

Report on the Corporate Social Responsibilities

Eason Paint Public Company Limited has elevated and improved social responsibility towards sustainable business growth in the long run, which can be summarized as follows;

2012 – 2014, the company received the Corporate Responsibility Standard toward the Society (CSR-DIW), Beginner Awards, Flagship Project, and Continuous Project from Industrial Works Department. Together with the accreditation for “Green Industry” with outstanding on the green activities, including reducing effects on environment from Ministry of Industry

2015, the company received “Thailand Energy Award” with outstanding on the efficient energy management organization by Department of Alternative Energy Development and Efficiency, Ministry of Energy.

2016, the company was certified to be an efficient energy management organization by Department of Industrial Promotion, Ministry of Industry, and received “Total Energy Management” (TEM Award), and also was granted 6th Consolation Prize of Transparency (the NACC Integrity Awards) from the Office of National Anti-Corruption Commission (the NACC).

In 2017, the company has shared the best practice on energy resources utilization to other industry operators in eastern seaboard, and was granted Thai Chamber of Commerce Best Awards 2017 as an exemplary organization conducting business in accordance with its code of conduct upholding transparency, integrity as well as social responsibility and good corporate governance.

In 2018, the company installation Solar Cell system combined power plant of the factory under subsidized by Department of Alternative Energy Development and Efficiency, Ministry of Energy.

The company believes that the commitments on the best corporate social responsibility and the dedication to pursue above approach towards the society and environments, shall serve as a significant threshold leading the organization towards sustainable developments in the future.



Ms. Petcharat Eksangkul
Chairman of The Safety, Hygiene and
Environment in Working Committee

Corporate Social Responsibility



The company's operation and activities abided by the law concerning. The company believes that the commitments on the best corporate social responsibility shall serve as a significant threshold leading the organization towards sustainable developments.

Stakeholders	Participation	Action	Result
Shareholders	<ul style="list-style-type: none"> • AGM • Investor Relation • Site visit • website 	<ul style="list-style-type: none"> • Good Corporate Governance • Compliance with Good Corporate Governance 	<ul style="list-style-type: none"> • Good return on investment • Disclose information with transparency • Transparency management
Employees	<ul style="list-style-type: none"> • Information • Relation activities • Satisfaction survey 	<ul style="list-style-type: none"> • Review remuneration and benefits • Built up relation activities in organization 	<ul style="list-style-type: none"> • Proper remuneration and benefits • Progress and stability • Improve personal skills
Customers	<ul style="list-style-type: none"> • Satisfaction survey • Customers relation • email / Call center 	<ul style="list-style-type: none"> • Product development • Standard production for good quality • Quick response for complaint 	<ul style="list-style-type: none"> • Suitable price with quality • Clearly product's information • Safety in product usage • Complaint receiving
Business Partners	<ul style="list-style-type: none"> • Partners meeting • email / Telephone 	<ul style="list-style-type: none"> • Review purchasing procedure • Joint products development 	<ul style="list-style-type: none"> • Fair and transparent with partners • Sustainable business growth
Community	<ul style="list-style-type: none"> • Discuss with community • Relation activities 	<ul style="list-style-type: none"> • Basic fire fighting • Resuscitation Training 	<ul style="list-style-type: none"> • Health safety & Hygiene • Involve in community improvement
Social & Environment	<ul style="list-style-type: none"> • Survey and assess effect on environment 	<ul style="list-style-type: none"> • Energy saving tips • Apply ISO 14001 	<ul style="list-style-type: none"> • Efficiency use for resources • Continuous social activities

To cover all stakeholders, the company committed to operate the business with social responsibility based on business principles as follows;

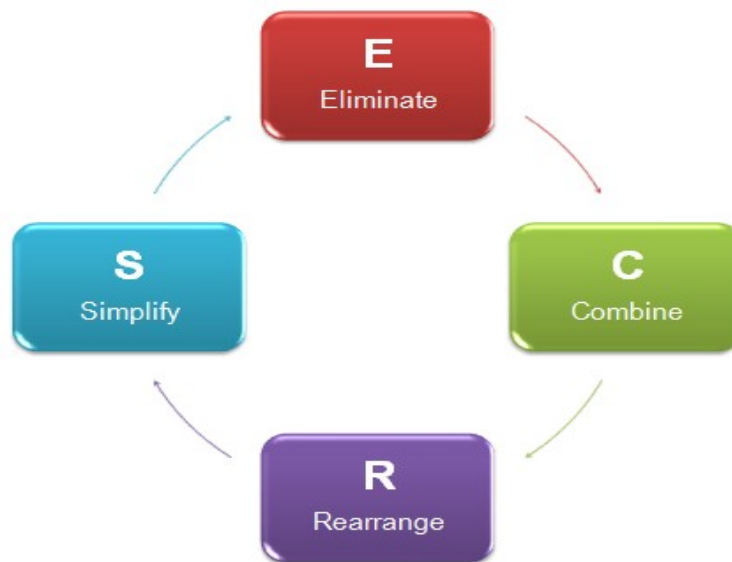
1. Responsibility for Product Quality

- Responsibility to customers and partners

The company produces products with quality, safety standard and concern about the environment. The company has been certified for quality management system ISO9001:2015, ISO14001:2015 and IATF16949:2016, which are used as a guideline in all production processes from raw materials receiving, production until waste management.



After the company has upgraded its production line by ECRS best practice implementation for consistent and environmental friendly, in 2018 the company focused on increasing production efficiency by adding tools and quality testing equipments including researching on product development to faster and up to date with customer's need, together with maintaining the competitiveness production costs, quality and on time delivery. The company is able to reduce lead time in the amount of 25%.



In addition, the company has planned to improve the production area to be in a closed production process, which will enhance the quality of products without contamination.

The company aware for importance of customers and partners with the guideline are as follow;

1. Provide correct, sufficient and up to date information to customers and partners, so that they know about the products and services without overstatement from reality, which may cause misunderstanding.
2. Contact customers and partners with good manners and trust. Provide channels for them to file in complaints about quality and safety or product.
3. Retain customers and partners' secret and do not use for personal or related person's interests wrongfully.
4. Give recommendations about usage methods for products and services efficiently and most beneficial for customers and partners.



- Fair Competition

1. Focus on building business allies with trading partner for long term growth and joint development. Compete fairly, do not take advantage or claim benefit not included trading agreement. Adhere to satisfaction on both sides in business negotiation.
2. Respect fair competition rules. Do not destroy competitor fame, and not copy or use other intellectual property in business without permission.

2. Morality and Respect Human Rights

The company emphasizes on building good relationship and happy co-existence with related group from employees, partner, communities and society by human right of every person. This is the principle which the company adheres to while carrying out activities in business operation.

- Respect rights of other's assets

1. Respect the ownership right of stockholders, look after their interests, support and provide opportunities for all groups of shareholder fairly and equally such as access to information, attend the meeting to determine business operation direction, and make decision on issues which affect the company significantly.



2. Produce and distribute product which are safe. Determine product price according to cost of goods and stay competitive, keep promise and agreement in product distribution, take care of customer's demand and complaint, also customer satisfaction.
 3. Manage work so that debtors fell confident about financial status and ability to pay debt. Strictly carry out as state in contract or other conditions.
 4. Treat employees and respect their existence as basic human right in working. Promote equality in employment, opportunity in professional development. Encourage participation to determine direction of business operation and development of the company.
- Respect human rights
 1. Determine respect human rights issue as social responsibility policy. This is communicated to management and every level of employees, including related persons.
 2. Organize meetings to review, and improve procedure which may be against human rights. The Safety, Hygiene and Environment in Working Committee will propose to management to proceed in accordance to International Human Rights Principle
 3. Give every employees equal opportunity in job employment, occupational development, sufficient and appropriate safety measures, environment and quality of working life.
 4. Encourage employees to exercise their voting rights to select representatives on required occasions.

Number of employees classified by gender

Year	Male	Female	Total
2018	117	85	202
2017	117	84	201
2016	113	87	200

The company provided equal employment opportunity especially the handicapped. In 2018, the company employed the handicapped as required by law (Law states that 1 handicapped person per 100 employees)

3. Benefit of Stakeholders

The company emphasizes on happy working environment, stresses on building good understanding among employees – employees, and employees – the company which are the basic of good labor relation. The management will also create balance between working life and living.

- Promote Social Responsibility Awareness
 1. Build up good relationship between the company and community. Responsible for effect which may occur from business operation.
 2. Social and Environmental Responsibilities by improving and developing process in accordance to efficient environment. Selective about trading partners who operate business with social and environment responsibilities.
 3. Cooperate with government sectors to abide to the law and change regulations to conform to laws, with varieties information correctly in labor information, regular billing disclosure to government sectors.
 4. Encourage and give chance to employees, community and society to participate and express their opinion. Organize discussion platform about human rights violation issue to determine appropriate corrective measure.



- Treat Employees Fairly, Hygiene and Safety in Working Environment
 1. Employ employees legally. Give remuneration and determine working day, holiday, rights to take leave, health care, safety standard as required by law to create balance between working life and living.
 2. Organize training for all level of employees to improve their skills and receive sufficient training to perform their job. Provide occupational development based on ability.

The company emphasizes on raising knowledge of employees. They will be developed on continual basis on knowledge for their duties, production and quality control, skill for purchasing, transportation, maintenance, accounting-financial, safety hygiene and environment by in-house and public training

course in order to meet with the vision of organization and to prepare personal to be ready for the free trade in AEC.

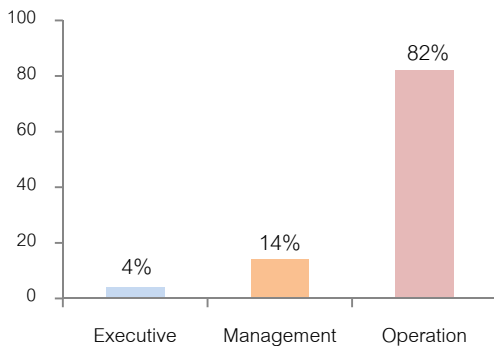
In 2018, a total of 145 employees took the training course equivalent to 72% of all employees, and average training hours 6 hours per person.



Training of employees in 2018

Training Course	%
Management skills	7
Production & Quality Control	53
Purchasing & Logistics	5
Hygiene & Environment	15
Supporting Skills	18
Anti Corruption	2

Level	%
Executive	4
Management	14
Operation	82



Executive level	Management level	Operation level
Lay out vision and business operation strategy in order to meet with the Board of Director's policy	Develop knowledge and management skill as well as create good team work to achieve the target	To gain knowledge and expertise on functions. Be aware about customer's need and their own team

In 2018, the company arranged training course follow the annual training plan, consists of courses in 6 fields as follows;

Training Course in 2018

Skills type	Training course
Management Skills	<ul style="list-style-type: none"> • Thailand Energy Academy • Supervision Techniques • Tips to be Successful Supervisor
Production & Quality Control	<ul style="list-style-type: none"> • Applications of Scales for Industrial Plant • Carbon Footprint Measurement • Raw Materials Filling and Inspection • Quality System : ISO9001:2015 and ISO14001:2015
Purchasing & Logistics	<ul style="list-style-type: none"> • Negotiation and Lobby • Warehouse Management • Suppliers Management
Hygiene & Environment	<ul style="list-style-type: none"> • Quality System : ISO14001 • Chemical Management and Fire Drill • Hazardous Chemical Risk Assessment Techniques
Supporting Skills	<ul style="list-style-type: none"> • Due Diligence Guidelines in the New Era • Accounting Workshop in Excel • Inventory Management • TFRS in Financial Management
Anti Corruption	<ul style="list-style-type: none"> • Internal Control Policy and employee Ethics

3. Determine the Safety, Hygiene and Environment in Working Policy. The committee will be responsible to draw up training plan for every level of employees, prepare equipment to prevent danger in working and campaign to encourage employees to be aware on safe working environment.



In 2018, there is no employee who has suffered from work related to accident, and the company can reduce the number of work related to accident to zero by 270,192 working hours.

The company provided continuous monitoring and evaluation of environment at least twice a year. The company recently operated on August 24 – 25, 2018 by Bangkradi Industrial Estate Co., Ltd., which the 2018, the company has an environment management budget of about 434,000 baht.

4. Look after employee' health by preventive measures, treatment and health care. Organize annual health check-up as well as medical care benefits in case of sickness, also provide knowledge "Cervical Cancer" so that all employees are informed and can prevent themselves from various diseases.



5. The company encourages employees to make organic and non-toxic agriculture in line of Sufficiency Economy principle longer than 5 years passed.



- Equal Opportunity

1. Provide opportunity for employee' participation to express their opinion to improve the organization.
2. Employment opportunity after retirement for employees with knowledge, skills. Ability and good health, so that they can work with the company for another appropriate period of time.

3. Treat all level of employee equally when wrong doing is found. The discipline investigation committee is appointed to give fair trial to employee. Give employee the chance to explain, change and improve, so that they become good member of the organization. Nevertheless, the wrong doing in working regulation will lead to disciplinary measure and consider punishment according to rank

- Community and Social Joint Development

“Corporate Social Responsibility” (CSR) is being committed and treated as an integral part of the strategic sustainability business plan as a result, both internal and external affairs cover on an environment awareness, safety concern from the starting of the operational system, logistic process throughout the supply chain also communication with the community in order to enhance its confidence towards company. Moreover, the contribution for the society is one part of our commitment especially an education support for students on National Children’s Day 2018.



The company has contributed to the fund for patients and hospitals of Somdet Phra Nyanasamvara Somdet Phra Sangharaj Wat Bovoranives Vihara Foundation under Royal Patronage of His Majesty the King for organizing the Walk and Run Charity dated December 16, 2018. The event contributed income to 17 hospitals for benefits in medical and treatment for patient waiting for healing.



4. Perform duties with transparency

The company has made Good Corporate Governance and Ethics Handbook for business operation, so as to comply with Principle of Good Corporate Governance for Registered Companies of Stock Exchange of Thailand. The Handbook has been distributed in order to implant good conscience and apply the principle by management and all level of employees, and also public on the company's website.

- Business roles
 1. Demonstrate strategy and capability in adding value in a long run
 2. Set up the company's vision and strategic intent suitable with own capability in achieving value-adding activities, raising efficiency and ensuring operational effectiveness, as well as equally ensuring satisfaction among shareholders, clients and investors.
 3. Demonstrate operational transparency. Able to answer inquiries and held accountable through mechanisms such as a clear decision-making process and transparent working procedures disclose through reports and analyses on operating results and plans to the shareholders, the clients, the investors and other stakeholders equally, adequately and promptly.
 4. A public relations officer must be appointed to present information and able to facilitate communication. At the level of the board of directors, all committees must be balanced in their opinions and monitor the operation, be controlled in giving cautious advices to ensure smooth business and sustainability.