

8.5 Crisis Management of the COVID-19 Pandemic

Since the COVID-19 pandemic, it has caused severe changes and impacts on the economic, social, and environmental sectors and stimulated to require adaptation. Somboon Group is aware of such factors and drives some actions to prevent negative impacts that will occur to main stakeholders as follows:

Policy

Somboon Group has set up Committee (SAT COVID-19 Situation Monitoring Committee) to monitor the outbreak situation and analyze the impact and risk that may impact a business group. And also formulate policies and manuals to supervise emergencies. The key approach is as follows:

1. Prevent an epidemic within main stakeholders such as employees and supplier.
2. Able to deliver products and services to customers without business disruption.
3. Encourage employees to receive complete protection against vaccinations and receive treatment in case of infection with COVID-19.

Management approach

SAT COVID-19 Situation Monitoring Committee has established measures to control the risk of outbreaks in the organization and take care of stakeholders to adapt to a new normal until the severity of the disease becomes endemic. The key measures are as follows:

1. Measures to prevent the spread of COVID-19

Since the spread of COVID-19 is a disease that travels with people, the preventive measures are as follow:



Prepare a manual to prevent the spread of COVID-19 for employees and key stakeholders.



Screening employees before entering work by checking temperature, wearing a mask before starting to work, and testing by ATK.



Screening for risks by making employee survey once a week.



Prepare area within the company according to social distancing measures such as canteen.



Organizing an online meeting instead of a face-to-face meeting and in case of necessity, it has additional measures. For example, limiting attendees and meeting time, not allowing outsiders to enter the production area or office and designating an outside waiting area.



Do not allow visitor to enter the production area or office and designate an visitor waiting area. In case of necessity to entering need COVID-19 test by ATK method in advance for one day.



Divide teams into sub-teams and switch working hours to prevent stopping the whole division if an infection is in the production part.



Set a Work from home policy for employees in the office.



Establish an emergencies team and practice simulating internal emergencies in case of an infected person found in an establishment (COVID-19 Mock Drill Test)



2. Measures to take care of employees during work.

The company encourages employees to work under the COVID-19 epidemic situation without impact and accelerate the understanding of vaccination thoroughly to build immunity for employees and their families.

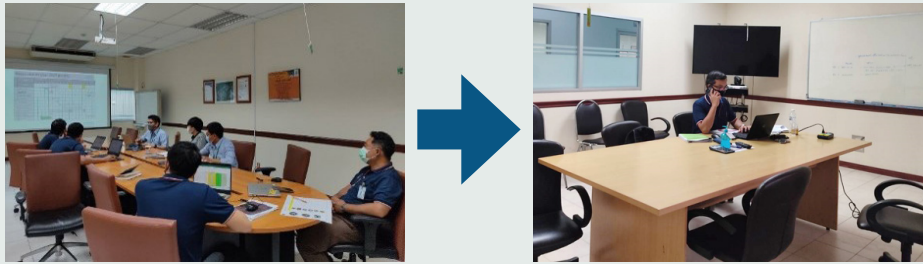
2.1 Encourage employees to receive vaccinations thoroughly by providing a special leave for the case of traveling to vaccinate two days a year.

2.2 Provide areas for vaccination for employees in the workplace to promote vaccination.

2.3 Provide adequate anti-epidemic equipment for employees, such as providing masks to employees one box per month.

2.4 Giving notebook and equipment to an employee to support work from home policy

2.5 Promote adaptation to use of digital technology in work such as online meetings





3. Measures for rehabilitation and taking care of employees affected COVID-19

The company understands the situation of COVID-19 pandemic that causes many infected people. As a result, employees are at risk of infection. Therefore, the company has established Factory Accommodation Isolation and Bubble and Seal Center to treat infected employees and prevent spread to their families. And also reduce the bed occupancy of the government. In addition, it can support in case of mild infection employees or close contact who are awaiting RT-PCR testing to prevent the spread of the virus to families and communities outside.



Results of operations

Employees have received two vaccinations	98.9 %	
Company can operate without business disruption	0 times	

as of December 30, 2021