



SRINANAPORN MARKETING PLC.



2023

The Year of Strategic Expansion

Sustainability Report

1 January 2023 – 31 December 2023
Task Force for Sustainable Development
Srinanaporn Marketing Public Company Limited

Scope of Report:
Srinaporn Marketing PLC and Subsidiaries

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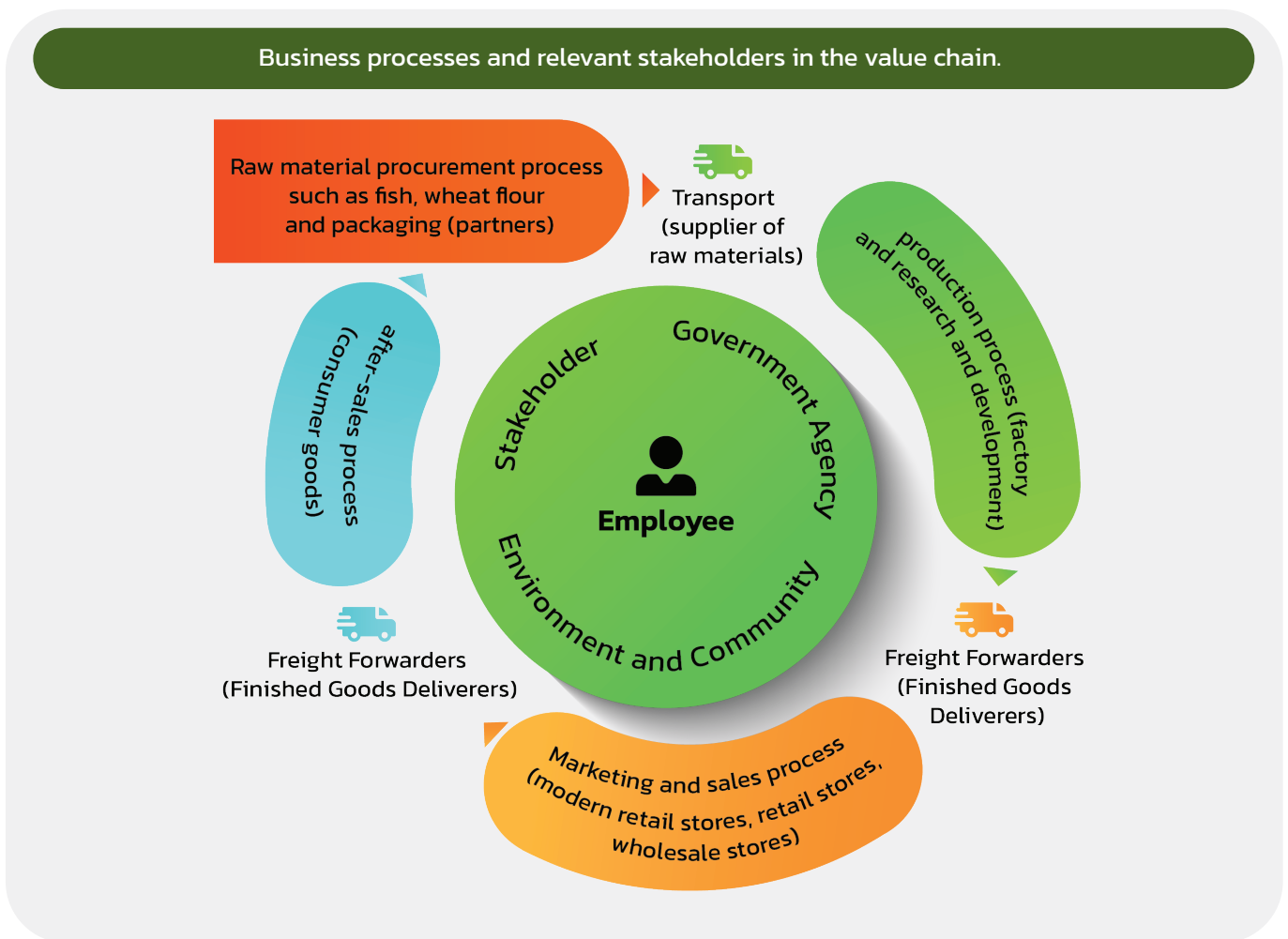
Sustainable Development Policy

Sustainable Development of the Company is the development of the quality of the supply chain covering the process of sourcing raw materials, efficient use of resources, work process development, product and service development, adding value and developing employee potential, sharing knowledge to the community, improving the quality of life of the community and participation in solving community environmental problems with the objective of

- 1) Reduce and control environmental impacts that may occur.
- 2) Create shared value between the Company and stakeholders in every sector.
- 3) Supervise work to be in accordance with the legal framework and Company’s regulations

The Company is committed to maintaining itself as a role model company for society (Good Corporate Citizen) in conducting business sustainably and be able to manage the business to grow steadily and be accepted in society (Corporate Social Responsibility) on the basis of ethics and corporate good governance principles consistent with the vision “Focus on the excellence to be a producer and distributor of beverage and snack products, good in both quality and service” and the mission of the Company “Becoming a public company conducting business fairly with responsible to society, business partners, and the environment sustainably”

Business Value Chain



The Company recognizes the importance of the Company’s key stakeholders in activities related to business operations from upstream to downstream (Procurement of raw materials to after-sales service). The Company’s operations are in response to the needs and expectations of stakeholders as much as possible. Through various policies and practices as will be discussed next.

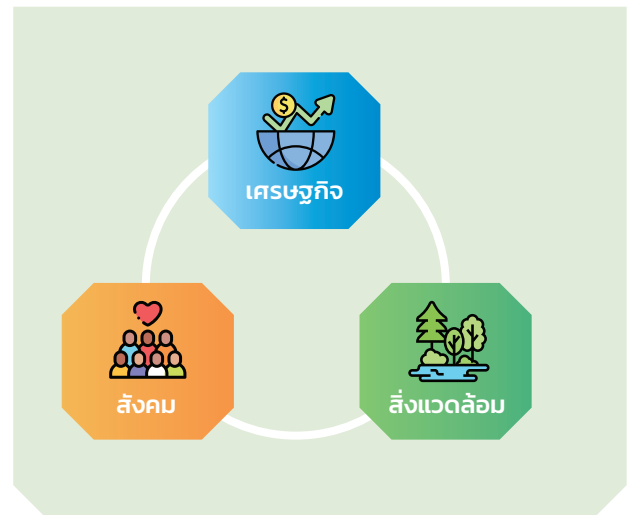
Stakeholder Analysis, Expectations and Participations

The Company analyzes stakeholders in the business value chain into two groups:

- 1) Direct stakeholders are those directly involved in the Company's operations, such as suppliers, employees, consumers, etc.
- 2) Indirect stakeholders are those affected by the Company's operations, such as international organizations, educational institutions, etc.

The Company also places importance on analyzing stakeholders continuously by listening to information both proactively and reactively which has the following details:

- Proactive operations - The Company provides questionnaires to assess consumer satisfaction at both retail (Attitude and Usage Assessment) and wholesale (B2B Assessment) levels, as well as plans to conduct satisfaction surveys as well as satisfaction for employees.
- Reactive Operations – The Company opens up product and operational complaints through its consumer hotline and collect statistics to develop services in the future and responds to complaints promptly or as quickly as possible.



Stakeholders and Expectations

Stakeholders	Expectations	Respondents	Communications	Participations
Investors	<ul style="list-style-type: none"> • Business performance • Information transparency • Good Governance • Social and Environmental responsibility 	<ul style="list-style-type: none"> • Conducting business for the best performance • Steadily and sustainably grow of profit • Transparent and reliable information disclosure 	<ul style="list-style-type: none"> • Investor Relations website • Annual General Meeting of Shareholders • Annual Report • Telephone and e-mail 	<ul style="list-style-type: none"> • 1 Annual General Meeting of Shareholders • 4 analyst meetings • 12 company visits • 55 funds and investors meetings • 9 roadshows
Business Partners and Suppliers	<ul style="list-style-type: none"> • Fair trade • Non-disclosure crucial information • Co-developing business 	<ul style="list-style-type: none"> • Fair business conducting • Engaging good relations with stakeholders and co-developing business 	<ul style="list-style-type: none"> • Meeting, inspection, and factory visit • Annual Evaluation • Telephone and e-mail • Whistle blowing 	<ul style="list-style-type: none"> • 11 factory inspections and visits • 67 New Partners assessed on Social and Governance or 100% of new partners.

Stakeholders	Expectations	Respondents	Communications	Participations
Consumers/ Customers	<ul style="list-style-type: none"> • Good quality product (nutrition and healthy) • Snvironmental label • Price • Safety • Social and environmental responsibility 	<ul style="list-style-type: none"> • Survey satisfaction to the products • Provide healthy products to consumers • Repackaging size • Producing food with value and nutrition 	<ul style="list-style-type: none"> • Website (under “brand and products’ • Customers’ Satisfactory Survey • Whistle blowing through Consumer Hotline • Developing new product with great importance to environment and consumer 	<ul style="list-style-type: none"> • 15 Modern Trade customers satisfactory surveys • 11 Traditional Trade customers satisfactory surveys
Employee	<ul style="list-style-type: none"> • Fair compensation and benefits • Good employee’s practices • Safety work environment and well-being • growth career path 	<ul style="list-style-type: none"> • Respond to suggestion box • Developing employees’ well-being and security • Fair treatment to all employees without discrimination 	<ul style="list-style-type: none"> • Suggestion box • Employee benefit policy • Career development • Welfare committee meeting • Employees’ satisfactory surveys 	<ul style="list-style-type: none"> • Appointment of Welfare Committee consisting of representatives from employer and employee • Appointment of Occupational Safety, Health, and Environment Committee to promote safety workplace • Improvement of canteen and workplace for better safety and hygiene. • 1 employees’ satisfactory survey • Annual evaluation of performance for the raise • Training and seminar for career development and leadership • Employee annual meeting for management to meet employees • Annual health checkup and Flu vaccination • Annual employees’ party • Suggestion box, e-mail and website for submitting complaints

Stakeholders	Expectations	Respondents	Communications	Participations
				<ul style="list-style-type: none"> • CSR Big cleaning day • Innovative machinery for better safety of employees • Internal communications by Newsletter, e-mail weekly and monthly • Operations with environmental and safety standard along improvement appropriate welfare • On-board program for new employees • Human Due Diligence
Government agency	<ul style="list-style-type: none"> • Social and environmental responsibility • Participate in social and environmental projects • Fair disclosure 	<ul style="list-style-type: none"> • Participate in social and environmental projects • Conducting business with transparency 	<ul style="list-style-type: none"> • Environmental projects 	<ul style="list-style-type: none"> • Awarded CSR-DIW • Go on Project Carbon Footprint Organization • 2 awarded factory evaluation • 3Rs Award and 3Rs+
Community	<ul style="list-style-type: none"> • Conduct business with responsibility • Community sustainable development • Community economic development • comply with laws and regulation • participate in public activities 	<ul style="list-style-type: none"> • Regularly provide project and activity to development community and society • Promote activity for society to not commit unlawful actions • Promote activity convertible to be income to support local community surrounding • Complying with procurement policy for product and service sourcing concerning environment and comply with environmental laws 	<ul style="list-style-type: none"> • Website (under “SNNP for community”) 	<ul style="list-style-type: none"> • Luk chup: SNNP to community transferring knowledge on producing snack to student as to promote future occupation • Jelly orange flavor transferring knowledge on producing jelly to surrounding community as to promote future occupation and the care to the community

Sustainable Development Operations and Reporting

The Board of Directors has appointed the Corporate Governance and Sustainable Development Committee to be an important mechanism for managing sustainable development in all dimensions, namely the economic and corporate governance dimensions, Environmental dimension and Social dimension by specifying a plan to drive the business towards sustainability and has continued to operate until the present, including plans for future operations to drive the business towards sustainability with flexibility and effectiveness, along with operations in accordance with the operating plans and policies. As well as reporting the SD operations to the Corporate Governance and Sustainable Development Committee for acknowledgment; therefore, the meeting approved the appointment of a Task Force for Sustainable Development (TFSD), as follows:



Name	Position	Department
1. Mrs. Kittiya Chaisathaporn	Executive Vice President Procurement and Supply Chain	Procurement
2. Mr. Supachoke Bumrungpun	Chief Financial Officer	Accounting and Finance
3. Mr. Seksan Taetarworn	General Manager	Domestic Sale
4. Mrs. Nuntiwa Wanwong	Senior Vice president Research and Development	Research and development
5. Mrs. Srinuan Suphanusont	Human Resources and Administration Manager	Human Resources and Administration
6. Mr. Pichet Puntarwong	General Manager	Factory
7. Mr. Narong Netbangon	General Manager	Factory
8. Mr. Chamnan Vilaiwan	General Manager	Factory
9. Mr. Phithak Chuankayan	Senior Manager	Occupational Health Safety and Environment

In 2023, the TFSD held a total of 5 meetings to discuss, improve and develop sustainability management plans, with Mrs. Kittiya Chaisathaporn, Executive Vice President Procurement and Supply Chain presiding over the meeting as chairman. The Corporate Governance and Sustainable Development Committee meeting approved and allocated a budget for sustainability operations and there were 7 projects approved and implemented in 2023, as follows:

2023 Project	Status	Dimensions	Target	Operating Process
1. Solar Roof installation project (SNNP Materiality Matrix 2023 No.1, 2)	Proceed	Environment	Reduce electricity purchases from the electricity authority by 0.05% per total sales and greenhouse gas emissions decrease by at least 10% from the baseline year.	Implement the installation of solar energy panels at all branches nationwide in Thailand and evaluate carbon credits derived from the utilization of clean energy sources
2. Wastewater management project (SNNP Materiality Matrix 2023 No.2)	Proceed	Environment	After the completion of water treatment, utilize treated water to substitute water in the restroom system, employing the Ratchaburi province branch facility as the pioneering plant.	Integrate treated water into the R/O system for restroom water supply, completing the wastewater management cycle.
3. Production and processing enhancement project (SNNP Materiality Matrix 2023 No.7)	Proceed	Governance	Enhance the capabilities and professional competence of employees and business partners	Conduct on-site inspections of production facilities and provide specialized manufacturing knowledge to local coconut farm suppliers.
4. Anti-Corruption Coalition Project (CAC) (SNNP Materiality Matrix 2023 No.3)	Proceed	Governance	Obtained Certified Company accreditation from CAC within the year 2023.	Announce the commitment to join the organization against corporate corruption by December 2023 and receive certification within the year 2024.
5. Water Risk Management Project (SNNP Materiality Matrix 2023 No.4, 5)	Proceed	Environment	Develop strategies to prevent and mitigate the risk of water scarcity resulting from climate change, and prevent conflicts with the community.	Analyze the situation and its impact, then develop a comprehensive water risk management plan collaboratively with stakeholders across the business chain.
6. Risk Culture Enhancement Project (SNNP Materiality Matrix 2023 No.7)	Proceed	Social	Set key performance indicators (KPIs) for risk management operations as part of the organization	Collaboratively manage operations with the risk management team, providing risk awareness to stakeholders across the business chain. Develop Key Performance Indicators (KPIs) for risk management.

2023 Project	Status	Dimensions	Target	Operating Process
7. Sustainable Forestation Project (SNNP Materiality Matrix 2023 No.1)	Proceed	Environment	Achieve carbon neutrality by the year 2032.	Request approval to conduct a feasibility study for the project

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The Corporate Governance and Sustainable Development Committee meeting approved and allocated a budget for sustainability operations and there were 7 projects approved and implemented in 2023, as follows:

Mr. Thakorn Chaisathaporn, Chief Executive Officer, has seen the great importance of dealing with climate change; therefore, pushing for a reforestation project to store carbon credits including improving the production process to reduce carbon footprint along with the support of Mr. Wirot Wachiradechkul, Senior Executive Vice President Domestic Business Division to drive knowledge in managing climate change risks by organizing training, giving knowledge, creating media for employees at all levels to be aware of such risks, as well as allocating operating budgets for managing climate change, which has Mr. Supachoke Bamrunghan, Chief Executive Officer Accounting and Finance as an important executive in providing advice, preparation and facilitating the disbursement of budgets for sustainability and climate change, and with the joint effort of executives and employees at all levels, the sustainability development of the organization is unified and sustainable under the management of the Sustainable Development Department. SDD & TFSD regularly report operating results to the Corporate Governance and Sustainable Development Committee for their acknowledgment.

1. Economic dimension

1.1 Business code of conduct

Business ethics

Srinanaporn Marketing Public Company Limited (the “Company”) has a code of business ethics that the directors, executives, and employees of the Company must adhere to as guidelines for performing their duties as representatives of the Company. The Company has established a code of ethics for conducting business as a good practice. This will help promote transparency in business operations, build confidence among investors stakeholders and all related parties as follows:

1. Shareholders The Company will conduct business with transparency and efficiency in order to create sustainable value for the business by making an effort to produce steady growth and excellent operating results, in order to ultimately deliver the greatest possible benefit to shareholders. This involves providing information that is trustworthy and transparent.

2. Employees Every employee will receive equitable treatment from the Company along with suitable compensation. Furthermore, the Company values the development of skills such as organizing training, seminars, and workshops by giving each employee comprehensive opportunities, and intend to motivate highly qualified employees to remain on employment in order to help with organizational development. The Company has also set anticorruption procedures, which require all employees to follow legal requirements such as completely prohibiting the use of inside information, etc.

3. Trading Partners The Company has allowed partners to compete on equal information, and select with fairness under the Company’s trading partner assessment and selection criteria. The Company never offers, accepts, or pays any dishonest incentives when trading. The Company has prepared appropriate and fair contract forms for all contracting parties, and provide a monitoring system to ensure that conditions are fully complied to prevent corruption and misconduct in procurement. The Company will purchase products from trading partners according to trade conditions, and strictly complying with contracts.

4. Customers The Company acknowledges its accountability to customers by maintaining the quality and standards of products and services in order to fully satisfy their demands, provide the broadest possible coverage, and foster enduring customer satisfaction. the Company also considers customers health and hygiene, along with giving customers accurate and comprehensive information about its goods and services. The Company arranges channels for the customers to report on problems from unsuitable products and services to prevent and solve problems while maintaining customer secrets without using customer secrets to make illicit gains for the Company or other parties involved.

5. Creditors The Company will primarily abide by the terms of agreements signed with creditors, which include paying back bonds, interest, and principal loans under applicable contracts.

6. Competitors The Company consistently upholds and advocates for laws and regulations related to fair and freedom competition, as well as excellent ethical and competitive behavior.

The Company values and cares for the environment, society, safety of the community, and the standard of living of those who work for it. The Company also pushes its employees to be socially conscious and accountable for the environment and community. Furthermore, the Company also arranges for strict compliance with various related laws and regulations, and it makes an effort to take part in a variety of initiatives that contribute to the creation and preservation of the environment and society. Additionally, the Company also engages in cultural promotion in the areas where it conducts business.



Corporate Governance & Business Code of Conduct Handbook

1) Business ethics training

Srinanaporn Marketing Public Company Limited is committed to conducting business with honesty, transparency in accordance with legal operating guidelines, regulations related to business operations both nationally and internationally, while also taking into consideration all parties involved in every aspect of the company. The Company has prepared business ethics and work practices for executives and employees to carry out as guidelines for working and performing their duties with honesty and integrity, adhering to the rule of law, being transparent, being committed to justice and integrity, emphasizing on customers, being responsible to society, taking into account all groups of stakeholders, not being involved in human rights violations, promoting anti-corruption, refusing to accept compensation beyond what is reasonable, not accepting or paying bribes, not engaging in conflicts of interest, and not infringing upon intellectual property or copyright of others. The Company intends to communicate these ethics and obligations to employees at all levels as guidelines for conducting business ethically. For further information, kindly visit the Company’s website.

Operations in 2023

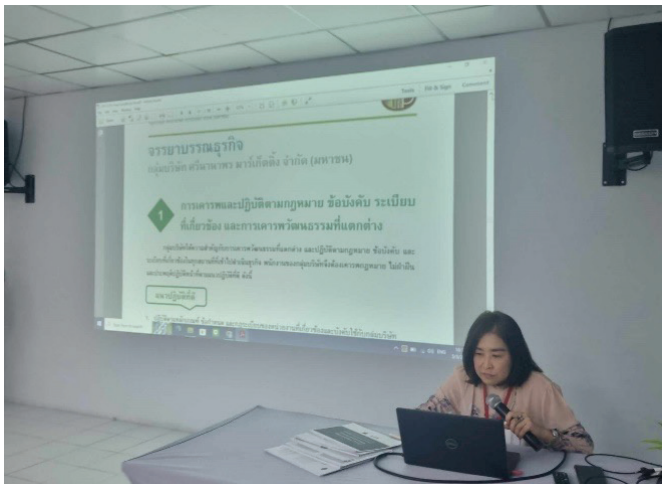
- Provide a Supplier Code of Conduct handbook that will serve as a guide for the Company’s suppliers to follow when collaborating with one another in the supply chain.
- Organize training on the Business Code of Conduct handbook for employees, beginning with executives who oversee or are above the supervisory level, as well as providing employees with such understanding information while they are in charge of them. In the training, there is knowledge assessment before and after the training. Using a pre-training test (Pre-Test) and a post-training test (Post-Test), learning scores can be summarized before and after attending the training. From a total of 120 people who attended the training, it was found that 100 percent of the participants had an increase in their learning scores after attending the training. This is considered to be an achievement of the set goal of having to pass at least 75 percent of the criteria as follows:

Test	Total score	Lowest score	Highest score	Average
Pre-Test	10	3	8	6
Post-Test	10	9	10	9

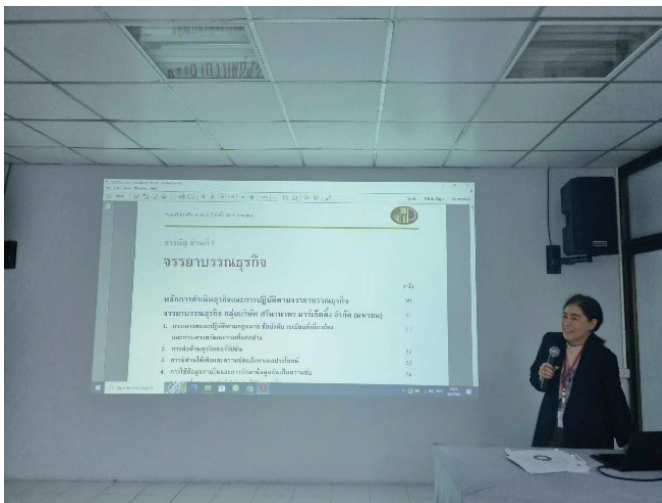
Operational goals for 2024

The Company integrated training content into the training curriculum for new employees to ensure that employees at all levels are aware, understand, and able to practice them in accordance with the principles of good governance, business ethics, and work practices.

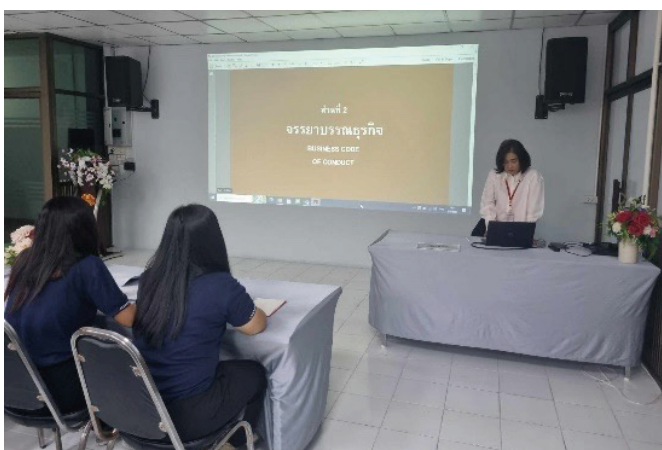
SNNP – Pictures of the Code of Conduct training course, Business Ethics, Quarter 1/2023



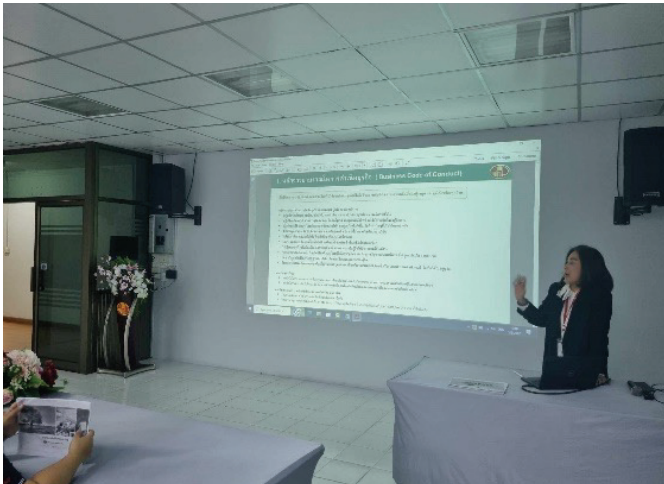
SNNP – Pictures of the Code of Conduct training course, Business Ethics, Quarter 2/2023



SNNP – Pictures of the Code of Conduct training course, Business Ethics, Quarter 3/2023



SNNP - Pictures of the Code of Conduct training course, Business Ethics, Quarter 4/2023



2) Anti-Corruption Activities

The Company values its participation in the Thailand Private Sector Collective Action Against Corruption Project. On December 15, 2023, the Company has already announced its plan to take part in the project. It has also reported its operations to the board of directors, informed all staff of its plans, and invited partners to join the network.

สารจากประธานเจ้าหน้าที่บริหาร

บริษัท ศรีนาพร มาร์เก็ตติ้ง จำกัด (มหาชน) (บริษัท) ขอแสดงความยินดีและขอบคุณในโอกาสที่ บริษัทฯ ได้เข้าร่วมโครงการต่อต้านคอร์รัปชันในภาคธุรกิจ ซึ่งเป็นการดำเนินงานที่มีความสำคัญและมีผลกระทบอย่างกว้างขวางต่อสังคมและเศรษฐกิจของประเทศไทย

บริษัทฯ ได้ตระหนักถึงความสำคัญของการดำเนินงานที่โปร่งใสและซื่อสัตย์สุจริต ซึ่งสอดคล้องกับค่านิยมขององค์กร และมุ่งมั่นที่จะดำเนินธุรกิจด้วยความซื่อสัตย์สุจริต และปฏิบัติตามกฎหมายอย่างเคร่งครัด

บริษัทฯ ขอเชิญชวนให้ทุกภาคส่วนที่เกี่ยวข้องได้ร่วมกันสร้างวัฒนธรรมการดำเนินงานที่โปร่งใสและซื่อสัตย์สุจริต ซึ่งจะเป็นประโยชน์ต่อทุกภาคส่วนที่เกี่ยวข้อง

ทั้งนี้ บริษัทฯ ขอชื่นชมและขอบคุณผู้บริหารทุกท่านที่ให้ความสำคัญและปฏิบัติตามนโยบายการต่อต้านคอร์รัปชันของบริษัทฯ โดยตรงไม่สงสัย และดำเนินการด้วยความซื่อสัตย์สุจริต โดยยึดมั่นในค่านิยมขององค์กร และปฏิบัติตามกฎหมายอย่างเคร่งครัด

ขอแสดงความยินดีและขอบคุณในโอกาสที่ บริษัทฯ ได้เข้าร่วมโครงการต่อต้านคอร์รัปชันในภาคธุรกิจ ซึ่งเป็นการดำเนินงานที่มีความสำคัญและมีผลกระทบอย่างกว้างขวางต่อสังคมและเศรษฐกิจของประเทศไทย

นางชฎาพร ประจักษ์พานิชย์
ประธานเจ้าหน้าที่บริหาร

Srinanaporn Marketing Public Company Limited

บมจ. ศรีนาพร มาร์เก็ตติ้ง
ชวนผู้ประกอบการ
มาเป็นแนวร่วม
ต่อต้านคอร์รัปชันในทุกรูปแบบ

จากพลังสามัคคี
ผู้จุดเปลี่ยนไร้คอร์รัปชัน

SAY NO TO CORRUPTION

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www.snnp.co.th

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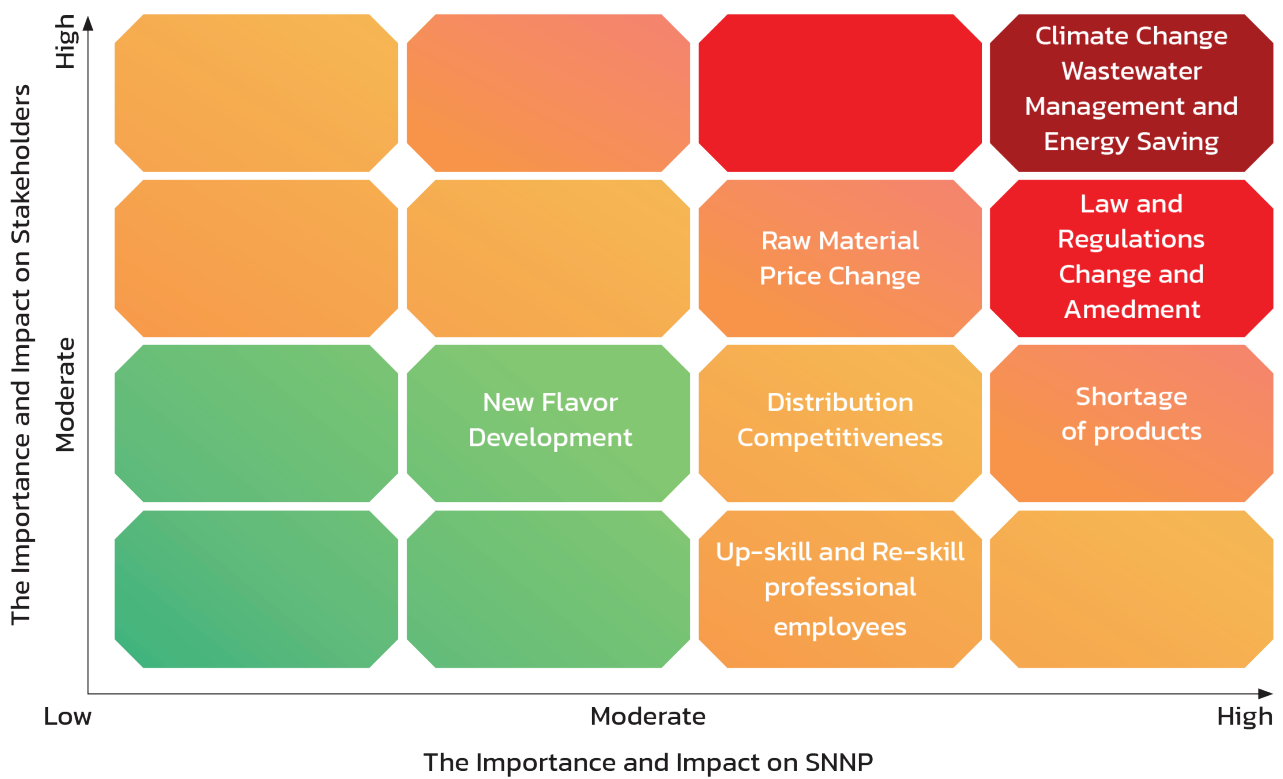
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3) Corporate Governance Principles*

The Thai Institute of Directors Association (IOD) awarded the Company five stars, or excellent, in the results of its 2023 Corporate Governance Survey of Thai Listed Companies (CGR). Furthermore, the Company was ranked in the top quartile of companies with a market capitalization of no more than 10,000 million baht. The Company was also evaluated by the Thai Investors Association for the quality of organizing the 2023 Annual General Meeting of Shareholders (AGM Checklist), receiving a score of 95 out of a possible 100 points.

(*For further information, kindly see 56-1 One Report 2023 topic 6.3 Key changes and developments in policies, practices, and corporate governance systems over the past year

1.2 Business challenges



The Company made arrangements for the identification of significant challenges in order to align its business practices with the Sustainable Development Goals of the United Nations. The Company is able to identify and prioritize important challenges and take urgent action to meet global objectives. The Corporate Governance and Sustainable Development Committee Meeting No. 2/2023 has approved the following:

Business challenges	SDGs
No 1. Climate change	 
No 2. Wastewater management and energy saving	  
No 3. Changes in laws and regulations	  
No 4. Insufficient goods for production and distribution	  
No 5. Changes in raw material prices	  
No 6. High competition	 
No 7. Increasing professional potential and aptitude	 
No 8. New and unique taste	  

1.3 Risk Management

The Company has a risk management policy and has integrated risk management throughout the organization in a systematic and continuous manner by referring to risk management according to the operating framework and guidelines that are the international standard COSO ERM 2017. The Company has considered changes in risk factors related to current business operations as well as emerging risk factors and the possibility of fraud and corruption. It has also set management guidelines risk to keep the risk at an acceptable level. The company regularly reviews risks and monitors the implementation of risk management measures so that it can achieve both short-term and long-term goals. The Company has also connected the Key Performance Indicator (KPI) and Key Risk Indicator (KRI) in order to evaluate the success of the organization's short- and long-term strategies, monitor changes in the various risk variables, and decide on further actions to respond to changes promptly. In 2023, the Company has categorized its risk factors in accordance with the COSO ERM 2017 standard, which covers all expected risks (Potential Risk) that the Company may face. This allows for the identification of risk factors to be entirely comprehensive and consistent, allowing for the collection of risk analysis data at multiple levels and the analysis of overall risk levels (Aggregate Risk).

The Company believes that effective risk management is crucial to the sustainability of the organization because it is a guideline that will support the Company in achieving its goals under changes in the business operating environment, responding to stakeholder needs, helping to reduce the impact of various uncertainties, and also looking for opportunities to increase business value.

The Company therefore continuously conducts risk management in accordance with the principles and guidelines of The Committee of Sponsoring Organization of the Treadway Commission (COSO-ERM), which is an international standard in risk management, including principles of good corporate governance for listed companies in 2017 (Thai Corporate Governance Code for Listed Companies - 2017)

In 2023, the Company faced challenges and uncertainties from various factors, for instance, the situation of conflict between Israel and Hamas, fluctuations in the price of energy and raw materials, as well as concerns about the economic slowdown, etc. These factors created pressures both in demand and supply in the world economic systems. In this regard, the Company had established various measures to manage risks to reduce the impact on the Company, such as measures to reduce costs, adjust production plans and sales plans in accordance with the market situation, financing and cash management, measures to monitor and manage effective collections in timely manner.

The Company has integrated its risk management system with policies, laws, regulations, and various operational standards, covering good corporate governance (Governance), risk management (Risk Management), internal control (Internal Control) and supervised operations to be in accordance with laws and regulations (Compliance) to ensure that the Company has appropriate risk management. The Company has an adequate and effective control system throughout the organization. It considers risk management to be an important component of every business process and must be linked at every level so that the Company has established a risk management policy throughout the organization that all employees must adhere to and practice, with a risk management committee (Risk Management Committee: RMC) responsible for overseeing overall risk management for maximum effectiveness.

The Company has a risk management structure divided into 2 levels: the enterprise level and the operational level. The enterprise level risks are managed through the Risk Management Committee (RMC), appointed by the Board of Directors, responsible for evaluating and reviewing the nature of risks that the Company is experiencing or expected to occur and affecting the Company (Risk Identification), oversee risk management guidelines through setting risk management policies and determine the acceptable risk level (Risk Appetite) covering and consistent with the strategies and direction of the Company's business operations as well as


performing the duty of following up the progression, commenting and giving suggestions regarding risk management. The enterprise risk management task force, consisting of senior executives from various departments, performs duties on the management of organizational risk in accordance with the risk management policy and framework from the Risk Management Committee.

In addition, the Company has a risk management unit, primarily responsible for coordinating and facilitating the Company’s risk management system to be efficient and achieve the objectives according to the risk management policy set by the Board of Directors as well as the internal audit department responsible for monitoring and verifying the organization’s risk management, before presenting report to the Risk Management Committee and the Board of Directors respectively. (For further information about risk factors, risk assessment, and risk management plan, kindly see 56-1 One Report 2023 topic Risk Management)

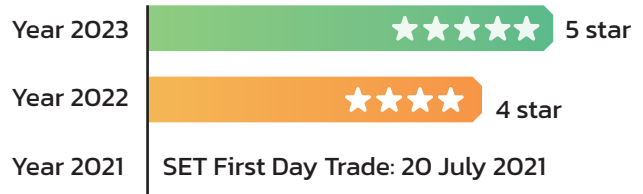
1.3.1 Corruption risk management

The Company recognizes the importance of good corporate governance, which is one of the important foundations of sustainable business operations. To create transparency, fairness, and responsibility. In order to foster transparency, fairness, and responsibility, the Company has not only reduced the possibility risk of wrongdoing within the organization but has also enhanced its relationships with alliance, investors, trade partners, customers and other stakeholders. The Company aims to promote the principles of good corporate governance. This includes protecting the rights of shareholders and investors, promoting appropriate and ethical business practices, and combating bribery and corruption. It also extends the scope of governance to other important issues such as human rights, especially equal and non-discriminatory treatment, risk management and privacy protection. All of which will enable the company to successfully reduce negative impacts on stakeholders and create shared value for all sectors.


Governance goals and progress

 **Target for 2023: Excellent level (5 star)**

Anti- Corruption



Incidents of corruption or violations of business ethics

  **Target for 2023 = 0**

Anti-corruption is a crucial component of corporate governance since the Company is committed to conducting its business ethically. For this reason, the Company has established an anti-corruption policy that draws upon its business ethics and good corporate governance policy. This applies to company personnel at all levels from the board of directors, executives, to employees for appropriate practices and maintaining business ethics. These expectations are also conveyed to its alliance, trade partners, suppliers, contractors and other relevant stakeholders through the SNNP Supplier Sustainable Code of Conduct. In order to support our commitment to ethical business practices, the Company has announced its intention to be certified as a member of the Collective Action Against Corruption - CAC on 15 December 2023. It is expected to receive certification as a member by 2024.

Corruption risks assessment

The Company has assessed corruption risks as part of the company's risk assessment process, which is consistent with the principles set by the CAC organization. The Company defines corruption as the act of using money to buy work, business opportunities, convenience or guilt. The risk of corruption will be considered from the important business processes of every department. The risk level will be assessed from the impact, opportunity and possibility, and important control measures including mitigation plans for key risks. There will be risk owners and specific task force set up to regularly monitor the status of risk management before reporting performance to executives, risk management committee, corporate governance and sustainable development committee, and the board of directors.

To ensure that corruption risks are properly managed, the Company has appointed a task force for sustainable development consisting of executives, general managers, and department managers such as production, human resources, legal, accounting and finance, internal supervision and audit department, company secretary department, etc. The chief executive officer is the chairman of the task force, responsible for overseeing compliance with the anti-corruption policy and the Company's corruption risk management process, with a task force consisting of representatives from various departments as supporter for compliance with relevant policies and regulations throughout the organization including assessing corruption risks, monitoring the performance of the Company as well as reporting the operating results to the risk management committee, corporate governance and sustainable development committee, and the board of directors for regularly acknowledgement.

Whistleblowing

The Company has specified "Whistleblowing Policy" to emphasize the value of good corporate governance and provide opportunities for employees and stakeholders to report information or provide clues when they observe violations or found irregularities in the Company's business operations, such as supervision, morality, ethics, corruption, financial transactions, compliance with the guidelines, regulations regarding the law and anti-corruption policy

in conducting business through various channels specified in order for complaint information to be examined in accordance with the procedure outlined in the policy for reporting misconduct as follows:

Complaint Recipient

1. Independent Director or Audit Committee
2. Human Resources Manager / Internal Audit Manager / Company secretary

Complaint Procedure

1. Complaints can be made directly verbally.
2. Send a letter of complaint directly to the recipient of the complaint.
3. Send an E-mail Address to the recipient of the complaint.
4. In cases where the complainant chooses to remain anonymous, details of the facts or evidence must be clearly stated and sufficient to show that there is reasonable cause to believe that there has been a reasonable suspicion that fraud or other violations of the law, rules, and company regulations or the company business code of conduct.

Channels For Whistleblowing

The Board of Directors has assigned the Independent Directors or the Audit Committee to consider clues or complaints that may raise suspicion of corruption in the Company either directly or indirectly through the channels for receiving matters specified in this policy. The whistleblower must provide the details for the topic or complaint subject as well as name, address and contact number and submit through the complaint channels as follows:

• Report to the Independent Directors or Audit Committee at :

Email audit_committee@snp.co.th
 Post Independent Directors or Audit Committee
 Srinanaporn Marketing Public Co., Ltd.
 325/6-9 Lanluang Road, Si Yaek Maha Nak
 Subdistrict, Dusit District, Bangkok 10300

• Report to the Company secretary or the Human Resources Manager or Internal Audit Manager at:

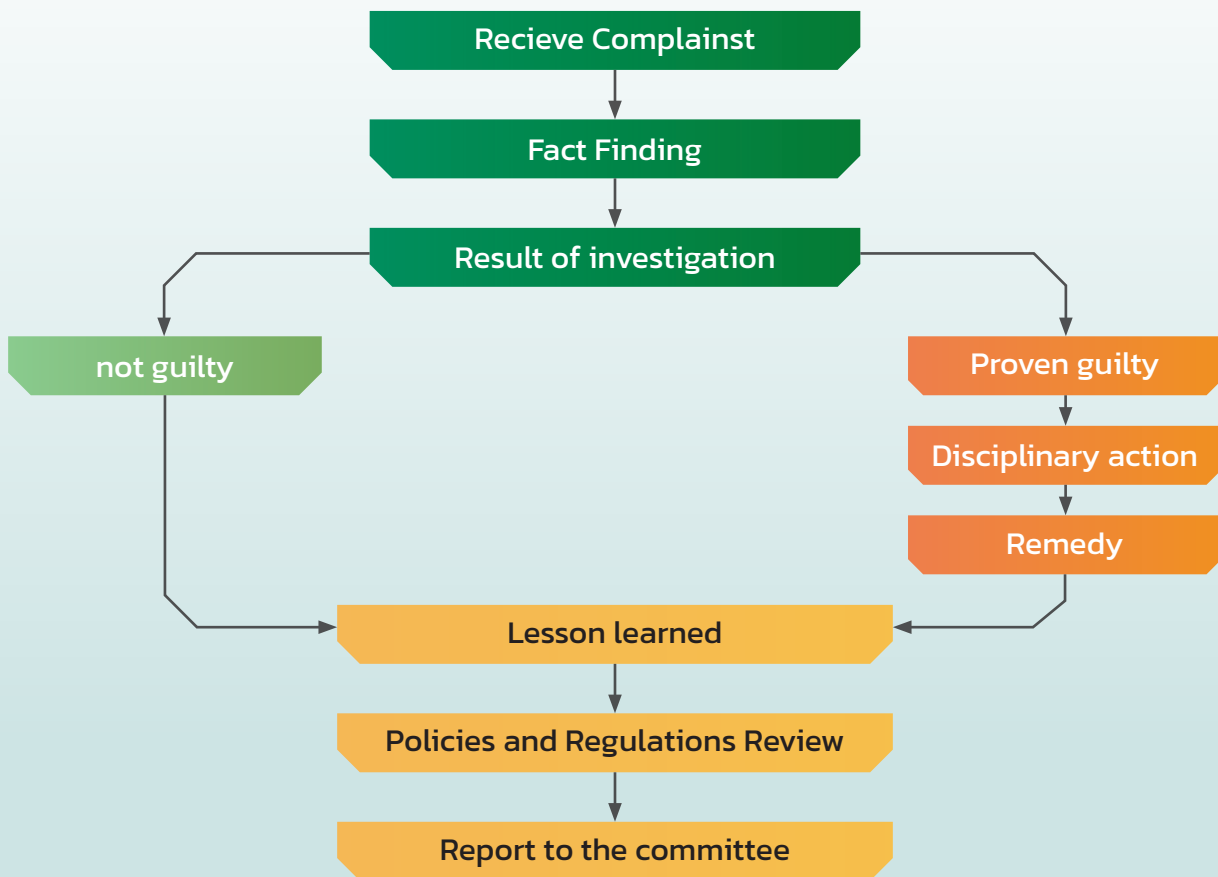
Email cg@snp.co.th
 Post Company secretary, Human Resources Manager or Internal Audit Manager
 Srinanaporn Marketing Public Co., Ltd. (Complaint)
 325/6-9 Lanluang Road, Si Yaek Maha Nak Subdistrict, Dusit District, Bangkok 10300
 Tel. 02-6280408

However, complaints will be considered the most confidential. Complainants may use multiple channels to file complaints, and they are not required to disclose their identity-the only benefit of doing so being that the Company will be able to contact them with updates on the status of their complaint or further information about the issue they have raised

Investigation Procedures

1. The recipient of a complaint is required to verify, examine, and compile information.
2. The recipient of the complaint can invite any employee to provide information or request any relevant documents to be sent for fact-finding.
3. Should it be found that, there is sufficient information or evidence to support a reasonable suspicion that the complaint was true. The recipient of the complaint will present the matter with opinions to the Executive Committee and/or the Audit Committee for further consideration and determination of punishment as they deem appropriate. In the event that any complaint causes damage to any person, The recipient of the complaint may also propose appropriate and fair methods for mitigating damages to the injured party as he or she deems appropriate.

Whistleblowing and responding Procedure



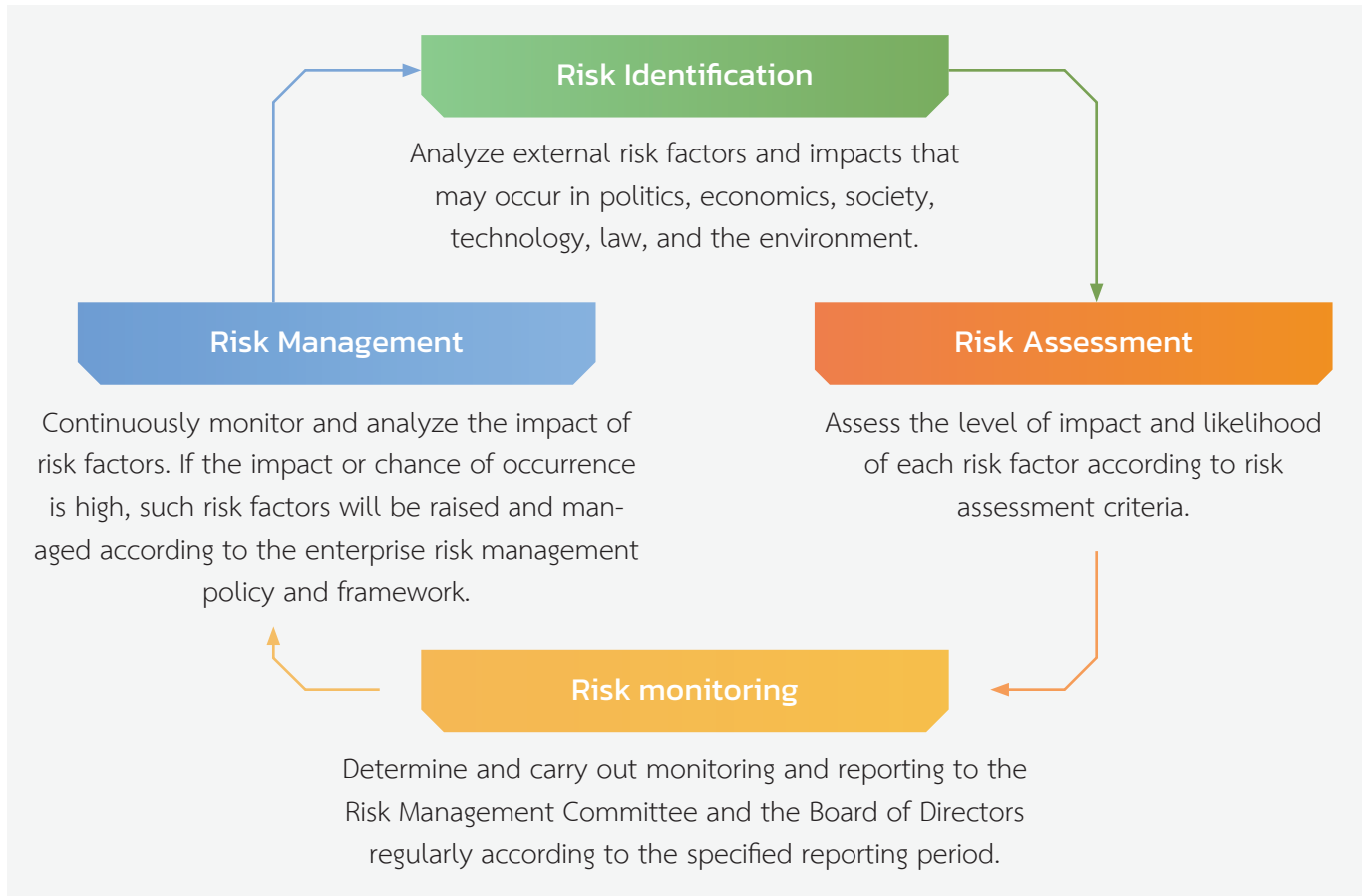
Protection of Complainant and Whistleblower

1. If complainants feel that disclosing may cause them harm, they are free to decide not to disclose. However, the specifics of the facts or supporting documentation must be sufficiently clear to demonstrate that there is a reasonable suspicion that fraud or other violations of the law, corporate policies, rules, and business ethics have occurred. On the other hand, if they choose to identify themselves, it will enable complaint recipients to act faster.
2. Information about complaints is confidential, it will be disclosed as necessary, considering security and the harm to the person reporting the information's source or others relevant having a connection to them. In this regard, the person responsible for every step must maintain the highest confidentiality regarding the information they receive, and ensure that the information is not disclosed to other persons It's regarded as a disciplinary offense.
3. In the event that the complaint believes they could be in danger or suffer harm. The complainant can request the Company to identify suitable protective measures, the Company may specify protection measures without the complainant having to request. If it is determined that the complaint in accordance with this policy is likely to result in the complainant experiencing distress, damage, or insecurity.
4. Employees who mistreat others, in inappropriate discrimination, or harm others are motivated by the fact that others have voiced concerns, disclosed information, or offered clues regarding corruption or non-compliance with laws, rules, regulations or the Company's business ethics. This could include the filing of a lawsuit, the testimony of witnesses, the making of a statement, or any other form of cooperation with a court system or government agency; punishment is deemed necessary as it is considered as a disciplinary offense. However, there may be punishment as specified by law if the offense is conducted in accordance with the law.
5. Individuals who have experienced harm will be granted relief and recompense via suitable and equitable procedures or methods.

In summary, in 2023, the Company had no complaints / whistleblowing in cases of bribery, corruption, discrimination, privacy violations or violations of business ethics, as well as criminal acts.

1.3.2 Emerging Risk Management

The Company continuously monitors the situation and trends of external factors according to the principle of early warning, especially emerging risk factors (Emerging Risk) that may affect the business in the short, medium and long term. The results of the early warning system will be used to create proactive and preventative measures to prevent risks in advance and create opportunities for business growth.



Results of the assessment of emerging risk factors, business impact and mitigation plan

1. Climate Risk

Risk Description Global climate change results in severe natural disasters with a high rate of disasters occurring frequently. For this reason, it is a reason for many countries to jointly set goals to reduce greenhouse gas emissions. The Thai government has set a goal of becoming a carbon neutral country in 2050 and will achieve net zero greenhouse gas emissions (Net Zero) by 2065, in such cases, as a result, policies, laws, rules and regulations are issued to solve environmental problems with greater intensity, together with environmental concerns that affect changes in the behavior of investors, trading partners, consumers, and other stakeholders significantly, the entrepreneurs must therefore adapt and aim to conduct business operations and production of products or services more environmentally friendly.

Category of Risk Environmental Risk

1. Climate Risk

Business Impact	<ul style="list-style-type: none"> • The increasing frequency and intensity of natural disasters may cause disruption to the Company's business and critical activities. It may also affect the property and safety of employees if the Company does not adapt and prepare adequately. • If there is no adequate plan in place to manage water resources, climate change may result in water shortages in the production process, causing disruptions in the production process, and affecting revenue, reliability of the company's operating systems. • The Company's operating costs may increase due to efforts to reduce emissions and carbon credit costs to comply with more stringent regulations. In addition, changes in various regulations will also affect the demand for low-carbon products even more. • The Company considers turning risks into opportunities by investing in products and technology for continuously producing low-carbon products, as well as choosing clean energy and taking care of environmental issues in order to meet the needs of consumers, customers, and investors, maintain the value of the business's operating results, and create sustainable value with stakeholders
Scenario Analysis	<p>The Company has analyzed various internal and external risk factors to identify key impacts on business operations from climate change using simulation analysis to formulate assumptions, set goals, formulate strategies and direction of business operations to be able to adapt and respond appropriately to stakeholder expectations. The Company estimates that the time frame for environmental impacts in the medium and long term is 5-10 years.</p>
Mitigation Plan	<p>Physical Risk</p> <ul style="list-style-type: none"> • The Company's executives assess the possibility of future natural disasters and predict the impact on life, property, and the Company's business operations, to provide information for monitoring and preparation for disaster situations that may occur. • To create a natural disaster response plan and communicate response plans to executives, employees, and responsible persons. As well as rehearse plans to ensure that the measures or response plans being able to mitigate or prevent impacts on customers and stakeholders, and are sufficient and can be practically implemented including setting reserve measures to improve if an actual incident occurs. <p>Transition Risk</p> <ul style="list-style-type: none"> • To evaluate the opportunities and impacts of climate change policies, both short-term and long-term. Including tracking performance Review of measures and strategies As well as continually reviewing greenhouse gas emissions reduction targets to be consistent with relevant policies, laws, and regulations. • To implement the environmental management standard system (ISO14001). • To prepare an account of the organization's greenhouse gas emissions (Carbon Footprint Organization) referring to the calculation method according to the Greenhouse Gas Management Organization. (Public Organization) to provide systematic, reliable information on greenhouse gas emissions and be used to determine guidelines for effective greenhouse gas management.

1. Climate Risk

- To study and seek investment opportunities in new, efficient, and low-cost environmentally friendly technologies for use in Company operations.
- To increase efficiency, improve the production process using new innovations to reduce greenhouse gas emissions.
- To reduce unnecessary plastic packaging, to reduce the use of plastic.
- To invent innovation and produce products that are environmentally friendly.

2. Geoeconomic Confrontations

Risk Description Competition and polarization between the world superpowers, issues of global warming and limited resources, political tensions in various regions as well as international military conflicts, as a result, various countries including Thailand faces with the challenge of dealing with a fluctuating economic situation in terms of decreased demand for products due to the economic situation, supply issues, investment uncertainty, trade barriers including issues regarding exchange rates of various foreign currencies.

Category of Risk Geopolitical

Business Impact

- Geopolitical Risk (Geopolitical) has a significant negative impact on the overall economic and financial situation, particularly in developing countries. These impacts have affected on consumer demand and spending anxiety, which has an impact on the operational outcomes of the business.
- Conflict between economic powers will result in the imposition of trade barriers and standards specific to each country to protect its domestic economy and gain trade advantage. The aforementioned scenarios could result in higher operating expenses for the Company, a decline in market share and competitiveness, and perhaps even the incapacity to provide long-term returns for its investors.
- Fluctuations in the direction of the economy, trends in government policy changes, lack of economic flexibility, and economic attacks reduce investment confidence. Investors may delay investment, affecting the company’s investment direction.
- International conflicts may affect the company’s supply chain system in terms of procurement of raw materials, machinery, equipment and important chemicals, as well as causing the company to have limitations, obstacles, time, and increased costs in deliver products from partners and deliver products to customers.

Scenario Analysis The Company closely monitors and analyzes the tension situation, both from the war situation, including the possibility of the polarization of the world economic and political system, as well as other economic risk factors that may affect investments and operating results. The Company has analyzed and determined possible situations in order to evaluate the impact on its business plan and long-term strategic plan so that the situation and various factors are required to be followed up and reviewed regularly. The Company estimates that the time frame for economic impacts in the medium and long term is 5-10 years.

2. Geoeconomic Confrontations

- Mitigation Plan
- Follow, process and analyze important global change trends thoroughly and carefully (Megatrend), including industry or market trends, technological advancements, related policies for use in forecasting product prices, production costs and business operations in long term
 - Prepare a business plan to support various situations (Scenario Planning) in situations of various raw material price levels in order to cope and reduce the impact of changes and uncertainties that may occur in the future in a timely manner.
 - Establish measures that create flexibility and create options in marketing and products (Flexibility and Optionality) so that the company can adjust its business flexibly in uncertain situations to create stability in income and profits.
 - To manage the supply chain to be efficient by analyzing the situation and anticipating risks together with trading partners, to build good relationships with trading partners, especially important trading partners including increasing the number of potential business partners Long-term contracts ensure that the Company will not face shortages of important raw materials or spare parts used in its operations.
 - To follow up on announcements of product standards as well as international trade protection measures of various countries to determine ways to deal with, together with relevant agencies.
 - Establish a human resource development plan to raise the potential of employees to be ready for competition and rapid change.

1.3.3 Crisis Management

The Company has established a business continuity management plan (Business Continuity Plan: BCP) that covers various crisis situations, including floods, sabotage, protests/riots, fires, earthquakes, information system/internet disasters, power outages, and epidemics (such as COVID-19) to deal with various crisis events and disasters that may lead to disruption of the Company's business. Under the supervision of the Risk Management Committee, the senior executives in each line will evaluate and assess the operational activities related to their respective areas of expertise by evaluating the likelihood of occurrence and impact on lives, resources, or assets if a crisis occurs and cause the business to stop. In addition, the senior executives will have to prepare a response plan, emergency response plan, post-emergency recovery plan, and conduct regular rehearsals on the implementation of the BCP plan and report the results to the Risk Management Committee and the Board of Directors respectively.

In the year 2023, the Company has implemented crisis management measures as follows:

1. Review the assessment of risks and the likelihood that important work will be disrupted due to emergencies that may occur. Analyze business impacts and assess damages from major operational disruptions. Review work priorities and the allocation of resources to ensure continuous and efficient management of business operations.

2. Review the setting of goals for restoring operations to normal operations (Recovery objective) by reviewing the determination of the time period for returning to normal operations for each important task (Recovery time objectives). Review the determination of data types and latest data sets to be recovered (Recovery point objectives) so that the Company can continue operations without having a significant impact on customers, business operations and compliance if an emergency occurs.
3. Review the establishment of a business continuity plan (BCP) so that the BCP covers all important work of the company and has details of procedures appropriate to the size and complexity of the business and covers any disruptions that may occur by allowing every department to participate in preparing BCP to support their own important work.
4. Carry out testing and evaluating the adequacy and consistency of BCP (Training, Exercising and Auditing) by regularly training, providing knowledge and publicizing about BCP to internal and external stakeholders and testing BCP to be consistent with various simulation situations by allowing responsible officials to participate in BCP testing within an adequate testing scope. For example, the BCP test of the Information Technology Department for the year 2023, which simulated a disaster situation that occurred with the Company's information technology system, causing the Company's server to be damaged. As a result, the use of information technology systems cannot be used. The Information Technology Department and responsible persons have implemented the specified BCP plan. The results were in accordance with the specified goals. The data can be recovered completely with 100% accuracy, and the Company's information technology system return to normal use within the specified period.

1.3.4 Risk Culture

The Company is committed to and promotes a culture of risk management throughout the organization by requiring executives to communicate the importance of risk management and to be a row model for risk management including creating methods for applying risk management to see results in practice. It requires the use of risk language or risk terminology that is mutually understood on the same standardized risk management framework, to support the setting of risk agendas in important meetings at the departmental and management levels, also specifying risk management as part of the training and development of directors, executives, and employees, and also promoting the sharing of risk management experiences between departments in order to continually communicate the practices and benefits of risk management; promoting self-learning through the Digital Learning format to create awareness of risk management among employees. In addition, the Company has raised the level of providing knowledge on organizational risk management through various communication methods, such as the Good Corporate Governance & Business Code of Conduct Handbook, which employees can download on the Company website (www.snp.co.th), organizing a workshop on the risk management framework (COSO-ERM), including questions about risk management in the topic of the orientation knowledge test (Pre-Test & Post-Test), dissemination of public relations media regarding risk management and various activities to enhance understanding by allowing employees to participate in the activities. E-mail and telephone numbers of the Risk Management Department have been specified as communication channels for employees to contact and inquire about guidelines and procedures regarding risk management.

Significant Project of 2023

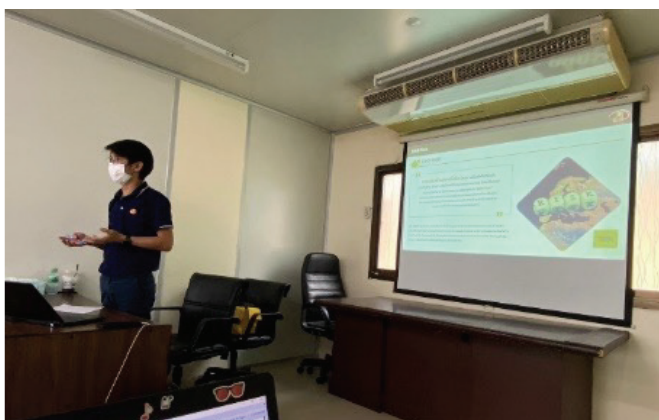
Workshop: SNNP Enterprise Risk Management

Objectives



To review knowledge and understanding about Enterprise Risk Management (ERM) and jointly assess enterprise risk by identifying risk factors, analyzing the likelihood of occurrence, impacts for risks before controlling them (Inherent Risk), determining acceptable risk level (Risk Appetite) a reviewing current risk management measures, assessing the level of remaining risk (Residual Risk), and considering additional risk management measures (Mitigation Plan) to keep the risk at an acceptable level (Risk Appetite).

A workshop on enterprise risk management (SNNP Enterprise Risk Management) was organized by the Company's Risk Management, Supervision and Internal Audit Department to promote learning and create a risk culture for trainees. There is a review of knowledge and understanding of the principles and framework of risk management according to the international risk management framework (COSO-ERM 2017). The aforementioned workshop took place at the factory in Ratchaburi Province. There were 19 executives and supervisory employees from various departments participating in the training. According to the workshop, the learning achievement results were in line with the set target. Additional sustainability risk issues have also been identified for risk management in 2023, and the test results (Pre-Test/Post-Test) were 43.20 percent and 96.80 percent, according to number



1.4 Customer relationship management

The Company is committed to developing products and services for maximum customer satisfaction and benefit and is committed to treating customers with responsibility, honesty and care. The sales and marketing departments will hold a meeting (Joint Business Plan) with customers, including modern trade groups and retail wholesale customers in order to maintain consistency with the Company's and customers' business plans, as well as to gather feedback and identify potential business partners.

14.1 Relationship Management And Complaints Receiving System

The Company is committed to developing products and services for maximum customer satisfaction and benefit and is committed to treating customers with responsibility, honesty and care. The sales and marketing departments will hold a meeting (Joint Business Plan) with customers, including modern trade groups and retail wholesale customers in order to maintain consistency with the Company's and customers' business plans, as well as to gather feedback and identify potential business partners.

1. Sales team services
2. Transportation quality
3. Product quality

If issues that need to be improved are found, the Company will discuss with relevant parties to plan solutions and re-evaluate performance.

In the past year 2023, the Company has continued to carry out marketing activities with customers to promote sales by hiring employees from outside agencies (Third Party) including employees to sort and promote the Company's sales to take care of customers and give advice on selling products. At the same time, the Company also accepts returns of products that are close to expiration at no charge. This is to ensure that the products delivered to consumers are of the quality according to the Company's standards.

The Company provides channels for complaints and inquiries through the consumer hotline Call Center 02-023-4677 and social media channels through Facebook for all product brands such as Jele Beautie Club, Bento Squid, bento squid, Lotus Yummy & Enjoy, Magic Farm Fresh, with an admin page responsible for answering basic questions from customers or consumers. In the event that customers have complaints or wish to return products or have questions about products, the team will coordinate with the consumer hotline to send replacement products to consumers.

On the consumer side, the Company recognizes the importance of producing food and beverages that are quality, safe and promote the health of consumers. Therefore, in order for the Company to quickly respond to trends in consumer behavior in the changing market, it has continuously researched and developed products before releasing new products every time through formulating Plan / Product Concept / Product Design. In the mentioned process, there will be a focus group responsible for considering the concepts of each product, and the Company will open to suggestions and feedback prior to moving forward with product development for market sale.

The following steps have been made to foster relations with customers:

1. Identify the plans between the Company and customers by working together to implement a joint business plan at the start of each year. This will help with planning efforts to meet shared sales targets.
2. Conduct a business review on a quarterly basis to evaluate the situation together with customers to consider additional plans (if necessary) for improving the plan to be more efficient and achieve the set goals.
3. Define KPIs together, including sales, promotional expenses including terms of trade (TTA), service level (OTIF), and display and in-store visibility, etc.

14.2 Satisfaction level and customer/supplier relationship management goals

The Company conducted satisfaction assessments to assess customer opinions. The Company conducted a satisfaction survey of 15 Modern Trade customers and 11 Traditional Trade customers (accounting for 65 percent of sales in 2023), which after the evaluation received an average satisfaction score of 4.3 points (from full score of 5 points) from satisfaction with services in 3 areas:

Topics	Target score	Obtained score
Sales team services	4.5	4.5
Transportation quality	4.5	4.0
Product quality	4.5	4.6
Total score	4.5	4.3

The Company has set goals for customer satisfaction levels for 2023 in various areas, including sales team services, transportation quality and product quality at a level of 4.5 points out of 5 for all aspects.

In 2023, the results of the satisfaction assessment in each aspect as follow:



Sales team services
4.5 score,
results equal to target score



Transportation quality
4.0 score,
results below target score



Product quality
4.6 score,
results higher than target score

The average score for 3 aspects was at 4.3. The Company is committed and recognizes the importance of customer satisfaction and therefore proceeds with project preparation. and various policies to develop potential and continue to achieve customer satisfaction in all aspects.



Management measures and goals

The Company’s sales department has set a goal, starting with transportation quality management, to 4.5 score above the average score by 2024.

1.5 Supply chain management

1.5.1 Risk from the Company's trade partners

1.5.1.1 Identification of key trade partners

The Company emphasizes on selecting the best quality raw materials for consumers, so it has set up work standards for systematically evaluating and selecting new vendors. The trade partners who sell raw materials, packaging, and ingredients are considered important trading partners of the Company, including all other small trading partners they must pass the evaluation system for selection, including the annual evaluation of sellers according to the standards set by the Company. The evaluation will focus on quality, price, delivery, and operations that demonstrate corporate governance, social and environmental responsibilities of suppliers and must have clear and sufficient documentation to support the evaluation. Therefore, they can be listed in the Company's Approved Vendor List (AVL) to be used as a register suppliers of the Company.

The Company has established criteria for categorizing suppliers by being able to systematically analyze and formulate strategies for procurement operations and use them as information to effectively assess risks related to suppliers. The criteria for categorizing trading partners are as follows:

1) Critical Suppliers Tier 1

Partners who purchase or use services regularly and have a high order value (5 million baht / quarter and/or 20 million baht / year) or who are involved with products that have unique characteristics and are difficult to find substitute products or being a trading partner involved in products or services that are important to the Company's product production process or there are few sellers in the market.

All critical suppliers will receive a supplier performance assessment (Supplier Performance Assessment), which is done by the Procurement Department on a quarterly basis, and will be required to conduct an ESG supplier self-assessment (ESG Supplier self-assessment) of their sustainability potential along with clearly showing

empirical evidence to reference the assessment responses annually and must receive a visit to the business establishment including attending an audit of sustainability operations (ESG On Site audit) at least 1 time in 3 years.

2) Non-Critical Suppliers Tier 1

Partners with a moderate value of orders or services (1 million baht but less than 5 million baht/quarter and/or 12 million baht but less than 20 million baht/year) there is a sufficient number of sellers in the market.

All non-Critical supplier will receive a supplier performance assessment (Supplier Performance Assessment), which is done by the Procurement Department on a quarterly basis, and must conduct an ESG supplier self assessment (ESG Supplier self-assessment) of the supplier's sustainability potential as well as clearly show empirical evidence to reference the assessment responses at least once in 3 years.

In cases where sustainability risk issues are found, the Company may consider visiting the business establishment. Including inspecting sustainability operations using an on site audit, depending on the discretion of the Company's purchasing executives.

3) General Supplier

Business partners with a small value of ordering or using services (from 3 hundred thousand but less than 1 million baht / quarter and/or not more than 12 million baht / year) there are many sellers in the market.

In general, small suppliers will receive a supplier performance assessment (Supplier Performance Assessment), which is done by the Purchasing Department on a quarterly basis (except for suppliers with purchasing amounts not exceeding 300,000/quarter as this is considered to be small trading partners with insignificant order values).

In the event that sustainability risk issues are found, the Company may consider having that supplier conduct a self-assessment using the same guidelines and assessment criteria as the main suppliers (Critical Suppliers) and they

must clearly show empirical evidence to reference the assessment responses.

The Company has developed a supply chain management process by categorizing suppliers who manufacture and distribute products or services into important suppliers and important suppliers who do not directly do business with the Company. In 2024, the Company has an increase in the number of significant trade partners and significant trade partners who do not directly do business with the Company, increasing to 87 from the original 1,342 in 2022. Therefore, In 2022, it had a total of 1,429 significant trade partners and significant trade partners who do not directly do business with the Company, an increase of 6.39%.

1.5.1.2 Economic risk assessment

The Company requires regular assessments of the economic risks of each of its suppliers in both the selection process of new vendors and the annual vendor performance assessment process by considering information about financial status, organization size, operating results, organizational reputation to ensure that each of its trade partners has good business stability and will be able to deliver products and services to the Company in a timely, continuous, and sustainable manner.

The Company has 3 large customers with total revenue accounting for 17.7 percent. If these customers cancel or significantly reduce the amount of employment, it will affect the Company's operating results.

Risk Management

- Build good relationships with the aforementioned customers by responding to their needs in terms of quality, price, and on-time delivery. As well as efficient before and after sales service to build customers confidence.
- Establish product development (R&D) and production plan with customers from the beginning.

1.5.1.3 Environment, Society and Governance risk assessment

The Company is meticulous in selecting the best raw materials to deliver products to consumers and stakeholders that are both high quality and environmentally friendly. It starts with setting clear criteria for selecting business partners that take into account social responsibility, the environment, safety, occupational health, and compliance with the principles of corporate governance (ESG), emphasizing on evaluating partners on such topics up to 20 percent, which can be seen from the Company's selected partners must pass international food and environmental standards certification (ISO). After selecting business partners according to the set criteria the Company continues to regularly monitor partner performance on a quarterly basis through post-order partner assessments. This is to ensure that the Company's trade partners will continue to be able to perform their jobs according to the standards. In this regard, the results of the evaluation of the selection of new vendors that will be considered for ESG evaluation during 2023 include a total of 67 sellers, accounting for 100 percent.

1.5.2 Procurement policies and criteria for selecting suppliers

The Company emphasizes on the systematic management of suppliers, who are considered one of the Company's stakeholders. Therefore, it is necessary to have a written procurement policy approved and officially announced throughout the organization. The policy specifies the scope of duties and responsibilities, type of procurement, procurement process (purchase request, partner selection issuing a purchase order product or service tracking) performance evaluation, supplier register review (AVL). The Company focuses on effective procurement, transparent, fair and consider sustainable supply chain management, supporting ethical business operations, responsible for the environment, society and produce safe, quality products and services. In this regard, from the review of the internal audit department during the year 2023, it was found that the Company's procurement policy has sufficiently tight internal controls and operations are carried out in accordance with the procurement policy on a regular basis.

1.5.3 Suppliers' Code Of Conduct



(Scan for download)

1.5.3.1 Following up on Suppliers' Code Of Conduct

The Company has operated business side by side with Thai society for more than 30 years, adhering to the principles of conducting business with good governance, maintaining product quality standards, being responsible for the community and continuously developing ourselves to serve as a guideline for conducting business with stakeholders with the confidence that these sustainable business principles will be a strong foundation that can lead the business to survive in every situation.

“Partners” are one of the groups of important stakeholders in business growth. The Company is therefore committed to treating its trading partners on the basis of equality, transparency, and fairness by avoiding any situations or actions that may cause conflicts of interest and adhering to its commitments as well as agreements with each other for good business relationships according to guidelines for managing and developing sustainable partners along with responsibility towards customers, consumers, communities, society and the environment.

In order for this intention to be achieved according to the set aspirations effectively. The Company therefore emphasizes on supply chain management through the supervision of the Company, it has been prepared “Supplier Sustainable Code of Conduct” as a guideline to push its suppliers to follow and be in the same direction as the Company’s practices. It aims for cooperation from business partners in conducting business ethically, respecting human rights, caring for the occupational health and safety of employees, including giving emphasize on the management of various related environments in order to create stability, growth and sustainable business development. In this

regard, following the compliance with the code of conduct of suppliers through the post-order supplier assessment for the year 2022, it was found that all of the Company’s suppliers passed the assessment according to the set criteria and there were no incidents of violations or violations of the sustainable practices guidelines of suppliers given to the Company.

1.5.3.2 Inspection of establishments regarding corporate governance, society and the environment

The Company has a system for inspecting establishments regarding corporate governance, society, and the environment for main raw materials directly used in the Company’s production, such as producers and/or distributors of fish meat, sugar, and packaging, etc., by inspecting quality and compliance according to the environmental laws of raw materials according to the self-assessment of the trading partners (Self-Check) together with the evaluation by external agencies by focusing on the sustainability of environment, social and corporate governance (Environment Social and Governance: ESG). The Company therefore integrates ESG into its supply chain management process. For this reason, the Company emphasizes on the system for selecting suppliers who are committed to conducting business according to the framework of sustainable business practices along with focusing on sourcing quality raw materials, suppliers’ risks are systematically identified and assessed to ensure that its suppliers have the same intention in conduct business and ready to grow sustainably together with the Company, environment, society and corporate governance.

The criteria for selecting suppliers that must undergo an annual on site audit are as follows:

- The first 5 trade partners with order values exceeding 20 million baht/year (revolving each year)
- The first 5 trade partners who encountered quality problems in each product group
- The first 5 trade partners with sustainability issues in each product group

1.5.4 Participating in helping and enhancing sustainable business operations for partners

1.5.4.1 Payment request and credit period policy

The Company takes into account the suitability of the duration of trade credit, payment conditions to trading partners, and punctuality in repaying debts. The payment period is clearly defined and communicated to all trading partners. The Company receives an average credit period from trading partners equal to 45-60 days, which is commercial credit in the normal course of business. Throughout 2023, the Company made payments to trading partners according to the credit period and there were no outstanding creditors for a long time.

1.5.4.2 Promoting sustainable operations

The Company has established a branch factory in Ratchaburi Province to be a production facility that is located close to the source of coconut water, which is the main raw material of the branch factory, will also reduce the distance from transportation and help maintain the quality of raw materials. It also affects the reduction of greenhouse gas emissions from transportation. In addition, the factory is considered to be involved in generating income and creating careers for farmers in the surrounding communities.

1.6 Tax processing

1.6.1 Tax policy and guidelines for tax benefits

The Company has established guidelines related to taxes as a guideline for operating in accordance with relevant laws and regulations and has an accounting department as the unit responsible for reviewing operations and regularly update the guidelines to be current.

1.6.2 Cash Tax Rate

In 2022 and 2023, the Company had pre-tax profits of 649 million baht and 784 million baht and income tax expenses of 137 million baht and 152 million baht, respectively. The Company's effective tax rate in 2022 and 2023 is 21.14 percent and 19.34 percent, respectively, compared to the national income tax rate calculated at 20 percent. The difference in tax rates is mainly due to non-taxable income, additional tax deductions, and share of losses from investments in joint ventures.

1.7 Business, social and environmental innovation

The Company aims to achieve sustainable development goals through innovation which is considered one of its strategies by promoting the best health for consumers (good health and well-being) along with driving the entire organization, economic, social and environmental aspects through the Company’s innovations. The Company’s innovation promotion consists of 3 approaches: 1. Innovation through new products, 2. Innovation through processes, and 3. Innovation from invention, research, and development. In 2023, the Company will take the following actions:

1.7.1 Development of ready-made beverage products mixed with water extracts from kratom leaves

The Company produces and sells ready-made beverages mixed with water extracts from kratom leaves under the brand Magic Farm Fresh by purchasing fresh kratom leaves from GAP-certified farmers for the production of mitragynine extract. Innovation in the form of complex extracts for the production of dietary supplements mixed with kratom leaf extract, which is the result of research from a collaboration between Srinanaporn Marketing Public Company Limited and the Faculty of Pharmacy, Prince of Songkla University.

Revealing innovation

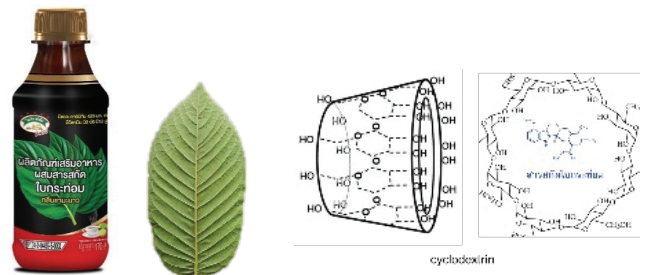
The Company has revealed an innovative ready-to-use beverage product containing 0.2 milligrams of mitragynine in accordance with FDA regulations by exhibiting at the exhibition “Southern Innovation & Technology Expo (SITE2024)” on February 1-4, 2024 at International Convention Center Prince of Songkla University.

Qualitative benefits

Results from the development of ready-to-use beverage products mixed with water extracts from kratom leaves. It creates benefits in generating income for the community by purchasing fresh kratom leaves from farmers. It is also considered to raise the level of Thai herbs by taking local wisdom from using Thai herbal plants to upgrade and develop them into valuable products. It is widely known both nationally and regionally.

Quantitative benefits

At the end of 2023, the Company sells innovative new products, instant drinks mixed with water extracts from kratom leaves, in order to strengthen the competitive edge and increase profits for the company from sustainable innovation. (Details of sales in section 1.2 Nature of business 56-1 One Report 2023)



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กรมสิทธิบัตร
กระทรวงพาณิชย์
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วันที่ ๒๒ ธันวาคม ๒๕๖๖

ชื่อ: จดทะเบียนแล้วผลิตภัณฑ์ “ผลิตภัณฑ์เสริมอาหารผสมสารสกัดใบกระท่อม” ใช้ร่วมกับผลิตภัณฑ์การค้า
ชื่อ: บริษัท ศรีนาโพธิ์ มาร์เก็ตติ้ง จำกัด (มหาชน)

ตามที่ หนังสือ ๒๒ 1021.8/๖๖-๒๒ ลงวันที่ 18 ธันวาคม ๒๕๖๖ แจ้งผลการคัดค้านสิทธิบัตร (ครั้งที่ 2) เรื่อง ผลิตภัณฑ์เสริมอาหารกระท่อมเป็นส่วนใหญ่ของ บริษัท ศรีนาโพธิ์ มาร์เก็ตติ้ง จำกัด เป็นที่ยกเว้นให้พิจารณาเพื่อการขึ้นทะเบียนสิทธิบัตร “Southern Innovation & Technology Expo (SITE 2024)” ระหว่างวันที่ 1-4 กุมภาพันธ์ ๒๕๖7 ณ ศูนย์ประชุมอเนกามาฮาดิ และ อื่น

กรณี คดีนี้ ในฐานะที่เจ้าหน้าที่ตรวจราชการฯ จึงได้กำหนดรูปแบบการนำเสนอสิทธิบัตร โดยเน้นไปที่การพัฒนาสารสกัดกระท่อม องค์ประกอบในการผลิตที่สอดคล้องกับการนำไปใช้ในรูปแบบผลิตภัณฑ์สมุนไพร เพื่อใช้ประโยชน์ทางการแพทย์ เป็นรายการได้พิจารณาความเกี่ยวข้อง กับ บริษัท ศรีนาโพธิ์ มาร์เก็ตติ้ง จำกัด ตามบันทึกข้อตกลง เรื่องการพัฒนาผลิตภัณฑ์เครื่องดื่มสำเร็จรูปผสมสารสกัดใบกระท่อม (ลงวันที่ ๒๖ ตุลาคม ๒๕๖5) เป็นส่วนหนึ่งของโครงการประยุกต์ใช้สารสกัดกระท่อมมาแปรรูป และประยุกต์ความรู้เชิงวิทยาศาสตร์กับผลิตภัณฑ์ “ผลิตภัณฑ์เสริมอาหารผสมสารสกัดใบกระท่อม” อีกทั้งได้รับการตีพิมพ์เป็นงาน ๒๒. เป็นประโยชน์อันมีค่าแก่สังคม มีคุณประโยชน์ที่จะเป็นตัวอย่างผลิตภัณฑ์ที่สามารถนำมาลงมืองานวิจัยทางการค้าต่อไปได้

คดีนี้ จึงขออุทธรณ์ว่าผลิตภัณฑ์ “ผลิตภัณฑ์เสริมอาหารผสมสารสกัดใบกระท่อม” ใช้ร่วมกับผลิตภัณฑ์การค้าตามบันทึกข้อตกลงการค้าฯ ที่ขึ้นได้คิดค้นในรายละเอียดกับ ศูนย์นวัตกรรมและวิจัย เป็นไปอย่างชอบด้วย

จึงเรียนมาเพื่อโปรดพิจารณา

2. Environment



2.1 Environmental management

The company is committed to conducting business with high quality products consistent with and meeting consumer needs along with environmental and social responsibility for balanced development, stable and sustainable

2.1.1 Organizational Environmental Management

To achieve the commitment, the Company has an environmental management policy as follows:

Environmental Management Policy

- 1) Protect the environment by conserving and using natural resources and energy in a sustainable, cost-effective, and most efficient manner. Use modern production technology including prevention and control of pollution at the origin.
- 2) Comply with relevant environmental laws and regulations strictly.
- 3) Promote and support employees and related parties to have knowledge and understanding including creating sharing awareness to protect the environment for a good environment both inside and outside the organization.
- 4) Continuously improve and develop by setting, following up, and achieving results according to the organization's environmental management objectives, goals, and plans.

2.1.2 Responsible Agency for Environment

The Company appoints an Environmental Management Representative: EMR and an environmental management working group (or Environmental Management System: EMS Team) for all 4 factories. The working group consists of factory representatives, sales department, purchasing department, and human resources department. There is a factory manager for each branch to serve as EMR and report directly to the General Manager of each Factory.

2.1.3 Organizational Environmental Management Goal

The Company sets goals for environment management as follows:

1. Green Industry

- Developing every factory to be a level 4 green industry within the year 2024
- Co-promotion and development among key trading partners (manufacturer and distributor of raw materials packaging used to produce products) to be a level 1 green industry in 2024 and level 2 in 2025, respectively.



2. Eco Factory

- Gold Awards for 3 factories within 2025



2.1.4 Participation of executives and employees in managing the environment within the organization.

The Company recognizes the importance of environmental management according to our commitment to environmental policy; therefore, convey, promote, and follow up to all employees and stakeholders as well as disseminating information to stakeholders and the public. The Company also encourages all employees within the organization to participate in environmental matters. The Company also participated in the preparation of ISO 14001:2015, which is an environmental management system standard.

For operating results, the branch 2, Phutthamonthon Sai 5, and Branch 4, Ratchaburi, were certified as Green Industry Factory Level 3 on September 12, 2023, making

all 4 of the Company’s factories currently certified as being in the Green Industry Level 3 and the branch 2, Phutthamonthon Sai 5, has also been certified as an eco-industrial factory with value to society at the Silver Awards level, demonstrating the Company’s operations that take into account the dimensions of balance and eco-efficiency (Eco Factory).

The appointment of the Environmental Management Representatives or EMR and the Environmental Management Working Group or EMS, their duties as follows:

Duties and Responsibilities of EMR

1. Ensure that the environmental management system meets the requirements of ISO 14001:2015 and is implemented effectively.
2. Monitor, review and report on the performance of the environmental management system (Performance of EMS) including environmental performance and matters that should be improved and corrected to senior management on a regular basis.
3. Provide advice and recommendations to the Environmental Management Working Group (EMS Team) to determine the cause, solve problems including those that do not conform to environmental management system requirements.
4. Monitor and inspect the achievement of requirements in laws and regulations.

Duties and Responsibilities of EMS Team

1. Ensure that the environmental management system meets the requirements of the ISO 14001:2015 standard and is implemented in the responsible agency effectively
2. Enumerate and evaluate significance, communicate, and improve the nature of environmental problems including environmental risks and opportunities in responsible agencies.
3. Take action to solve environmental problems and matters that do not conform to the requirements efficiently.
4. Conduct effective communication to ensure the responsible agency follow policies, objectives and operational plans, improvement measures and operational control.

5. Monitor and inspect the achievement of requirements in laws and regulations that must be implemented in accordance with the responsible agencies.
6. Provide suggestions on improving the performance of the environmental management system (Performance of EMS) including environmental performance and what should be improved to the Environmental Management Representatives (EMR).
7. Provide a working atmosphere that encourages employees, and all involved to have environmental awareness.

2.2 Efficient use of electricity and energy



2.2.1 Energy Management Policy

The Company is aware of the importance of using energy resources efficiently and therefore focuses on energy conservation practices for employees within the organization to make employees and everyone participate in energy conservation efforts and act in the same way which aims towards the goal, reduce company expenses, and energy saving according to government policy, as follows.

1. Energy conservation is considered a part of the organization's operations and corporate executives must provide importance of energy management practices.
2. The Company encourages all employees to participate in energy conservation by following energy management guidelines to focus on reducing energy use and production costs.
3. The Company requires the presentation of energy conservation plans from various departments to consider setting goals for the Company's energy use index. The goals shall be reviewed according to appropriate energy use.
4. Focus on following energy management guidelines, Energy Conservation Promotion Act (revised edition 2007) to have efficient energy conservation within the organization.
5. Set up a review of energy management policy. Goal: reduce energy use and an energy conservation action plan at least once a year
6. Promote training to provide knowledge and understanding to employees within the organization regarding energy conservation and practices in the same direction.
7. Develop the organization's energy efficiency to focus on using energy efficiently.

2.2.2 Target of reducing electrical energy use 2023 Result

The Company has set a goal of reducing the use of electricity from the Electricity Authority by 0.05 percent every year compared to sales (Electricity Use/Sales).

Year	2022	2023
Electricity charge from PEA (THB mn.)	89.89	94.19
Sales (THBmn.)	5,556.1	6,015.9
% to sales	1.618%	1.566%
	Decreased	-0.052%

2.2.3 Energy management operations and measurement

The Company encourages all employees within the organization to participate in energy conservation. There shall be presentations of energy conservation plans from various departments as well as providing knowledge, training for employees and guidelines to be the same, with executives supporting and giving importance to overall energy conservation. The Company uses electricity from the Electricity Authority and solar energy. The reports by factories as in the table below:

Electricity use for 2023

(Unit: kilowatt per hour kWh)

Energy sources	Branch 0001 Settakit Road	Branch 0002 Buddhamonthon Road 5	Branch 0003 Omnoi	Branch 0004 Ratchaburi	Total
Electricity Authority	4,303,740	2,998,944	7,850,952	5,882,080	21,035,716
Solar energy	541,068	469,906	775,071	1,194,095	2,980,141

Electricity usage for 2022

(Unit: kilowatt per hour kWh)

Energy sources	Branch 0001 Settakit Road	Branch 0002 Buddhamonthon Road 5	Branch 0003 Omnoi	Branch 0004 Ratchaburi	Total
Electricity Authority	4,306,560	3,304,852	9,935,628	5,063,680	22,610,720
Solar energy	456,214	26,658	825,572	1,148,517	2,456,961

Total Electricity Use Comparison

(Unit: kilowatt per hour kWh)

Electricity use	2022	2023	% Change
Electricity Authority	22,610,720	21,035,716	- 6.97%
Solar energy	2,456,961	2,980,141	21%

Result:

As the Company aims to reduce the use of electricity from the Electricity Authority by 0.05% (Electricity use/Sales) in 2023, the Company could reduce it by 6.97% (Electricity use/Sales) and use Solar energy from the installation of Solar roof increased by 21% compared to 2022.

The Company has already added solar panel installations to all 4 factories.

2.3 Efficient use of water

2.3.1 Water Management Policy

The Company is aware of the importance of water in every dimension with the intention and determination to promote access to clean water sources for hygienic consumption under the concept that “If there is no sustainable water management, there may be a risk of a water shortage crisis to stakeholders including the Company’s business operations.”

The Company has established practices for sustainable water management throughout the value chain. The important points are as follows:

- 1) Define water as one of the key business drivers.
- 2) Integrate cooperation within the Company and its subsidiaries in terms of systematic and efficient water management.
- 3) Promote water saving projects and focus on efficient water use to reduce the use of fresh water from natural water sources.
- 4) Follow the rules and regulations related to water management, such as water withdrawal for use and drainage.
- 5) Take action to achieve the United Nations Sustainable Development Goal No. 5 on Clean water and sanitation.
- 6) Promote stakeholders participation by providing knowledge and creating awareness about sustainable water management and water conservation.

2.3.2 Target to reduce water use



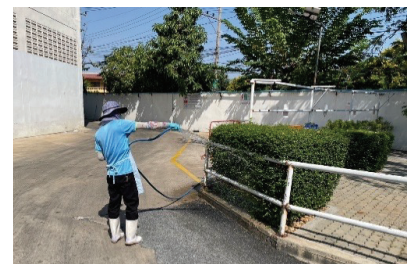
The Company has set an overall goal for water use rates. The goal is to reduce the rate of releasing water after treatment into nature and reusing water after the treatment process as follows:

Project: Reuse wastewater after treatment to water plants and wash the floor around the factory.

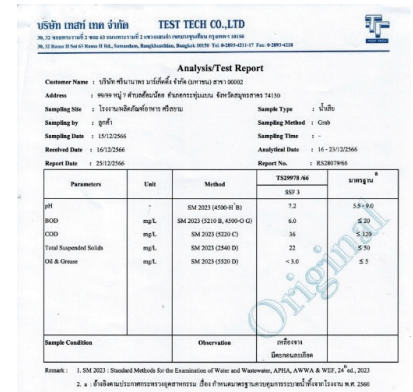
Objectives:

1. To reduce the release of water after treatment into the community.
2. To reduce costs from using water to water plants and wash the floor around the factory.

Goals: 1. Reduce water release after treatment to the community by at least 5%.



Wastewater that has been treated in the Company’s wastewater treatment system shall be released after treatment into public canals in the community without being put to any other use. Therefore, to reduce the release of water after treatment into the community and reduce costs from using water to water plants and wash the floor around the factory. The Company therefore has used treated water which water has been treated in the treatment system. There shall be a monthly water analysis, the results of the analysis passed the standards of the Department of Industrial Works.



The use of water after treatment

(Unit: Cubic meters)

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Total	Avg.
2022	-	-	-	-	-	-	-	-	-	-	-	11	11	11
2023	21	28	25	27	24	25	26	24	20	15	20	19	274	22.83

Result

1. The Company can reduce the release of water after treatment into the community as follows:

Year	Treated water (Cubic meters)	The use of treated water (Cubic meters)	Treated water released to canal (Cubic meters)
2022	4,781.44	11.00	4,770.44
2023	4,970.98	274.00	4,696.98

Compared to 2022, the Company was able to reduce the release of treated water into the community by 73.46 cubic meters, or 3.82%, and in 2023, the Company was able to reduce the release of treated water into the community by 274 cubic meters, calculated. is 5.51%.

2. The Company could reduce costs from using water to water plants and wash the floors around the factory as follows:

2022

The use of treated water 11.00 Cubic maters
 Cost saving 11.00 x 32.50 = 357.50 baht

2023

The use of treated water 274.00 Cubic maters
 Cost saving 274.00 x 32.50 = 8,905 baht

For 2 years, the Company was able to reduce expenses from water use for watering plants and washing the floor around the factory by 9,262.50 baht.

Note: Water fee 32.50 baht / cubic meter.

2.3.3 Water Management Operations and Measurement

The Company controls the release of wastewater from the factory through various steps in the wastewater treatment system. Every step shall have an analysis of acidity and alkalinity and measure the quality of wastewater before releasing it from the factory. As a result, the operating results of the Company's water use rate per production unit decreased. Wastewater having been treated in the Company's wastewater treatment system shall be released after treatment into public canals without being put to any other use; therefore, in order to reduce the release of water after treatment into the community and reduce costs from using water to water plants and wash the floor around the factory, the Company therefore has used treated water from the treatment system. There shall be a monthly water analysis.

2.3.4 Water use risk management

The Company manages water use risks as follows:

2.3.4.1 Water use risk management policy

The Company establishes principles of sustainable water management throughout the value chain. The main points regarding water use risk management are as follows:

- 1) There is risk management from crises and water stress (Water Stress) by assessing risks both the chance of occurrence and the impacts that may occur including determining adequate and appropriate measures and plans to deal with crises and stress from water.
- 2) There is a system for monitoring and inspecting risk management from crises and water stress, including evaluating direct and indirect water use throughout the product life cycle. The Company monitors the sufficiency of water in the river basin areas in the Company's production areas. Employees at all levels of the Company have a duty to support, push and cooperate in following the policy to achieve the goals.

2.3.4.2 Report on water consumption separated by establishment.

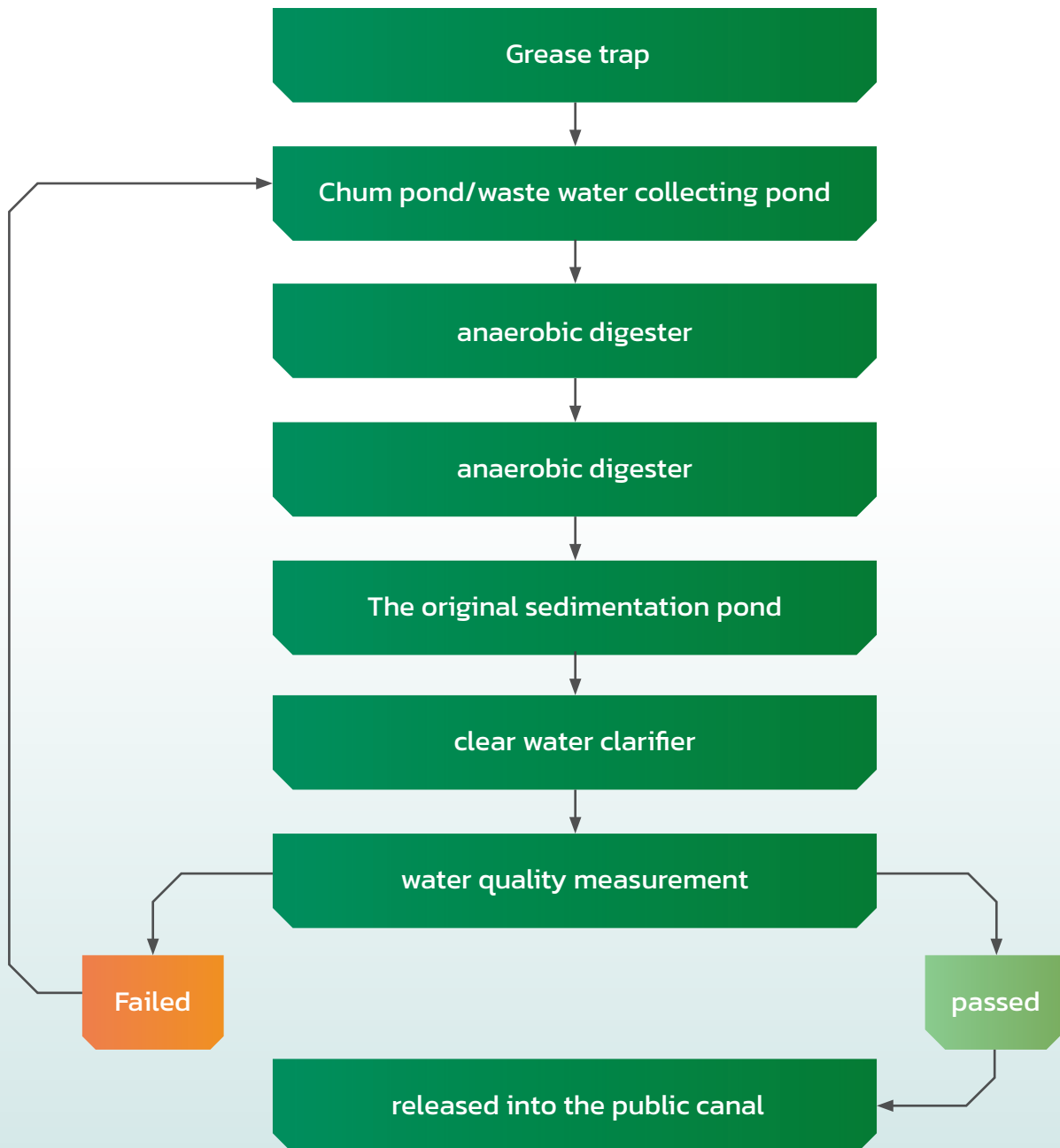
Overall, the Company uses water from 3 water sources: tap water, groundwater, and surface water, with reports separated by establishment. As in the table below:

(Unit: Cubic meters)

Sources	Branch 0001 Settakit Road	Branch 0002 Buddhamonthon Road 5	Branch 0003 Omnoi	Branch 0004 Ratchaburi	Total
City water	2,162	6,180	740	-	9,082
Groundwater	104,368	27,998	158,229	-	290,595
Surface water	-	-	-	135,377	135,377
Total	106,530	34,178	158,969	135,377	435,054

2.3.4.3 Wastewater and Community Management

The Company has management to control wastewater drainage. The treatment system that can manage wastewater to meet its properties to comply with the standards for effluent discharged from the factory as specified by the Ministry of Industry, such as pH 5.5-9.0, BOD value not more than 20 milligrams per liter, COD value not more than 120 milligrams per liter, etc. The wastewater treatment system used is a fixed film type which is a system that can be easily controlled and uses low energy to operate the system which has a work process flowchart as shown below:



The steps for measuring water quality before releasing into public water sources, the Company will collect wastewater samples and send them to a private company for testing, which is a company or a laboratory that has been registered as a private analytical laboratory according to the certification of the Department of Industrial Works. If the test results pass, it shall then be released into public water sources.

2.3.4.4 Report on water shortage risks for production processes

The Company has created a plan to deal with emergencies from environmental risks and review periodically based on water shortage risks. It is one of the risks that the Company gives importance to. The Company has prepared a risk report by specifying risk factors/causes, effects, and risk management measures as follows:

Risk factors/causes:

When water usage exceeds the maximum daily water usage (from collecting data on maximum water usage per day during the period of increased production capacity)

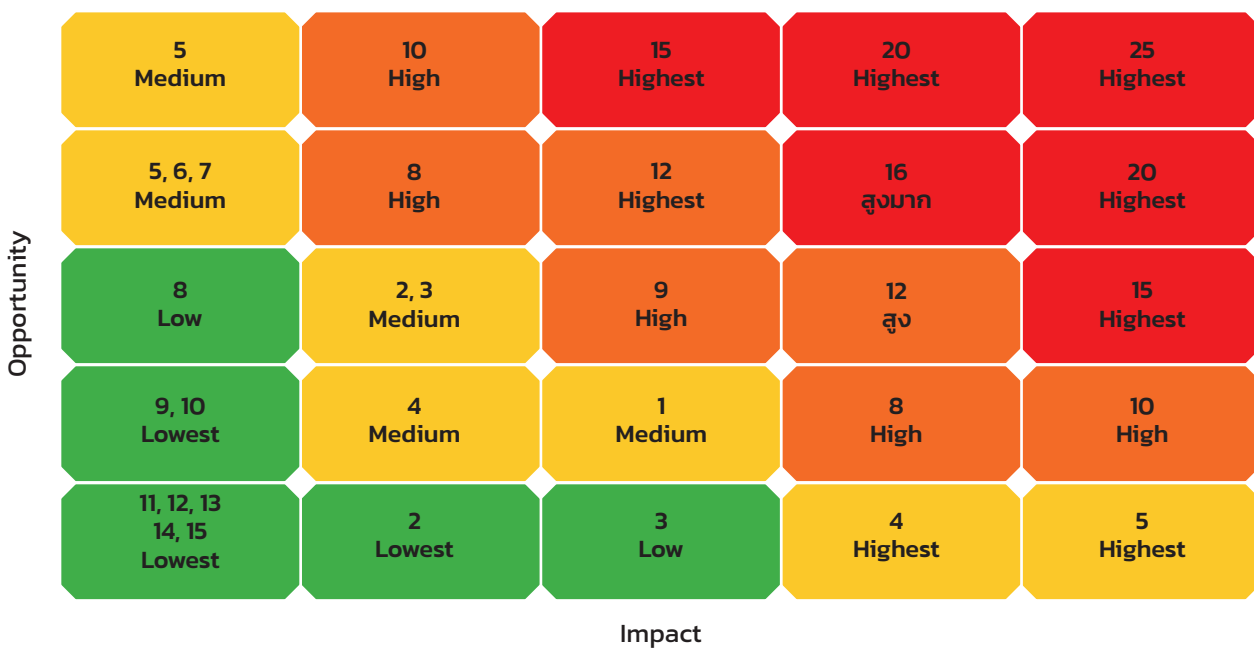
Important effects:

Production line stopped

Risk management measures:

Production line stopped

Risk management measures:



Opportunity x Impact = Risk

Level	Point	Definition
Highest C	11-25	Unacceptable levels must be promptly managed to acceptable standards.
High H	8-14	Unacceptable levels must be managed to acceptable standards.
Medium M	4-7	Unacceptable levels require control to preven risks from reaching unacceptable levels.
Low L	1-3	Unacceptable levels require continuous risk monitoring during operations.

Risk factors	Residual Risk Rating			Risk dimensions
	Opportunity	Impact	Risk Rating	
1. Increased labor costs resulting from government policies.	3	2	6	Financial
2. Production interruption due to machinery malfunction.	2	3	6	Operational
3. Greenhouse gas emissions.	2	3	6	ESG
4. Agricultural raw material market shortages.	2	2	4	Financial
5. Fire	1	4	4	Safety
6. Employee Corruption	1	4	4	ESG
7. Human rights violations.	1	4	4	ESG
8. Air pollution emissions.	1	3	3	ESG & Compliance
9. Excessive production waste beyond regulatory standards	1	2	2	Operational
10. Contaminated raw materials and packaging stored in warehouses.	1	2	2	Operational
11. Degraded agricultural raw materials.	1	1	1	Operational
12. Foreign objects in the product	1	1	1	Operational
13. Discharge of wastewater into public sources.	1	1	1	ESG & Compliance
14. Floods	1	1	1	ESG
15. Water scarcity for production.	1	1	1	ESG

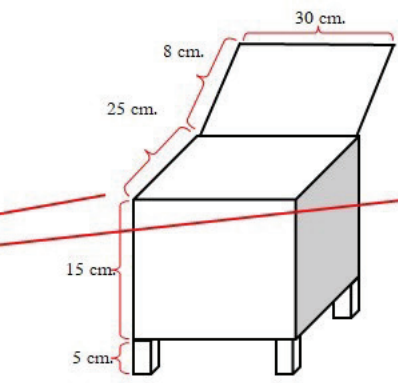
1. the company has many branches. If the branch in Samut Sakhon Province experiences a drought or shortage, water will be brought in from the 0004 Ratchaburi branch, which is a surface water source that can support the production process so that it can continue without interruption and similarly. If the branch in Ratchaburi Province has a drought or shortage, water from all 3 branches in Samut Sakhon Province can be brought to support.
2. Reduce production capacity without affecting customers and distribution as the Company sufficient inventory spares to meet customer needs for 1 week.
3. Measures to reduce water use in the production process

3.1 Project to reduce the use of coolant at cheer pumps

The cheer pump has a relatively high duty cycle; therefore, there is a cooling water system to reduce pump temperature by letting water flow through the Mechanical Seal, the production team has the idea of reducing the amount of water lost from cooling the cheer pump by installing a coolant circulating pump to be able reduce the amount of water used to cool the cheer pump by 3.88 cubic meters / day (279.36 cubic meters / month)



Positioning alongside the pump dispenser



Volume of the rotating water basin for the pump: $30 \times 25 \times 15 = 11,250/1,000 = 11.25$ Kg.



Installation involves placing the pump in the rotating water basin. McSeal pump for dispensing.

3.2 Project to reduce water use by washing packaging machine film cutting blades

The cup line product packaging machine, there is a blade casting system used to cut the film after sealing it with water. This activity results in a large amount of wastewater being thrown away. The production department has an idea to reduce the amount of wastewater in this section by installing a timer set and a water cutting solenoid set. To determine the time period for rhythmically injecting water to clean the mold to be able to reduce the amount of water used to wash the film cutting blades of the packing machine by 14.28 cubic meters / day (342.72 cubic meters / month).



Blade rinsing water is packaged before installation.Solenoid valve.

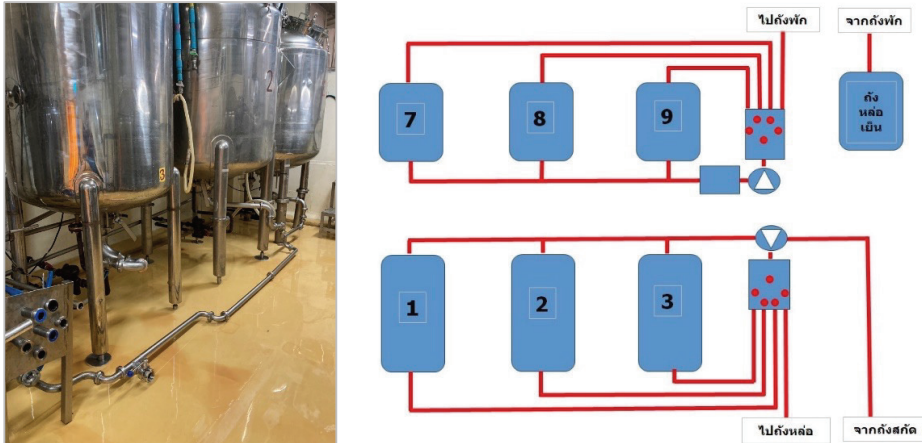


Packaging equipment after solenoid valve installation.



3.3 Project to reduce water in CIP for grass jelly extraction

The preparation of raw materials for grass jelly extraction, there is a CIP process to clean the extraction pot. Manifolds and pipelines which use a large amount of water. The production department has therefore improved the design of the new pipeline and CIP pipelines to make them more convenient to work and save more water to be able to reduce the amount of water in CIP by 1.20 cubic meters / day (28.8 cubic meters / month).



3.4 Waste RO water reuse project

In the RO water production process, wastewater from water filtration is generated at 50 cubic meters per day. Wastewater from the RO water production system has a quality similar to raw water used in offices and employee dormitories which is used at 80 cubic meters/day, so there is an idea to bring Waste RO water back into use in offices and dormitories to be able to reduce Waste RO water disposal by 100% and reduce raw water use in offices and employee dormitories by 62.5%.



2.4 Elimination of waste generated from business processes

SRINANAPORN MARKETING PLC. BRANCH, OM NOI				Management Representative		FM-MR-041 / R 00											
แผนงานการจัดการสิ่งแวดล้อม						01-03-23											
แผนงานการจัดการสิ่งแวดล้อม EMP No. :EMP2/2567		ปรับปรุงครั้งที่	0	ผู้รับผิดชอบแผนงาน : คุณณรงค์ เนตรบึงอร จกจจ ไกรภพ													
ชื่อแผนงาน : การพัฒนาสูตรคอมพิวเตอร์จากขยะพลาสติกหลายชั้นฟิล์มสำหรับผลิตชิ้นรูปผลิตภัณฑ์พร้อมใช้งาน																	
ผู้อนุมัติแผนงาน : คุณณรงค์ เนตรบึงอร		งบประมาณที่ใช้ :		วันที่อนุมัติแผนงาน : 17 เม.ย. 2567		กำหนดเสร็จสิ้นแผนงาน : 7 มิ.ย. 2567											
อุตสาหกรรม						ตัวชี้วัด : สามารถนำของไปรีไซเคิลได้ ไม่ต่ำกว่า 300,000 ของ ต่อปี											
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1	สำรวจข้อมูลปริมาณของบิวตี้ที่เสียจากการผลิต	จกจจ มุกดา	รายงานปริมาณของเสีย														29 ก.พ. 2567
2	จัดตั้งทีมดำเนินงาน	จกจจ	ทีมงานเข้าร่วม														7 มิ.ย. 2567
3	ติดต่ออาจารย์เพื่อเข้าพบและปรึกษาโครงการ	จกจจ มุกดา	มีการตอบรับโครงการจากอาจารย์														9 มิ.ย. 2567
4	พบทวนกระบวนการและยื่นยื่นโครงการ	จกจจ นราวุช	อาจารย์ ยื่นยื่นกระบวนการเรียบร้อยแล้ว														17 เม.ย. 2567
5	นำเสนอโครงการเพื่ออนุมัติ	จกจจ มุกดา	ได้รับการอนุมัติเรียบร้อยแล้ว														2 พ.ค. 2567
6	เริ่มดำเนินการเก็บของเสียและ เข้าสู่กระบวนการ รีไซเคิล	จิรวุฒิ	มีบันทึกการจ่ายของเสียส่งเข้าโครงการ														1 มิ.ย. 2567
7	ตรวจสอบผลการดำเนินการ และ ยื่นยื่นกระบวนการ	จกจจ คุณณรงค์	ความสมบูรณ์ถูกต้องในกระบวนการ														1 มิ.ย. 2567
8	ดำเนินการเก็บข้อมูลการรีไซเคิลอย่างต่อเนื่อง	จกจจ จิรวุฒิ มุกดา	รายงานสรุปผลการดำเนินการ														7 มิ.ย. 2567
ผู้รับผิดชอบแผนงาน		ผู้ควบคุมแผนงาน				ผู้อนุมัติแผนงาน											
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2.4.1 Business process waste management policy

The Company has a policy for sustainable waste management by reducing the amount of waste from the production process that must be discarded together with reducing the amount of packaging used, both paper, over used plastic or single-use to be able to reduce the amount of waste that has to go to landfill by searching for ways to put waste to good use including recycling waste to appropriately add value to the waste that is generated to achieve the most valuable and efficient use of resources.

Various projects are being carried out to reduce the amount of waste from the production process as follows:

1) Project to reduce the amount of coconut water waste remaining in pipelines

Products that contain coconut water, there is a coconut water transportation system using a pump sent through pipes. However, due to the relatively long pipeline distance. Therefore, some coconut water is wasted because it is stuck inside the pipeline. The production department therefore has an idea to reduce waste by creating a system to expel the pipeline with sponge rubber balls and using air to push the rubber balls along the pipeline. As a result, there is no coconut water waste stuck in the pipeline to be able to reduce the amount of coconut water waste remaining in the pipeline by 170 Kg/day (4,420 Kg/month).



2) Project to reduce the use of plastic in the packaging process of bottled products

In the process of packaging bottled products, there are steps in the process of using PE film to wrap product packs. Therefore, the idea was to reduce the amount of plastic used by 10 percent by experimenting with reducing the width of the PE plastic film from the original width of 250 millimeters to a width of 240 millimeters (reduced 10 millimeters) or the difference in weight of PE film reduced by 0.001Kg / pack. The reduced size of PE plastic film will still be able to wrap the product normally.



3) Project to change packaging size of chemicals

In order to reduce the amount of industrial waste disposal, chemical tanks for cleaning production lines which is considered hazardous waste. Therefore, there is an idea to change the packing size of chemicals from using 25 kilogram drums to 200 liter drums. This can reduce the use of 25 kilogram drums at 57 drums, to use only 7 200-liters drums.



Before installation:
A 25-kilogram container.



After installation :
Change the packing size of chemicals to 200 Liter drums.

2.4.2 Target of reducing the amount of waste from business processes

The Company is aware of the importance of reducing the amount of waste. In the production process, there is a target for waste not to exceed the limit which depends on the product type and establishments. It is clearly specified in the work manual or Work Instruction: WI to communicate to employees to work together in the same direction. The 2024 target of total weight of waste shall not exceed 0.5% of the products produced.

2.4.3 Business process waste management and measurement operations

The Company has measures/practices for waste management divided by type of waste, general waste, recyclable waste, and hazardous waste. Details appear in the table below:

Table showing measures/guidelines for waste management

Type of waste	Sample	Method
General waste	Fish scraps, flour scraps, poor quality packaging, garbage from the cafeteria and employee residences, etc. Grass jelly residue remaining from the production	<ul style="list-style-type: none"> Let outside agencies eliminate it by taking garbage from the cafeteria and employee residences, etc. to sell as animal feed. Collect and forward to outside agencies for proper disposal. Use grass jelly waste to make organic fertilizer, compost, which is useful for planting trees. or improve the soil.
Recycle waste	Boxes, cups, plates, bowls, etc.	<ul style="list-style-type: none"> Destroy the packaging and send it to outside agencies for recycling.
Dangerous waste	laboratory chemicals used for cleaning, Chemical containers, ink cartridges, etc.	<ul style="list-style-type: none"> Dilute with water before entering the treatment process, etc. Place in a chemical bottle and discard. in the designated area. Send it to an outside agency that has received permission from the Department of Industrial Works for disposal.

Moreover, the volume or weight of every type of waste is recorded and present the recorded information to the Environmental Committee regularly. There are also staff to control, supervise, and clean within the area where waste is collected as well as coordinating with outside agencies to collect various types of waste. Waste that is exported outside the factory area must be controlled, supervised, and managed in accordance with the laws and various regulations, strictly specified by the amount of main raw material and packaging waste generated in the production process is shown in the table below.

(Unit: Kilogram)

Amount of Waste	Branch 0001 Settakit Road	Branch 0002 Buddhamonthon Road 5	Branch 0003 Omnoi	Branch 0004 Ratchaburi	Total
Raw material	48,874	9,213	140	1,580.79	59,808
Packaging	4,655	6,348	64,992	3,399.04	79,394
Total	53,529	15,561	65,132	4,979.83	139,202

As for waste management methods, initially they are classified into hazardous waste and non-hazardous waste, and disposal methods will be as specified by the Department of Industrial Works as well as disposal contractors, namely Better World Transport Company Limited and Better World Green Public Company Limited, they are disposal companies that have received permission from the Department of Industrial Works.

(Unit: ton)

Amount of Waste	Branch 0001 Settakit Road	Branch 0002 Buddhamonthon Road 5	Branch 0003 Omnoi	Branch 0004 Ratchaburi	Total
Recycle waste	72.84	41.987	606.436	114.373	835.636
General waste	183.295	205.105	140.159	60.720	589.279
Dangerous waste	-	5.250	9.748	-	14.998
Total	256.135	252.342	756.343	175.093	1,439.913

Activities to promote and support waste management Compost project from grass jelly scraps



Srinanporn Marketing Public Company Limited, Ratchaburi Province Branch recognizes the importance of waste management that arises from the production process to manage waste appropriately to not affect the environment and consistent with the law. Therefore, there was an idea to use the grass jelly waste left over from the production process to make organic fertilizer, Compost type by contacting outside agencies, namely the Chom Bueng District Agriculture Office, and the Land Development Office District 10, Ratchaburi, for advice and came to provide knowledge to employees about composting.

The fertilizer obtained shall be used for the reforestation project to store carbon credits for the Company and distributed to surrounding communities to be used in agriculture as a payback to society. This activity was carried out in August 2023.

Project objectives

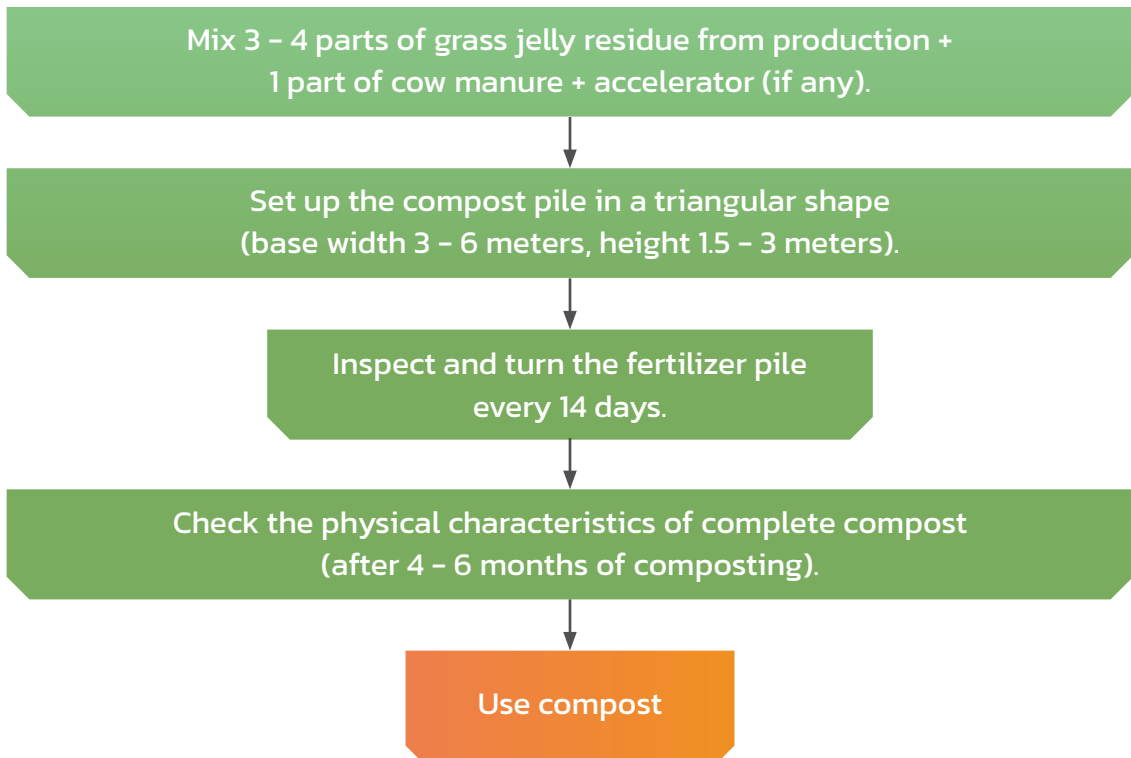
1. Reduce the amount of waste generated from the production process (Grass jelly waste) which is put back to use again by taking it back and processing it into organic fertilizer in the form of compost.
2. Promote employee knowledge by requesting cooperation from outside agencies to provide knowledge to employees on processing grass jelly waste into fertilizer.
3. Promote farmers and surrounding communities by using organic fertilizer produced from processing grass jelly waste. Share it so that farmers and surrounding communities can use it for cultivation.



4. Promote the reduction of the organization's greenhouse gas emissions. The organic fertilizer obtained from the processing shall be used for the Company's reforestation project to collect carbon credits.



Process of making organic fertilizer (compost) from grass jelly waste.



Benefits

Grass jelly scraps from the production process can be brought back to produce organic compost, averaging 1,873 kilograms per month in 2023, or equivalent to 22,476 kilograms per year. The Company plans to use the fertilizer obtained from the project for forestry projects to store carbon credits for the organization. There is a policy to forward it to the surrounding community in order to promote the surrounding community concerning for the Company’s stakeholders.



2023	Amount of grass jelly residue remaining from the production process and processed into fertilizer (Kg)
August	2,464.80
September	1,880.80
October	1,488.76
November	1,891.48
December	1,638.87
Total	9,364.71



2.5 Climate Change

Reducing greenhouse gas emissions

2.5.1 Greenhouse gas management policy

The Company considers and manages risks related to greenhouse gas emissions and develops business towards a low carbon society by setting quantitative goals to reduce carbon dioxide emissions from business operations per unit of production as well as promoting cooperation among stakeholders in the supply chain such as farmers, manufacturers, and small and medium-sized entrepreneurs, small entrepreneurs, business partners, product suppliers or the Company's services in reducing impacts and adapting to change to the climate, promote evaluation impact on the environment throughout the life cycle of products and services as well as carrying out activities to reduce carbon dioxide emissions and supporting climate change disaster response projects with stakeholders.



2.5.2 Greenhouse gas management goals

The Company aims for carbon neutrality in 2032 and has organized reforestation projects to collect carbon credits.

2.5.3 Greenhouse gas management operations and measurement

The Company has calculated and received Carbon Footprint for Organization (CFO) certification with the Greenhouse Gas Management Organization. (Public Organization) for the period 1 January 2022 to 31 December 2023 on 28 November 2023 as follows:

Unit: tonCO₂e

Scope 1	Scope 2	Scope 3	Total 1&2
23,154	11,514	64,119	34,668

2.6 Responsible raw material management

2.6.1 Responsible raw material management policy

The Company places importance on supply chain management which covers the development of raw materials used recruiting and developing business partners to happen in a concrete way. The Company is committed to pushing key trading partners to comply and in the same direction as the Company's practices in conducting business ethically, with respect for human rights. There is occupational health care and safety of employees including places importance to the management of various related environments.

The Company has prepared "SNNP Supplier Sustainable Code of Conduct" which has the following important points:

- Vision, mission and business goals
- Business Ethics
- Responsibility for safety, occupational health and the environment
- Labor and international human rights principles
- Responsibility to community and society
- Complaints

2.6.2 Audit of corporate governance, society and environment

In inspecting trading partners who deliver raw materials and packaging used to produce products in terms of corporate governance, society and the environment, the purchasing agency (central) has guidelines for operations by the purchasing agency. In each factory, coordinate and request documents related to corporate governance, society, and the environment to main trading partners to be sent for inspection considering practices that are consistent with the Company's guidelines according to the "SNNP Supplier Sustainable Practice Guidelines" and further considering the development of suppliers in accordance with the said guidelines.

2.6.3 Raw material procurement process according to the principles of corporate governance, society and the environment

The procurement process shall use the same procedures as the auditing. The procurement agency shall recruit key trading partners whose practices are consistent with the Company's guidelines. "Guidelines for Sustainable Conduct of SNNP Partners" is the initial selection of key partners.

In addition, the Company has a process for selecting quality raw materials, safe according to FDA regulations, focuses on natural ingredients and order from trading partners with standards to produce nutritious products, including checking the quality and properties of raw materials delivered by trading partners every time to meet the standards set by the Company before putting them into production; therefore, consumers can be confident that every product of the Company is fresh, clean and safe according to international standards GMP, HACCP and Food Safety Management.

3. Social dimension

3.1 Respect for human rights

The Company places great importance on respecting human rights. It believes that all humans have equal rights by birth including human resource management that requires equality in treatment and benefits that employees should receive according to labor laws. In addition, the Company also places importance on human resource management which is considered a valuable resource and is extremely important in driving the organization to grow with quality. The human resources policy has been clearly established and gives importance to taking care of employees in developing their knowledge and abilities to be proficient providing appropriate compensation and benefits, taking care of safety, occupational health, and the working environment. The Company also promotes the creation of shared value between business and society by continuously supporting knowledge, materials, and various equipment for people in the community. To create opportunities to have a good quality of life and a stable economy in their own local society in a sustainable way.

3.1.1 Human rights operations

Srinanaporn Marketing Public Company Limited, its subsidiaries and associated companies (the “Company”), both domestically and internationally recognizes and values equality in the rights and dignity of every human being, the Company respects and focuses on cultivating respect for human rights for all groups of stakeholders involved throughout the Company’s value chain.

For operations related to human rights, the Company supports the well-being of people in society to promote diversity and equality among employees, to create an organizational culture that is open to the opinions of all employees, respect and treat all parties fairly. Do not discriminate, do not violate ethics, it is considered part of the SNNP Code of Conduct that all employees must abide by. The Company communicates the policy and promotes knowledge and understanding of human rights through electronic mail (E-Mail) and has a human rights training plan for employees as well as promoting creativity in operations that are consistent with the concept of sustainable development.





Reinforcing the intention of respecting and operating according to human rights principles

for SNNP employees at all levels, with senior executives participating in communication and serving as good examples.



SNNP Supplier Sustainable Code of Conduct

Expand the scope of responsibility for comprehensive human rights operations to trading partners.



Implement plans to prevent and reduce human rights impacts of high-risk issues.

Organize activities to promote safety Continuous occupational health and working environment.



Scan "Human Rights Policy"

<https://investor.snnp.co.th/storage/download/corporate-governance/20220523-human-rights-th.pdf>

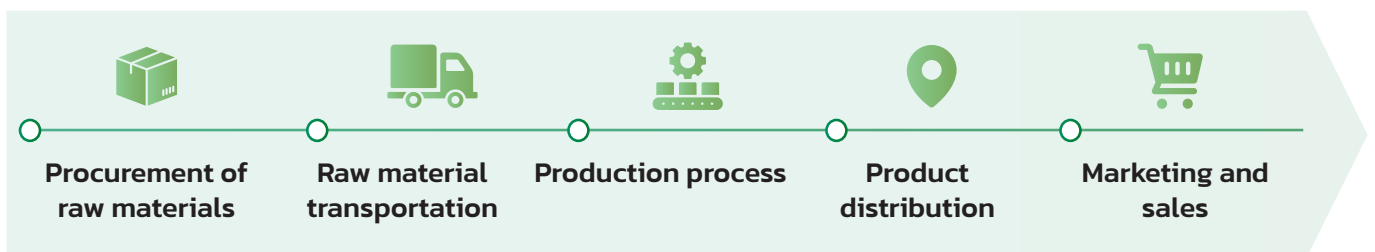
3.1.2 Human Rights Risk Assessment

In 2023, the Company conducted Human Rights Due Diligence to identify and assess human rights impacts even though it has already happened or that may occur or may be involved whether through the operations of the Company or as a result of business relationships to make sure the Company is able to identify human rights risks in business operations in every dimension throughout the Company's value chain. The Company has established operational guidelines to prevent human rights risks to be able to identify and prioritize risks assess the impact plan to manage impacts from such issues effectively.

SNNP's Human Rights Due Diligence process



SNNP value chain with potential human rights risks



Procurement of raw materials	Raw material transportation	Production process	Product distribution	Marketing and sales
Purchasing raw materials Inspection of raw materials raw material storage	Raw material delivery raw material storage	research and development production planning production operations Quality inspection Packaging	Warehouse management Product distribution Delivery of finished goods	After-sales service Building relationships with customers Tracking and collecting data

Stakeholders affected by SNNP human rights

Partners, product or service suppliers, employees, customers, communities, government agencies, shareholders and investors.

Human rights issues related to SNNP



Risk issues to employees

1. Working conditions/ location Doing inappropriate work May cause accidents at work
2. Failure to comply with employee safety requirements
3. Working hours in a row for too long



Community risk issues

1. The production process may create environmental impacts on the community, such as dust, unwanted odors, loud noise exceeding standard values, and wastewater from production, etc.
2. Transportation of goods may create an impact on the insecurity of the community, such as accidents from transport vehicles, traffic jams within the community, etc.



Risk issues to customers

1. Customer personal information may be leaked.
2. Packaging damaged during transportation which causes insecurity to customers
3. Product labels that may not include warnings/consumption restrictions.



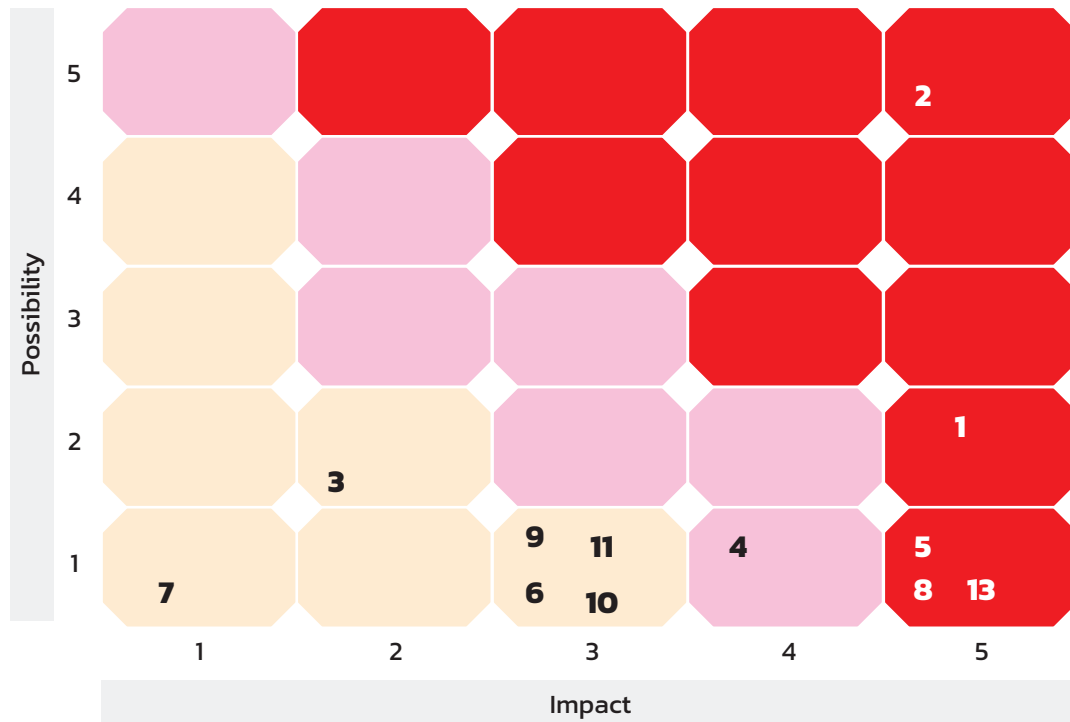
Risk issues from trading partners

1. Using illegal labor Child labor/forced labor
2. Payment of wages that do not comply with labor laws
3. Lack of written employment contract

Assessing the importance of issues affecting human rights

The Company has assessed human rights risks using a risk heat map showing the level of risk in the organization as a whole according to the level of risk and impact or results arising from a particular event, both positive and negative, to the goals of the organization by such assessment consider stakeholders who may be at risk of human rights violations, including employees, contract workers by third parties. and local communities as well as consumer customers.

SNNP Potential Human Rights Risk Assessment Chart



1. Inappropriate working conditions/workplace
2. Failure to comply with employee safety requirements
3. Working hours in a row for too long
4. Production creates environmental impacts on the community
5. Transportation of goods create insecurity for the community
6. Maintaining customer personal information
7. Packaging damaged during transportation
8. Failure to specify warnings/consumption restrictions.
9. Use of illegal labor child labor/forced labor of suppliers
10. The supplier’s employment of subcontract labor does not comply with labor laws.
11. Absence of a written employment contract in the contractor

Integrating and acting on discovered risk issues

1. Employee health and safety

Working conditions and place of work. This may result in injury to employees which may be a violation Health and safety rights of employees

Examples of potential risks include:

- Danger from contact with chemicals or scalding hot water
- Tripping, falling and slipping from obstacles in the work area
- Things or merchandise fall from a height
- Forklift accidents
- Machinery malfunctions
- Failure to comply with employee safety requirements
- Working hours in a row for too long

Mitigation measures

- Safety training for all employees
- Safety, Occupational Health and Environment Committee Performance is reviewed regularly
- Strict inspection and maintenance of work equipment.
- Campaign about safety in the work area
- Training and campaigning on the wearing of personal protective equipment. (PPE) correctly
- Planning product delivery/finding additional contractors. to distribute work
- Provide new equipment or innovations. That will help reduce the risk of danger and accidents in the workplace.

2. Community health and safety

The business activities of the Company is to produce food and perform distribution which may affect health, rights, and community safety

Examples of potential risks include:

- The production process may have an impact. Environmental aspects to the community such as dust generation, unpleasant smell, loud noise exceeding standards, wastewater from production
- Transportation of goods may create an impact Insecurity for the community such as accidents involving transport vehicles, traffic within the community is congested.

Mitigation measures

- Stop the release of waste and control damage so that it does not occur again.
- Go to the area with communities to solve problems together.
- Checking the fitness of vehicles and drivers.
- Safe driving training for operators.
- Grievance/complaint mechanism for local communities.
- Standard certification such as ISO 14001.
- Compliance with safety standard systems. Occupational health and environment
- Social responsibility towards sustainability policy
- Visiting communities to listen to opinions and concerns people in the area

3. Health and safety of customers/consumers

Company products are available in shopping centers. Many retail stores have been consumed by customers who various and have different health limitations.

Examples of potential risks include:

- Customer personal information leaked.
- Packaging damaged during transportation. that causes insecurity to customers.
- Failure to specify warnings/consumption restrictions.

Mitigation measures:

- Manage and monitor customer satisfaction.
- Establish a company’s personal data protection committee and ensure compliance with data protection regulations.
- Regularly assess the company’s cybersecurity readiness.
- Provide training to employees on the Personal Data Protection Act (PDPA).

4. Impact from partners/contractors

Business partners and contractors Suppliers of goods and services may be unlawfully subcontracting without complying with the law violating of human rights.

Examples of potential risks include:

- Use of illegal labor. Child labor/forced labor
- Wages do not comply with labor laws.
- Lack of written employment contract.

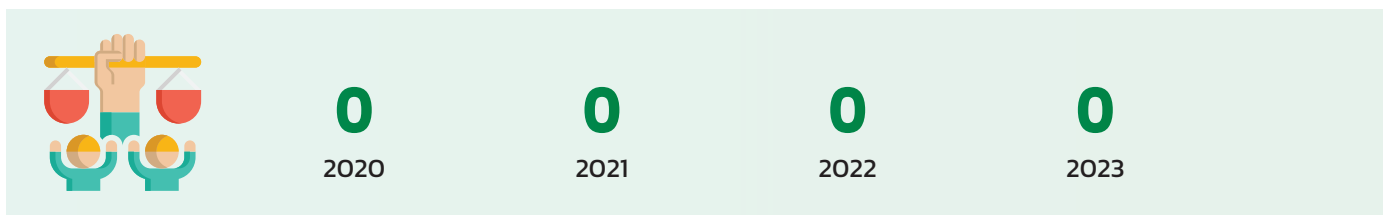
Mitigation measures

- Stop using the Supplier or cancel the contract.
- Guidelines for sustainable practices of SNNP suppliers SNNP Supplier Sustainable Code of Conduct
- Specify in the contract to procure suppliers that do not violate human rights.
- Clarify human rights issues with business partners and contractors/suppliers of goods and services.
- Human rights policy
- Labor law

3.1.3 Human rights management process and receiving complaints

The redress and grievance mechanism are processes for identifying solutions to develop action plans which can proactively prevent and reduce risks and impacts that may occur to handle and manage complaints from affected people and related stakeholders. The Company has established a policy for reporting wrongdoing to assist in tracking human rights violations and provide multiple channels for receiving complaints for both internal and external stakeholders by various complaints which will enter the consideration process by the complaints committee to investigate the facts and define the offense, approve the penalty and determine the process of compensation for those affected on a case-by-case basis.

Number of human rights complaints



In 2023, the Company had no complaints of human rights violations in any aspect such as forced labor, child labor, discrimination, harassment, human trafficking, or any form of sexual harassment, freedom of association, the right to collective bargaining, equality in compensation occurred.

Operational communication

The process and results of investigating human rights risk issues of all aspects must be clearly communicated and disclosed to the public, whether it be strategies, goals, operational plans, or prevention and operations in the next steps of not violating human rights on an annual basis through the annual sustainability report or the Company's website. The Company has prepared a human rights communication plan as follows.

SNNP Human Rights Action Communication Plan



Employees

Target:	In 2024, 75 percent of employees have knowledge and understanding about human rights.
Method of operation:	human rights training, communication via e-mail, public relations board of the Company
Follow-up:	Survey of employee understanding levels during August 2024 by the Human Resources and Administration Department.



Partners

Goal:	Partners cooperate in monitoring human rights risks so that they do not occur throughout the value chain.
Procedure:	Official SNNP Supplier Code of Conduct guidelines.
Follow-up:	A survey of the number of incidents of partner abuse every 6 months by agencies with partner relationships.



Customers

Goal:	To create awareness and understanding about the responsibility to respect human rights.
Method of operation:	Communicate information according to GRI report standards.
Follow-up:	Collection of opinion surveys at the end of the Sustainability Report by the SDRI Division.



Community

Goal:	To create awareness and understanding about actions to reduce impacts on human rights by 75%.
Method of operation:	Conduct a dialogue with community leaders and community members.
Follow-up:	Community opinion survey within March by the CSR working group.

Monitoring and reviewing human rights performance

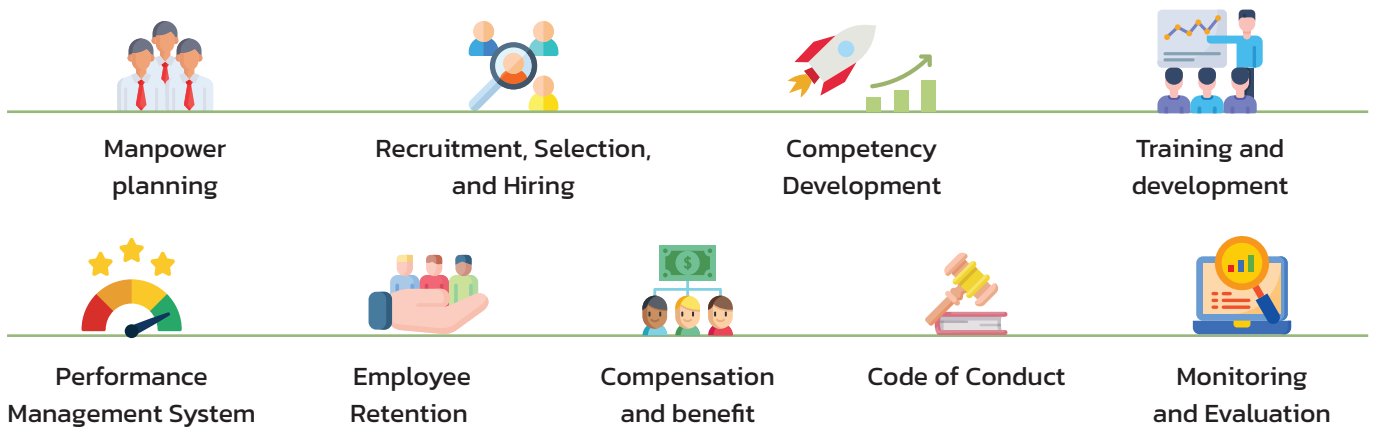
Human rights risk issues related to the Company's business operations subject to change when activities and stakeholder groups change, the Company must therefore review rights risk issues human rights and measures to mitigate impacts and prevent human rights risks regularly by specifying indicators to be used as a tool for monitoring and evaluating the Company's performance, such as the percentage of employees who have been assessed for their knowledge and understanding of human rights, or the number of complaints received and the status of resolution, etc.

To ensure that the Company’s business operations will not cause violations of human rights, the Company therefore plans to appoint a person responsible for official human rights audits in 2024, including a review of important human rights issues and possible risks as well as following up on solutions and remedies for human rights risks regularly and continuously.

3.2 Fair labor treatment and employee care

The Company recognizes the importance of human resource development and treats workers fairly. This is an important factor that will help increase the value of the business and strengthen competitiveness as well as the sustainable growth of the organization in the future. Therefore, Srinanaporn Marketing Public Company Limited, its subsidiaries and associated companies (“Company”) both inside and outside the country attach importance to compliance with labor laws to promote fairness and equality among employees. There is a policy along with supporting various regulations labor aspect regarding respect for human rights regarding the diversity of the workforce in the organization. There are equal practices for treating workers without discrimination toward gender, age or physical condition, job position, race, and religion. Every employee is taken care of every step of the way since the recruitment process, fair employment, compensation at a level appropriate to the Thai industry. The welfare is not less than what is required by law or more appropriate. Personnel development promotes career advancement opportunities as well as taking care of health and safety in the workplace.

Human resources plan



3.2.1 Illness and injury of employees

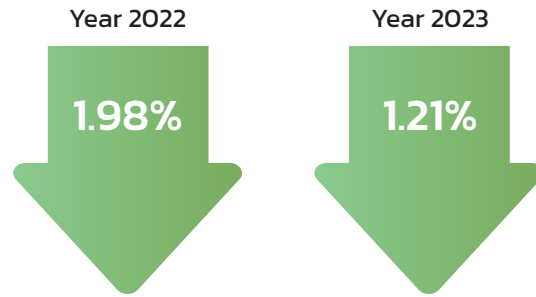
The Company places importance on taking care of employees to be healthy both physically and mentally. Therefore, the Company focuses on developing and improving the workplace including continuing activities to take care of employees to create an environment that promotes a positive work atmosphere for employees to be happy at work.

In 2023, there were monthly employee sick leave statistics. (Not in the case of work accidents) decreased from last year as follows:

- Total employee sick leave days for 2023 amount to 21,345.08 hours.
- or Absenteeism Rate = 1.21%

The average number of employees in 2023 = 825 employees and the number of days required to work is 273 days or 2,184 hours.

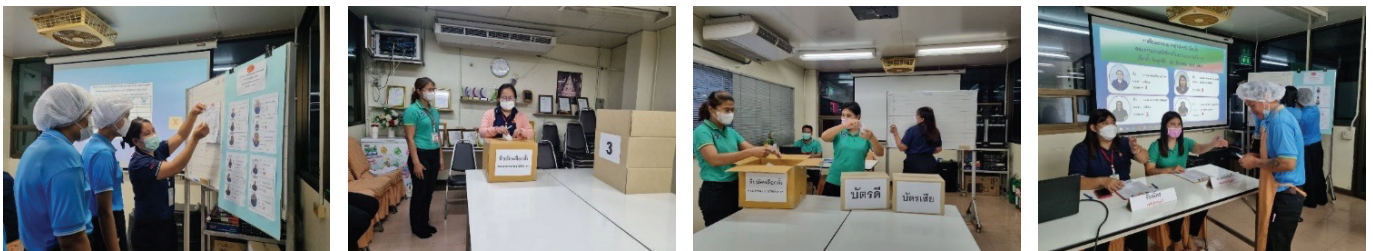
Absenteeism Rate = ((hours of sick leave/ (total number of employees X total work hours)) x 100



3.2.2 Welfare Committee

The Company strictly complies with labor laws. It requires the establishment of a welfare committee in the business establishment in accordance with the Labor Protection Act, B.E. 2541, which has the duty to discuss with employers to provide welfare or benefits to employees and participate in giving suggestions, inspecting, and taking care of the Company’s welfare arrangements. In which, welfare and benefits are allocated in addition to the basic welfare provided by law to all employees without discrimination. Since the committee holds office for a term of 2 years, the Company has arranged for continuous election of welfare committees in the workplace in every branch.

Election of the welfare committee in the factory

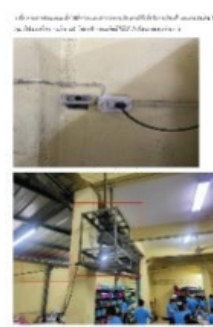


Information about the welfare committee in the factory

Location	Tenure 2 years
Welfare committee at the head office	18 Sep 22-17 Sep 24
Welfare Committee in Branch 0001	28 Aug 23-27 Aug 25
Welfare Committee in Branch 0002	18 Sep 22-17 Sep 24
Welfare Committee in Branch 0003	24 Jul 23-28 Jul 25
Welfare Committee in Branch 0004	02 Feb 22-01 Feb 24

By the Welfare Committee in the workplace which has employees representing employees who are elected. There should be a meeting of the committee at least once every 3 months or upon request to discuss and provide useful suggestions regarding employee welfare to communicate employee needs to the Company.

In 2023, the Welfare Committee has carried out work to respond to employees to bring the development and improvement of cafeteria for employees. This is a benefit the Company gives to employees to provide convenience and help reduce living expenses to receive the appropriate amount of food and price as well as the food being clean and hygienic for good health.



SNNP Safe Cafeteria Project

Objective:

- To make it convenient for employees to use the cafeteria area with enough seats to eat.
- To provide employees with quality and sufficient food welfare to meet their needs.
- Reasonable price to employees and store operators in accordance with the direction of the economy
- To organize the shops and cafeteria areas in order and hygienic conditions.

Result:

- Employees are comfortable using the cafeteria area. There are enough seats to eat, suitable environment hygienic.
- Employees have enough food to meet their needs and at reasonable prices.
- Store operators have knowledge and understanding in operating a restaurant with standards.

Follow up:

- Cleanliness standards are monitored according to the implementation plan.
- Receive an assessment from relevant government agencies and meet quality certification standards.



Annual Health Check-Up and Nursing Room

The Company places importance to and promotes health examinations for all employees to monitor for diseases that may occur from work, to know the health status and illness trends of employees, to reduce the risk of accidents during work and has provided a hospital room to help relieve and reduce the severity of the initial injury. It is to protect welfare and safety during work. As a result, employees can work with full efficiency and in line with Thailand’s labor laws. The Company recognizes that employees are important to organizational development. If they are not ready to work, It may disrupt the operations of the organization or does not meet the goals set forth.



Procurement of influenza vaccine

SNNP cares about our fellow employees, and in 2023 the Company provided flu vaccines to employees at a special price and allowing medical facilities to provide services to employees who wish to receive the vaccine in order to strengthen immunity against influenza and stimulate the body to create antibodies. It is hoped that all employees will be healthy and are ready to deal with unexpected illnesses. In addition, SNNP emphasizes that employees are aware of the importance of taking care of their own health and colleagues including participation in society with utmost care in order to create a society with a better well-being for both oneself and society as a whole, in 2024 the Company aims to provide influenza vaccination benefits to all employees.



Caring for employees during the epidemic, Public Health guidelines to prevent epidemics in factories

From the Covid 19 situation, it has affected the Company's business operations from 2020 until the present, to show the potential to deal with the situation effectively. To be able to adapt to mitigate impacts as well as helping stakeholders, patients, and communities, the Company has used strict preventive measures in the past until being able to control and prevent the spread of disease in the workplace.



มาตรการการป้องกันเชื้อไวรัส COVID-19	
มาตรการการป้องกัน	การพิจารณา และติดตามผล
1. ตรวจสอบอุณหภูมิร่างกายเป็นประจำทุกวัน (อุณหภูมิ < 37.5°C) และสังเกตอาการที่สงสัยของระบบทางเดินหายใจ เช่น ไอ จาม ไข้ เป็นต้น	
2. ติดตั้งเครื่องปรับอากาศอัตโนมัติ	
3. ประชุมผ่านระบบการประชุมทางไกล	
4. ติดป้ายประชาสัมพันธ์	

มาตรการการป้องกันเชื้อไวรัส COVID-19	
มาตรการการป้องกัน	การพิจารณา และติดตามผล
5. เชื้อ กักตุนและฉีดวัคซีนป้องกันเชื้อไวรัส COVID-19	
6. พนักงานทุกคนและบุคคลภายนอกต้องปฏิบัติตามกฎระเบียบที่วางไว้ในโรงงาน	
7. จัดระบบงานเป็นทีมการทำงานแบบกะ 7 ชั่วโมง	
8. พนักงานทุกคนต้องปฏิบัติตามกฎระเบียบที่วางไว้ในโรงงาน	

มาตรการการป้องกันเชื้อไวรัส COVID-19	
มาตรการการป้องกัน	การพิจารณา และติดตามผล
9. การประชุมผ่านวิดีโอคอนเฟอเรนซ์	
10. พนักงานทุกคนต้องปฏิบัติตามกฎระเบียบที่วางไว้ในโรงงาน	
11. ติดป้ายประชาสัมพันธ์	
12. จัดพนักงานเป็นทีมทำงานแบบกะ 7 ชั่วโมง	

มาตรการการป้องกัน เชื้อไวรัส COVID-19	
มาตรการการป้องกัน	การพิจารณา และติดตามผล
13. มาตรการควบคุมและลดความเสี่ยง 13.1 งดใช้สถานที่สาธารณะ 13.2 งดใช้รถโดยสารสาธารณะ 13.3 งดไปงานสังสรรค์ 13.4 งดไปงานเลี้ยงสังสรรค์ 13.5 งดไปงานเลี้ยงสังสรรค์ 13.6 งดไปงานเลี้ยงสังสรรค์	
14. งดจัดงานเลี้ยงสังสรรค์ งดไปงานเลี้ยงสังสรรค์ ทุก 2 ชั่วโมง	
15. งดรวมตัวกัน งดไปงานเลี้ยงสังสรรค์ งดไปงานเลี้ยงสังสรรค์ งดไปงานเลี้ยงสังสรรค์ Covid-19	

มาตรการการป้องกัน เชื้อไวรัส COVID-19	
มาตรการการป้องกัน	การพิจารณา และติดตามผล
16. Big Cleaning ทำความสะอาดโรงงาน ทุกวัน	
17. งดไปร่วมงาน งดไปงานเลี้ยงสังสรรค์ Social Distancing	

Even though the current epidemic situation has decreased. The Company still adheres to the announcement of the Ministry of Public Health regarding hygiene criteria and measures to prevent risks from coronavirus disease 2019 for business establishments that are hazardous to health, B.E. 2566, dated (30/5/2023) for use in Continuous and regular care of employees.

SNNP welfare for quality of life and happiness at work

The company provides a range of welfare benefits and entitlements designed to adequately support its employees. These initiatives aim to enhance employees’ livelihood stability, cater to their basic needs, and provide diverse and equitable assistance.

Health insurance and medical expenses	Bonus and salary adjustment	Provident fund
Social security and compensation fund	Employee dormitories have security guards 24 hours a day	Annual health check/nursing room
Welfare loan/housing loan	Employee uniforms	Special price products
Accident insurance and medical expenses	Funeral allowance	Recreational activities during various festivals
Employee pick-up and drop-off	allowance, diligence allowance, overtime pay	Various leave rights

Operating in 2023, the Company has a policy that focuses on recognizing importance to the well-being of employees. Therefore, we have provided loan benefits at low interest rates as a special privilege for employees as follows: emergency loans to relieve the burden of living, car/motorcycle hire purchase loans, as well as loans for housing, home additions, and home repairs. It is a project that employees can access. Help reduce the burden on employees, a lump sum of money can be used in times of emergency, facilitates work more smoothly.

Operational goals for 2024-2025 from the development and changes of the modern world, the Company is aware of the importance of employee welfare that can meet the appropriate lifestyle needs of each working age group, taking into account “employee happiness as the main focus.” Therefore, it is envisaged that there is a plan to allocate additional welfare as follows.

1. Educational scholarships for employees’ children

The Company has confidence in the value and potential of youth. This welfare right is therefore intended to promote and support education to help reduce the burden of expenses, strengthen the morale of employees and their families, which are important forces in building the organization to grow sustainably and is committed to developing the potential of youth to be valuable resources for Thailand.

2. Birthday activities Provide company products

To build morale for employees Create good relationships in the organization because employees are an important force in operating in the organization, the Company takes care of employees’ important days. Having given the Company products that can help employees with consumer needs through activities that send positive energy impress and are proud to be an employee of the Company.

3. Outstanding Employee Award

To encourage employees to have good behavior, honest in performing duties, do good deeds for the organization and surrounding society including the aim for employees to have a conscience and adhere to morality and ethics to create a bond with the organization. Performing work with full dedication and ability to serve as a guideline for other employees to consider as a good example from generation to generation.

3.2.3 Recruitment, hiring, compensation, and turnover rates

The Company has a process for selecting and hiring employees that does not discriminate focusing on reaching out to target groups effectively through online platforms, such as using various job recruitment websites, using Facebook groups to increase opportunities to recruit employees with specific skills or employees in the area. As well as publicize job positions to all branch departments so that employees can participate in recruiting fellow employees as well. The Company still accepting internship students. It is another channel for recruiting talented personnel to work with the Company.

Operating results for 2023

According to the proactive recruitment plan, The Company attended the government labor meeting. Job Export Thailand 2023 by Department of Employment Samut Sakhon

Goal 2024

In 2024, the Company plans to prepare an Employer Branding strategic policy plan for attracting and recruiting employees by communicating our commitment to delivering value to employees and outsiders through social media channels, presenting both organizational culture, job characteristics, and various benefits. To create awareness and be a top choice that attracts applicants or personnel with outstanding abilities in society, employee network including new graduates who are a group of people who may become job applicants in the Company in the future. To make a difference and stand out in the labor market can help increase job application rates including increasing the quality of applicants as well as creating pride in current employees so that they want to work with the organization in the long term.



Hiring employees

The Company relies on experience in business knowledge skills as well as creative thinking in considering recruiting individuals to work in various positions. The Company has set the wage rate and various benefits. It is at a standard level comparable to that of companies in general. Not less than what the law specifies. To have employment



Employment of the elderly/retirement

To promote the elderly by employing them in occupations appropriate to their age, work experience and physical performance to be able to continue working and earning income. The Company has considered extending the period of operations, employment in positions that are necessary and lacking, to have safe work characteristics, it supports the economy and society, helping the elderly to earn income, have society, and reduce stress.



Community employment

The Company places importance to people living in the communities surrounding the factory by hiring local personnel to work in factories and paying compensation in line with the basic compensation rate as required by law, it helps create jobs, careers, and promotes a good quality of life for people in the community. It also helps build good relationships with the community.











Employment of people with disabilities

To promote and develop the quality of life of people with disabilities, provide opportunities for work, to have a sustainable income, to be able to care for oneself and family and to be able stand in society with dignity, no discrimination. To reduce inequality: The Company creates opportunities and equality by employing people with disabilities according to the law, developing skills and abilities that is appropriate for the existing job position, strengthen confidence in the value of people with disabilities.

Employment of people with disabilities information

People with disabilities	2020	2021	2022	2023
Nakhon Pathom Province Disabled Persons Association (Section 35)	30	18	17	33
Direct employment (Section 33)	14	12	12	11
Total	44	30	29	44

Promoting equal opportunities and personnel diversity

Total number of employees	2020	2021	2022	2023
	persons			
	3,195 100%	2,850 100%	4,210 100%	3,972 100%
Type of employees				
Monthly 	812 25.44%	764 27.73%	792 18.81%	825 20.77%
Daily 	2,380 74.56%	1,991 72.27%	3,418 81.19%	3,147 79.23%
Gender Diversity				
Male 	1,397 42.40%	1,182 41.47%	2,010 45.07%	1,705 42.93%
Female 	1,898 57.60%	1,668 58.53%	2,450 54.93%	2,267 57.07%
Age Diversity				
< less than 30 years 	1,371 41.61%	1,084 38.04%	2,230 50.00%	1,785 44.94%
31-50 years 	1,786 54.20%	1,636 57.40%	2,108 47.26%	2,006 50.50%
51 years and above 	138 4.19%	130 4.56%	121 2.74%	181 4.56%

National Diversity



Thai

2,564 persons
64.55%



Myanmar

1,405 persons
35.36%



Chinese

1 person
0.03%



Laotian

1 person
0.03%



Filipino

1 person
0.03%

Promotion of women's labor

The Company respects and supports equality for female employees in the organization. Providing equal opportunities for professional advancement, respect each other with no discrimination as well as listening to different perspectives from diversity to help drive the organization towards its goals. In 2023, female employees are separated by position. It can be summarized as follows:



Female Staff

per all Operations staff
458 persons 60.42%
(Male staff 300 persons)



Female management

Per all management
21 persons 41.14%
(Male management 30 persons)



Female Top Executive

Per all top executives
4 persons 25%
(Male Top Executives 12 persons)

Note:

- 1) Number of employees refers to monthly employees and daily employees.
- 2) Turnover number and rate of employees counting retirement early retirement, death, failure to hire, waiver of rights, and termination of employment in all cases.
- 3) The percentages shown in the table are calculated relative to the total number of employees each year.

Compensation

The Company has a policy of providing good compensation to help employees live their lives appropriately. There is a fair structure and no discrimination in practice and has the effect of motivating employees, not less than the standards in the same industry, including salary, wages, bonuses, various incentives such as diligence allowances, annual wage adjustments. In return for performing duties and responsibilities including contributions to the social security fund that creates stability throughout the working period until retirement.

In addition, the Company continues to focus on promoting long-term savings to enhance financial health. To help employees have a comfortable life after, they retire from working or retirement, especially in the current situation, there are surrounding factors that can cause a lot of financial instability. It can also be used as a tax deduction, namely a provident fund by specifying that employees who have passed probation can apply to become members of the provident fund. As well as being able to choose an investment plan voluntarily. The employer will pay savings into the fund at the same rate as the member's contribution rate, starting at 2 percent or maximum at 15 percent.

Operating results for 2023 From the statistical report on provident fund members of employees in 2023, it was found that 404 employees joined the provident fund, or 48.97 percent of the current number of employees as shown in detail in the information below:

Statistics on provident fund members

Employee	2020		2021		2022		2023	
	Persons	%	Persons	%	Persons	%	Persons	%
Total employees	812	100.00	764	100.00	792	100.00	825	100.00
Provident fund member	461	56.77	440	57.59	431	54.42	404	48.97

Note

- 1) Total number of employees means monthly employees.
- 2) The percentages shown in the table are calculated relative to the total number of employees each year.

Operational goals 2024, adding provident fund members an average of not less than 55% and adjust the labor wage rate to be in accordance with the announcement in the Royal Gazette dated December 8, 2023 regarding the minimum wage rate (No. 12) from the original rate of 353 baht/day to 363 baht/day (Head office in Bangkok and branches in Samut Sakhon province) and the original rate of 332 baht/day to 340 baht/day (branch in Ratchaburi province)

Turnover Rate

In 2023, the turnover rate of monthly employees decreased from 2022 by 6.03% and the turnover rate of daily employees decreased from 2022 by 6.93%.

Employees	Total employees of the Company							
	2020		2021		2022		2023	
	persons	%	persons	%	persons	%	persons	%
Total employees	3,192	100.00	2,755	100.00	4,210	100.00	3,972	100.00
Monthly	812	25.44	764	27.73	792	18.81	825.00	20.77
Daily	2,380	74.56	1,991	72.27	3,418	81.19	3,147.00	79.36
The total number of newly recruited employees.								
Monthly	91	11.21	120	15.71	145	18.31	163.00	19.76
Daily	716	30.08	430	21.60	2,454	71.80	951.00	30.21
The total number of resigned employees.								
Monthly	149	18.35	111	14.53	138	17.42	94	11.39
Daily	1,329	55.84	685	34.40	1,012	29.61	901	22.68

Operational goals for 2024 To reduce the turnover rate of monthly employees not more than 10% and daily employees not more than 20% in 2024 by planning the development of activities that create participation between employees and the organization (Engagement) to increase job satisfaction and strengthen employees' motivation to work. Therefore, the Company shall be able to retain potential employees, promote a good work culture and enable the organization to grow in the planned direction as follows:



Encourage employees to be part of the culture of giving and receiving feedback.

The Company provides employees with opportunities to participate in decision-making on matters related to work and the direction of the Company. To promote opportunities for learning and self-development for career growth. Advice and suggestions are given to employees to reflect work efficiency regularly.



Promote appreciation and gratitude activities with employees – Recognition

The Company focuses on placing importance on employees to be admired and accepted by others. It is a morale booster that helps to encourage employees to be enthusiastic about their work and helps build a strong organizational culture.

3.3 Potential development and opportunities for personnel growth

To aim to be a producer and distributor of beverage products and good snacks both in quality and service, the Company emphasizes the importance of human resource management focusing on developing employees with necessary knowledge and skills according to the direction of the business. This is because personnel are considered one of the main resources in running a business and is an important mechanism in driving the organization towards change - transformation. The Company has therefore reviewed and prepared personnel preparation along with developing the organization to

be efficient to support business operations and working styles that have changed in the current situation. It also supports and promotes business competitiveness in a stable and sustainable manner.

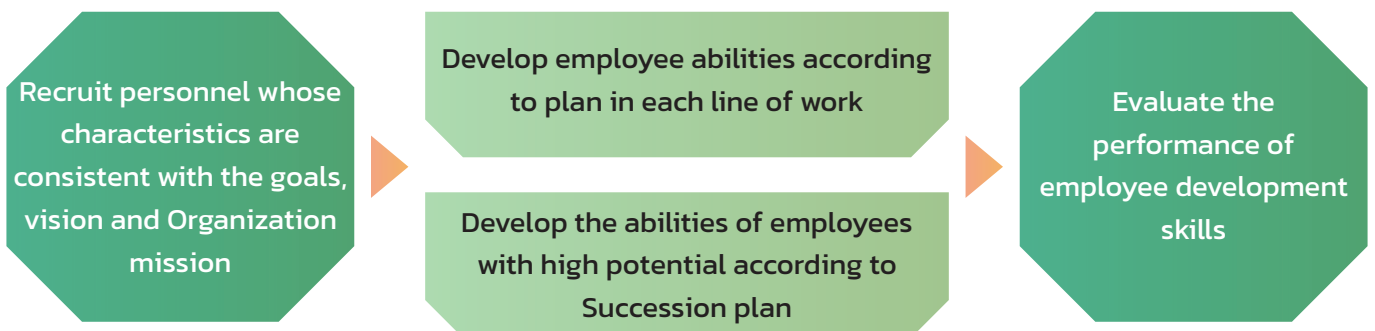


3.3.1 Analysis of development needs and evaluation of development results

The Company assesses the needs and needs of personnel development at all levels. There is a personnel development plan in each line of work, that is in line with the business development plan to prepare employees to be able to adapt in a timely manner in the event of an emergency situation including future changes as well as following up on the implementation of the personnel development plan and evaluating results continuously with a policy to develop human resources to develop the capabilities of the organization and personnel. The Company is committed to developing the potential of employees at all levels to develop skills, knowledge and expertise from actual work. There are experts on hand to share experiences, practice, and give advice regularly.

In the new era of work with more challenging and requiring new skills, the Company aims to develop the potential of employees through learning programs or training to promote a variety of skills, such as professional skills, learning new innovations, organizational sustainability skills (ESG DNA), Personal Data Protection Law (PDPA) skills, etc., so that employees at all levels within the organization can develop the skills necessary to perform their jobs including developing potential to its full potential.

Implementation of skills development and development evaluation



3.3.2 Personnel development goals

The Company has set personnel development goals for 2024, focusing on developing personnel with competencies that will help drive the strategies of various departments in the organization to success by promoting the increase or review of employees’ knowledge and skills to be ready with future business changes of the Company.

- There is a skill set that is consistent with the process and working style and an assessment of the knowledge and abilities of current employees.
- Design learning and development programs to enhance knowledge and skills.
- Review the organization’s structure and operating processes to be consistent with strategic direction.
- Set guidelines for human resource development as well as the process of planning and managing the overall workforce of the company.
- Create appropriate career paths for employees and develop the potential of employees according to the career path of each employee position.
- Improve work processes and apply technology in work processes to increase work efficiency in the organization.
- Employees are assessed on their abilities (Competency) and prepared with an Individual Development Plan (IDP).
- Employees participate in online E-learning courses and pass the test, Sustainability knowledge set from the Stock Exchange of Thailand 100% according to conditions.



3.3.3 Training and development

In 2023, the Company continued to use the training model for employees. It focuses mainly on In-House Training and continues to maintain important courses for operations, such as safety and occupational health in the workplace, quality system and standards developing professional skills and techniques required each year including continuous orientation training for new employees to get to know the vision and mission of the organization



administrative structure quality system work, emergency plans, welfare and rules and regulations covers both new employees, permanent employees, and temporary employees related partners and contractors.

Pictures of orientation for new employees in the organization to be informed of the Company’s mission, rules and regulations various welfare as well as policies and guidelines for operations, it covers the strategy and direction of the organization to provide employees with knowledge to have an understanding of job duties and responsibilities.

In addition, the topic of training in business ethics has been added focusing on good corporate governance in taking care of the use of inside information in the environment is specified in the mandatory training course for all employees who must receive training as follows:

			
Anti-Corruption Policy	Business ethics	Human rights policy	Sustainable Development Goals Policy

	
Personal Data Protection Policy	Policy on the use of internal information of the company

In 2023, the Company sent a total of 2,295 employees to training, or 57.78% of the average number of employees for the entire year and the average number of training hours is 6 hours/person/year.

Employee training and development

Training	2020	2021	2022	2023
	hrs/person/year			
Employees received training (%)	10	20	30	57.78
Average number of training hours (hrs/person/year)	6	6	6	6

Mandatory training is a course that all employees must attend. It is a course that has been considered that it covers the strategy and direction of the organization, such as basic firefighting, annual fire evacuation plan, basic first aid and CPR training.

Training course Basic fire extinguishing and fire evacuation drills

Results and benefits received:

- Employees understand the causes and proper prevention of fires.
- Employees can assess the situation and evacuate when a fire occurs.
- 100% of employees receive training and practice fire evacuation plans.



Training Course: Basic First Aid and CPR Training

Results and Benefits:

- Employees can use their knowledge of first aid and CPR to save the lives of others.



3.3.4 Development benefits

In addition to training to provide knowledge at various levels according to the annual training plan, the Company also encourages workshop projects to increase work efficiency, reduce costs, and create added value for the company as follows:

Workshop project to increase work efficiency

Project to improve the sealing machine (Seal)

Results and benefits received:



Reduce costs of purchasing raw materials



Packaging scrap decreased by 3,432 kg./year.



Greenhouse gases decreased by 6,709 kg CO₂e/year.

Waste separation project

Results and benefits received:



Reduce waste disposal costs



General garbage decreased by 10 percent/month.

Workshop on waste separation

Results and benefits received:

- 70% of employees participate in the project.
- Employees have knowledge and understanding in separating waste and disposing of it correctly.
- The average value of garbage sold is 1,323 baht/month.
- There is value of waste returned to employees.



Workshop project to increase work efficiency

Results and benefits received:

- Employees have knowledge and understanding of the production process. Considering the safety of consumers according to the principles of social responsibility policy and food safety.
- Employees have knowledge and understanding of the types of foods that may cause food allergies.
- Employees have knowledge and understanding of the inspection process and display of Food Allergen labels on products.
- Employees have knowledge and understanding of the production control process. Identifying or marking an allergen
- Employees have knowledge and understanding of the packaging inspection process. Check the correctness of raw material storage.

5S training course for increasing productivity

Results and benefits received:

- Employees understand production costs and the beneficial use of resources
- Employees apply the 5S principles to their work. Improve the working environment.
- 100% of employees attending the training understand the objective to create good standards.



3.4 Motivating and retaining employees

The Company focuses on the importance of retaining employees in the organization by providing welfare and compensation management system to motivate and attract potential employees to join the Company. The morale of workers is boosted so that talented employees can be retained with the organization. As a result, employees are determined to improve their skills and abilities so that they are ready and willing to see their career progress. This will drive the success of the mission. The Company has a plan to develop employee engagement and there is continuous monitoring and measurement of the level of satisfaction and commitment of employees towards the organization at least once a year in order to provide information for reviewing and considering important factors for retaining and motivating employees to remain with the Company.

Important operations in 2023

The Company promotes preventive health such as exercise facilities, employee health activities, providing vaccinations against various diseases, annual health examinations, Company's products gift to employees to express their appreciation. To build morale to help employees be happier. There was a New Year's Day party for employees to have a fun atmosphere, to relieve stress from work and to create a bond between employees and the organization. The Company also keeps the employees always posted on update policy and organizational situation.



Operational goals for 2024 The Company organizes recreational activities, sports relationships and teamwork and a program to recognize and reward employees for their performance in order to create morale for employees by giving every employee the opportunity to show their creative abilities to develop work or work processes to be better for the benefit of the organization and the public.

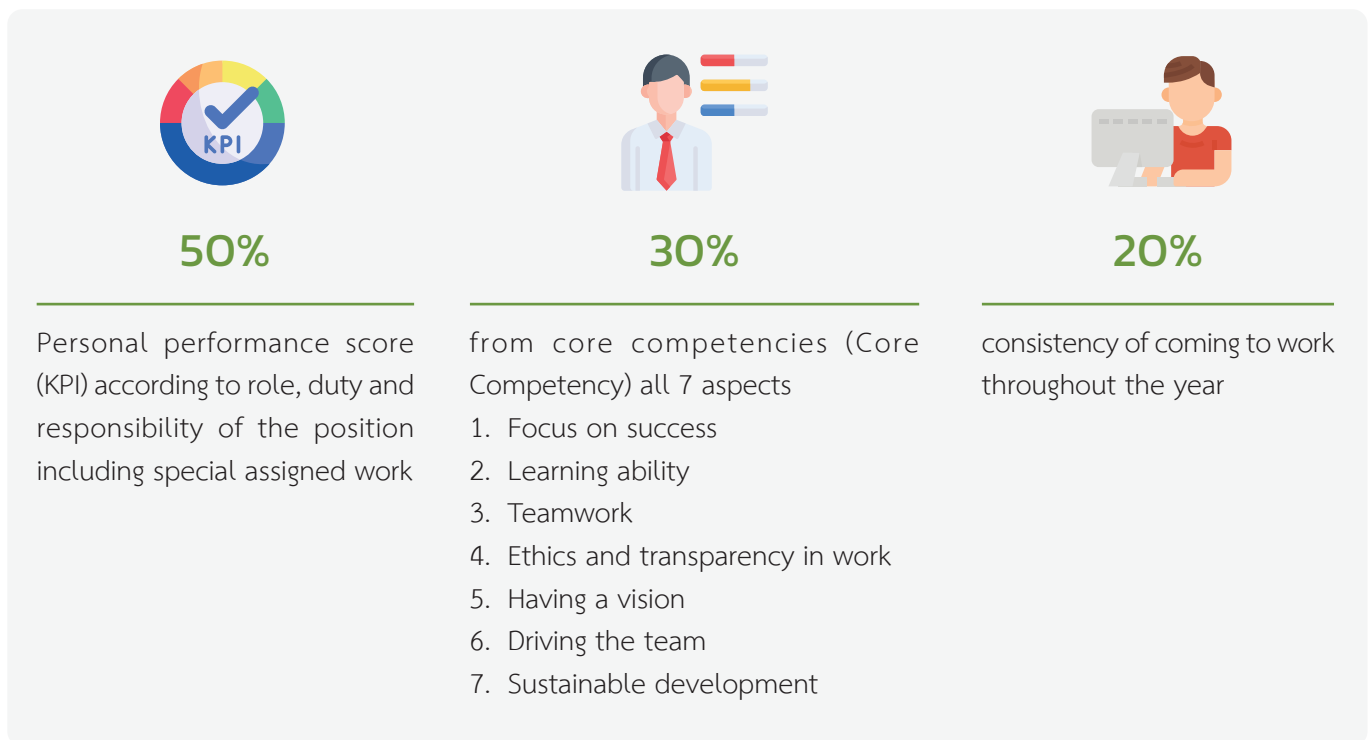
3.4.1 Guidelines and criteria for evaluating employee performance

The Company performance evaluation system focuses on being consistent with the department's goals as well as the goals of the organization to be successful. The Company requires supervisors to follow up on employee performance at least 2 times per year as follows: The 1st time is to review goals to follow up and help employees to ensure their performance is in line with the plans and goals, 2nd is in order to consider annual compensation and rewards as well as using it to plan further development work.

The Company is committed to evaluating employee performance with clear, explainable criteria, a transparent and fair process, and thorough communication to employees to bring confidence and trust from employees.



The Company provides annual performance evaluations. The topic of annual performance evaluation comes from the Company's goals, divided into 3 factors with the following proportions:



The evaluation is divided into 2 times per year:

- 1st time from 1 January to 30 June
- 2nd time from 1 July to 31 December

In 2023, employees received 100% performance evaluations (100% target) and 80% performance evaluation results of all employees within the standard criteria Grade B.

3.4.2 Employee benefits received from the evaluation

The results of the annual performance evaluation of employees are considered an index to measure the success of their work which the Company uses in development improving performance, working methods or provide tools that help support operations. It affects promotions, salary increases, as well as consideration of rewards (bonuses) and appropriate compensation to employees for career advancement.

The Company sets criteria for evaluating the annual performance of employees both quantitative and qualitative, they are systematically effective. The Employees participate and are aware of the evaluation topics and under the same standards so that the overall evaluation of the organization's success is in the same direction to be used to improve the management style of employees at all levels to achieve organizational goals including using it as a channel for communication and giving suggestions (Feedback) which helps employees develop themselves to achieve better results continuously.

In 2023, there were 25 employees whose performances were above standard (grades B+ and A). The Company shall consider giving them a special reward rate and consider promotion as well as adjust compensation at an appropriate rate.

Persons	Promotion	Female	Male
20	From officer to management	10	10
5	From worker to officer	4	1

The results of the performance evaluation will make employees aware of their potential and performance and areas that need to be developed and this evaluation results in the Company being able to adjust the work assignment plan to match the abilities and promote the potential of each person at the point including helping to analyze the organization's goals in various aspects, such as determining training needs to increase innovation knowledge, abilities and skills of employees, etc., all of which are considered beneficial to the Company growth. The Human Resources Department shall be responsible for giving advice to relevant departments and employees in considering guidelines that are appropriate for the employees' qualifications and interests both adding new challenges to employees with outstanding potential and help employees whose evaluations are below standard to develop and improve in line with goals.

3.5 Satisfaction and commitment of employees towards the organization

In order to continuously develop and create happiness for employees, the Company requires a survey of employee satisfaction and engagement to know the needs and opportunities for developing employee engagement and require annual performance monitoring and reporting at least once a year and take various actions for the continuous development of engagement.

3.5.1 Target level of satisfaction and commitment to the organization

To set acceptable goals and improvement plans. Regarding the challenge of diversity of age groups, the Company manages and responds to employees' different expectations, attitudes, and lifestyles in a balanced manner during efficient work and a happy working atmosphere to make employees more engaged with the organization.

In 2023, the Company conducted a satisfaction survey and the commitment of employees towards the organization, there were a total of 780 employees participated in the survey, or 95.44%. It was found that the results of the survey were satisfied and the commitment that employees having towards the organization in various aspects, with a full score of 5, could be summarized as follows:

The average of factors affecting employee engagement in 12 areas are as follows:

Seq.	Topic	Avg.2022	Avg.2023
1	Advancement in career	3.14	3.99
2	Working environment	3.19	4.02
3	Recognition	3.38	3.92
4	Salary and benefits	3.45	4.22
5	Personal life	3.47	3.87
6	Policy and administration of the organization	3.5	4.14
7	Responsibility in the work	3.51	4.23
8	Security in work	3.54	4.25
9	The nature of the work that is done	3.63	4.12
10	Aspects of success in work	3.71	4.31
11	Command and control	3.74	4.06
12	Relationship with co-workers	3.85	4.17

Average employee engagement in 3 areas as follows:

Assessment of job satisfaction	Result	
	2022	2023
1. Strong belief and acceptance of the organization's goals and values.	3.49	3.86
2. Willingness to put efforts for the benefit of the organization.	3.58	4.05
3. Strong desire to maintain membership of the organization	3.74	4.21

3.5.2 Results from the assessment and guidelines

The Company has analyzed the 2023 results of the satisfaction survey and employee. It was found that the issues that received the most satisfaction on the average of factors affecting employee engagement with the organization in terms of work success had a score of 4.31 points and the issue that presents the greatest opportunity for development was the average factor affecting employee engagement with the organization. Personal life with a score of 3.87, for the average employee engagement in terms of a strong desire to maintain membership in the organization, it had a score of 4.21 and in the area of strong belief and acceptance of goals and values. The organization should develop to have more than 3.86 points next time. Overall, the evaluation results show increased pride and commitment to the organization in a good direction.

Operational guidelines for satisfaction and employee commitment to the organization in 2024 To conduct a work happiness survey to survey employees' opinions once a month on factors affecting employee engagement including the average of organizational engagement in all 3 dimensions every quarter. It is expected that the average level of satisfaction in every aspect shall be at level 4. The Company also creates a career advancement plan (Career Path) so that employees can see the progress in their careers and have the knowledge, skills, and abilities they need to develop oneself. This will result in motivation to work and commitment to the organization including focusing on reaching out to employees to listen to their opinions through various activities continuously.

- Site Visit activities by the Human Resources Department to communicate with employees regarding performance evaluation criteria including reviewing the Company's welfare criteria for employees to understand.
- Activities to communicate business direction and news to employees continuously through various channels including direct communication from the Chief Executive Officer, etc.



3.6 Health and safety in the work environment

Progress in occupational safety and health



Total working hours in 2023
12,956,548 hours

Number of deaths in 2023
0 employees / 0 contractors

Work-related injuries:
product dropped, knife cut,
hot water scald

3.6.1 Occupational work and employee health

The Company has policies and guidelines regarding hygiene, safety, and the working environment. Controls are in place to reduce the risk of accidents and unsafe health for employees including contractors who come to work in the Company by arranging annual health examinations for employees, having a nurse’s room, basic medical equipment for employees, and checking for lights, colors, dust, smoke, and chemicals as required by law. Safety assessment according to plan to provide equipment to prevent danger and provide regular safety training to build confidence among employees to have good health resulting in illness rate decreased.

บริษัท ศรีน่านพร มาร์เก็ตติ้ง จำกัด (มหาชน) รายงานประจำปี 2566		สำนักงานคณะกรรมการส่งเสริมการค้าในต่างประเทศ HS-SPS-005/800	
การวิเคราะห์ความเสี่ยงด้านความปลอดภัย (Job Safety Analysis)			
วันที่วิเคราะห์: 8 ธันวาคม 2566			
จุดอันตราย	สาเหตุ	ผลกระทบ	มาตรการป้องกัน
1. เครื่องมือเครื่องใช้ชำรุดเสียหาย	1.1 ผู้ดูแลรักษาไม่ทั่วถึง	1.1.1 กระทบต่อความปลอดภัยในการทำงาน	1.1.2 ตรวจสอบเครื่องมือเครื่องใช้ก่อนใช้งาน
2. เครื่องมือเครื่องใช้ชำรุดเสียหาย	2.1 วัสดุอุปกรณ์ชำรุด	2.1.1 กระทบต่อความปลอดภัยในการทำงาน	2.1.2 ตรวจสอบวัสดุอุปกรณ์ก่อนใช้งาน
3. สภาพแวดล้อมไม่เหมาะสม	3.1 สภาพแวดล้อมไม่เหมาะสม	3.1.1 กระทบต่อความปลอดภัยในการทำงาน	3.1.2 ตรวจสอบสภาพแวดล้อมก่อนใช้งาน
4. วัสดุอันตราย	4.1 วัสดุอันตราย	4.1.1 กระทบต่อความปลอดภัยในการทำงาน	4.1.2 ตรวจสอบวัสดุอันตรายก่อนใช้งาน
5. วัสดุอันตราย (สารเคมี)	5.1 วัสดุอันตราย (สารเคมี)	5.1.1 กระทบต่อความปลอดภัยในการทำงาน	5.1.2 ตรวจสอบวัสดุอันตราย (สารเคมี) ก่อนใช้งาน
6. วัสดุอันตราย (สารเคมี)	6.1 วัสดุอันตราย (สารเคมี)	6.1.1 กระทบต่อความปลอดภัยในการทำงาน	6.1.2 ตรวจสอบวัสดุอันตราย (สารเคมี) ก่อนใช้งาน
7. วัสดุอันตราย	7.1 วัสดุอันตราย	7.1.1 กระทบต่อความปลอดภัยในการทำงาน	7.1.2 ตรวจสอบวัสดุอันตรายก่อนใช้งาน
8. วัสดุอันตราย	8.1 วัสดุอันตราย	8.1.1 กระทบต่อความปลอดภัยในการทำงาน	8.1.2 ตรวจสอบวัสดุอันตรายก่อนใช้งาน

Action plan for health and safety in the work environment



In 2023, the Company strictly complied with the law by appointment Safety Committee (CSO) continuously in every branch. The committee has the following duties:

- Consider work safety policies and plans to prevent and reduce accidents.
- Report and suggest measures or ways to improve to comply with safety laws
- Survey of work safety practices and check statistics on accidents that have occurred
- Annual performance report including identifying problems and recommendations for the performance of duties of the committee

Information about the Occupational Safety, Health and Environment Committee

Office	Tenure 2 year
Occupational Safety and Health Committee, Head Office	18 Sep. 2022-17 Sep. 2024
Occupational Safety and Health Welfare Committee, Branch 0001	21 July 2022-20 July 2024
Occupational Safety and Health Welfare Committee, Branch 0002	20 Sep. 2022-19 Sep. 2024
Occupational Safety and Health Welfare Committee, Branch 0003	24 July 2023-28 July 2025
Occupational Safety and Health Welfare Committee, Branch 0004	22 Jan. 2022-21 Jan. 2024

3.6.2 Guidelines for preventing work-related disasters

The Company places importance on creating a safety culture. There are activities to promote safety for employees as well as contractors who come to work in the Company to make workers aware of safe work procedures under the safety, occupational health and working environment policy.

The Company has set a goal for 2024 by striving towards operating a business that does not experience a high rate of fatalities from the work of all employees and contractors as well as reducing the number and rate of work-related injuries in each field to not more than 15 cases.

The Company has guidelines for preventing work-related disasters by conducting a risk assessment in 4 main steps to identify things that may cause danger in the workplace. Risk assessment steps are as follows:



Quantitative targets for 2024
(Lost Time Injury Frequency Rate : LTIFR)

≤ 5

1. Specify activities, areas, and nature of work.

- ✓ Full-time job
- ✓ Part-time job
- ✓ Internal activity
- ✓ External activity

2. Identify danger

- ✓ working conditions
- ✓ Environment
- ✓ Machinery/Equipment
- ✓ Behavior
- ✓ Material / raw materials

3. Assess risk

- ✓ Severity
- ✓ Chance
- ✓ Low risk
- ✓ Medium risk
- ✓ High risk

4. Integrating risk management

- ✓ Project
- ✓ Plan
- ✓ Objective
- ✓ Owner

Prioritizing and integrating action plans with quantitative targets to determine risk management measures including determining appropriate solutions from the safety risk assessment of employees and contractors, high-risk activities were found as follows:

- Danger from contact with chemicals or scalding hot water.
- Tripping, falling and slipping from obstacles in the work area.
- Things or merchandise fall from a height.

This will be presented to the Safety, Occupational Health and Work Environment Committee (OCC) to consider approving the project and implement monthly and annual risk reduction plans.

Work safety operations in 2023

1. The Company has safety officers at various levels, including occupational safety officers, occupational safety supervisor, professional occupational safety officers who have been trained and registered according to ministerial regulations. Details are as follows:

Office	Occupational safety officers	Occupational safety supervisors	Professional safety officers
Head Office	2	1	1
Branch 0001	9	33	1
Branch 0002	9	24	1
Branch 0003	10	32	1
Branch 0004	5	24	1

2. Preparation of safety signs



Posting safety signs or symbols is important to help employees or those entering the area be clearly seen and reduce the chance of accidents and also create a safer working environment. Signs in other languages are also available to provide foreign employees with discriminatory access to safety materials.

3. Risk assessment in every operational process

To find points that may be dangerous or there may be an accident and improvements must be made to prevent the risk of accidents for employees.



บริษัท ศรีนาพร มาร์เก็ตติ้ง จำกัด (มหาชน) สาขานนเศรษฐกิจ

ผลการศึกษา วิเคราะห์ และทบทวนการดำเนินงานในโรงงานเพื่อการขี้งอันตรายและการประเมินความเสี่ยง

พื้นที่ /แผนก.....ผลัด1 ออมปลาแผ่น / เครื่องรีดน้ำจิ้ม

วันที่..... 18 ส.ค. 66

นายศรัทธ หวานอรณย์ จป.วิชาชีพ

ผู้ประเมิน

ลำดับที่	ชื่อบทหรือ / งาน	สถานการณ์จำลอง	เหตุการณ์ที่จะเกิดตามมา	มาตรการป้องกัน/ควบคุมแก้ไข	ข้อเสนอแนะ	การประเมินความเสี่ยง			
						โอกาส	ความรุนแรง	ผลสัมฤทธิ์	ระดับความเสี่ยง
1	เครื่องรีดน้ำจิ้ม No.5, No.6 ไม่ติดตั้งฝาครอบโซ่ขณะ เครื่องทำงาน	- หากพนักงานเข้าใกล้หรือสัมผัส กับจุดที่เคลื่อนไหว จุดหนีบ จุดดึง	- เกือบโซ่หนีบ	- ติดตั้งฝาครอบโซ่ให้ได้มาตรฐาน และปลอดภัยตลอดเวลาที่ปฏิบัติงาน	- หากมีการถอดเพื่อซ่อม หลังจากซ่อมเสร็จให้ติดตั้ง อยู่ในสภาพที่ปลอดภัยทุกครั้ง	3	4	12	4
2	จัดเก็บสายไฟไม่เรียบร้อย สายไฟอยู่ติดกับเครื่องรีด เครื่องรีดน้ำจิ้ม No.5, No.6	หากใช้งานไปนานๆอาจทำให้ เกือบชำรุดขาดจนสายไฟ ทำให้ใช้สัมผัสกับลวดนำไฟฟ้า เกิดไฟช็อต	- ไฟที่ไฟช็อต - อันตรายจากกระแสไฟฟ้า - ทรัพย์สินเสียหาย	- ติดตั้งระบบไฟฟ้าให้ปลอดภัย สายไฟต้องให้ห่างจากจุดเคลื่อนไหว หรือ จุดหนีบ จุดดึง	- หากพบสภาพเครื่องจักร ไม่ปลอดภัยให้แจ้งหัวหน้างาน และแผนกวิศวกรรมทันที เพื่อทำการปรับปรุงแก้ไข	3	4	12	4
3	เครื่องรีดน้ำจิ้ม No.5 ขณะใช้งานไม่ต่อสายดิน	หากอุปกรณ์ที่มีกระแสไฟฟ้ารั่ว ทำให้กระแสไฟฟ้าไหลสู่ร่างกาย พนักงาน	- อันตรายจากกระแสไฟฟ้า - ไฟที่ไฟช็อต	- ติดตั้งสายดินทุกครั้งที่ใช้งาน เครื่องรีดน้ำจิ้ม	- หากพบอุปกรณ์ไฟฟ้าที่ชำรุด ให้แจ้งหัวหน้างานทันที เพื่อทำการปรับปรุงแก้ไข	3	4	12	4
4	- ปลั๊กไฟ(ตัวรีบ) ทางเข้าแผนกต่าง-อมปลา ติดตั้งไม่ได้มาตรฐานชำรุด สายไฟไม่เป็นระเบียบ	- หากพนักงานถอดปลั๊กไม่ถูกวิธี (ดึงปลั๊กออกโดยไม่จับกล่องตัวรีบ)	- สายไฟหลุดจากตัวรีบ อันตรายจากกระแสไฟฟ้า	- ติดตั้งให้มีมั่นคงแข็งแรง มาตรฐาน มาตรฐานและมาตรฐานและปลอดภัย		3	3	9	3

4. Training course for safety officers at the supervisory and management level

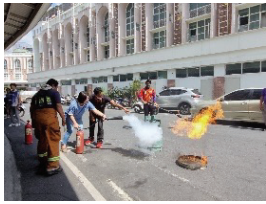
The training shall be arranged for personnel performing duties at both supervisory and management levels to have basic knowledge and understanding of work safety principles, searching for danger including prevention and control of work hazards, to be aware of the role and duties of safety officers at the supervisory and administrative levels. Those who are important in spreading work safety policies into practice within the department or organization.



5. Safety training for new employees before starting work

To create awareness of safe work practices according to standards, knowledgeable staff, understanding of one's own role and duties in safety. when everyone is aware and knows their own safety responsibilities then it will result in safety in the workplace and no work-related accidents occurred

6. Organize basic firefighting training and fire evacuation drills once a year in every branch



Head Office



Branch 0001



Branch 0002



Branch 0003



Branch 0004

So that operating staff know the steps to follow in the event of a fire, to learn warning signs that indicates various events that occurring, reducing the loss of life from fire events.

7. First aid training

To help all employees be more alert to their surroundings and more aware of safety resulting in reducing accidents as well as being able to use knowledge about first aid and CPR to save the lives of fellow employees or other persons when an emergency occurs.



8. Annual health check Employees regarding general health and health according to risk factors in every branch



Head Office



Branch 0001



Branch 0002



Branch 0003



Branch 0004

3.6.3 Statistics on injuries and death rates from work

Record and disclose LTIFR to both employees

Statistics on injuries and death rates from work

Item	Unit	2020				2021			
		1	2	3	4	1	2	3	4
Number of accidents	person	4	47	25	11	9	32	17	13
Frequency of IFR injuries	time	0.94	28.61	9.02	8.99	2.49	22.38	6.10	15.64
ISR injury severity rate	time	11.27	145.52	51.64	26.17	9.98	118.22	71.76	24.85
Average severity rate of ASI injuries	day	12.00	5.08	5.72	2.91	4.00	5.28	11.76	1.58
Work-related deaths	person	-	-	-	-	-	-	-	-

Item	Unit	2022				2023			
		1	2	3	4	1	2	3	4
Number of accidents	person	16	23	18	12	13	27	14	10
Frequency of IFR injuries	time	3.59	8.84	4.31	8.42	2.64	9.76	3.88	6.05
ISR injury severity rate	time	18.86	103.45	24.91	34.38	19.67	91.79	97.65	10.88
Average severity rate of ASI injuries	day	5.25	11.70	5.78	4.08	7.46	9.41	25.14	1.80
Work-related deaths	person	-	-	-	-	-	-	-	-

Note

IFR is Injury Frequency Rate or injury frequency rate.

= (Total number of employees who are injured and must take time off work X 1,000,000) / Total number of hours worked by employees in that department

ISR is Injury Severity Rate or injury severity rate.

= (Total number of workdays lost by employees due to injury X 1,000,000) / Total number of hours of employees in that unit

ASI is the Average Severity Index or the average severity rate of injury.

= ISR/IFR means that each accident that occurs will have a severity ASI day.

3.7 Participating in community and social development

The Company is aware of its responsibility to the community and society in order to strengthen the community and give back truly into society, so the Company has a policy to help and develop society by participating in various activities with the surrounding communities to promote local workers to have opportunities to work in the organization to reveal operational information that may affect the community in which the organization is located including responding to events that affect the community, society and environment from the Company's operations with timely manner and efficiency and encourage employees of the organization to have conscience and responsibility for the environment and society and cooperate with other groups or networks in developing the community or society, that is the goal each year.

3.7.1 Studying the impact of operations and community needs

The TFSD in each branch, together with community leaders and those involved in the community surrounding the factory in a radius of 5 kilometers, organizes discussion activities to receive information or concerns including various complaints to promote participation in solving problems that are community needs with knowledge, skills or the Company's business processes in order to use such information to plan CSR projects, elevating the organization to sustainable social responsibility standards and the happy coexistence of society and communities.

Results of discussions with the Huakhu community with branch 0001 and branch 0003

Top 5 groups of people that the community concerns

Seq.	Group name
1	working age
2	maid
3	Elderly people
4	Preschool children (1-3 years old)
5	School age children (ages 4-18 years)

Concerns/Severity that happened in the past 1 year

Seq.	Concerns
1	narcotics
2	group of teenagers
3	Stealing
4	Intermittent education (immigration)
5	Want extra income

Summary of the advantage and disadvantages received from the factory being located.

Advantage	Disadvantage
Good economy / employment in the community	There are quite a lot of foreign workers coming into the community area causing garbage problems and loud noises, disturbing people in the community.



Results of a discussion with the Wat Sri Samran Rat Bamrung School community. (Cham Pracha Uthit) with branch 002

Top 5 groups of people that the community concerns

Seq.	Group name
1	working age
2	maid
3	Elderly people
4	student
5	youth

Concerns/Severity that happened in the past 1 year

Seq.	Concerns
1	narcotics
2	group of teenagers
3	Stealing
4	unemployment
5	Want extra income

Summary of the advantage and disadvantages received from the factory being located.

Advantage	Disadvantage
Good economy / employment in the community	population increases resulting in crowded community



Results of a discussion with the San Don village community and branch 0004

Top 5 groups of people that the community concerns

Seq.	Group name
1	working age
2	maid
3	Elderly people
4	Students Prathom 1 - Prathom 6
5	youth

Concerns/severity that happened in the past 1 year

Seq.	Concerns
1	narcotics
2	Unemployed/poor
3	health
4	cost of living
5	study

Summary of the advantage and disadvantages received from the factory being located.

Advantage	Disadvantage
The economy is improving, create jobs for the community	There is an increasing population.
The area is prosperous, causing high land values.	Population increases resulting in crowded communities
Public utilities have been developed.	Use more resources

As a result of the talks with the community about the impacts of living together in the community, most of whom were foreign workers, the Company therefore continues to carry out projects that enhance knowledge and understanding of hygiene and cleanliness to make foreign workers living in the community aware and focus on the importance to maintaining cleanliness orderliness, guidelines for living together in a community, to not create an impact due to discrimination, to choose to act and be satisfied with the good environment of the community, to live together happily with good health, hygiene and environment. It is classified as a basic right of every citizen.



“Srinanaporn Care for the community Project”

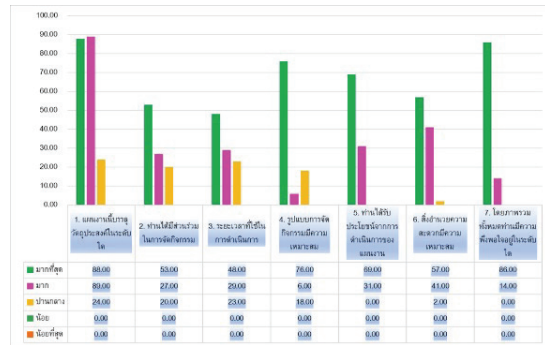
Project objectives:

- To provide knowledge about good hygiene to employees and tenants living in the community
- To promote a better living environment for employees and communities.



Project results:

- Employees living in the community receive training for not less than 80% of all employees living in the community and dormitories in the factory.
- Employees participating in the project and dormitory owners in the community satisfied with the improved living environment not less than 60% of project participants.
- Thai-Myanmar language regulations that the company provides dormitories in the community



กฎระเบียบของหอพัก

- ห้ามทำเสียงดังรบกวนเพื่อนบ้าน หรือเสียงดังรบกวนเพื่อนบ้าน
- ห้ามทำเสียงดังรบกวนเพื่อนบ้าน
- ห้ามทำเสียงดังรบกวนเพื่อนบ้าน และส่งเสียงดังรบกวนเพื่อนบ้าน
- ห้ามทำเสียงดังรบกวนเพื่อนบ้าน
- ห้ามทำเสียงดังรบกวนเพื่อนบ้าน
- ห้ามทำเสียงดังรบกวนเพื่อนบ้าน
- ห้ามทำเสียงดังรบกวนเพื่อนบ้าน

วิธีดำเนินการ:

1. ล้างมือก่อนรับประทานอาหาร และล้างมือทุกครั้งก่อนรับประทานอาหาร
2. งดสูบบุหรี่ในชุมชน
3. งดดื่มเครื่องดื่มแอลกอฮอล์ และงดใช้ยาเสพติด
4. งดเล่นกีฬาในชุมชน
5. งดเล่นดนตรีในชุมชน
6. งดเล่นกีฬาในชุมชน
7. งดเล่นกีฬาในชุมชน



3.7.2 Community and social development through business processes

Various projects using business processes to help communities or respond to social needs, and an evaluation of social results (Social Impact Assessment) of the Company that helps support, solve problems, and create changes in various areas positively for society or respond to the needs of the community to enable the organization’s business operations collaborate with stakeholders smoothly from receiving good cooperation from the community, local society, government agencies and private agencies.

Srinanaporn creates income for the community Project.

Project objectives:

- To create careers and generate income for the community.
- To develop and promote the formation of groups for careers in the community. Can truly make money
- To promote the beneficial use of free time by self-employed people.
- To enable the community to develop professional knowledge and skills.



Project implementation results:

- The community can use their free time beneficially in group gatherings. There is a collaborative thinking process. Let’s work together and develop together, love and unity in the community.
- The community develops knowledge and vocational skills to be increase income for oneself and family’s.
- To Reduce unemployment of the elderly in communities by participating in the project, 80% of which has income returned to the community.

แบบรายงานผลสัมฤทธิ์ของโครงการ
ด้านเศรษฐกิจและสังคม ประจำปี ๒๕๖๓

ข้อมูลพื้นฐาน (ปี ๒๕๖๓)						ข้อมูลดำเนินงาน					
ปี	ไตรมาส	งบ	รายได้	กำไร	กำไรสุทธิ	ปี	ไตรมาส	งบ	รายได้	กำไร	กำไรสุทธิ
๒๕๖๓	๑	๑๐๐	๑๐๐	๑๐๐	๑๐๐	๒๕๖๓	๑	๑๐๐	๑๐๐	๑๐๐	๑๐๐
๒๕๖๓	๒	๑๐๐	๑๐๐	๑๐๐	๑๐๐	๒๕๖๓	๒	๑๐๐	๑๐๐	๑๐๐	๑๐๐



Braiding a String of Hearts Project: Srinanaporn creates income for the community.

Project objectives:

- To provide the elderly in the community with extra income.
- To reduce the problem of unemployment among the elderly in the community.
- To create sustainable careers.

Project results:

- 80% of the elderly in the community participating in the project have additional income.
- Reduce unemployment among the elderly in communities participating in the project by 80%.
- There is sustainable career creation for the community.



Srinanaporn encourages employees to participate in social development.

SNNP to Community Engagement "Transfer knowledge in the jelly production process professionally by educating surrounding communities in making orange jelly"

Project objectives:

- Increase participation and demonstrate the company's concern with surrounding communities and stakeholders.
- Transfer knowledge in professional production, especially jelly making, to surrounding communities.
- Increase opportunities to create careers for the community.
- Employees participate in project preparation. This is considered to review and increase understanding of production in line with Materiality of the Company No. 7, increasing potential and professional aptitude.

Project results:

- More than 63 community members participated in the training.
- Results of the satisfaction assessment of the Company's training management received a satisfaction score of 85%.
- Community members gain knowledge and experience in professional production and be able use it in the future.



Luk chup relationships Srinanaporn to the community “Transfer knowledge in the professional dessert production process by teaching students how to make Thai desserts, Luk Chub.”

Project objectives:

- Increase participation and demonstrate the company’s concern with surrounding communities and stakeholders in the value chain.
- To provide students and school personnel with good hygiene practices as food producers.
- Employees participate in project preparation. This is considered to review and increase understanding of production in line with important business issues of the company No. 7, increasing potential and professional aptitude.

Project results:

- More than 33 students and staff participated in the training.
- Results of the satisfaction assessment of the Company’s training management received a satisfaction score of 88.89%.
- All students took the Good Food Hygiene test and scored no less than 70% on the test.
- Students and personnel participating in the project gain knowledge and experience in professional production and to be further developed in the future.



“Encourage employees to participate in community and social development by supporting youth to have the opportunity to become professional athletes and build an honor for the country in the future.”

Project objectives:

- To promote participation between the company and communities and society.
- To encourage employees to have good health through exercise and playing sports.
- Promote and support youth participating in the project to have the opportunity to become professional athletes and build an honor for Thailand.
- Achieve goals in the social dimension according to the THSI framework in the Company’s community and social participation category.

Project results:

- A total of 22 athletes and youth applied to join the project.
- Executives and employees of the company There were 14 people involved in the project.
- Company executives and employees participate in sports with athletes and youth who have applied to join the project.
- Create participation between the Company, employees, society and community.



Srinanaporn encourages employees to participate in social development

From the success at the organizational level, it reflects the concept of using resources wisely and also helps increase the efficiency of managing each type of waste to circulate back to create value with appropriate processes, leading to expanding the impact on the community in Ban Nong Raeng School District, Ratchaburi Province under the name How to Dispose of Garbage Correctly (Phase 2) connecting waste management between Home-School-Garbage Bank to create a model for resource and waste management from the beginning. It focuses on providing youth and related networks with knowledge and understanding about the correct collection and separation of waste for recycling starting from schools all the way to households. Let’s work together to create a better environmental change.

The project objective is to reduce the amount of waste and organize a system for separating waste according to various types to reduce the burden on waste disposal to a minimum along with increasing the amount of recycled waste, emphasis on creating and transferring knowledge through pushing and providing knowledge in various fields from the SNNP expert team as well as creating a learning base in schools for use in teaching and learning through actual practice cultivate awareness about using resources for maximum benefit, aiming to encourage young people to develop behaviors such as separating into what is right and discarding right, along with bringing learning from school to extend to families and communities.

From the inside to the outside: Waste management project by SNNP

Project results: How to dispose of garbage according to the correct color (Phase 2)

- Students and school personnel have knowledge and understanding of waste separation and be able to place garbage in the correct bin for each type and can be applied in the household.
- The average value of garbage sold is 1,000 baht/month.
- Have income to go to school and community.



Achievement Awards

Srinanaporn Marketing Public Company Limited with branches located at Branch 0001 Settakit Road and branch 0003 Omnoi, has been honored with the CSR-DIW Continuous Award for its social responsibility towards the community by the Department of Industrial Works, Ministry of Industry, for the fiscal year 2023.

Additionally, Branch 0002 Buddhamonthon Sai 5 and Branch 0004 Ratchaburi have received the CSR-DIW Award for their social responsibility as entrepreneurs by the Department of Industrial Works, Ministry of Industry, for the fiscal year 2566.



The CSR-DIW project is an initiative by the Ministry of Industry, with guidelines provided by the Department of Industrial Works, aimed at promoting and developing corporate social responsibility (CSR) among industrial sector businesses towards sustainable community care, conservation, and development in surrounding areas.

The project aims to instill confidence from the public towards industrial sector businesses and foster mutual support within society, leading to the sustainable development of the economy, society, and environment.

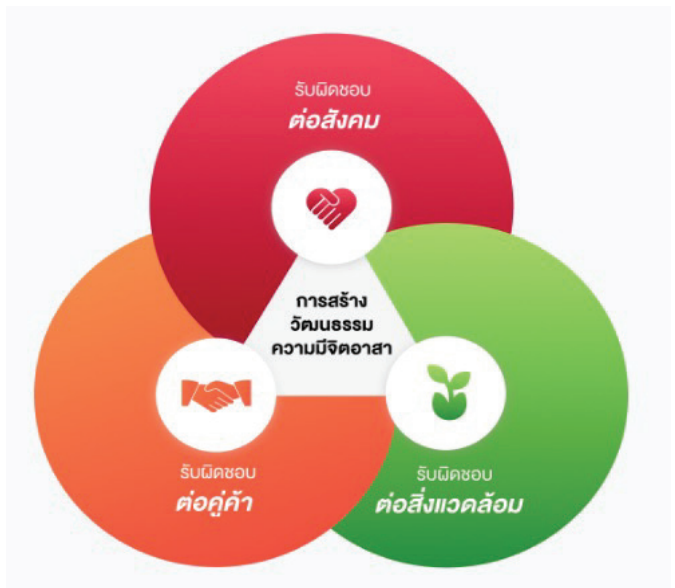


Objective achievement target for the year 2024 :
 The company sets targets for all branches to conduct activities under the CSR-DIW Continuous Project.

Srinanaporn for Society conducting business with ESG responsibility

Srinanaporn Marketing Public Company Limited (SNNP) adheres to the business philosophy to create a balance between industry, the environment and the welfare of the community. To comply with legal regulations and other regulations according to international standards to develop and create a foundation of continuous social responsibility, providing knowledge to the community, improving the quality of life of the community and participation in solving community environmental problems to reduce and control the impacts that may occur as well as creating shared value for stakeholders in every sector.

The Company cooperates and helps take care of the well-being of surrounding communities in many matters to participate in Big Cleaning Day cleaning activities with the community and pin donating company products continuously strengthen morale and support activities in the community.



**Big Cleaning day with Community
Children’s Day activities at Om Noi Municipality**

The Company is aware of the importance of preserving good traditions and local cultures and ready to promote local identity to expand and become an added value for the community and create good relationships between employees in the factory and people in the area through activities to nourish Buddhism according to various traditions.



SNNP Deliver opportunities to society

The Company supports its products to carry out public benefit activities to the blood donation in various hospitals throughout Thailand to help increase the amount of blood in the body to help prevent complications such as dizziness, fatigue, or dizziness after donating blood.

SNNP supports products for psychiatric patients and personnel of the Somdet Chao Phraya Institute of Psychiatry to join in being a part of giving encouragement to be able to perform duties smoothly.



SNNP supports the Company’s products to Lam Phak Chi Metropolitan Police Station for use in social assistance activities according to the project to build immunity against technological crimes or cyber vaccine and the Care Police Teacher Project

SNNP gives the Company products to children. Thammanurak Foundation Kanchanaburi Province

SNNP has provided company products and lunch at the Slum Children’s Home Foundation



SNNP supports special activities to donate funds to help disabled people who are in difficult situations as well as supporting activities of public benefit to the Intellectually Disabled Parents Club, Samut Sakhon Province.

Promoting the well-being of society and supporting the above social activities shows that the Company is aware of its responsibility to society and the community. The Company, therefore, has a policy to conduct business that is beneficial to the economy and society including commitment to fully comply with relevant laws and regulations.



SRINANAPORN MARKETING PLC.

325/6-9 Lanluang Road, Sriyakmahanak Sub-District,

Dusit District, Bangkok 10300

Tel : 02 6280408

Email : contact@snp.co.th

www.snp.co.th