

# Corporate Social Responsibility Report 2017

T.Krungthai Industries Public Co., Ltd.

T. Krungthai Industries Public Co., Ltd.

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## **Message from the Chairman of the Board**

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T.Krungthai industry Public Company Limited has been in the industry of automobile plastics, electric appliances component, producing molds for injecting plastic for over 40 years with social responsibility. We are concerned in economic, society and environment to make a sustainable industry which is stated in our vision, missions, ideology and core values, including business inspecting and control policy and business code of conduct. Besides business planning, T.Krungthai has also supported business innovation and invention concerning environmental and social, as well as fostering a good relationship with community for a better life quality of community people, encouraging participation from staff, customers, society, community and stakeholders as guided in a corporate social responsibility policy approved by the Board which is a practice for executives and staff to follow continuously.

Since 2013, the Company has initiated both internal and external projects which support government and private activities. For example, White Factory Project which is certified for drug prevention and correction standard in business place year 2013-2016 Certificate No. MorYorSor. 48/2556 from Samut Prakarn province and Department of Welfare and Labor Protection, Ministry of Labor. Another certification is environment management standard (ISO14001:2004) where in year 2017, the Company has prepared for applying for Environment Management Standard ISO14001: 2015 by improving system and it is expected that the certification will be completed within Q2 of 2018. As for Green Industry Project Level 3, which the Company received certification on 11 April 2014 to 11 April 2017 for environment systematic management and environmental procedures, the Company has monitored and review performance in order to maintain continual development of environmental management system. In addition, the Company has applied to upgrade level of Green Industry Project from level 3 to level 4 in 2017 as well as the assessment from the Department of Industrial Works, Ministry of Industry in 2018. The Company supports and promotes Zero Accident Campaign in order to raise awareness among employees regarding safety at work and in daily life, cultivate employees to adhere to morality and ethics in life through activities such as National Mother's day and Father's day. Employees are encouraged to return to their hometown through religious activities and education of Sufficient Economy Principles. Realizing the importance that youth whom is considered as the future of our nation, the Company has provided good opportunities by offering educational scholarship to employees' children, including offering real working experience to students in higher education, Engineering Major, and through bilateral program of vocational students and high vocational students under collaboration of Department of Vocational Education and Federation of Thai Industries. Another useful project is education on industrial management lecture for students and teachers from vocational and higher institutions.

On behalf of T.Krungthai Industry Public Company Limited , I am very pleased to have a chance to push forward, and support corporate social responsibility and has supported all staff including customers, society, community and stakeholders to have participation in the social responsibility to promote a sustainable development.



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(General Terdsak Marrome )

Chairman of the Board

T.Krungthai Industry Pulbic Company Limited.

January, 2017

## Company Information

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T.Krungthai Industry Public Company Limited has run a plastic automobile components and related business permitted as a registered company according to The Civil and Commercial Code,

The Office of The Company Limited and Partnership Registration, Department of Business Development, Ministry of Commerce and The Securities and Stock Exchange Market Act as follows:

<b>Registered number</b>	0107547000010
<b>Head Office</b>	23 Soi Chan 43, Intersection 21, Chan rd., Toong Wat Don sub-district, Sathorn district, Bangkok 10120
<b>Telephone</b>	+66 (0) 2 211-2762, 211-3732 Fax +66 (0) 2 212-4864 6
<b>Kingkaew Factory</b>	59 Moo 6 Kingkaew rd., Rachadheva sub-district, Bangplee district, Samutprakarn 10540
<b>Telephone</b>	+66 (0) 2 175-2181-5 Fax +66 (0) 2 175-2188
<b>Kabinburi Factory</b>	517 Moo 9 Soi 14 Kabinburi Industrial Estate, Nongkee, Kabinburi district, Prachinburi 25110
<b>Telephone</b>	+66 (0) 37 455-430-3, +66 (0) 37 455-435 25110 Fax +66 (0) 37 455-434
<b>Suwinthawong Factory</b>	28/4 Moo 1 Suwinthawong rd., Klong udom chonlajorn Muang district, Chachoengsao 24000
<b>Telephone</b>	+66 (0) 38 593-334-41 24000 Fax +66 (0) 38 593-344
<b>Website</b>	www.tkrungthai.com
E-mail - Investor Relation	<a href="mailto:investor@tkrungthai.com">investor@tkrungthai.com</a>
E-Mail - Marketing	<a href="mailto:marketing@tkrungthai.com">marketing@tkrungthai.com</a>
E-Mail - Human Resources	<a href="mailto:hrd@tkrungthai.com">hrd@tkrungthai.com</a>
E-Mail – Audit Committee	<a href="mailto:independent@tkrungthai.com">independent@tkrungthai.com</a>

T.Krungthai Industry Public Company Limited, with 10 staff in our establishment, has run a business of Chromium plating and plastic component production since 1973 until now. For over 40 years, we are growing to be a leader of plastic component production innovation.

In 1990, 17 years later, the plastic industry has a rapid growth, then we moved our production base to a larger area of 9 Rai, 10,200 square meters, at currently Kingkaew Factory located on Kingkaew Road, Bangplee district, Samutprakarn province. Then next 13 years we extended our factory to Kabinburi Industrial Estate, 13 Rai in size, 6,000 square meters. In the next year, we enlarged the third factory to Suwinthawong factory located on 10 Rai, 6,700 square meters and investing 2 land plots totaling about 15 rai in year 2014 for production expansion.

On a basis of corporate good governance and transparency principles, including risk management and social responsibility we rely on to assure all stockholders, investors, stakeholders and involved people with fairness. Currently, we have registered capital of 214 Million baht, 1,000 staff and 80 plastic injectors. Besides corporate governance and a code of conducts, we use a quality management system to control production in every process that are injecting plastic, color spraying and components assembling. Besides an impressive growth, having expert in color molds production used for plastic injection, as a result, can build up confidence and get satisfaction in production quality from customers.

T.Krungthai Industry Public Company Limited is a leader of plastic automobile component production service providers and related industries in terms of quality and service, providing rewarding returns to all stakeholders.

Mission

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1. To fulfill customers' requirements in terms of quality and service
2. To enhance the opportunity of business growth
3. To improve administration system , production system , and quality control system to reach universal standards
4. To promote human resource potential and provide continual knowledge
5. To develop effective organization-wide communication system internally and externally
6. To promote good images and relationship to all stakeholders (staff, trade partners, stock holders and community etc.)

Ideology

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1. Uphold principles of corporate good governance
2. Pursue optimum business excellences
3. Believe in human values
4. Put emphasis on social responsibility

Core Values

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**Clarity** : People at all levels must thoroughly and clearly understand how to do their work.

**Coaching** : Provide for person-to-person training such as the older coaching the younger, teachers instructing students, friends introducing friends, to get everybody to work dexterously in every activity following OJT.

**Taking action seriously** : Work with the guts to conquer problem, preventing repeated problems.

**Potential career enhancement** : Set an organization standard and increase overall potential, promoting ideas and abilities development by adjusting oneself and team's background knowledge.

**Professionalism** : Continuously enhance staff's ability in doing his or her job, keep alert on developments of business circle of own trade, as well as unendingly compare his or herself with others in terms of being fully a professional.

## **Policy on Social Responsibility, Safety, Occupational Health and Environment**

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T.Krungthai Industry Public Company Limited has carried on a business under ethics and good governance principles, along with society and environment care. We expect a sustainable business development, transparency and social responsibility which the Board has approved social responsibility policy and specified in business code of conduct.

The objectives are to run a business which will benefit country's economics and society, to maintain local customs and traditions which our business is located. In addition, we emphasizing being a good citizen of the society, following law and regulations, taking our own continual efforts and also collaborate with public sector and community to upgrade society quality.

1. We have a policy to run a business which benefits economic and society and place an importance on customs and traditions preservation which the industry is located in.
2. Support community and society activities with the aim to promote society, community and environment development including youth education promotion and public activities.
3. Insist on a democracy system and encourage staff to participate in election. We have no financial support to any politicians and political parties directly or indirectly no matters in any cases.
4. Set a complaint system of what probably affecting community, investigate causes, improve and inform the petitioner in an appropriate time.
5. Join economical activities and support organization that performs in accordance with the law (have a respect and obedience of the law) but lack potential in doing community and society poverty relief project.
6. We are concerned in varying alternatives to avoid resources exploitation with least effect on society, environment and quality of life.



## Social Responsibility Working Plan and Policy Year 2017

### Business management with corporate governance

Company Policy	Implementing methods
<p><b>Realize</b> and intend to carry on business on a good governance basis, with ethics, generate value added for all stakeholders in a fair way as a good governance organization.</p>	<p>Do business on a fair basis, hold on social responsibility as a company ideology, along with business ethics manual (code of conduct) in order that a business relies on a fair basis announced through company website both in Thai and in English, (<a href="http://www.tkrungthai.com">www.tkrungthai.com</a>).</p>
<p><b>Promote</b> a fair competition throughout, support innovation of production process to increase efficiency, uplift product quality and continually reduce product and service costs.</p>	<p>Set a policy and code of conduct towards trade competitors in accordance with international standard under a legal frame, stated in business code of conduct (<a href="http://www.tkrungthai.com">www.tkrungthai.com</a>), not to violating or spying trading secret information of competitors in a deceptive way, not to destroy reputation or accuse of competitors. Strictly follow a rule of competition.</p>
<p><b>Promote</b> and support social responsibility towards trade partners of value chain.</p>	<p>Set social and environmental responsibility measures in purchasing policy and business ethics manual. Sign a contract that gives a maximum benefit to company in terms of quality, price, amount, time and gives no harmful effects to environment as specified in safety, occupational health and environment policy.</p>
<p><b>Promote</b> a respect of property rights to assure that industry has paid and legally been permitted in using property and has no involvement in property violation such as artificial goods production, intelligent property rights violation.</p>	<p>Set policy and procedures information system stated in business code of conduct.</p>

**Anti- corruption practice**

<b>Company Policy</b>	<b>Implementing methods</b>
<p><b>We do business</b> under anti all corruptions which directly and indirectly benefit ourself, family, friends and people neither a receiver or a giver or a person who propose a bribe of money and non-money to government agencies or private agencies which we are in contact with.</p>	<p>Specify anti-corruption policy of bribes and incentives in business code of conduct through a company website both in Thai and English, as well as in company regulations.</p>
	<p>Make a policy of information inform or complaint of incorrect actions, corruptions and sources.</p>
	<p>Set a communication channel for suggestions, useful business information inform and complaints of illegal actions and frauds in company to the board directly, including protection measures to informants.</p>
	<p>Set Process of risk assessment and practice to prevent anti- corruption.</p>

Observing human rights

Company Policy	Implementing methods
<p><b>Promote</b> and support human rights monitoring in organization and stimulate staff, as well as stockholders and trade partners, to follow human rights principles according to universal standard.</p>	<p>Stated human rights respect in business code of conduct through company website both in Thai and in English (<a href="http://www.tkrungthai.com">www.tkrungthai.com</a>).</p>
<p><b>Develop</b> knowledge of human rights in organization and raise staff's awareness to rely on and follow an international human rights basis.</p>	<p>Set a communication channel for suggestions, useful business information inform and complaints of illegal actions and frauds in company to the board directly, including protection measures to informants.</p>

**Treating labor fairly**

<b>Company Policy</b>	<b>Implementing methods</b>
Respect working rights according to Universal Declaration of Basic Rights in Work of International Labor Organization with no discrimination, no labor compulsory and no child labor. Additionally, encourage staff's rights to form a negotiation group with employers and employees as identified in a company law / rule and regulations.	Set a policy and staff treatment guidelines in business code of conduct through a company website both in Thai and in English ( <a href="http://www.tkrungthai.com">www.tkrungthai.com</a> ) as well as in company rule and regulations.
Give social protection and employee's work conditions protection in wages and fair remuneration, working schedule arrangement, relaxation days, holidays, discipline punishment, woman labor protection rights from pregnancy until delivery, social welfare measures as stated in Labor Protection Act and Labor Relations Act.	Set an environment management policy in environment management system manual (ISO14001:2004) and green industry policy of systematic environment management, have an evaluation and review for continual development.
Provide health and safety protection at work by giving protection to staff's well-being both physically and psychologically, including taking efforts to prevent actions that are unsafe and risky to health.	Plan to give an opportunity to the disabled to have an occupation in order to make a proudly living in society without discrimination following The Disabled's Life Quality Promotion and Development Act.
	Set a knowledge and potential development plan for staff to be developed continually.
	Provide a channel for suggestions and opinion expressions obtained from staff.
	Set a policy of information and complaints inform, including complaints rules and practices for staff.

**Observing responsibility towards consumers**

<b>Company Policy</b>	<b>Implementing methods</b>
<p>Promote a realization of responsibility towards customers in basic needs response, health care and safety rights of products and services including manufacturing process, rights for information access without distortion, for decision making to choose products and services, rights to choose a reasonable price in a competitive market, rights to express opinions, rights to have a compensation from low standard products or inaccurate presentation, rights to get information or to be trained in products and rights to live in health promotion environment which the products are not harmful to the health or life quality.</p>	<p>Set a policy and customers treatment guidelines in business code of conduct through company website both in Thai and in English (<a href="http://www.tkrungthai.com">www.tkrungthai.com</a>), as well as an excellence-determined approach in company ideology.</p> <p>Design a progressive and fashionable products based on innovations following company's quality system.</p>

**Awareness on protection of good environment**

<b>Company Policy</b>	<b>Implementing methods</b>
<p>Realize the ability in the production and pollution resulted from production to be assessed risks and to make an emergency plan to relief pollution degree.</p>	<p>Set a policy and customers treatment guidelines in business code of conduct through company website both in Thai and in English (<a href="http://www.tkrungthai.com">www.tkrungthai.com</a>) and set an environment management policy (ISO14001:2004) of green industry level 3 for systematic environment management. Have a follow-up, evaluation and review for continual development.</p>
<p>Intently carry on business based on a Safety basis, occupational health and environment and honestly reveal Information and follow a rule and regulations of safety, occupational health and universal environment.</p>	<p>Provide communication channels internally and externally for suggestions, opinion expressions and information inform obtained from staff and communities.</p>
<p>Encourage community participation to build up a strong network and a motive to effectively prevent pollutions, having trust and transparent coordination between company and communities.</p>	

**Social or community development**

<b>Company Policy</b>	<b>Implementing methods</b>
Encourage participation in communities by getting community people to take part in economic development and the improvement of life, society, natural and environmental quality.	Set a policy of social responsibility and a whole in business code of conduct through company website both in Thai and in English ( <a href="http://www.tkrungthai.com">www.tkrungthai.com</a> ).
Support education opportunity and promote art, culture and ethics to benefit economic and society. Place importance to local customs and traditions preservation in the area that our workplace is located, including other public activities.	Set an environment management policy (ISO14001:2004) of green industry level 3 for systematic environment management. Have a follow-up, evaluation and review for continual development.
Encourage employment and skill development. Give an opportunity to community people to be a part of team and pay a fair remuneration. Build up a skill development and professional trainings for community to increase the life quality of community people.	
Concern of people's health care, using resources that are least harmful to society, environment, health and people's life quality.	Provide communication channels internally and externally for suggestions, opinion expressions and information inform obtained from staff and communities.
Participate in society quality improvement such as supports scholarship and activities for children in communities, public health care enhancement and community asset maintenances.	

**Innovation promotion which resulted from conducting business with social, environmental responsibility and the responsibility towards stakeholders**

<b>Company Policy</b>	<b>Implementing methods</b>
<p>Intend to develop a social responsibility related innovation as a duty to set a standard of product or work without going against the law and morality. Additionally, doing a report of social and environment work and management results which will help prevent a risk and make a sustainable business.</p>	<p>Set a policy of social responsibility and a whole in business code of conduct in a company website both in Thai and in English (<a href="http://www.tkrungthai.com">www.tkrungthai.com</a>) and environment management policy (ISO14001:2004) and green industry level 3 for systematic environment management. Have a follow-up, evaluation and review for progressive development.</p>
<p>Develop a social responsibility related innovation in a person level with raising awareness of innovators to create and meet economical and social objectives by giving staff with volunteer spirit an opportunity to do a voluntary service or make a contribution to society to change their attitudes towards surrounding environments in a better way.</p>	<p>Make a project TPS, LRP and QCC with trading partners to upgrade work performances more efficiently.</p>
<p>Create a social responsibility related innovation in a business level, in cooperation with trade partners in a supply chain to generate a more efficient collaboration format.</p>	<p>Provide communication channels internally and externally for suggestions, opinion expressions and information inform obtained from staff and communities.</p>
<p>Create a social responsibility related innovation in a global level, by selectively using limited resources to get a maximize benefit and inventing waste management procedures which give a least impact to environment.</p>	



## Social responsibility, Safety, Occupational health and Environment Report 2017

We have written an operating methods towards stakeholders in Corporate Governance Policy and Code of Conduct. We realize an importance of every stakeholder rights neither internal stakeholders who are company's stockholders, boards and staff and external stakeholders who are customers, partners, competitors, creditor including community, environment and society. Additionally, we encourage stakeholders' participation in order to know actual needs so that we can meet the need of every group accurately.

The results of performance in financial year between 1 January 2017 – 31 December 2017 are as follows:

Stakeholders	Needs	Procedures	Operating methods
<b>1. Stockholders</b>	<ol style="list-style-type: none"> <li>1. Good performances and a secure growth.</li> <li>2. Transparent operation, verifiable.</li> <li>3. Regular, comprehensive communication.</li> </ol>	<ul style="list-style-type: none"> <li>• Hold Stockholder annual meeting, once a year.</li> <li>• Participate Opportunity Day to meet with investors, 4 times a year.</li> <li>• Hold an industry visit for stockholders, once a year.</li> <li>• Publicize information through company website <a href="http://www.tkrungthai.com">www.tkrungthai.com</a></li> <li>• Set a suggestions and complaint system.</li> </ul>	Do business following a policy, principle and regulation from The Stock Exchange Market of Thailand.
<b>2. Board of company</b>	<ol style="list-style-type: none"> <li>1. Transparent operation.</li> <li>2. Fairly treat to every stakeholder group.</li> </ol>	<ul style="list-style-type: none"> <li>• Hold board meetings, quarterly at least</li> <li>• Provide sufficient, complete information in time</li> <li>• Participate in business monitoring.</li> <li>• Develop necessary related knowledge.</li> </ul>	Do business following a policy, principle and regulation from The Stock Exchange Market of Thailand.

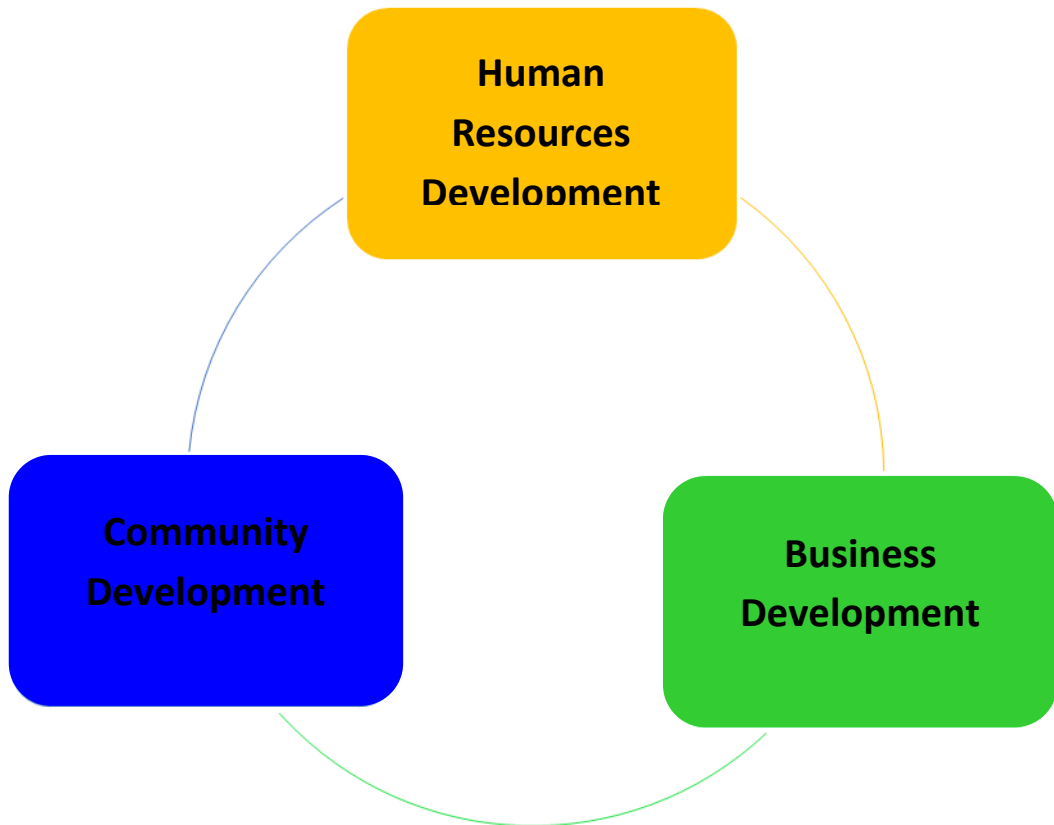
Stakeholders	Needs	Procedures	Operating methods
<b>3.Staff</b>	<ol style="list-style-type: none"> <li>1. Appropriate wages and welfare.</li> <li>2. security and work progress.</li> <li>3. A continual development of knowledge and abilities.</li> <li>4. Relaxation activities and a balance of life and work for safety and better life quality.</li> </ol>	<ul style="list-style-type: none"> <li>• Having comparative wages and welfare in the same industry</li> <li>• Provide trainings to develop skills of staff, 64 curriculums in total from both internal and external organization.</li> <li>• Hold activities by getting staff to participate recreation activities according to festivals such as a New Year activity or giving concert tickets staff.</li> <li>• Set a survey system to plan staff training programs as needed (Training Need).</li> <li>• Provide communication channels for staff opinions and suggestions.</li> </ul>	<p>Fairly treat to staff, continually develop staff 'knowledge and abilities.</p> <p>Pay wages and fringe benefits comparable to other companies of a same industry.</p> <p>Organize a safe environment appropriate for working efficiently.</p>
<b>4.customers</b>	<ol style="list-style-type: none"> <li>1. satisfaction in products, with quality products and excellent services.</li> <li>2. readiness to fulfill customer's needs.</li> <li>3. Keep customer's secret.</li> </ol>	<ul style="list-style-type: none"> <li>• Do a survey of customer's satisfaction once a year.</li> <li>• Receive customers' suggestions and complaints.</li> </ul>	<p>Emphasize and provide products that can fulfill customer's needs.</p> <p>Build up staff' capacity in order to present products and services that can response customers' need in every aspect.</p> <p>Keep customer's secret as a part of company code of conducts and staff ethics to hold strictly and maintain a regular communication to staff.</p>

<b>Stakeholders</b>	<b>Needs</b>	<b>Procedures</b>	<b>Operating methods</b>
<b>5.Trade partners</b>	Do business on a transparency basis	<ul style="list-style-type: none"> <li>• Arrange a meeting with trade partners</li> <li>• Join relationship building activities for example, rally for charity, relationship building sports etc.</li> <li>• Pay attention to suggestions and complaints.</li> </ul>	Follow commercial conditions and contracts of partners
<b>6. Competitors</b>	The company operates under the rules of good competition practice,	<ul style="list-style-type: none"> <li>• The company does not breach confidentiality or obtain trade secrets of competitors by fraud.</li> </ul>	The company acts towards competitors in an honest practice
<b>7.Creditors</b>	Pay interest and capital as scheduled	<ul style="list-style-type: none"> <li>• Pay attention to suggestions and complaints.</li> </ul>	Follow contracts or agreements and duties towards creditor, including business creditor and stakeholders
<b>8.Community , environment and society</b>	<ol style="list-style-type: none"> <li>1. Support community's activities</li> <li>2. Take care of environment</li> </ol>	<ul style="list-style-type: none"> <li>• Survey society and community needs Promote opinion exchange and Listening according to community meeting project. Get community to participate in activity operation for 6 times</li> <li>• Regularly check the efficiency of waste management system.</li> </ul>	Run business with ethics, along with a care for social and environment responsibility, including giving supports for community public activities, developing society and community environments and encouraging staff to participate in activities.

## Social safety occupational health and environment responsibility activities of 2017

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Since 2017, T.Krungthai Industry Public Company Limited has carried out social responsibility activities both internal and external organization in response to the policy which brings about staff's collaboration Under the integrated principles of three developments, Human Resources Development, Business Development and Community Development.



Business development and community development; we have determined as our important mission to improve the Company’s management system, production system and quality system to be more universal. With continuous personal potential development and trainings, as a result, our employees have enhanced their knowledge, skills and abilities to get ready for any changes that will lead the Company to achieve the goal.

The objective of personal development applies the concept of “Smart Team, Smart People”. To achieve the goal, the Company manages the budget of 1,469,782 baht for personal development from operating level, executive level from the primary, intermediate to high level. In terms of training total hours, it takes 34,522 hours or 34.18 hours per person per year, Total personal training 1,010 personal.

### **Human Resources Development**

The objective of personal development : Smart Team, Smart People

The budget of personal potential development: 1,469,782 baht

Average training hours (hour/ person/ year):

Number of staff and average training hours per year, categorized by gender and staff level

Staff level	Male		Female		Total		
	Number (person)	Average Training hours/person	Number (person)	Average Training hours/person	Number (person)	Training hours	Average Training hours/person
Chief executive	11	31.55	1	6.00	12	353.00	29.42
Middle executive	26	54.43	13	47.00	39	2,026.10	51.95
Primary executive	54	23.35	22	24.60	76	1,801.95	23.71
Operating level	405	37.86	478	31.40	883	30,340.99	34.36
Total of all levels	496	37.01	514	31.45	1,010	34,522.04	34.18

Among the economical fluctuation which is an important obstacle to running business, we have prepared our readiness for business administration in comply with a code of conduct rigorously in order that we can provide the maximum benefit to stakeholders. As appeared in the table, it shows economical value added building information, the complaint from code of conduct disobedience in proceeding business, resign rate of staff and accident rate concerning safety.

### Business Development

<b>Economic info</b>	unit	2013	2014	2015	2016	2017
<b>Economic value added building (Financial statement)</b>						
Ordinary share information (baht)						
Par value of shares ( baht)	baht	1	1	1	1	1
Book value per share	baht	2.24	2.20	2.15	1.78	2.08
Earnings per share	baht	0.18	0.09	0.06	-0.32	-0.24
Operating results (thousand baht)						
Revenue from sales	baht	1,924,358	1,623,720	1,356,396	1,097,751	1,072,666
Total revenues	baht	1,936,315	1,629,468	1,364,695	1,110,773	1,080,637
Net profit	baht	38,966	19,447	12,396	-67,535	-51,325
Balance sheet (thousand baht)						
Current assets	baht	515,592	509,577	411,228	365,766	338,034
Total assets	baht	1,212,255	1,216,373	1,138,498	1,054,324	1,093,037
Current liabilities	baht	582,320	631,837	612,521	635,103	624,228
Total liabilities	baht	732,776	746,558	677,687	673,889	648,723
Issued and Paid-up Share Capital	baht	214,000	214,000	214,000	214,000	214,000
Shareholders' equity	baht	479,479	469,815	460,811	380,435	444,314
Financial Ratio						
Return on Equity/ ROE	%	8.15	4.10	2.66	-16.06	-12.45
Return on fixed assets	%	6.06	2.87	1.82	-10.34	-7.62
Return on assets / ROA	%	3.22	1.60	1.05	-6.16	-4.78
Gross profit	%	13.27	12.66	14.00	6.46	9.31
Current ratio (CA/CL)	times	0.89	0.81	0.67	0.58	0.54
Liquidity ratio	times	0.7	0.68	0.61	0.54	0.52
Debt to Equity ratio	times	1.53	1.59	1.47	1.77	1.46
<b>Ethics in Business Management</b>						
Number of complaints on business ethics violations in company's complaint system	case	none	none	none	none	none
Number of verified ethics business violations	case	none	none	none	none	none

<b>Human resources</b>	unit	2017
Total Number of Employees (Include sub contractor)		1,046
Male	persons	526
Female	persons	520
Number of Employees of each branch		
Headquarters	persons	16
Kingkaew Factory	persons	483
Kabinburi Factory	persons	283
Suwinthawong Factory	persons	264
Total resigned employees		
Aged less than 30 years	persons	373
Aged more than 30 years	persons	271
Resign rate (% of Monthly Employees)	%	1.34
Resign rate (% of Daily Employees)	%	7.47
Maternity leave		
Employees taking maternity leave	persons	21
Employees returning to work after maternity leave	persons	13
Return- to- work rate after maternity leave	%	61.90
Staff Welfare and Workplace Environment		
Food support by providing free rice and food with low price	Baht	928,180.00
Medical care support	Baht	11,837.00
Cash Support in case of marriage	Baht	8,000.00
Cash Support in case of death	Baht	14,000.00
Cash Support in case of baby delivery	Baht	4,515.00
Sick visit gift	Baht	5,698.00
Accommodation welfare	Baht	637,188.00
Transportation welfare between home and office	Baht	2,656,200.00
Reimbursement of business travelling	Baht	91,495.00
Company cars for business trips	Baht	712,383.85
Support for Medicine expenses	Baht	59,054.20

<b>Safety</b>	unit	2017
Lost time injury rate (reduced)	persons	1
No lost time injury (reduced)	persons	0
Success of Safety Culture Building Project	%	80

Considering safety, occupational health, and work environment, we have promoted various campaigns and activities, including fire drills, safety review training, environmental and safety learning center, (Safety DOJO) at Kingkaew Factory, that has continuously decreased a lost time injury frequency rate since 2013 until 2017.

<b>Workplace environment and Resource usage</b>	unit	2017
Raw material usage in production process		
- Total core raw material (tons)	Ton	1,800.45
- Recycle raw material (tons)	Ton	88.07
Electric power usage		
- Electric power purchased (KJ)	Kilojoule	23,893.20
- Total quantities of greenhouse gases produced (tons) (carbon dioxide equivalent)	Ton	3,732.65
Industrial waste management		
- Total quantity of Non-dangerous waste to be disposed (tons)	Ton	74
- Total quantity of dangerous waste to be disposed (tons)	Ton	3.48
Air		
- Quality of air in the workplace		
Toluene           std. ≤ 200 ppm	ppm	37.799
Xylene           std. ≤ 100 ppm	ppm	0.042
Methyl ethyl ketone   std. ≤ 200 ppm	ppm	0.266
Carbon dioxide   std. ≤ 5000 ppm	ppm	542

<b>Workplace environment and Resource usage</b>	<b>unit</b>	<b>2017</b>
Water		
Total quantity of used water (cubic meter)	mg/l	23,741.00
- pH of water as at releasing point		7.1
- Biochemical oxygen demand (BOD)	mg/l	6
- Chemical oxygen demand (COD)	mg/l	50
- Fat Oil and Grease	mg/l	1.5
Noise Level		
- Average noise level during 8 hours in workplace	dB(A)	85.74
- Maximum noise level in workplace	dB(A)	98
Complaint about the external environment		
- Numbers of complaints about the external environment	Time	0

Regarding supervision in work environment, the Company regularly measures environmental conditions every year, twice a year, to ensure that we comply with the regulations. The measurement results are in the standard in terms of; for instance, light, color, sound, water, air, chemicals. Likewise, a check-up program for staff has also been provided annually, once a year.

The results of following up and measurement of environment in year 2017 found that the quality has complied with the standard and there is no complaint about environment from the interested parties except the maximum noise level in the working area of grinding plastic scrap although the process is not working continuously all times but the measurement result is over 90 dB(A). The company arranged the activity about taking care of hearing of the staffs working in the area by providing individual the hearing protection device, dust protection mask and annual health checkup in order to reduce the risk and danger to health of employees.

Besides the aforementioned, the company initiated the quality measurement project of drinking water by bringing the sample drinking water from tank to test the contaminant and germs or bacteria which may contaminate with the drinking water in order to ensure the drinking water to be clean and safe.



In 2015, the Company has initiated a project in collaboration with educational institutes to build up an educational opportunity for youth, university students. In addition, we have promoted local traditions and culture, including supporting staff's participation in society and community development

## **Community Development**

### **Building Up the Educational Opportunity for Youth**

1. Collaborative Project with Educational Institutes	
▪ Bilateral project	192,675 baht
▪ General student internship project	41,700 baht
Number of university students from participating institutes	17 person
2. Educational Scholarship Project	355,200 baht
Number of students from participating schools	296 schools

### **Local Traditions and Culture Promotion**

1. Robe Offering Ceremony to Hometown Activity	120,000 baht
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### **Society and Community Development with Staff's Participation**

1. Children's Day in Surrounding Communities and Schools	21,000 baht
2. Candle Offering During Buddhist Lent Day	49,000 baht
3. Making a Merit by Offering Meal to the monks during The New Year Ceremony	21,400 baht
4. Blood Donation Activity	39 Person
5. Financial Aid for the Disabled	54,000 baht
6. Giving presents on childrens' Day	16,900 baht
7. Provide the light bulb to Surrounding Communities and Schools	46,000 baht

The Company has provided the educational opportunity to youth and university students, in collaboration with government agencies and educational institutes in supporting educational project in bilateral system which is cooperation between Department of Vocational Education, the Human Capacity Building Institute of the Federation of Thai Industries and involved institutions. In 2017, The Company has received nines students vocational certificate and from high vocational certificate which they graduated in Industrial Technique from Chulaporn Technique College (Ladkwang) Chachoengsao Province to train for occupational experience in the Company's mold factory for 9 months and Students must complete the project and present the works that can be used.

Concerning promotion of Local traditions and cultures, the Company has continuously organized the activity of robe offering ceremony to hometown every year which in 2017 staff will be supported with the budget of 120,000 baht to do the activity and join the Rub Bua Festival held in Bangplee district, Samut Prakan Province.

In terms of society and community development with staff's participation, there were activities on important occasions; for instance, blood donation to the Red Cross Council for 39 person, participation in Children's Day activity with surrounding communities and schools in needs, assistance to the disabled, the activity of candle offering during Buddhist Lent Day, Temple near the three factories of the company.

# Appendix

## offering alms for New Year



## offering Alms for Songkran Festival



Off-Season offering of robes offered to employees' hometown



Buddhist Lent Candle Offering



Provide the light bulb



## Education support for employees' children



## Giving presents on Children's day



## Mother's Day



## Blood Donation



## Training “Safety, occupational health and environment / Fire Protection”



## Training : ISO14001:2004



## Training : SWOT Analysis and Risk Management



## Training “Fork Lift”



## TDEM : Visit and listen to the plastic injection molding process



Teachers and Students of Engineering Faculty, Silpakorn University,  
Sanam Chan Palace Campus had visit KK Plant and listened the Production Process

