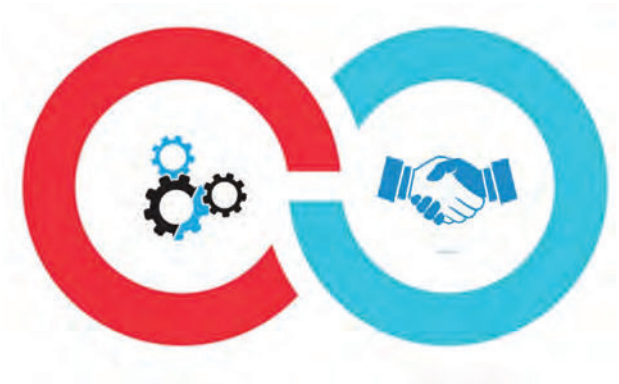
The Company places importance and aims to conduct business for sustainable growth, providing long-term sustainable returns to all stakeholders, while maintaining stability and sustainability. The development of the business is in line with the economy, environment, and society, under good corporate governance. 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

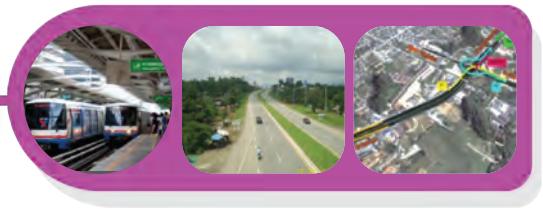
General Building





Industrial factory

Civil engineering/Roads





Commercial building

Hotel/Accommodation





Petrochemical and Energy

Renewable energy



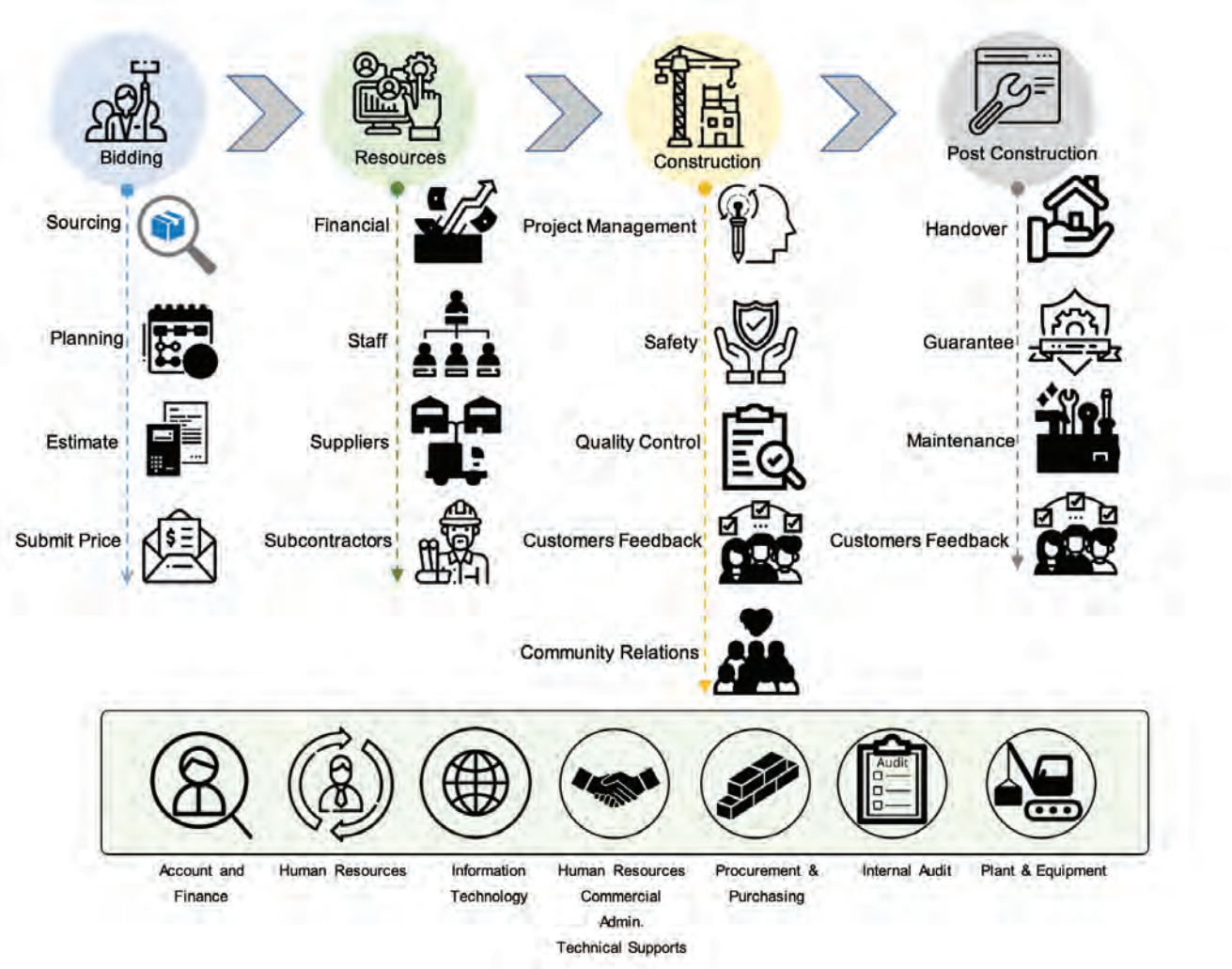
Scope of the report

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, 2023, 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



Participation with stakeholders

The Company recognizes the importance of all stakeholder groups, including 1) management and employees, 2) shareholders and investors, 3) clients, 4) suppliers, 5) creditors, 6) regulators, 7) communities and the environment, and 8) business competitors. The Company has gathered information on stakeholder groups through various means, considering frequency and effective communication. The Company has also provided a platform on its website for stakeholders to express their opinions and directly contact the Company's board of directors, bypassing the management. The board of directors will handle such information seriously and keep it confidential.





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.

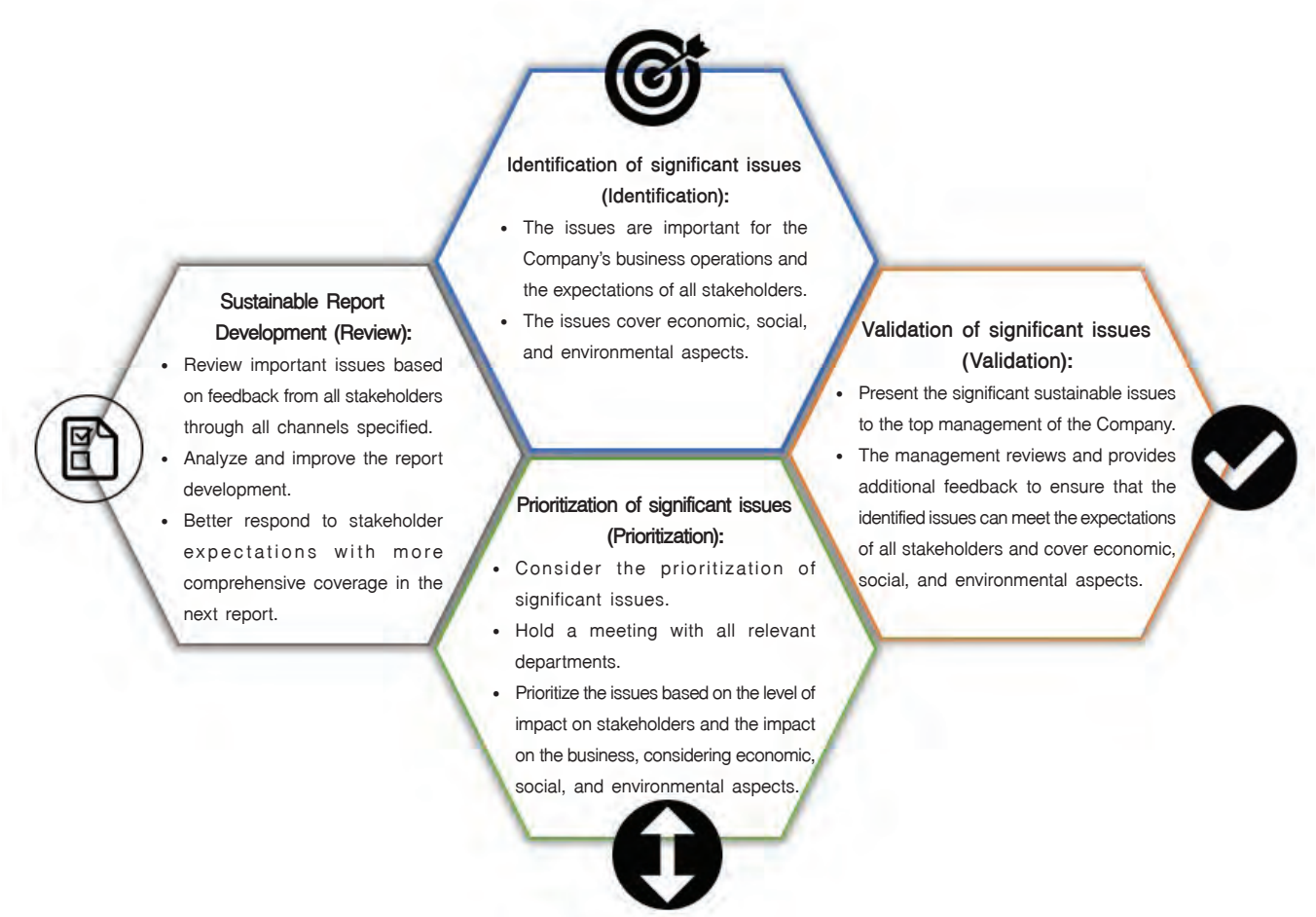
Stakeholders	Expectations	Responsiveness to stakeholders	Communication and channels
Management and employees	• Reasonable compensation and benefits. • Job security and career advancement. • Opportunities for knowledge and skill development. • A good working environment. • Workplace safety. • Safety in 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.

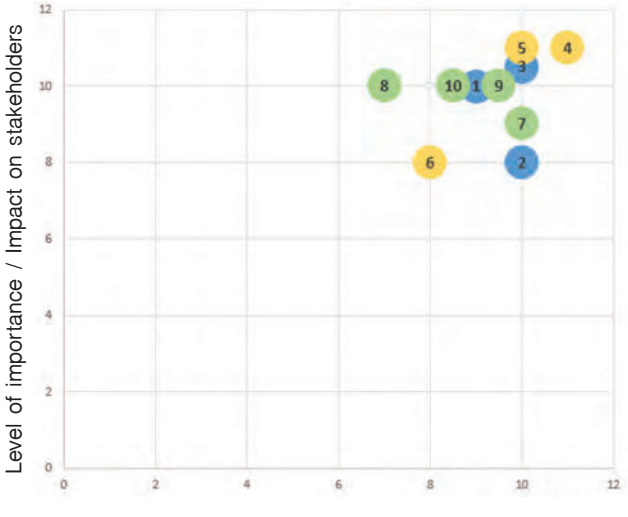
Stakeholders	Expectations	Responsiveness to stakeholders	Communication and channels
Regulators	• Comply with laws, regulations, and various rules. • Have good and transparent business oversight. • Disclose information sufficiently and in a timely manner.	• Comply with the guidelines for contacting the 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 I 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 2023 indicate that 100% of trainees participated in and passed the assessments.

In the year 2023, there were no complaints regarding violations of ethics, Personal Data Protection Act (PDPA), anti-completitive and relevant laws.

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

สมาคมส่งเสริมผู้ลงทุนไทย
THAI INVESTORS ASSOCIATION
100%

Continuous company growth

In the year 2023, the Company had a total revenue of 7,209 million baht from construction, sales, services and rental.

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

Client satisfaction survey results in 2023 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 2023, there were no complaints regarding corruption.

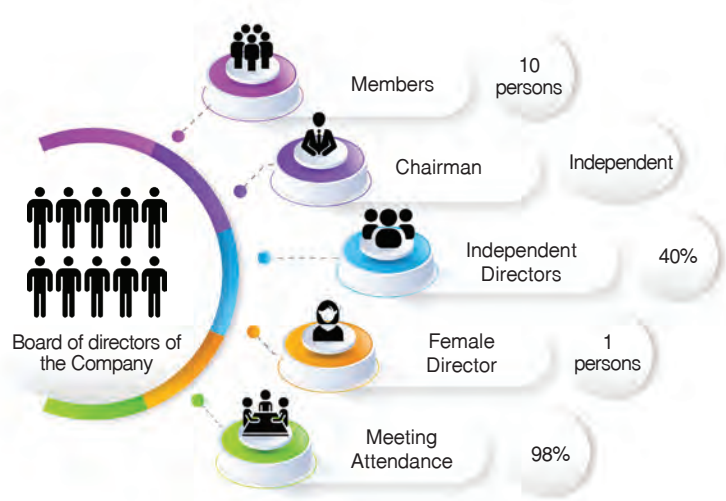


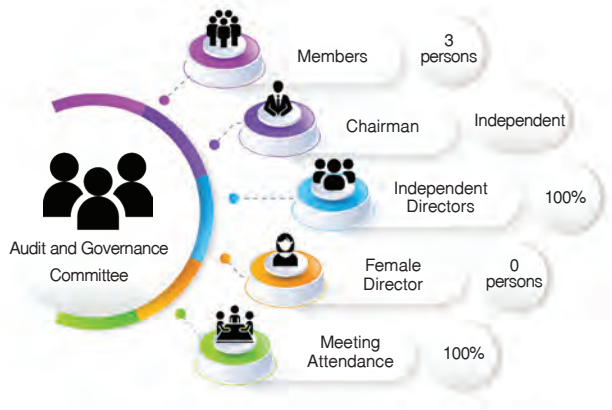
The result of the anti-corruption training course for company employees in 2023 shows that all participants attended the training and passed the test with a score of 100%.

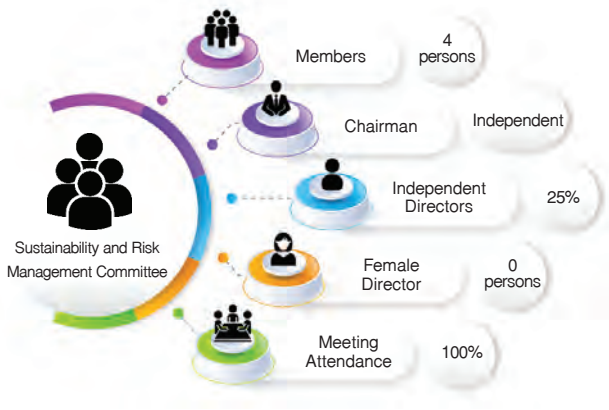
The result of implementing good corporate governance

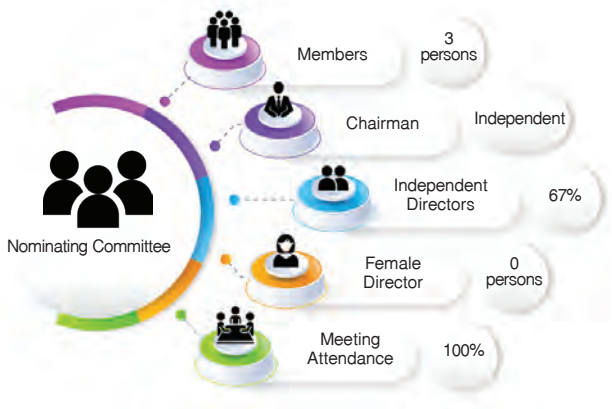
The board of directors of the Company is aware of its role and responsibility in managing the overall business of the Company, with a focus on good corporate governance that emphasizes equality, transparency, and verifiability, which are important factors in strengthening and developing the organization 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 117-164.

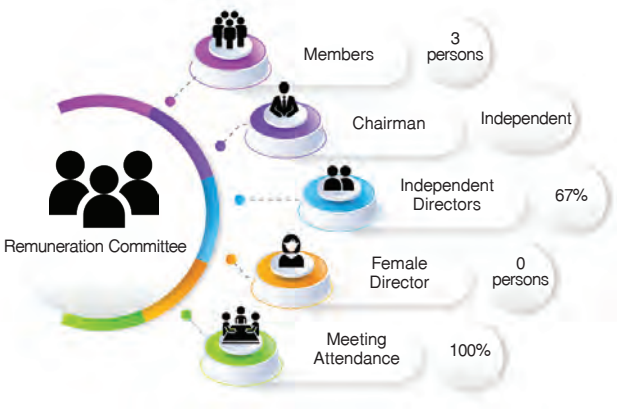
In 2023, the Company summarized the results of its good corporate governance performance as follows:











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 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.

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 2023, 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 2023, there was no complaints regarding corporate corruption.

In 2023, 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 2023, all employees attended the anti-corruption course through the E-Learning system with a 100% pass rate.

Economic performance results

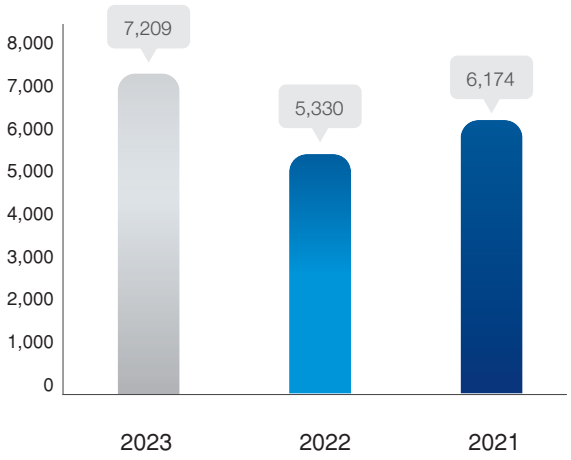
The Company's business operations support the country's economic progress, both directly and indirectly. This is achieved through generating value from business performance and distributing income to stakeholders. The Company aims to create added value for shareholders, clients, employees, and all parties 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:

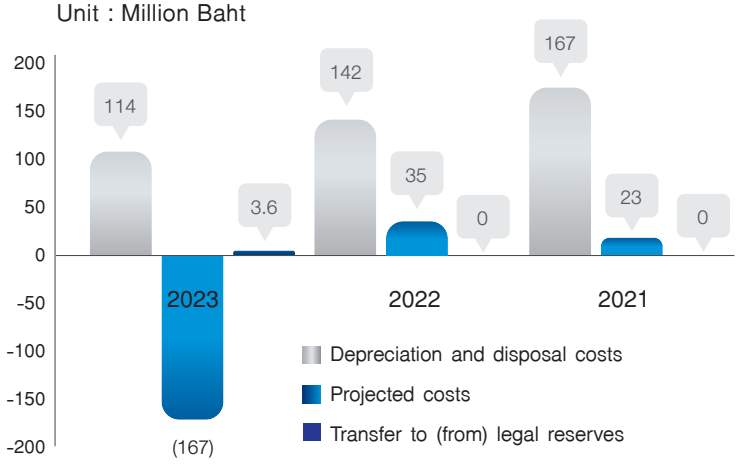
Revenue from construction work sales and services

Unit : Million Baht



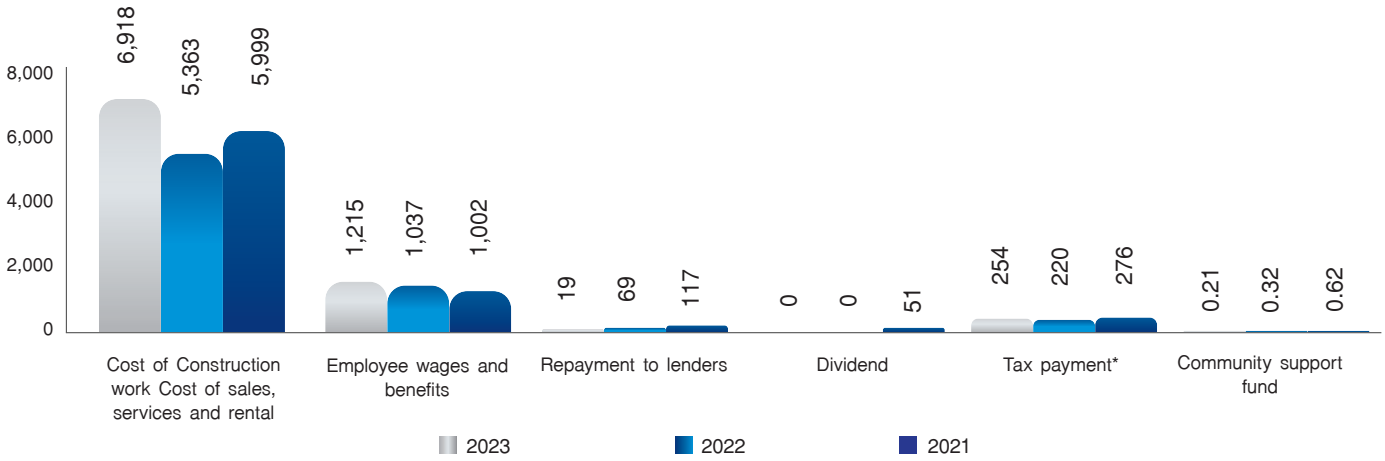
Gross Domestic Product (GDP)

Unit : Million Baht



Direct Economic Value Distribution

Unit : Million Baht



Note : *Tax payment including VAT and specific business tax: 63 million Baht, Withholding tax: 164 million Baht, Stamp duty: 2 million Baht, Import duties: 5 million Baht, Social security contributions (employees and workers): 19 million Baht, Electricity charges: 0.6 million Baht, (Information sourced from the 2023 Company's Financial statements).

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 has announced the implementation of a personal data protection policy and has established appropriate control measures to ensure compliance. 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.

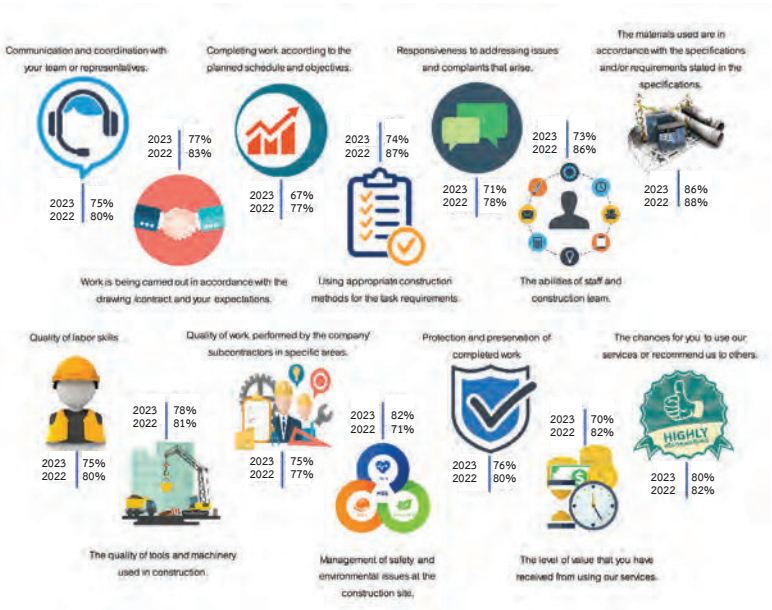
Channels/Methods for Complaints about Quality

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 76%, 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:



Respect for Universal Human Rights and Fair Labor Practices

Human Rights Management Approach

The Company requires all directors, executives, and employees to strictly adhere to human rights principles. We provide education and understanding of universal human rights principles to employees to be applied as part of their work. The Company has a recruitment policy that upholds ethical recruitment and hiring practices. We value diversity and equality and do not discriminate based on race, religion, skin color, or gender. We also do not use child labor or illegal labor. This applies to all contractors working with the Company.

The Company provides everyone with an equal opportunity to be selected as an employee of the Company. We focus on knowledge, skills, and suitability for the position, as well as supporting and promoting people with disabilities to have equal opportunities as ordinary people. This includes recruiting people with disabilities to work and providing facilities for people with disabilities in the head office building, such as passenger lifts, ramps for wheelchairs at the building entrance, and toilets for people with disabilities.

Since 2016, the Company has continuously complied with the law on the employment of people with disabilities by coordinating with relevant government agencies and the Social Innovation Foundation to access employment for people with disabilities. We participate in projects to employ people with disabilities to work in communities or public organizations, such as schools, non-formal education and informal education centers, health promoting hospitals, sub-district health centers, child development centers, local administrative organizations, and provincial centers for the development of the potential and occupations of people with disabilities. We have a policy of hiring potential people with disabilities who are ready to work as employees of the Company in order to benefit the community or public benefit organizations in the community. This is in response to the needs of people with disabilities in line with the government's policy to create equality in society and create economic value for the country.

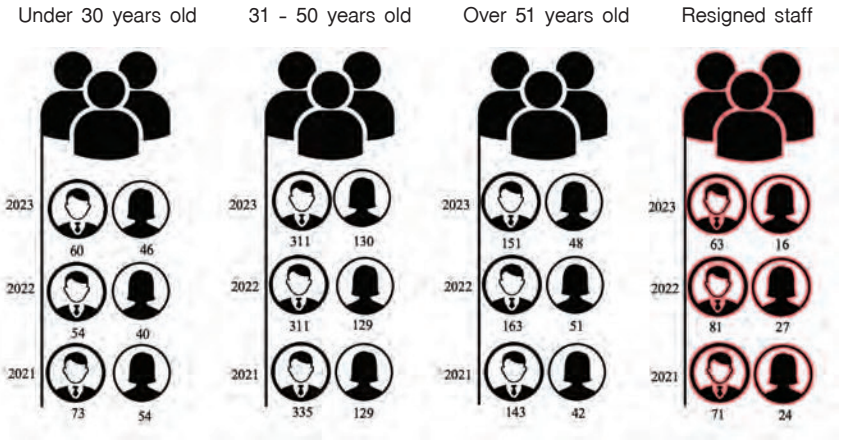
The Company continues to implement a policy of hiring disabled employees. In 2023, the Company was able to hire disabled employees at the ratio required by law of 100 employees per 1 disabled person, totaling 31 people (including 2 non-employees who the Company hires under Section 35, in accordance with the National Fund for the Promotion and Development of the Quality of Life of Disabled Persons Act, whereby the Company does not have to contribute to the National Fund for the Promotion and Development of the Quality of Life of Disabled Persons).

Approach to Caring for Employees and Workers during the COVID-19 Pandemic

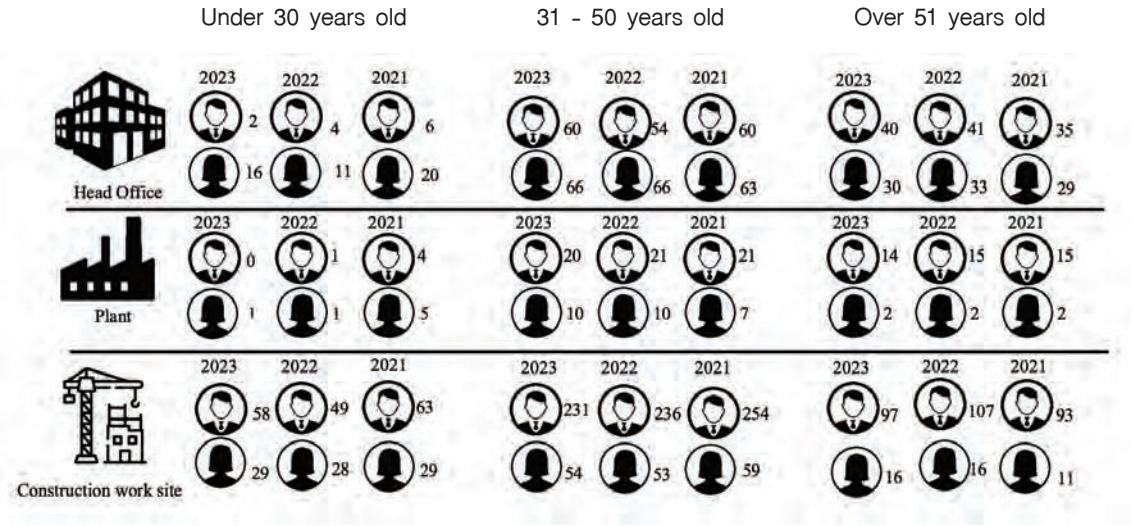
In 2023, the COVID-19 situation has eased, but there are still cases of infection. The Company complies with the guidelines of the Ministry of Public Health and adjusts them to be in line with the situation of the COVID-19 outbreak in Thailand, which has been gradually improving. In addition, the Ministry of Public Health has announced the removal of COVID-19 from the list of communicable diseases to be monitored (Post-Pandemic) since October 1, 2022. Although the outbreak has decreased and changed for the better, the Company still maintains some preventive measures, such as social distancing, cleanliness, and wearing face masks in the office building and construction sites to prevent possible outbreaks.

Employee Data

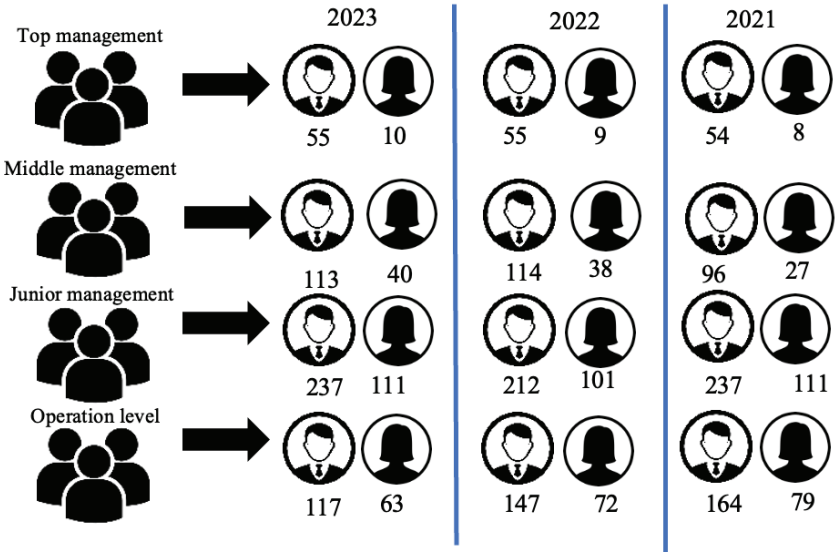
Number of staff working at Head office, plant and construction work sites is as under:



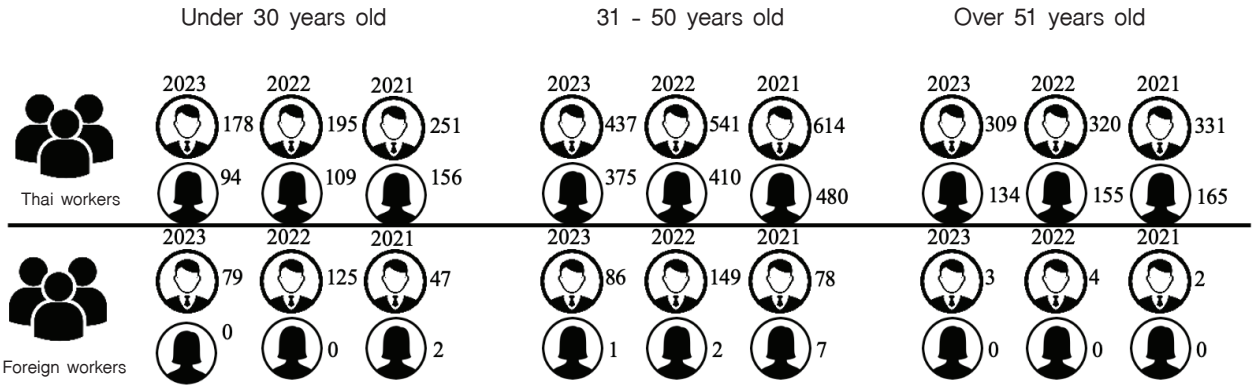
Total Employees by Work Location, Age and Gender



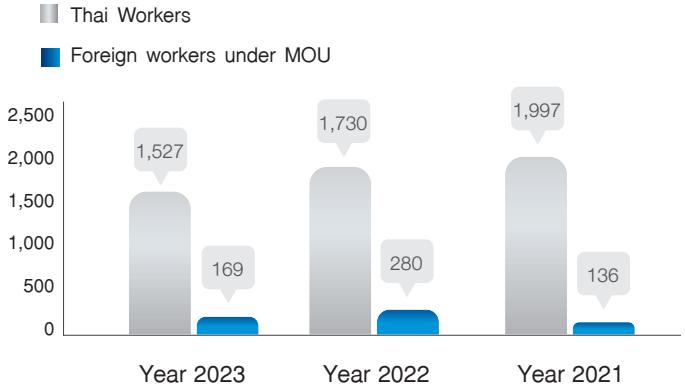
Total Number of Employees by Job Level and Gender



Number of Workers by Type of Employment Contract, Age and Gender



Graph show number of migrant workers



	Year 2023	Year 2022	Year 2021
Thai Workers	1,527	1,730	1,997
Foreign workers under MOU	169	280	136
Total	1,696	2,010	2,133

Employing the disabled





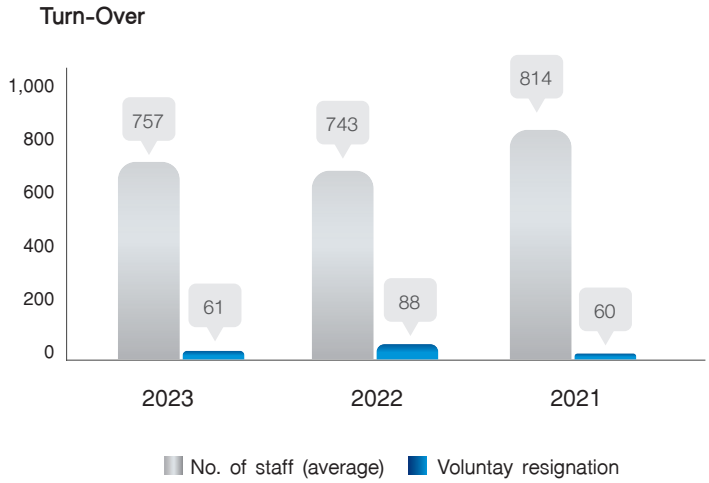


- In 2023, the Company hired 31 disabled employees, meeting the legal requirement of 1 disabled employee per 100 employees. This includes 2 non-employees who the Company hired under Section 35 of the National Fund for the Promotion and Development of the Quality of Life of Disabled Persons Act.
- Eleven provinces have benefited from the project to improve the quality of life of communities through the employment of disabled employees.
- Disabled people have an additional income of 1.80 million baht.

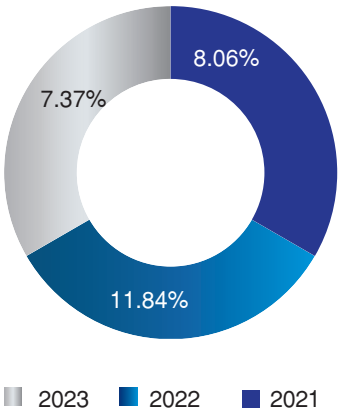
Employment Overview

In 2023, the Company had a total of 2,442 employees and workers.Office, plant, and construction workers: 746 people, Female: 224 people (30.03%), Male: 522 people (69.97%), Factory and construction workers: 1,696 people, Female: 604 people (35.61%), Male: 1,092 people (64.39%), Thai workers: 1,527 people (90.04%), Foreign workers under the Memorandum of Understanding: 169 people (9.96%), Employees and workers with disabilities: 29 people (1% of the Company's total workforce), Workers hired under Section 35: 2 people.

Voluntary turnover rate (average)



Average turn-over rate



Changes in the number of employees

The average voluntary turnover rate of employees in 2023 was 8.06%, a decrease of 3.78% from 2022. According to a survey conducted in 2023, the top reasons for resignation were to find a new job with higher pay and to return to their hometown to start their own business and be closer to their families. The employee turnover rate this year is lower than last year and is still lower than other companies in the same industry.

Employee Engagement Survey

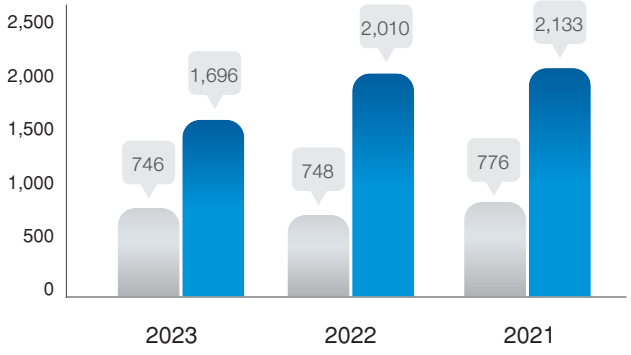
In 2023, the Company conducted an employee engagement survey for the second year. The overall results showed that employee engagement was at 4.13 (out of a satisfaction rating of 5), representing a percentage of 82.54. This is an increase from the previous year.

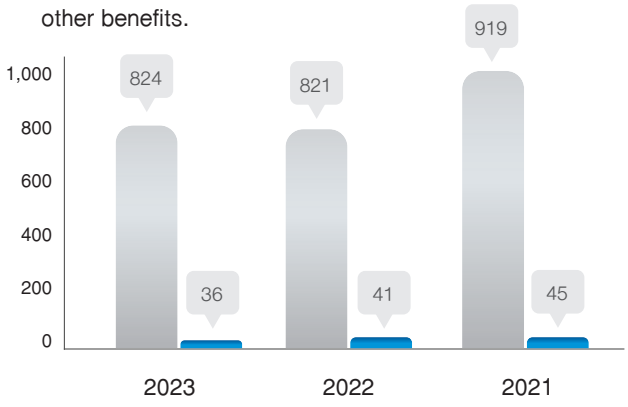
The survey showed that employees are still happy at work, feel engaged and want to continue working with the Company. It also found that employees speak positively about the Company and are willing to work hard to help the Company achieve its goals and success. They also believe that protecting the Company's reputation is important.

The Company will use the survey results to develop a plan for sustainable organizational development, while also taking care of employees in a more appropriate and better way. The employee engagement survey will be conducted every 2 years.

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 824 million Baht, which included salary, overtime pay, cost of living allowance, bonuses, and other benefits.





No. of staff at Head Office, Plant and Work sites at the end of the year (Person)

No. of staff at Plant and Work sites at the end of the year (Person)

Remuneration paid to staff and workers (million baht)

Management Remuneration (million baht)

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).


กรมสวัสดิการและคุ้มครองแรงงาน
มอบใบประกาศเกียรติคุณฉบับนี้ให้แก่
บริษัท คริสเตียนีและนีลเส็น (ไทย) จำกัด (มหาชน)
เลขที่ ๙๒๙ ถนนสาทร แขวงบางรัก เขตบางรัก กรุงเทพมหานคร
เพื่อแสดงว่าได้นำแนวปฏิบัติการใช้แรงงานที่ดี (Good Labour Practices: GLP)
ไปใช้ในการบริหารกิจการ
ให้ไว้ ณ วันที่ ๓๐ เดือน กรกฎาคม พุทธศักราช ๒๕๖๔
(นายอภิญญา สุจริตานันท์)
อธิบดีกรมสวัสดิการและคุ้มครองแรงงาน

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 Competitiveness".

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 subordinates 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.

The Company conducts annual performance evaluations of employees to review compensation allocation and consider promotions, aiming to motivate them to utilize their knowledge and abilities to perform their duties with dedication, full capability, and continuous improvement.

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 SCB Asset Management Company 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 2023, the Company contributed a total of 22.79 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 227 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, 2023, there were 736 employees who were members of the fund, out of a total of 746 employees who were eligible to apply for membership, representing 98.66 percent.

Contributions to Provident Fund and Matching Remittance

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

Conditions for Refund of Contributions and Matching Contributions

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

Welfare 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. The Company has disseminated information to all employees about their rights through employee handbooks and internal communications within the organization.

Welfare and Benefits are as under:

Health Promotion 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.

Employee Leave Data for Head Office, Plant and Construction Sites in 2023

Head Office	Gender	No. of Person			No. of Days			Average (Day : Person)		
		2023	2022	2021	2023	2022	2021	2023	2022	2021
Sick Leave	Female	94	88	78	629	618	300	6.69	7.0	3.8
	Male	78	72	49	622	499	196	7.97	6.9	4.0
Business Leave	Female	50	43	43	147	108	74	2.94	2.5	1.7
	Male	41	32	29	127	61	52	3.10	1.9	1.8
Annual Leave	Female	107	101	109	1,247	999	918	11.65	9.8	8.4
	Male	104	92	90	1,117	878	746	10.74	9.5	8.3
Plant										
Sick Leave	Female	13	8	9	58	51	41	4.46	6.3	4.6
	Male	24	28	21	142	207	136	5.92	7.3	6.5
Business Leave	Female	7	7	8	24	34	32	3.43	4.8	4.0
	Male	21	24	15	71	66	73	3.38	2.7	4.9
Annual Leave	Female	13	13	14	168	145	168	12.92	11.2	12.0
	Male	37	37	37	428	420	405	11.57	11.4	10.9
Construction work sites										
Sick Leave	Female	96	84	93	1,030	688	678	10.73	8.1	7.3
	Male	365	317	335	3,671	2,850	3,348	10.06	8.9	10.0
Business Leave	Female	52	34	38	155	105	102	2.98	3.0	2.7
	Male	164	135	135	551	397	426	3.36	2.9	3.2
Annual Leave	Female	93	82	98	963	929	974	10.35	11.3	9.9
	Male	359	327	392	3,676	3,743	3,625	10.24	11.4	9.2

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, 2023 for the 713 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 Benefits 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.

Employee Assistance Policy

Employee and Family Medical Expenses

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 various funds

The Company provides life insurance and health insurance for employees with Krungthai AXA Life Insurance PLC (Public Company Limited). Employees can receive medical treatment according to the specified coverage and conditions at a hospital that is convenient for them. In addition, the Company pays contributions as required by law to the Social Security Fund and the Compensation Fund.

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 575 members who are employees of the Company, out of a total of 746 employees.

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

Welfare Committee 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

The Company has a policy and concept for developing and promoting personnel at all levels to be knowledgeable, capable, and have the expertise necessary for the Company's business operations. This includes knowledge related to the work they are responsible for, general management knowledge, and skilled labor in the Company's core construction activities. The goal is for all employees and workers to have quality skills, knowledge, and skilled labor that meet standards in order to create good work for customers. They should also understand the relevant practices and work standards.

Therefore, the Company supports the development of employee knowledge and skills on a continuous basis to keep up with the development of the industry at all times. This also supports the Company's future growth. Quality employees and personnel are a key factor in promoting sustainable development of the organization and society. They use their knowledge and work experience to drive society forward through quality work.

Even if these employees and workers move to work in other establishments, they can still use their knowledge, skills, and expertise to create good and quality work in other establishments. This will lead to sustainable development for society as a whole.

Training School

The training school is responsible for preparing training courses for all levels of employees in the organization, including skilled workers in the construction department. The training department will plan the curriculum to be in line with the organization's strategy. They will recruit internal employees or external personnel with experience and expertise in various topics to be knowledge transferors. The training department will plan and set target groups for training in advance throughout the year. They will publicize the training courses through the Internal Web, E-Learning, and the Company's monthly newsletter so that employees are informed and can plan to attend the training.

The Company's training center is located on Nimit Mai Road. It was established to provide the Company with a large training facility. The center can prepare the necessary tools and equipment for training courses to develop skilled workers adequately. It can accommodate a large number of employees and workers, and can organize training courses to increase knowledge, skills, and expertise in various types of skilled labor.

The Machinery Department Training Center is located in Si Racha District, Chonburi Province. It is used for training courses related to steel and metalworking, such as scaffolding installation and inspection, crane operator, machinery use, and small tool use courses. The purpose of the establishment is to improve the skills and expertise of employees in using equipment to apply for licenses for use in work that complies with the laws of the Department of Labor Protection and Welfare.

In addition to regular internal training, the Company also considers sending employees to attend training courses related to work, general management, and other courses with organizations or institutions that organize training in specialized subjects. This allows employees to learn new things in terms of academic knowledge and/or management skills necessary for their duties and responsibilities. They can be used to improve the work processes within the Company to be more progressive, modern, and efficient.

Master Degree Assistance Policy

The Company has a policy to support employees in pursuing a master's degree in a field directly related to their work. This is to provide opportunities, support and encourage employees to develop and enhance their knowledge and skills in related work. In order to increase their work potential both now and in the future, it is also to prepare employees to grow and advance with the organization and be a key force in the future to bring the knowledge gained to improve work efficiency and to pass on to future generations of employees.

In order to provide regular and continuous training for employees and workers in certain positions, especially in areas related to safety and special skills, the Company has registered with the relevant authorities to establish a training unit. The Company has also promoted, developed and supported employees who meet the qualifications specified by the Department of Labor Protection and Welfare to become trainers in the courses that the Company has received certification from the Department of Labor Protection and Welfare.

This allows the Company to use the potential of its existing employees to effectively and efficiently organize internal training for other employees in each course. The Company can issue training certificates or diplomas in the following courses:



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.

The target groups for personnel development are divided into 2 groups, namely:

1. Group of employees from operational to management level
2. Group of operational employees, including construction workers

Development plan for operational and managerial level employees.

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 proactive 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

Creating and developing the leadership qualities of personnel is another mission of preparing for the development of personnel to be capable of developing themselves to a higher level, such as becoming leaders, in order to be an important force in managing the organization in the future, which is part of the succession plan. The Company provides internal training or considers sending employees for training with institutions or units that offer relevant management courses and other related courses regularly.

English communication skills development

The Company recognizes the necessity of developing English language skills for all employees. Therefore, in-house training sessions have been organized, with regular office instructors appointed to manage English language skill instruction for employees at both the main office and construction sites. Classes are structured according to each employee's level of proficiency to ensure effective teaching that meets individual developmental needs. Additionally, assessments are conducted after each session to plan subsequent teaching strategies tailored to each employee's knowledge level and communication requirements within the organization.

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.



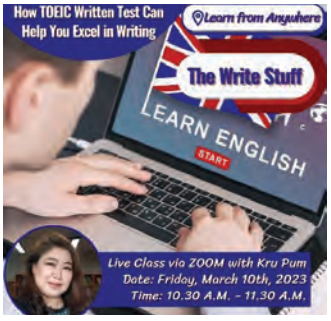
English language courses offered throughout the year. Examples of the English courses are shown as under:

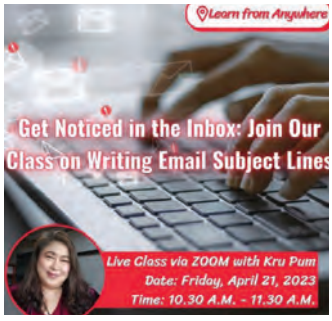






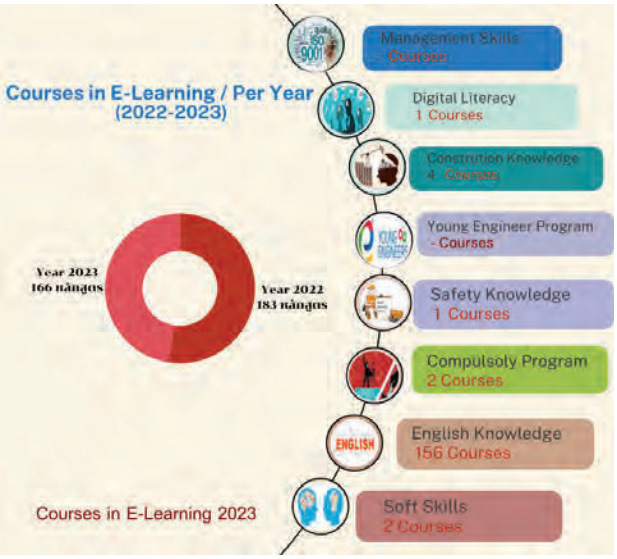


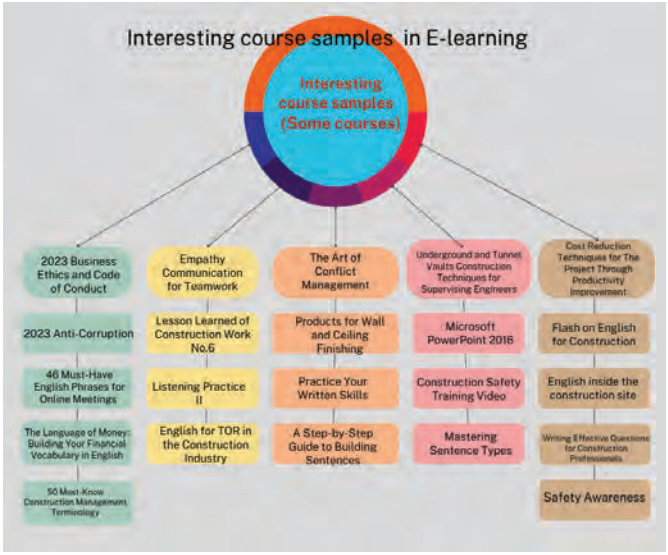






In 2023, the Company offered 156 English language courses through the e-learning system, with 177 employees accessing the courses. These courses were designed as e-learning media to enable employees to access knowledge anytime. Furthermore, the Company continuously developed its e-learning courses across 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 20 employees for a total of 6 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 2023, 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	
	2023	2022	2023	2022	2023	2022
Construction Knowledge	18	26	67	95	342	624
Soft Skills	7	8	130	279	323	425
Safety Program	10	13	292	209	891	581
English Skills	156	136	156	136	177	171
Total	**191**	**183**	**645**	**719**	**1,733**	**1,801**

Group of Operation staff at construction sites

As a large construction company, there is a high demand for skilled workers. Coupled with the competitive nature of the construction industry, creating a workforce with skilled labor is a priority for the Company. The Company organizes skill training for laborers in various construction activities, such as bricklaying, plastering, carpentry, scaffolding, welding, etc., which are essential activities of the Company. Skill levels of laborers are assessed according to the standards set by the Department of Skill Development, Ministry of Labor, to ensure that wages are appropriately set based on the quality of skilled labor. The Company continuously develops training courses to meet the demand for skilled labor, including increasing the number of workers participating in training each year. This initiative aims to provide workers with sustainable opportunities for skill development, leading to improved quality of workmanship. Furthermore, these trained workers can utilize their knowledge and expertise in construction work across various organizations, not limited to the Company.

In addition to conducting in-house training to enhance internal skills, the Company also arranges external site visits to provide employees with opportunities to increase their skills and knowledge in related fields. By observing real work processes in these areas, such as lightweight bricklaying, hot-dip galvanizing, and architectural glass installation in construction industries, employees gain firsthand experience and knowledge. Furthermore, they receive practical training in lightweight bricklaying from companies that manufacture these products. These initiatives aim to foster direct learning experiences and provide employees with firsthand exposure to product manufacturers.

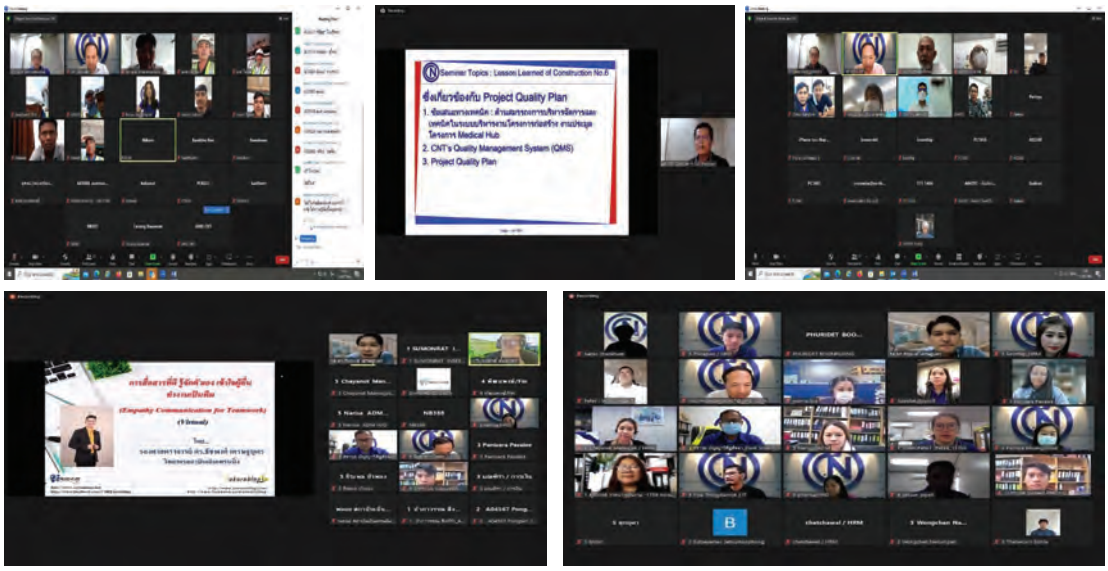
The group of employees working regularly in the construction sites will receive continuous training to increase awareness of workplace safety, learn proper use of tools and machinery for maximum safety and efficiency, and develop various skills to meet quality standards. This is to ensure the delivery of high-quality work to clients on every project. The company provides the following training courses:



Operational-level employee training at construction sites



Online training activities via Zoom, general construction courses

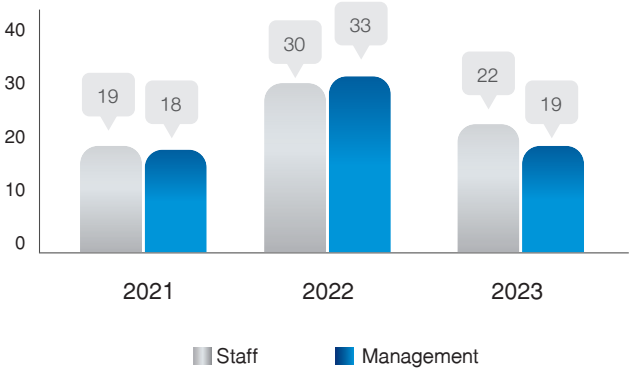


Training Expense

Training expenses in the year 2023 decreased compared to 2022 due to a change in the training format to electronic media. This change resulted in significant reductions in preparation costs for documents and venues, as well as a decrease in the use of external trainers, with the Company's specialized personnel serving as instructors. Therefore, the expenses related to trainers decreased.

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

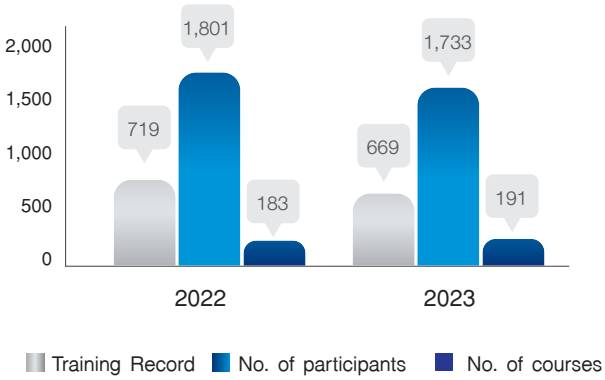
No. of Training hours / person / year



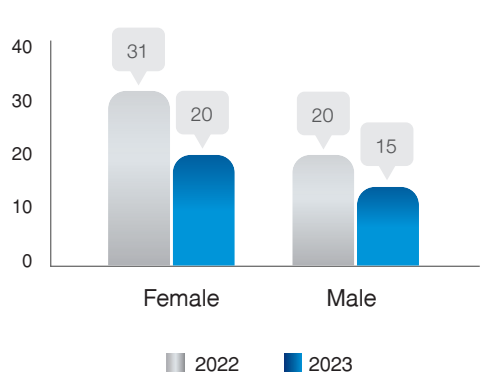
Training expenses / person / year



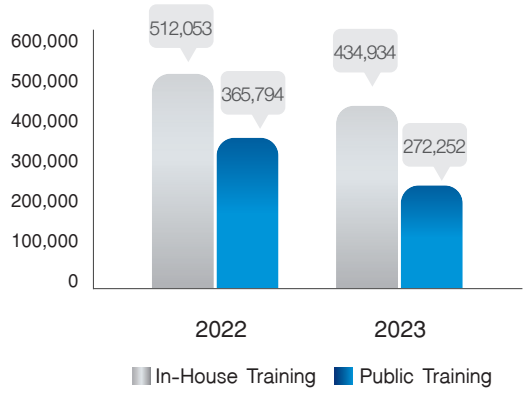
Training Record / year



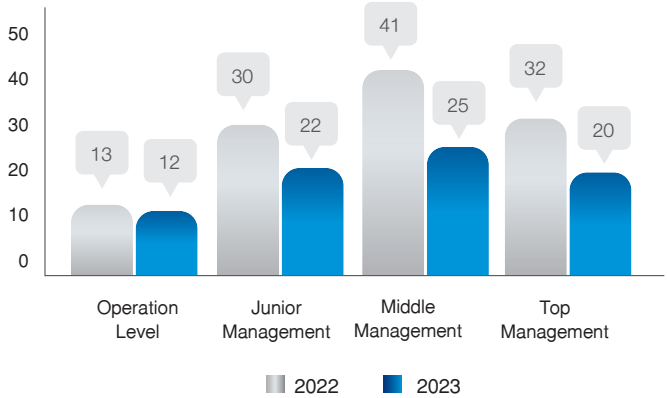
By Gender : Hour / person / year



Total Training Expenses Per Year (baht)



Training hours : Hour / person / 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.

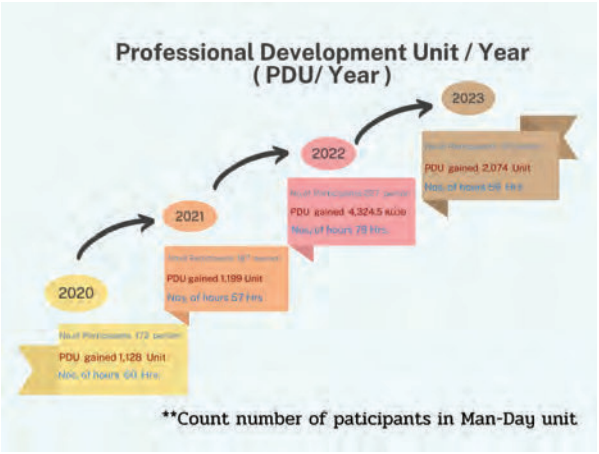


สภาวิศวกรให้เอกสารฉบับนี้ไว้เพื่อแสดงว่า
บริษัท คริสเตียนีและนีลเส็น (ไทย) จำกัด (มหาชน)
เป็นองค์กรแม่ข่ายการพัฒนาวิชาชีพวิศวกรรมต่อเนื่อง
รหัสองค์กรแม่ข่าย ๗๐๒๐
ตั้งแต่วันที่ ๑๑ ธันวาคม ๒๕๖๖ สิ้นวันที่ ๑๐ ธันวาคม ๒๕๖๙
ให้ไว้ ณ วันที่ ๑๕ พฤศจิกายน ๒๕๖๖

(นายสือชัย ทองนิล)
เลขาธิการสภาวิศวกร

(ผู้ช่วยศาสตราจารย์ ดร.ธเนศ วีระศิริ)
นายกสภาวิศวกร

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, 92 courses were organized and 3,970 engineers received training (in man-days). A total of 11,311.50 Professional Development Units (PDU) were earned, which is equivalent to 393 hours of training, based on data from 2020-2023.



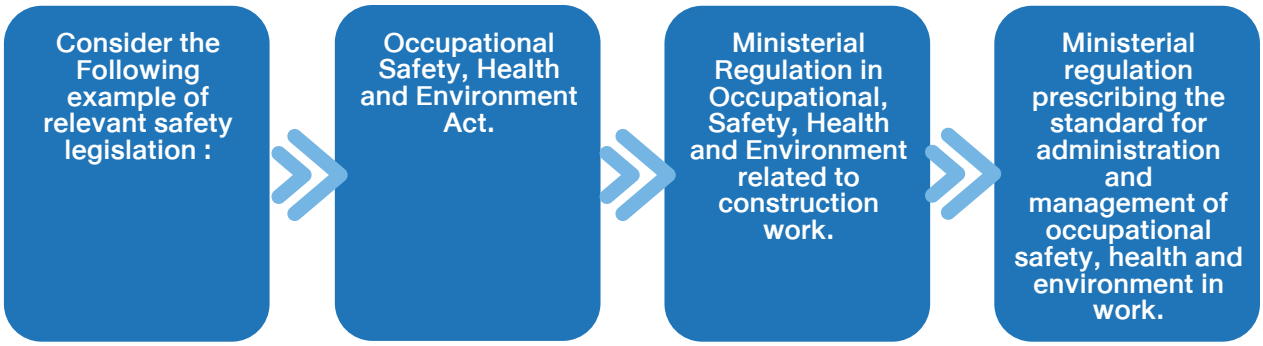


Member of Architect Council

Since 2017, the Company has been approved as a network organization for continuous professional development by the Architects Council of Thailand. From 2021 - 2023, 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.

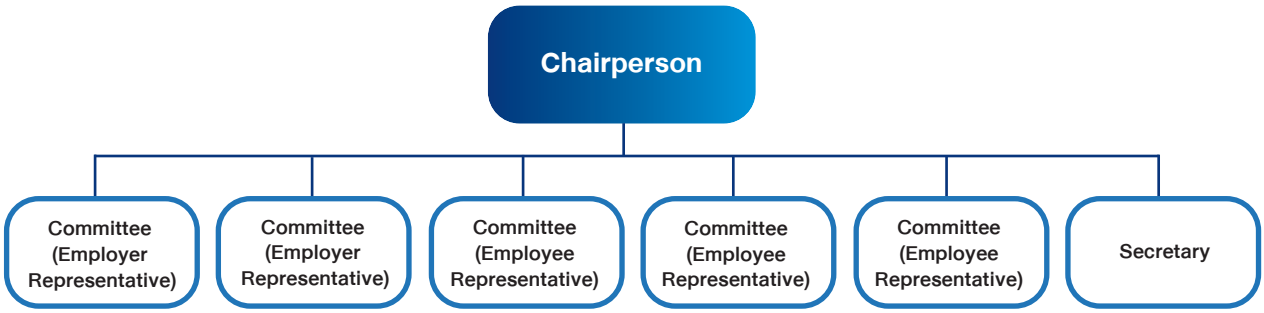


Recognizing the importance of employees as a top priority, the Company has adopted the ISO 45001:2018 Occupational Health and Safety Management System standard to:

- 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.

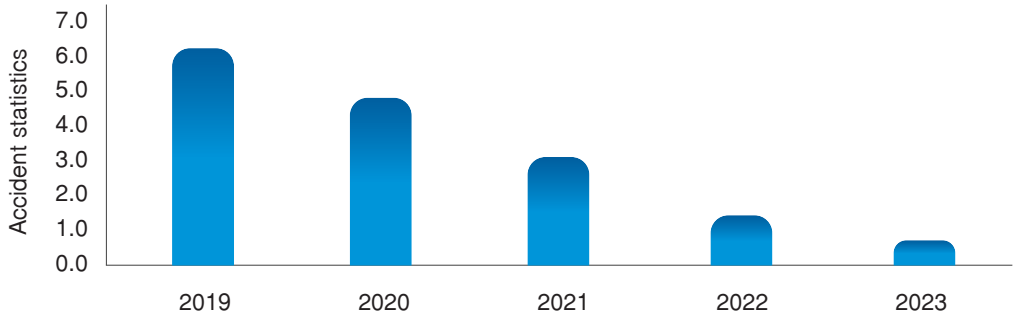
Safety Policy Statement

Rules and regulations for safety at work

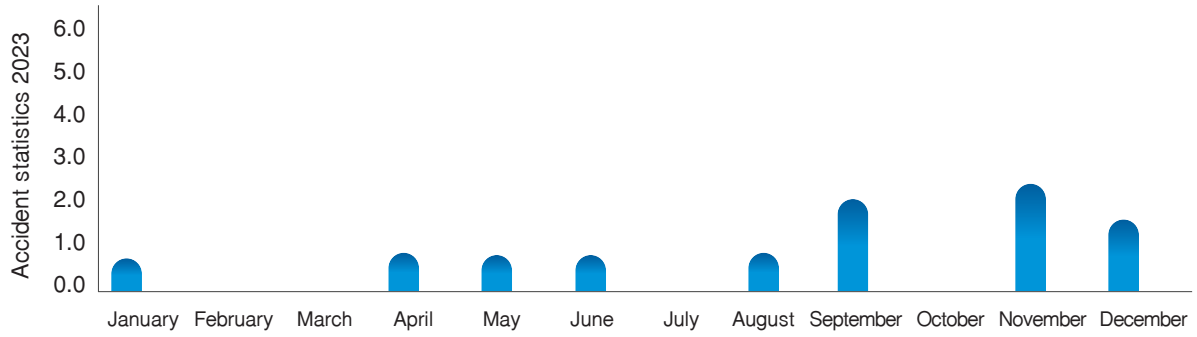
Results of the operations in the safety department

In the past year, there have been no work-related injuries leading to work stoppages.

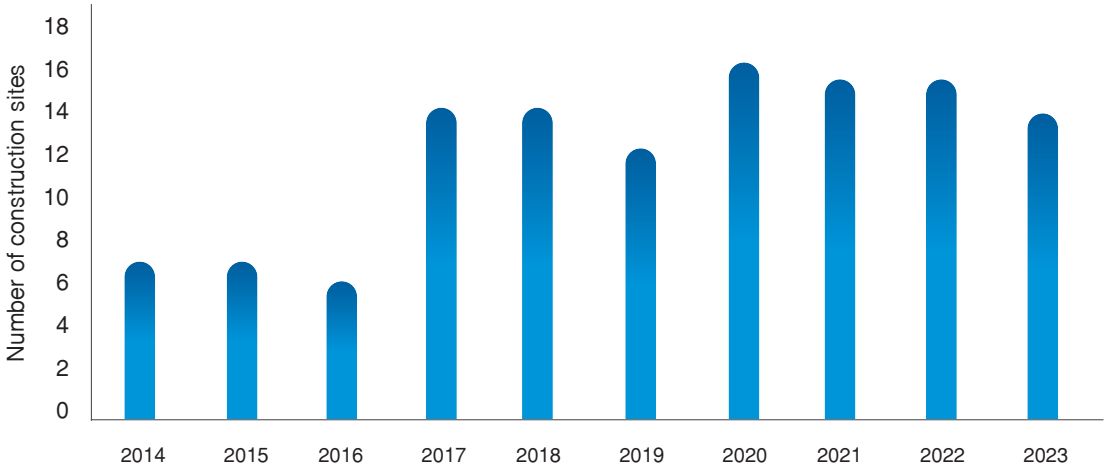
Summary of Work-Related Accident Statistics per 1 Million man-hours from 2019 to 2023



Summary of work-related accident statistics per 1 million man-hours for the year 2023



The number of construction sites awarded under the safety campaign project.



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.



Environmental Performance

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 2021	0
Year 2022	0
Year 2023	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

Steel Structure Manufacturing Plant Operations

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

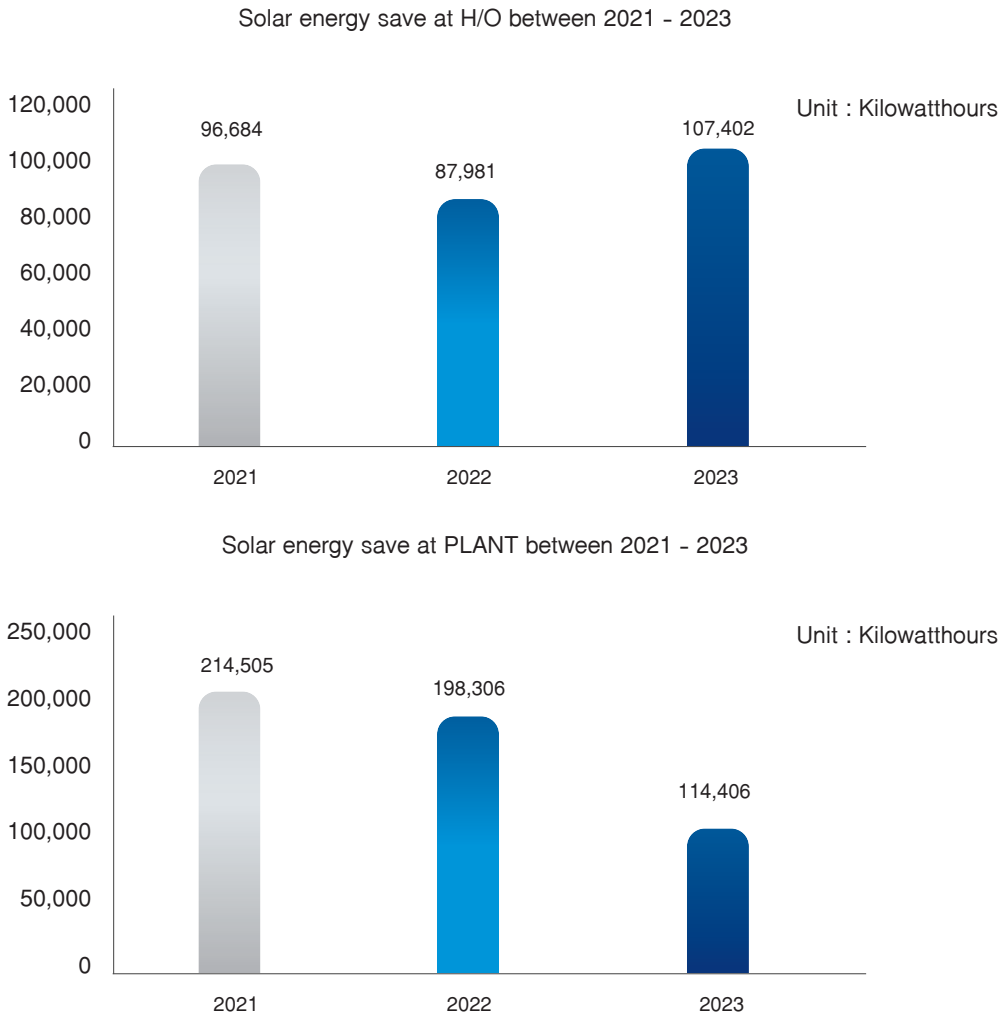
- Sewage receiving area, and waste disposal area must be kept clean at all time.
- Provide proper area, container with proper coverage according to the type of trash or waste such as paper, plastic, oil and contaminated or toxic waste.
- Contacting with company experiencing in disposal of contaminated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

Graph showing solar power consumption



	The decreased energy expenses (%)	The annual reduction in greenhouse gas emissions (estimated in tons).
Head office	22%	51 Tons
Sriracha Plant	42%	54 Tons

Key performance indicators after the installation of Solar Roof - for the year 2023.

Number of projects: 2 projects

Amount of renewable energy usage Head office: 107,402 Kilowatts

Amount of renewable energy usage Sriracha: 114,406 Kilowatts

Amount of greenhouse gas reduction: 105 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.
    - Utilizing bioenergy to compensate for/replacing the use of fossil fuels or outdated machinery that rely on fossil fuels.

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. 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.

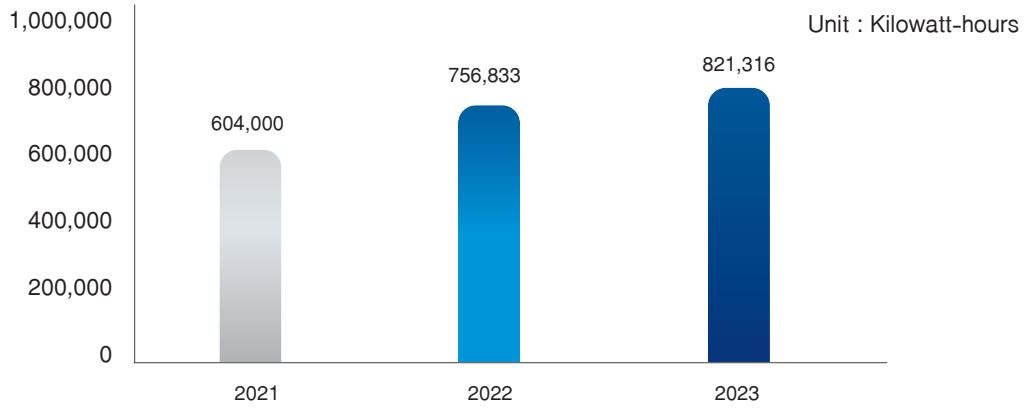
Electricity energy management

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 lifetime. 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.

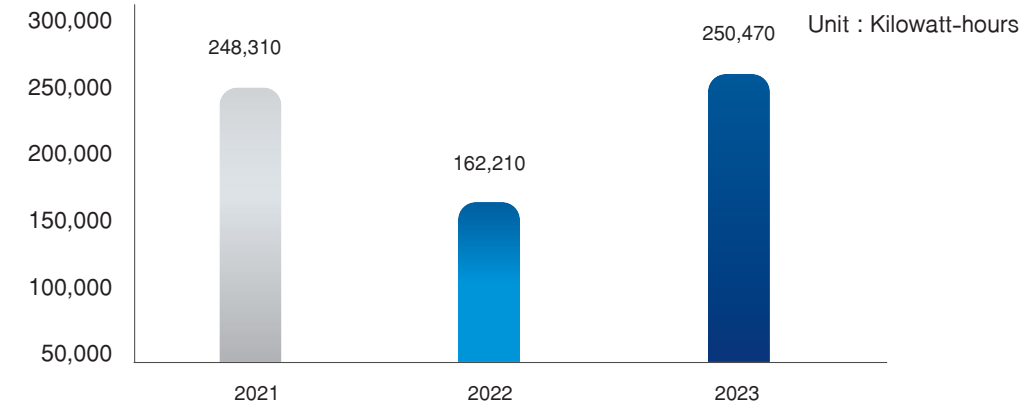
4. Motion sensor lights in all restrooms: A motion detector controls the lighting system, and turns the lights on when it detects any motion and automatically turns the lights off after a certain period of time. It facilitates energy saving and generates less heat from light bulbs.
5. Solar roof on Head Office and Plant's roof top to substitute some of power energy by using solar power.

Electricity Consumption @ H/O between 2021 - 2023



In the year 2023, electricity usage increased by 8.5% compared to 2022 and increased by 36% compared to 2021. This increase was primarily due to the resumption of normal office operations in the latter part of 2022, following the Ministry of Public Health's announcement of lifting COVID-19 restrictions from being a dangerous contagious disease to a disease under surveillance. All office employees returned to work as usual. However, the company aims to reduce electricity usage by 7% in the year 2024 compared to 2023.

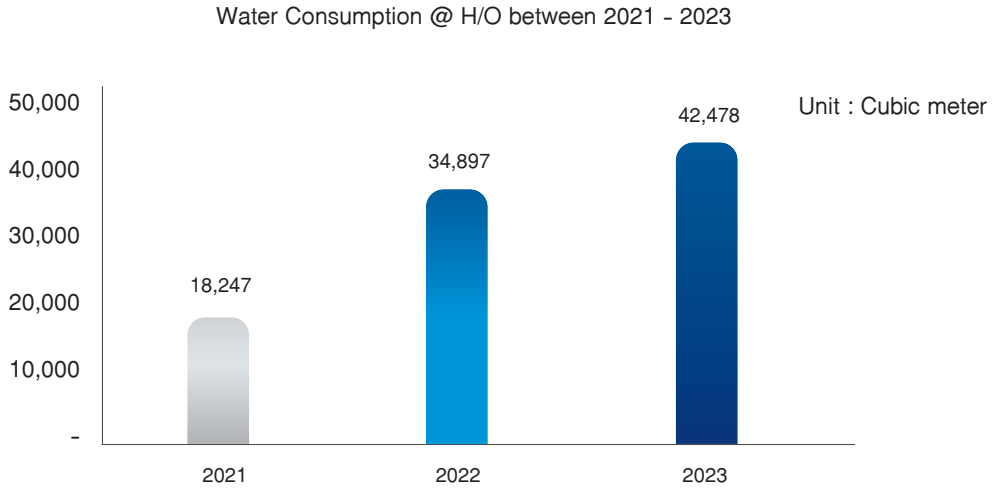
Electricity Consumption @ PLANT between 2021 - 2023



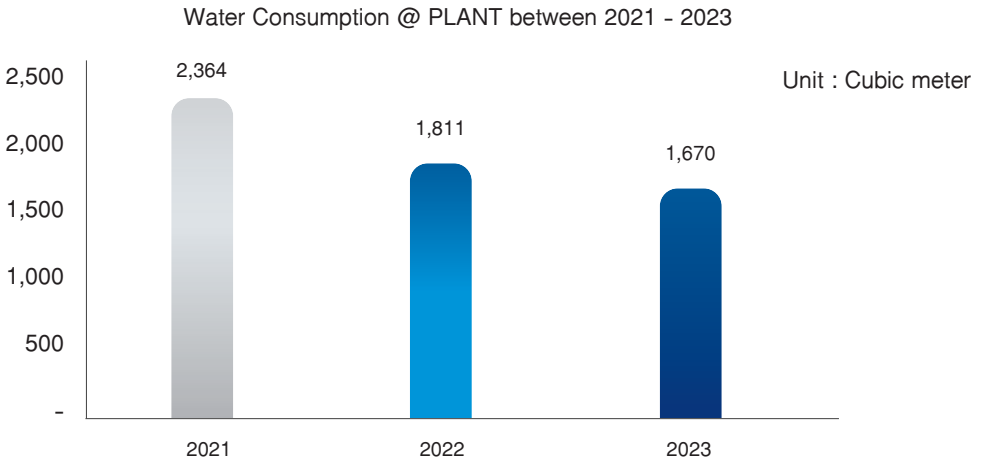
The electricity consumption in the Sriracha plant in 2023 increased by 54 percent compared to 2022 but decreased by 0.8 percent compared to 2021 due to higher electricity consumption for production. The Company aims to further reduce electricity consumption by 7 percent in 2024 compared to 2023.

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 2023 increased by 22% compared to 2022 due to the improving pandemic situation, and employees returned to work in the office.



The amount of water consumption in the Sriracha plant in 2023 decreased by 8% compared to 2022 and decreased by 29% compared to 2021, thanks to various measures including water-saving campaigns. The Company aims to reduce electricity consumption by 7% in 2024 compared to 2023.

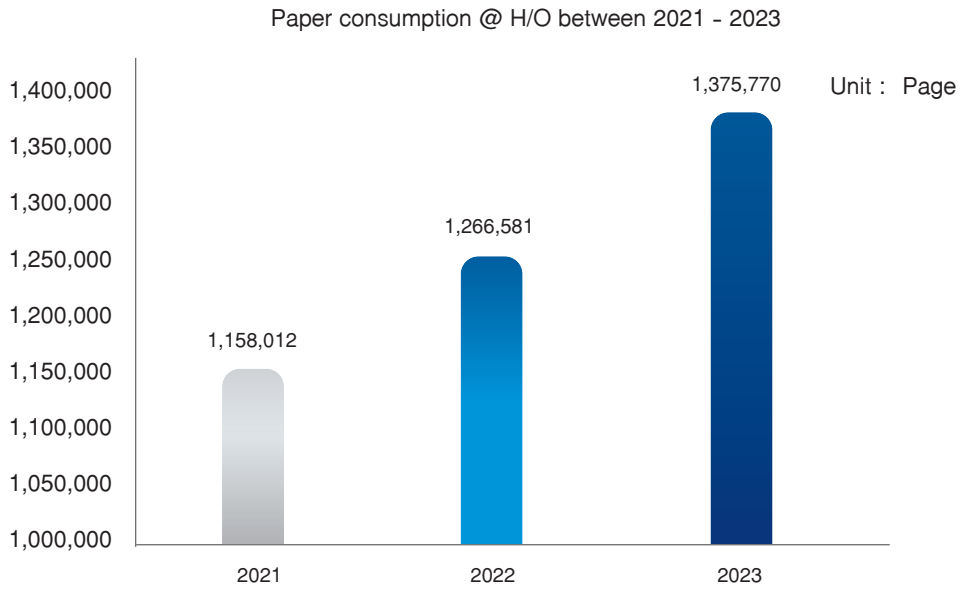
Paperless Organization

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 (2021-2023)

The proportion of paper usage in 2023 increased from 2022, estimated at 9 percent. The Company aims to reduce paper consumption by 10% in 2024.



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 205,060 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.

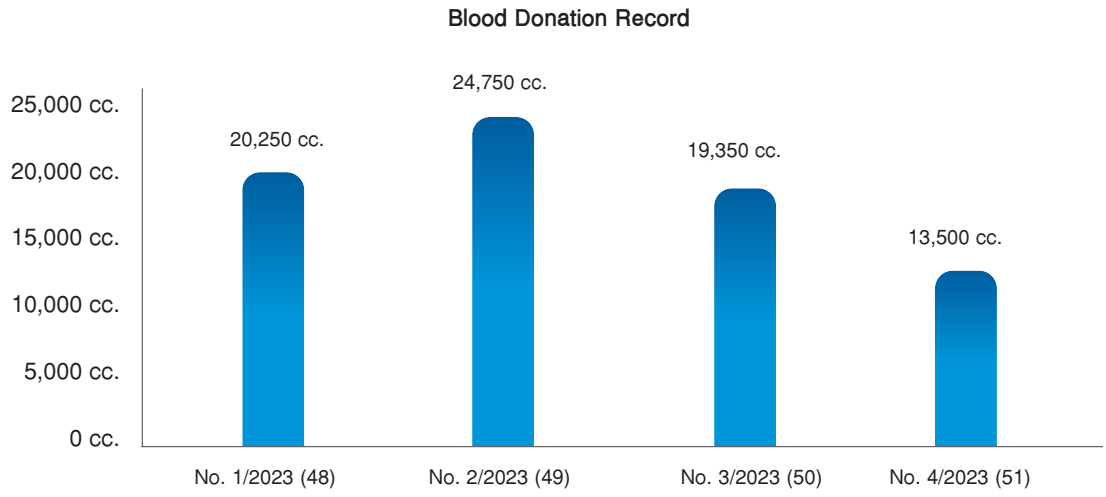
Intern students

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 2023, the Company accepted 37 interns from 14 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 Vajira 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. The Company held a total of four blood donation events in the past year.



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 2023, 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.
- 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 and Architect council 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 2023 include the following activities:

1. Contributing to the Siriraj Foundation by ordering funeral wreaths from a benevolent wreath shop, providing medical care to patients in need at Siriraj Hospital, including promoting the production of doctors and developing medical personnel.







2. Donate 20,000 Baht to support the installation of 1 unit of 18,000 BTU air conditioner at Wat Phong Phloy Viriyram Hospital on 28 June 2023.





3. On July 26, 2023, at 14:00, at Wat Phoeng Pholoy Viriyaram, incense procession was conducted in observance of Asalha Bucha Day and the Buddhist Lent Day, which fell on August 1st and August 2nd, 2023, respectively. Participating with the Bangna Cultural Council, the Company donated with an amount of 5,000 Baht.





4. Participating as the chairman of the Kathin robe offering ceremony at Wat Phoeng Pholoy Viriyaram to contribute to the restoration fund of the monastery. The Kathin cloth offering ceremony was held on Sunday, November 12, 2023. The Company donated with an amount of 20,000 Baht.





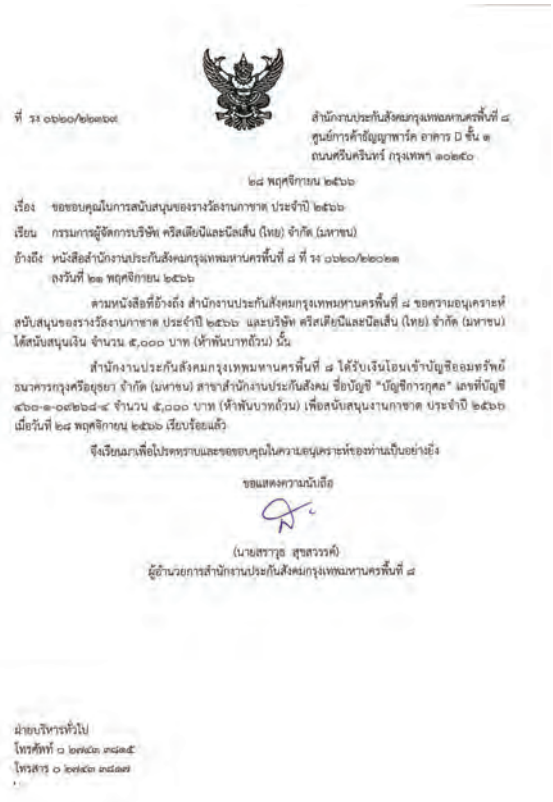
5. The Company provided financial support to the Ladkrabang Life Sharing Foundation, in the amount of 21,060 Baht, as part of the “Friday Happiness” community outreach project (Home Care), assisting children, elderly individuals in need, and persons with disabilities. This contribution was made on November 30, 2023. The Company supported the assistance of 3 families for a period of 1 year.







6. The Company sponsored 5,000 Baht for the annual 2023 Red Cross The Company donated 5,000 baht to the Bangkok Social Security Office, Area 8, to be used as prizes for the 2023 Red Cross Fair. The fair will be held from December 8 - 18, 2023 at Lumphini Park in Bangkok. The Ministry of Labor, in collaboration with the Labor Ministry Housewives, is organizing the Red Cross Fair of the Ministry of Labor to raise funds for the Thai Red Cross Society.



ที่ รง ๐๖๒๐/๒๒๒๐๔ สำนักงานประกันสังคมกรุงเทพมหานครพื้นที่ ๘
ศูนย์การค้าอัญญาพาร์ค อาคาร ๒ ชั้น ๓
ถนนศรีนครินทร์ กรุงเทพฯ ๑๐๒๕๐

๒๘ พฤศจิกายน ๒๕๖๖

เรื่อง ขอขอบคุณในการสนับสนุนของรางวัลงานกาชาด ประจำปี ๒๕๖๖

เรียน กรรมการผู้จัดการบริษัท คริสเตียนีและนีลเส็น (ไทย) จำกัด (มหาชน)

อ้างถึง หนังสือสำนักงานประกันสังคมกรุงเทพมหานครพื้นที่ ๘ ที่ รง ๐๖๒๐/๒๒๐๒๒
ลงวันที่ ๒๒ พฤศจิกายน ๒๕๖๖

ตามหนังสือที่อ้างถึง สำนักงานประกันสังคมกรุงเทพมหานครพื้นที่ ๘ ขอความอนุเคราะห์สนับสนุนของรางวัลงานกาชาด ประจำปี ๒๕๖๖ และบริษัท คริสเตียนีและนีลเส็น (ไทย) จำกัด (มหาชน) ได้สนับสนุนเงิน จำนวน ๕,๐๐๐ บาท (ห้าพันบาทถ้วน) นั้น

สำนักงานประกันสังคมกรุงเทพมหานครพื้นที่ ๘ ได้รับเงินโอนเข้าบัญชีธนาคารกรุงศรีอยุธยา จำกัด (มหาชน) สาขาสำนักงานประกันสังคม ชื่อบัญชี "บัญชีการกุศล" เลขที่บัญชี ๔๖๐-๑-๐๙๒๖๔-๔ จำนวน ๕,๐๐๐ บาท (ห้าพันบาทถ้วน) เพื่อสนับสนุนงานกาชาด ประจำปี ๒๕๖๖ เมื่อวันที่ ๒๘ พฤศจิกายน ๒๕๖๖ เรียบร้อยแล้ว

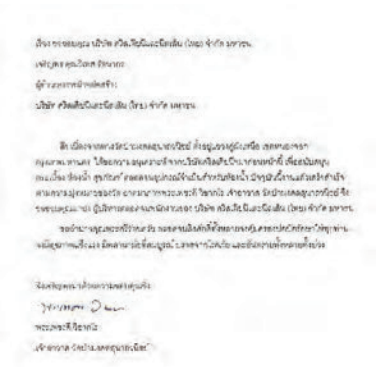
จึงเรียนมาเพื่อโปรดทราบและขอขอบคุณในความอนุเคราะห์ของท่านเป็นอย่างยิ่ง

ขอแสดงความนับถือ

(นายสราวุธ สุขสวรรค์)
ผู้อำนวยการสำนักงานประกันสังคมกรุงเทพมหานครพื้นที่ ๘

ฝ่ายบริหารทั่วไป
โทรศัพท์ ๐ ๒๙๗๐ ๓๘๑๕
โทรสาร ๐ ๒๙๗๐ ๓๘๑๓

7. Donating tiles and bathroom construction materials to the Wat Pa Mongkol Sunathawanaram temple, Nong Chok district, Bangkok, with a value of 300,000 Baht.









8. Establishing a donation box for the Nok Khamin Foundation's Luek-Kho project, changing the donated items to school fees for the children. Items accepted for donation include clothes, books, bags, shoes, old electrical appliances, toys, and recyclable materials of all kinds. Staff members will collect donations once or twice a month.









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



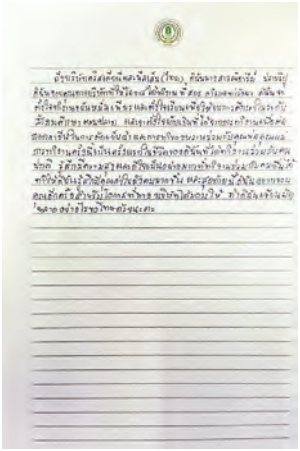


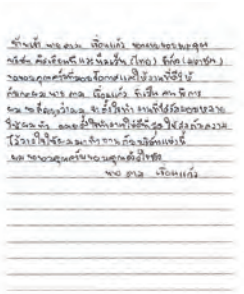
Blood donation



Hiring disabled people







Employee Trainings



Work Safety Activities



Morning Talk



Tool Box Talk Meeting



Safety Campaign Project







Work Safety Training Activities for New Employees and Specialized Work Safety

Measures to prevent the spread of coronavirus



COVID-19 Notice Board



Campaign for the separation of drinking cups



Hygienic mask give-away

Environmental sustainability

Activity to reduce pollution during construction



Watering to reduce dust



Street Cleaning to Reduce Dust



CSR activity: Cleaning

Environmental conservation awareness campaign

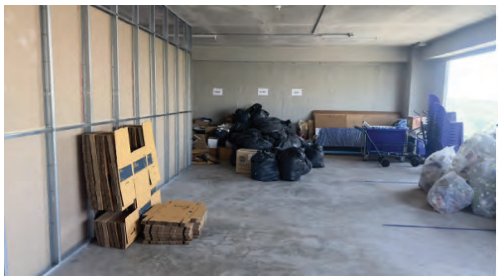


Head Office Waste Segregation

Waste bins for different types of waste are provided on each floor at the waste disposal area.







There is a designated storage area for awaiting further processing.

The waste separation process at the Sriracha Plant.

Waste bins for different types of waste are provided at various points throughout the plant at the waste disposal area.



