

Sustainability performance report

Management goals of sustainability and operation

Sustainable Development Goals SDGs 2022-2026



- > Injury Frequency Rate (I.F.R)
- > Employee engagement



- > Students who receive educational opportunities of the project work integrated Learning: WiL
- > Average number of training hours of employees



- > Compliance with labor standards and human rights, such as SMETA, Seafood Task Force, TLS8001



- > The amount of greenhouse gas emissions (Tons of carbon dioxide equivalent)
- > Restoration/preservation of the environment and forests



- > Compliance with marine sustainability standards MSC, Marin trust, ISSF



- > Priority of Corporate Governance Report of Thai Listed Companies (CGR)



The Company has set its sustainability development policies and goals (SDGs) as well as ensured their compliance with the organization's established operation plans and strategies. Such policies and goals shall be under the management and supervision of the ESG Committee, which in turn shall report the result to the Company's Board of Directors. Moreover, the Company has determined the monitoring and review of the performance indicator and SDGs according to the sustainable development goals.

ENVIRONMENT



SDGs 13: Climate Action

- The Company has realized the importance of climate change and strived to consistently improve the processes to cope with constant climate changes. In addition, the Company has recognized the significance of pollution prevention, efficient use of resources, energy conservation according to international principles, handling of greenhouse gas emission to minimize environmental impact, environmental protection, and biodiversity.
- The Company shall organize an inspection and report of greenhouse gas emission of the carbon footprint based on 2022 and 2023 for acknowledging the hotspot as well as manage credible and certified information to be employed as guidelines on the management of the minimization of greenhouse gas emission, coupled with energy and environmental conservation within the organization.
- The Company shall conform to relevant laws and regulations as well as act responsibly toward the society, collaborate, assist, support, and volunteer for activities beneficial for the community and society at large with the aim to promote economic strength, including social and cultural restoration.



SDGs 14: Seafood sustainability

The Company shall support fishery guidelines and practices with responsibility to preserve the abundance of marine resources, maintain the ecosystem of the ocean, coastal lifestyle, and sustainable fishery, including natural resources conservation and biodiversity with the aim to ensure the balance of the ecosystem.

SOCIAL



SDGs 3: Safety workplace and well-being

- The Company shall promote welfare and environment which take into consideration safety in workplace.
- The Company shall provide suitable welfare for all employees and treat them with honesty by listening to their opinions and suggestions in a reasonable manner.
- The Company shall improve the organization and human resources by emphasizing on efficient work procedures, clearly specifying the employees' roles and responsibilities as well as determining appropriate compensation, providing career advancement, and enhancing their work capability.





SDGs 4:

Human resource sustainable development

- The Company shall realize that human resources are the most important factor for business operation to generate value and returns on investment for the business since the Company's operations in various fields require skills and abilities, including physical and mental dedication to achieve the established goals.
- The Company shall promote personnel development of every level by encouraging the employees to constantly develop their knowledge, ability, capability, positive attitude, morality and ethics, and teamwork. Furthermore, The company has constantly supported the organizational and human resources development by stressing on efficient work procedures.
- The Company shall specification of the employees' roles and duties, suitable compensation, assessment system development and enhancement of work capability of all employees.



SDGs 8:

Human Rights

- The Company shall promote and encourage the compliance of basic human rights and equality principle without non-discrimination of nationality, skin color, gender, language, religion and political belief or any other beliefs, race or social background, assets, birth origin or status. In addition, the Company must regularly check and prevent its business from getting involved with any violations against human rights and freedom, whether directly or indirectly: for example, the Company must not support any forced labor or child labor.
- The Company shall respect and treat stakeholder fairly on the basis of human dignity as well as promote the compliance with human rights' regulations within the Company, treat every employee equally in terms of employment, encourage the employees to have freedom in socializing and open to any negotiations to ensure that the employees will be socially protected and properly treated according to the human rights principles, accepted at an international level. However, business responsibility in human rights also encompasses the Company's subsidiaries, associated companies, joint ventures and business partners.

GOVERNANCE



SDGs 16 :

Corporate Governance

- The Company shall strive to operate its business with honesty, truthfulness, and responsibility toward society in a legal and ethical sense as well as endeavor to make good deeds to any individuals, communities, societies, and the environment. Moreover, the Company shall operate its business under a standardized operation system and efficient control by employing their knowledge and ability to the fullest and with 5 caution, adequate information, and referable evidence. Besides, the Company shall strictly act in accordance with relevant laws and regulations as well as cooperate with government officials.
- The Company had announced the intention to join the Thai Private Sector Collective Action Against Corruption (CAC-Thailand) and strongly adhere to good corporate governance guidelines and principles set forth by the Office of the Securities and Exchange Commission as well as recognize the importance of business operation and development according to good corporate governance principle.
- The Company shall promote the employees and personnel to realize the significance of conducting business fairly and in line with the Company's established laws and business codes of conduct, while encouraging the subsidiaries and associated companies to accept and apply business operation policies fairly in the same manner.
- The Company shall act strictly in accordance with the anti-corruption policy and the Company's code of conduct. The Company must not get involved with any frauds or corruptive behaviors, whether directly or indirectly, as well as establish the internal control system to prevent fraud and corruption in accordance with the regulations.
- The Company shall realize the importance of innovative management and personnel advancement by enabling the personnel to consistently collaborate in product innovations and procedures, knowledge management development as well as support the personnel to employ data and information technology to improve their operation, encourage an exchange of learning and further new idea to become the innovation which ultimately benefits the customers, society, and the environment. And specifications stipulated by the Company.



3.2 Management of the impact on the stakeholders in the value chain (Value chain)

Stakeholders	Inbound Logistic	Operation	Outbound logistic	Marketing And sale	product/Service	Accounting/Finance/Strategy	HR/ Community	RD/ Process impovement	Procurement
1. Seller/Service Provider	/	/	/						/
2. NGO / Independent organization	/								/
3. Customer		/	/	/	/			/	
4. Government		/				/	/		
5. Community							/		
6. System auditor		/				/			
7. Officer		/					/		
8. Shareholders/Investors				/		/		/	
9. Educational institution						/	/		
10. Creditor						/			
11. Competitor							/		



3.2.2 Analysis of the stakeholders in the business value chain

Participation of the stakeholders and the assessment of the crucial issues of the company, which have been assessed on the demand of the stakeholders with responsibility all round, leading to the organization that develops with sustainability throughout the value chain in principle.

Demands and expectations of the stakeholders.





Stakeholder	Issue on the Demand	Response to the Demand
 1. Seller/ Service Provider	<ul style="list-style-type: none"> - Regularity and increase of good purchases. - Long-term trade relations. - Give advice for improving the process. 	<ul style="list-style-type: none"> - Development of the quality, process, goods format jointly with the seller to create culture, reduce the cost and respond to the customer's needs.
 2. NGO/ Independent organization	<ul style="list-style-type: none"> - Reduce the greenhouse gas that can cause global warming. - Taking care of labor and human rights. 	<ul style="list-style-type: none"> - Taking care of the labor to comply with the requirements on human rights, e.g. no forced labor, no child labor and no discrimination, etc.
 3. Customer	<ul style="list-style-type: none"> - Capability on new goods development. - Punctual delivery of goods in full. 	<ul style="list-style-type: none"> - Production of the goods in compliance with the law and the relevant laws. - Creation of the organizational culture.
 4. Public Agency	<ul style="list-style-type: none"> - Compliance with the relevant laws and requirements. - Participation and support of the project organized by the state and outside organizations. - Business operation to reduce impact on the environment and sustainable fisheries. 	<ul style="list-style-type: none"> - Business operations are transparent, ethical and free from corruption, and create balance on profitability and return of the profit to the society. - Participation in the community to promote the activities with social community activities and public benefits. - Give priority to the global warming. - Manage the organization to reduce the impact on the environment and reduce the release of the greenhouse gas.

Stakeholder	Issue on the Demand	Response to the Demand
 5. Community	<ul style="list-style-type: none"> - Compliance with the environmental law that does not affect the impact on the environment toward the community and community-related activities. 	<ul style="list-style-type: none"> - Participation in the community to support the public-good activities with the community and society.
 6. System inspector	<ul style="list-style-type: none"> - Compliance with the relevant law and requirements 	<ul style="list-style-type: none"> - Business operations are transparent, ethical, and free from corruption, and create balance on profitability and return of the profit to the society.
 7. Staff	<ul style="list-style-type: none"> - Receives good income, suitable compensation, and fringe benefits. - Occupational safety, health, and environment on working. - Good relations among co-workers and superiors. - Development of capabilities and progress in working. 	<ul style="list-style-type: none"> - Pay appropriate compensation. - Give priority to safety at the workplace, including taking care of the labor to have good living conditions. - Personnel development to have organizational learning.
 8. Investor/ shareholder	<ul style="list-style-type: none"> - Good financial reward and continuous growth. - Organization of sustainability on the environmental, social and governance (ESG). 	<ul style="list-style-type: none"> - Business operations are transparent, ethical and free from corruption, and create balance on profitability and return of the profit to the society.
 9. Education	<ul style="list-style-type: none"> - Educational development by providing knowledge to students. 	<ul style="list-style-type: none"> - Personnel development to have organizational learning.

Stakeholder	Issue on the Demand	Response to the Demand
 10. Creditor	<ul style="list-style-type: none"> - Punctual payment. 	<ul style="list-style-type: none"> - Business operations are transparent, ethical and free from corruption, and create balance on profitability and return of the profit to the society.
 11. Ethical business operation	<ul style="list-style-type: none"> - Ethical business operations 	<ul style="list-style-type: none"> - Business operations are transparent, ethical and free from corruption, and create balance on profitability and return of the profit to the society.

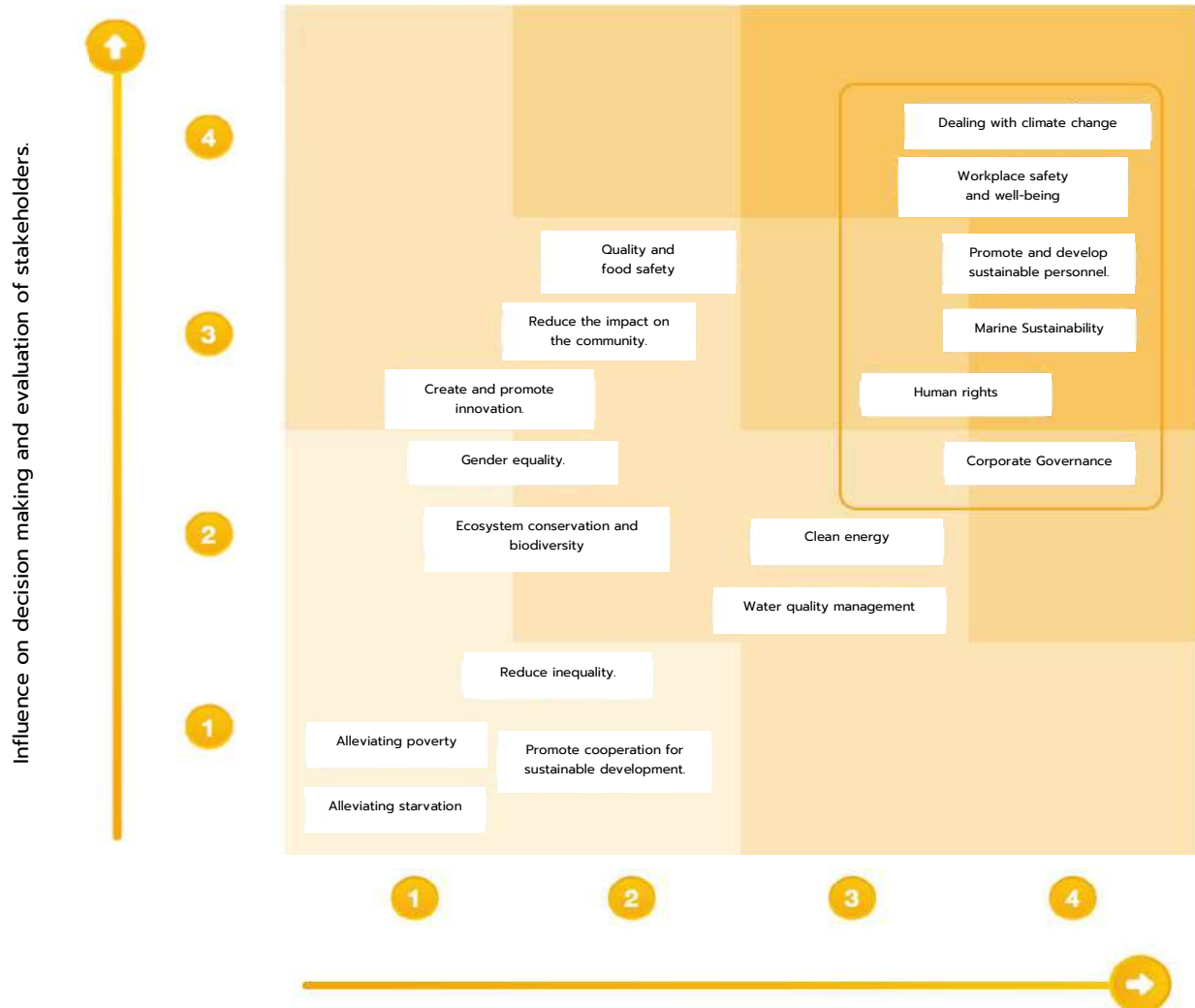
Ranking of the impact on the stakeholders in the business value chain

Assessment of the issues on sustainable development by stating and ranking of the crucial issues with the stakeholders on the environmental, social and governance by the 6 main issues on sustainable developments. It has designated to be the policy and target on organizational development using the criteria on assessment of the crucial issues for sustainability as follows:

Assessment Criteria on the Crucial Issues of the Sustainability		
Dimension	Score	Meaning
	12-16	The issues have importance and impact on the business and the very high stakeholders. There is a designation on strategic guidance and follow-up plan in response to close management.
	8-9	The issues have importance and impact on the business and the high stakeholders. There is a designation on indicating index and follow-up plan in response to close management.
	3-6	The issues have importance and impact on the business and the medium stakeholders is responded by the regular working procedure.
	1-2	The issues have importance and impact on the business and the low stakeholders.

Results on the assessment on ranking of the sustainable importance and selection of the issues at the higher risk totaling 6 issues to designate the plan on sustainable development.

Diagram showing sustainability priorities (Materiality Matrix)



3.3 Sustainability management in the environmental dimension Environment)

3.3.1 Energy and Environmental Conservation Policy

Chotiwat Manufacturing Public Company Limited has deemed that the energy and environmental conservation policy shall be determined to be used as operation guidelines on energy and environmental management, with the aim to promote efficient energy consumption as well as control and prevent any environmental impacts while minimizing greenhouse gas emission. Every employee shall act accordingly as follows:

1. Proceed with and suitably develop energy and environmental management system by determining that energy and environmental conservation is one of the sustainable development goals (SDGs) of the Company as well as becoming a part of the Company's operations which shall be in accordance with relevant laws and regulations.
2. Efficiency improvement of energy consumption of the organization in a consistent and appropriate manner for the business, technology, good practices and environmental protection.
3. Specify an annual plan and goals in energy and environmental conservation as well as communicate and foster awareness to ensure personnel's understanding and compliance.
4. Every employee shall deem that energy and environmental conservation is the responsibility of the executives and employees of all levels who shall cooperate and act in line with the established measures as well as follows up and directly report to the Working Committee of Energy and Environmental Conservation.
5. Control, prevent and minimize environmental pollution to incur the least impact on the environment, which also encompasses water and air pollution, waste, chemicals, workplace environment etc., to be in line with relevant laws and regulations.
6. Provide necessary support, including human resources, budget, working hours, training and involvement in providing opinions for energy and environmental development.
7. Publicize and collaborate with the community or other government agencies relating to energy and environmental management.
8. The executives and the Working Committee of Energy and Environmental Management shall review and improve the policies, goals and operation plans regarding energy and environment on an annual basis for continued development.



3.3.2 Result on environmental operations

Management of the greenhouse gas

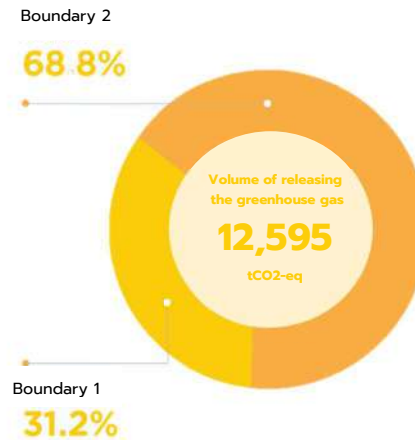
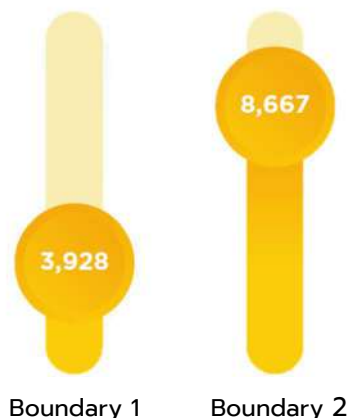


1. Project on climate change actions (Climate change action)

The business operations along the guidelines of industrial development with sustainability that have the objective on the environmental operations to increase the efficiency on production, reduction of waste and recycling, including prevention of pollution to the environment by using the format on the result report to comply with the international standards.

Volume of releasing the greenhouse gas in 2022 totaling 12,595 tCO₂-eq

Unit : tCO₂-eq



*Source : Certification of the release of the organizational carbon footprint 2022 by the greenhouse gas management organization (Public organization)

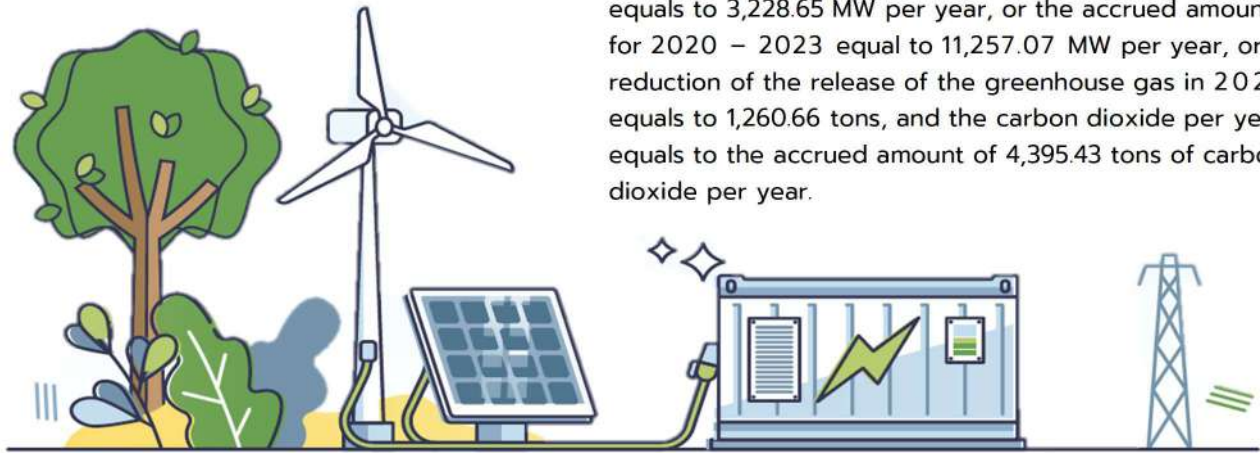
The company realized that the importance of the problem on the change of the world's climate to play a part on management of the climatic condition by designating a target and offensive measures in the long and short-term periods. It is to be transitioned to the low carbon business with an adjustment toward the current situation and promoting reduction of the release of greenhouse gas to comply with the UN Convention on the Climatic Change (UNFCCC) COP-28 (No. 28), to maintain the world's temperature not to increase higher than the goal. Meanwhile, CMC has prepared the carbon footprint for organization (CFO) since 2021.

The company has assessed the release of the greenhouse gas of the organization via the certification from the managerial management unit on greenhouse gas (public organization) in the Scope No. 1 & 2 in 2022. The volume of releasing the greenhouse gas of the organization was as low as the equivalent of 12,595 tons of carbon dioxide, while the company used the assessed result to jointly consider finding measures to reduce the release of the greenhouse gas to comply with the strategic plan on the sustainable operations.



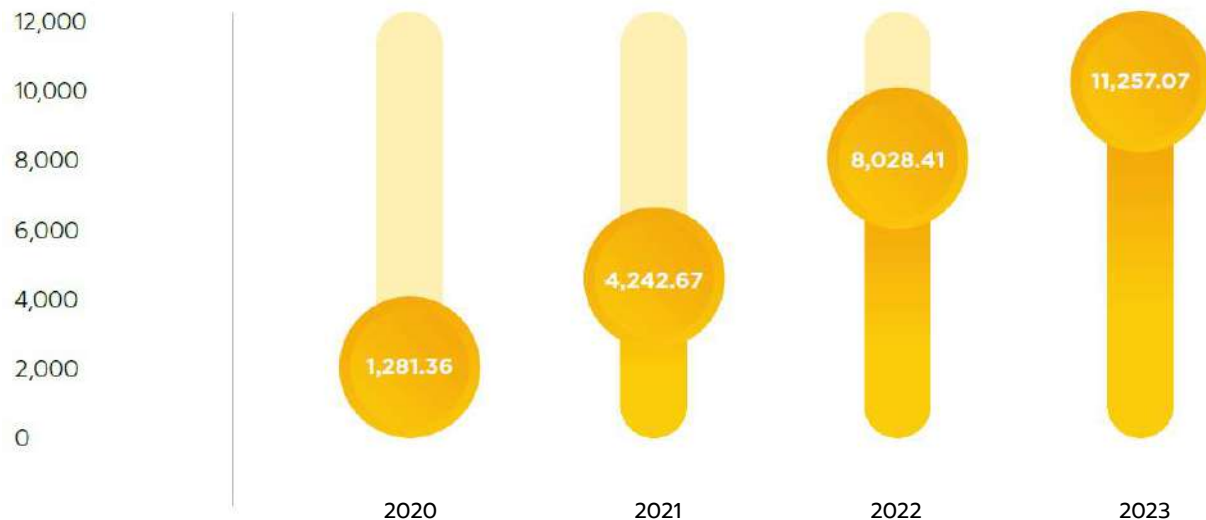
2. Production of electricity from the clean energy sources

The company determined to develop the system on management of energy with suitability to do business in tandem with the conservation of energy by promoting and encouraging a reduction of the release of greenhouse gas on energy use and reflection of the determination on sustainability. The company installed solar roof top panels to produce electricity in the plant area of 3 MW since 2020 – 2023. In addition, in 2023 the company could reduce the use of electricity in 2023 equals to 3,228.65 MW per year, or the accrued amounts for 2020 – 2023 equal to 11,257.07 MW per year, or a reduction of the release of the greenhouse gas in 2023 equals to 1,260.66 tons, and the carbon dioxide per year equals to the accrued amount of 4,395.43 tons of carbon dioxide per year.



The volume of the release of accrued electricity to the solar cell 2020-2023

Unit : MW



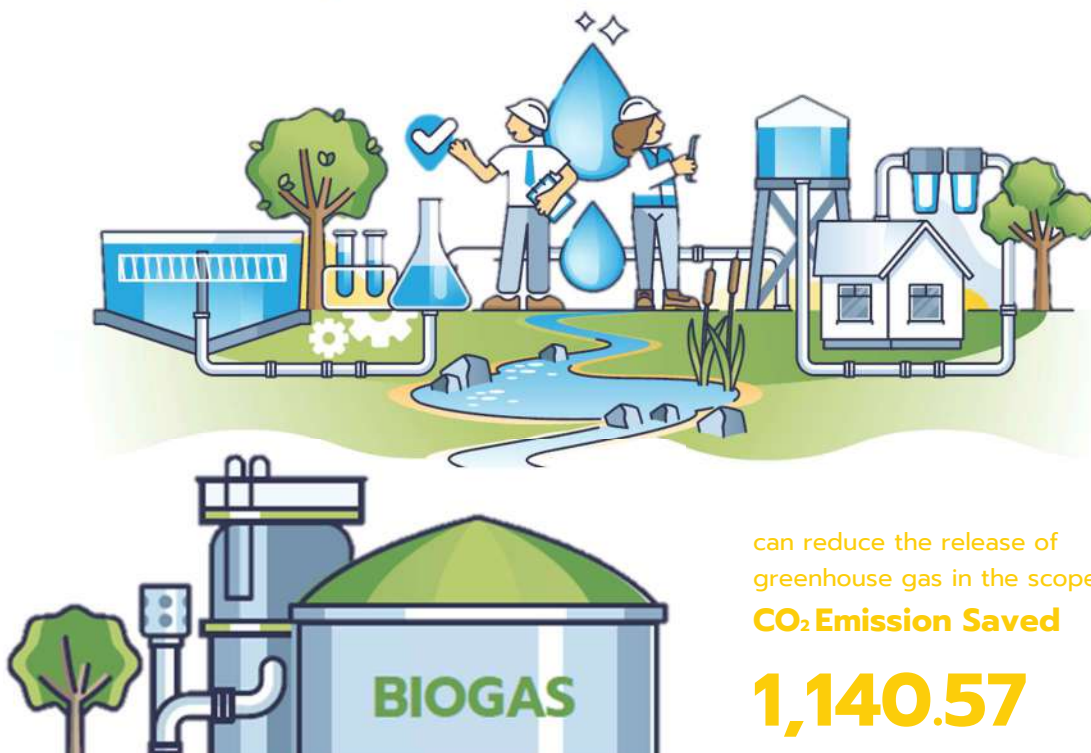


3. Using the energy from the wastewater treatment system to produce steam energy



The company has turned waste into renewable energy to be able to change the waste from the treatment to have efficiency using the anaerobic fixed film, which is a system using the work of microorganisms of the nonaerobic type to become biogas, so it is wasteful. The electrical energy can reduce the release of greenhouse gas in the scope 1 equals to 1,140.57 tons of carbon dioxide equivalent.

Moreover, it can use the incurred biogas from the reaction of the digestion of organic substance in wastewater to use in the warming water before feeding to the boiler to help saving fuel in the production of steam as well. It includes applying modern technology.



can reduce the release of greenhouse gas in the scope 1

CO₂ Emission Saved

1,140.57

4. Rehabilitation/conservation of the environment and forest



Growing the guardians of life

the Mangrove Forest Conservation Club , Hua Khao Sub-district, Singha Nakhon District, Songkhla Province.



The company envisages the importance of conscious inculcation of promoting conservation of nature and environment, which is considered to be the critical ecosystem as the source of grooming aquatic animals to rehabilitate the important ecosystem, the mangrove trees, mangrove forest, including the supply chain to help conserving this world by another way. Furthermore, it can increase the green areas to become the source of absorbing carbon dioxide.

There were activities to grow mangrove trees, the release of 1,000 fish and collection of garbage at the mangrove forest, including the cooperation to grow the mangrove forest on the National Labor Day "Volunteering Leads to Good Deeds" of Songkhla Province for 2023 totaling 3,500 trees.

5. Environmental Development

Participating in community activities aimed at enhancing both society and the environment is crucial for sustainable development. One such endeavor is the "We Love the Sea" project held in Sakoem Subdistrict, Thepha District, Songkhla Province. This project involves various activities aimed at promoting environmental sustainability and supporting the community. Activities include beach clean-up campaigns, distributing "Earth Guardians" trash bins, and providing football and volleyball equipment to the community. This project is organized by the voluntary association of company employees.



Another significant project focuses on environmental conservation efforts for the Koh Mak community in Pak-Phayun District, Phatthalung Province. Activities organized by the association include establishing a fish bank, constructing a large CMC-shaped house, releasing 20,000 tiger shrimp larvae, and conducting garbage collection activities around Koh Mak Island.



6. The environment and sea-essential sustainability



It was the first in the heart of paying attention to the environment and sea-essential sustainability in the quality policy of the company, which it set up the guidelines on organizational management per the environment management system and received accreditation of the ISO Standard 14001:2015. We have a working group on environmental management that monitoring the results on the control and care of the reduction of the various pollution arising from the business process, the joint conservation of environment, energy and natural resources as well as using the technologies that are friendly to the environment.

On the sea sustainability, the company receives the standard certification on Marine Stewardship Council: MSC in purchasing of raw materials from fisheries that have been certified and can be traced back throughout the supply chain to the fishing source that received certification in all the production procedures. It starts from the fishing boat up to the point of packing to be sent to the destination consumers. The compliance with the Dolphin Safe, the compliance with the policy of not buying fish from the fishing boats that transport or trade against the Shark Finning Policy. In the meantime, it has received accreditation from the Marine Trust in the fish oil products.

It gives priority on the acquisition of the main raw materials with responsibility under the sustainability to prevent illegal, unreported and unregulated fishing: IUU Fishing. We support the guidance on fishing with responsibility for abundance of the sea resources to comply with the seafood sustainable policy by focusing on prioritization on compliance with the requirements of the International Seafood Sustainability Foundation: ISSF. It is an organization that supports fishing by using the principle on scientific advancement principle through the research and analysis by the experts who implemented directly to promote the practical utilization of catching fish sustainably throughout the supply chain. We confirmed the compliance with the guidelines on the practice of fishing and promoting the development on conservation of marine resources by procuring tuna with responsibility. It used tuna caught from the fishing boat by the method that does not destroy the marine resources. Moreover, it encourages the sellers and the shipowners to be listed with the Proactive Vessel Register (PVR) to show the participation in creation of sustainability



3.4 Sustainable Management (Social)

3.4.1 Policies and guidelines

Safety, Occupational Health and Workplace Environment Policy

Chotiwat Manufacturing Public Company Limited has realized the importance of safety, occupational health and workplace environment and strived to improve and correct the Company's work environment to become a risk-free environment which in turn, shall ensure safety and good hygiene of all employees, customers, contractors, visitors, and surrounding communities.

The Company shall operate its business under the safety, occupational health and workplace environment policy in a similar manner as other policies concerning business operations of the Company. The executive of each department shall be responsible for supervising such policy to ensure its continued efficiency and effectiveness. Therefore, the Company announced the policy on safety, occupational health, and workplace environment to enable all employees to put into practice. Details are as follows:

1. The Company has determined that employees of all levels and every position shall work collaboratively to control risks which may lead to danger and/or career-caused disease. The Company shall also provide standardized personal safety equipment which shall be suitable for each specific task.
2. Every employee must collaborate with the Safety Committee, safety officer executive level, safety officer supervisor level and safety officer professional level in supervising matters relating to safety, occupational health and workplace environment. Every supervisor is responsible for supervising safety, occupational health and workplace environment as well as monitoring,

providing suggestions and training for the employees to perform their respective duties safely while ensuring an appropriate use of standardized personal safety equipment.

3. The Company shall act in accordance with laws and other standards relating to safety, occupational health and workplace environment as well as strive to achieve such established goals and objectives.
4. The Company shall provide knowledge by organizing training programs, giving news relating to safety, occupational health and workplace environment as well as promoting safety activities to minimize accidents, incidents and occupational diseases.
5. The Company has strived to minimize physical danger, damage of any assets and incidents as well as improved and corrected workplace environment to ensure the utmost safety. Therefore, the Company has set forth its goals and operation plan for each division with the aim to control the accident rate and to achieve overall goals and objectives.
6. To prevent and solve problems or potential danger caused by the operation. The Company; thus, has determined that every division must review their operation steps and methods by assessing risks and specifying appropriate preventive measures and used them as the operation safety handbook. The supervisors and chiefs of every level shall suitably employ such handbook in organizing training programs.
7. The Company has realized the importance of preventive measures and controlled any emergency incidents; therefore, the Company has established the preparation system, prevention and training in response to any emergency incidents. The Company is ready to support suitable operation and budget in preparing efficient prevention and training of emergency incident response.
8. The Company shall minimize risks to prevent and supervise operation safety in the area with an average noise level exceeding 85 dB(A) throughout 8 operation hours, since such noise level may cause hearing loss problem of some employees working in this area.

Human Rights Policy

1. Commit to human rights principles that shall not engage in or support the use of child labour, forced or compulsory labour including prison labour.
2. Provide and monitor safety and healthy workplace environment and shall take effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of associated with or occurring in the course of work.
3. Respect the right and effectively inform personnel that they are free to join a worker organization of their choosing without any negative consequences or retaliation from the organization.

4. Not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination.
5. Treat all personnel with dignity and respect. The organization shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.
6. Comply with applicable laws and industry standards on working hours and public holidays. The normal work week, not including overtime, shall be defined by local law and customer requirements.
7. Respect the right of personnel to living wage and ensure that wages for a normal work week shall always meet at least legal or industry minimum standards.
8. Formalize the human resource management policy and guidance, also encourage employees to achieve a good work and life balance to employee under human rights, social responsibility and must comply with all related local laws.
9. Define the procurement practice to engage in suppliers and service providers for human rights and social responsibility must comply with all related local laws.
10. Provide the grievance mechanisms related to fundamental human, labor rights health and safety by the channels to inform are easy and effective in safeguarding to ensure wellbeing improving system for the workers and develop communication protocols on progress of grievance resolutions or remediation actions. CMC protects the complainant whereby he/she can choose not to reveal himself/ herself and shall not act in a manner that deemed unjust to the whistle blower, whether in terms of changing job position, nature of work, job location, job suspension, threatening, termination of employment or any other acts that are unjust to the whistle blower or the person cooperating in finding facts.
11. Disseminate and communicate the understanding Human Rights Policy, Social accountability requirements, procedure and compliance to employees and related outsiders and provide opportunity to related persons to review the guideline.
12. Regularly review its policy statement, policies and procedures implementing, in order to continually improve.
13. Conduct the business following good governance, ethical and social accountability.
14. To prevent sexual harassment of male or female including alternative genders complied with Sexual Harassment Prevention Policy as follow.



Policy on prevention of sexual violation or intimidation

1. It focuses on the social ethics both at the organizational and individual levels, compliance with the law on gender equality or other relevant laws, including compliance with the requirements on human rights in taking care of the labor with equality and no prejudice on the gender to prevent from sexual violation or threat in the organization.
2. The employees at all levels shall be realized and not to violate or threaten against gender femininity or masculinity or other sexual orientation on the use of oral or manner for sexual violation or intimidation, although with consent. This is to prevent from abusing the power on sexual violation or intimidation.
3. The employees at all level shall give respect and honor with each other both the coworkers, superiors and subordinates and reduce the risk of causing a problem on sexual violation at the workplace. For instance, to dress appropriately, avoid staying in a blind spot with the opposite sex by just two persons, and behave as a good model to prevent the problem on sexual violation or intimidation, etc.
4. The employees at all level should help to monitor and report the behavior of sexual violation or intimidation that occurs at the work place to the superior or the company for acknowledgement, including do not tolerate it, if there is such the problem occurs to the coworkers.
5. Providing channels of filing a complaint in the case of there is a sexual violation or intimidation and there is an investigative system and remediation for prevention under a secret engagement. If there is a complaint on the issue of sexual violation, it shall appoint a working group to investigate the facts consisted of the chairman of the working group, who has the higher rank than the accused persons. They shall be appointed from the original affiliation with the experience on managing a complaint being the same gender with the victim. Moreover, the victim can trust and required the working group to present to the management to consider to supplement the disciplinary actions.
6. It provides protection for the victim, the complainant, witnesses to prevent from a retaliation or shame, e.g. separation or transfer of the workplace or other engagements as necessary and suitability. It is to prevent a contact between the accused person and the victim. Meanwhile, the victim or complainant and witnesses shall not be retaliated that can affect their job and livelihood and treat the accused person with fairness to defend themselves fully, including the right to show documents and evidence.
7. Give priority on the follow-up and remediation of the victim, abused or intimidated person on the sexual violation to have good mental condition on working and livelihood, including setting the punishment for the violators to be punished at the full force per the company rules and the relevant laws.
8. Promotion of knowledge and understanding related to the behavior that is sexual violation or intimidation to the employees at all levels to learn through the various media channels or dissemination via the bulletin board thoroughly for realization on the practice strictly.

Ethical Recruitment Fees Policy

CMC responsible for fees associated with the recruitment of employees as follows:

1. Operation expenses relevant worker documents such as passport, Visa departure permission, work permit or origin country labor documents including renew process.
2. Travelling, food and accommodation expenses of interviewing process, signing contract process and relevant recruitment working documents process.
3. Health check-ups and health insurance comply with the recruitment regulations.
4. Training expenses.
5. Recruitment services or jobseekers.
6. Other expenses for the recruitment process comply with laws and relevant requirements.

3.4.2 Results on the social engagement

1. Good livelihood of the employees

Ethical Recruitment Fees Policy

In 2023 the company announced the policy on the ethical recruitment fees policy to be effective from 1 April 2023

The process on ethical recruitment fees policy with responsibility, expense in the process of alien labor recruitment to work in the country shall comply with the SMETA (Sedex Members Ethical Trade Audit) standards. It had the practical principle to make sure that the recruitment is engaged systematically and efficiently from the process on selection and providing knowledge to the importers of the labor in the original and destination countries for the labor importers to comply with the recruitment process of the company. It is to make sure that the labor working with the company is not charged an expense in the recruitment process.

Moreover, the company has established the process on internal audit on the process of working involved with the labor recruitment both of the company and the labor importer, including there is an inspection from an outside agency per the Thai labor standards and the SMETA to confirm that the company has performed in consistent with the human rights principle in the force.





The company has provided welfare and working environment considering the health and working safety for its employees appropriately and treated them with integrity by listening to their opinions and recommendations with justification. It develops the organization and human resources with emphasis on the working process with efficiency and designates their role to be explicit and the suitable compensation. It is meant to create future opportunity and increase their working performance.

The company pays the compensation in the form of salary and/or bonus that are fair, suitable with their potential, including creating stability in the occupational field, and there is an opportunity to progress in the profession fairly as well as providing fringe benefits on the various stances for its employees as described by the law. The company encourages its employees to participate in the various activities to have happiness during working, e.g. the subsidized residence, shuttle bus, free rice, grants for their offspring, religious activities like the New Year's giving alms to the monks, to make merits on the Buddhist lent, donation to build a temple, celebrate the Songkran Festival, cheap food festival, sports day, older children's market, and opened an opportunity for the employees to earn incomes within the organization and the various club activities. Furthermore, it includes the activities creating bindings in the organization with giving gold to employees who have worked for the organization for 10, 20 and 30 years to boost their morale and binding for the employees and the organization thereafter.





2. Occupational health and safety of the employees in the organization



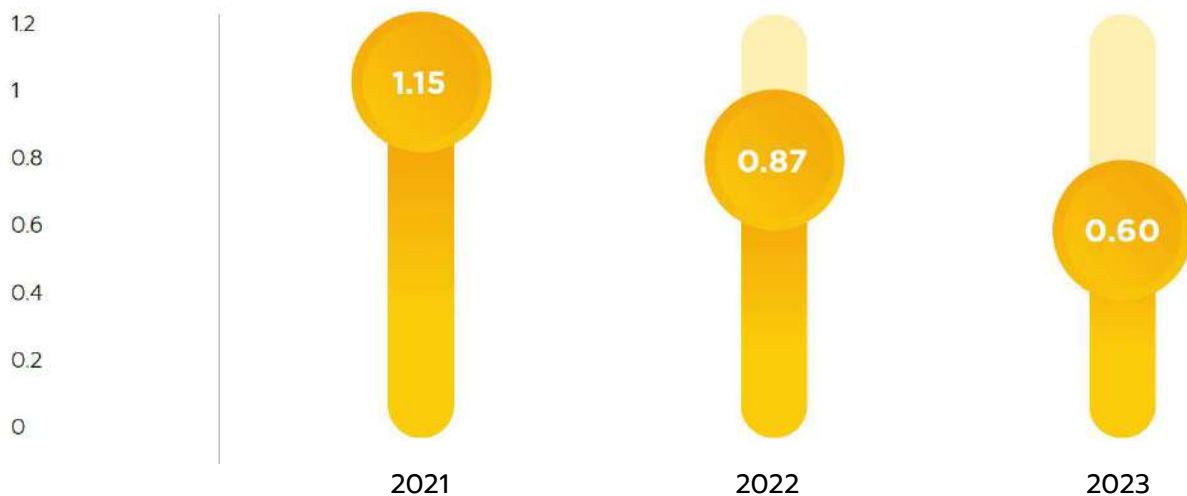
The company supervises the management and operations per the policy and working environment on occupational safety, which is the practical guidance on safety in the company. It prevents an accident, which we consider our employees are critical human resources to propel the organization, and for the company can proceed with sustainability. All of our employees are compared with offspring and siblings in a family. The challenges in the management of safety and taking care of labor is the management of different culture labor to be integrated seamlessly. "The system of management of Thai labor, labor relations and welfare we used can build stable foundation to the company, so our labor to have good life quality granted by the law, and to have safe working environment.

As a result on taking care of the excellent labor welfare, relations and safety, the company has received the Princess Cup from HRH, Princess Maha Chakri Sirindhorn, Thailand Labor Management Excellence Award 2023, the outstanding award for the occupational safety, hygiene and environment on working for 2023 at the national level (gold level) and the creation of safety culture.

The campaign for the employees to realize and adjust their working behavior to reduce accidents in all forms. It promoted the supervisors to be the leaders on safety and taking care of its employees to reduce the number of accidents continuously. It made guidelines on preventing accidents in the working areas, e.g. the promotion of KYT (Kiken Yochi Training) activity, Safety Talk, talking to the supervisors and the employees campaigned to reduce accidents by realization of working safety. Moreover, conducting training, reviewing the fire evacuation and inspection of the readiness of the emergency equipment for the employees to be ready and known of the assembly point when there is an emergency regularly. Furthermore, there will be an evaluation of their health based on the risk factors by checking their health and safety from a service from the hospital annually.



Injury Frequency Rate



3. Human resource sustainable development



The Company envisages that the human resources is the most important factor in business operations to build the value and compensation to the business due to the operations on the various operations. The Company has a policy to promote personnel development at all levels by encouraging its employees to have development on knowledge, capabilities and potential to have good attitude with merits and ethics as well as working as a supporting team in developing the organization and human resources. It put emphasis on the working process with efficiency designating the role and duty of the employees to be explicit, including setting the appropriate remuneration, development of the evaluation system and increase their working performance.

In 2022 up to date the Company has implemented the project work integrated learning (WiL) in the form of the school in the plant (on-the-job training). It is the project arising from the cooperation between the private sector, the public sector and the education sector by making a memorandum of understanding (MOU) in the teaching on, Occupational level at the high vocational certificate in the subject of processing of aquatic animals in the field of aquatic animal industry in the system of Bilateral Tinsulanonda Fisheries College and the industrial subject division of technician subject field (electrical/mechanical and electronic technicians), vocational college. The company supports the expense on the study, compensation for working to open an opportunity for the students to have an opportunity to study and have income, and thus create equality on education. The education helps to create opportunity for the students deprived of education in the various localities around the count to develop their knowledge and capabilities by the work-integrated learning. It aims on integration of knowledge in parallel with the actual working to help the students can perform their duty with the knowledge and capability to be continued at the higher level, including a creation of income for the poor students. Moreover, all the pupils and students who joined the project WiL can have an opportunity to be employed by the Company 100%



4. The corporate governance company operates the business with integrity and code of conduct



The Company has operated the business with honesty, truthfulness and equality while being responsible for society, both in terms of law and code of conduct. The internal control system is in line with the Enterprise Risk Management principle and the standards set forth by the Committee of Sponsoring Organization of the Treadway Commission (COSO)

In 2022, the Company also announced the intention to join the Thai Private Sector Collective Action Against Corruption (CAC-Thailand) and operated its business by adhering to good corporate governance principle stipulated by the Office of the Securities and Exchange Commission as well as realize the importance of business operation and the development of good corporate governance principle.

And in 2023 the company requested the Collective Action Against Corruption (CAC) from the Thai IOD (Institute of directors), the certificate of the certified member by the CAC of the Thai private sector under the heading "Public-Private Collaboration: A Strong Collective Action Against Corruption combined the tripartite strengths to build strength for sustainability" certified by CAC with two stars. It showed the transparency of the company in the operations, including the endeavor to expand this responsibility to its trade partners and the companies with relevant business involved with other people to participate in building the society that is free from corruption thereafter.

