

8.4 Improving the Quality of Life for Persons with Disabilities

The Company recognizes the importance of diversity and individual differences across all dimensions, including gender identity, age, race, religion, skin color, and physical limitations or disabilities. The Company treats all groups equally and fairly, fostering an open society and strengthening the organizational culture. This awareness not only enables employees and persons with disabilities to realize their full potential in the workplace but also allows the Company to create added value and drive sustainable growth, while simultaneously improving the quality of life for persons with disabilities, a vulnerable group in society.

Innovative Motorcycle Stabilizer for Persons with Disabilities

The Company, in collaboration with the Workers' Rehabilitation Center Region 2 in Rayong province, has created an innovative device to support and improve the quality of life for persons with disabilities. The motorcycle stabilizer is developed for persons with disabilities to provide them with a necessary tool that facilitates easier and safer movement and access to daily activities. This device can also be leveraged for vocational opportunities, enabling them to generate income. Furthermore, it expands access to this innovative motorcycle stabilizer for persons with disabilities on a broader scale. These devices have been donated to the Workers' Rehabilitation Center Region 2 in Rayong and the Tasit Subdistrict Administrative Organization in Pluak Daeng District, Rayong, for further distribution to local persons with disabilities, ensuring access to supportive mobility equipment.



Employment of Persons with Disabilities in the Community

The Company prioritizes promoting the employment of persons with disabilities to support the Sustainable Development Goals (SDGs), specifically SDG 1: No Poverty, SDG 5: Gender Equality, and SDG 10: Reduced Inequalities, aligning with the United Nations' sustainable development framework. The Persons with Disabilities Empowerment Act B.E. 2550 (2007) and its amendment (No. 2) B.E. 2556 (2013) mandate that establishments with 100 or more employees hire persons with disabilities at a ratio of 100:1. Currently, the Company employs a total of 23 persons with disabilities, exceeding the legal requirement. Persons with disabilities are employed in two suitable formats, as stipulated by Section 33: 1) Direct Employment within Company Establishments: This approach ensures persons with disabilities have equal opportunities as other employees. And 2) Employment through Collaboration with Public, Private, and Local Administrative Organizations: This involves engaging persons with disabilities in occupations that serve their local communities or public benefit organizations, etc



In addition to fulfilling its legal obligations through diverse employment models, the Company also emphasizes gender equality and recognizes that work capabilities are not limited by gender. It can create careers that empower persons with disabilities, reduce social disparities, and foster equality within society.



Employed directly in the Company **2** Persons
Employed for local communities or public benefit organizations **21** Persons



Support budget allocated **2,356,615** Baht