

8.4 Improving the Quality of Life for Persons with Disabilities



The Company recognizes the importance of diversity and inclusion across all dimensions, including gender identity, age, ethnicity, religion, race, and physical ability. It upholds the principle of respect for human dignity and ensures fair and equal treatment for all groups, fostering an inclusive society and a strong organizational culture. This approach is aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the United Nations Convention on the Rights of Persons with Disabilities (CRPD).

Enhancing the quality of life of persons with disabilities is a key component of the Company's sustainability strategy, supporting SDG 1 (No Poverty), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities).



1. Employment of Persons with Disabilities in the Community

The Company employs persons with disabilities in accordance with the Empowerment of Persons with Disabilities Act B.E. 2007 and its Amendment (No. 2) B.E. 2013, which stipulates an employment ratio of 100:1. In 2025, the Company employed a total of 23 persons with disabilities, exceeding the legal requirement and reflecting its commitment beyond compliance.

2025
2,400,724 Baht
 Support budget allocated

Total Employment of Persons with Disabilities (Section 33) 23 persons

2 persons

Employed directly in the Company

21 persons

Employed for local communities or public benefit organizations

Beyond legal compliance, the Company places strong emphasis on gender equality among persons with disabilities, recognizing that work capability is not limited by gender. The Company is committed to promoting the potential of persons with disabilities of all genders on an equal basis.

2. Generating supplementary income and developing skills through a home gardening project



The Company has allocated an area within its premises for an organic farming project, providing employees with disabilities the opportunity to play a key role in end-to-end management—from planning, cultivation, and crop maintenance to the distribution of chemical-free vegetables to employees within the organization. This initiative achieves 3 key objectives simultaneously:



Economic

Generate tangible supplementary income while developing new vocational skills with potential for further advancement.



Social

Enhance confidence, self-esteem, and a sense of social inclusion among employees with disabilities.



Environmental

Convert food waste from the canteen into organic compost in line with circular economy principles, reducing organic waste and improving soil fertility.



4,270 Baht

Annual supplementary income generated



Food waste → Organic compost

Types of waste recycled



Circular Economy / 3Rs

Applied Concept