

## 7.2 The Development of Good People

The Company realizes that creating value for society and the environment is a key part of sustainability development. From the past to the present, the founder's ("Mr. Somboon Kitaphanich") determination that employees are fundamental forces driving the business towards its goals to lead the organization towards sustainability. The Company, therefore, places importance on taking care of the quality of life of its employees by adhering to the principles of morality and filial piety. In addition, the Company requires Immunity and reasonableness according to the philosophy of sufficiency economy are essential basis for cultivating "good people" to become a "Smart People."

### Policy to promote good deeds

The company has the policy to encourage employees to do good deeds for society. By allowing employees to apply their potential and skills to create value for the benefit of the public, It is a duty toward the community and society. It also promotes personnel development by focusing on employees as the center, creating pride and commitment to the organization, and expanding the results to corporate social responsibility is truly the foundation of sustainable development.

### Management approach

The Company has set a goal of doing good deeds continuously for the 4th year in 2021 to do good deeds 9 hours per person per year The company's good deeds guidelines are into 3 approaches, and the performance of 2021 follows

1. Basic of good deeds 611 hours
2. Knowledge sharing 158 hours
3. "Volunteer" service activities 18,256 hours

Total 19,025 hours

In addition, due to the COVID-19 situation, employees cannot group to do various activities as before. Doing good during the pandemic have been adapted to be more accessible and more manageable for employees to practice and achieve these goals.

#### 1. Basic of good deeds

**Blood donation:** The Company encourages employees to have a public mind and social responsibility. With this, the Company supports the employees to participate in blood donations organized by the Thai Red Cross Society. In addition, the employee can go to donate blood at various places outside the organization, which the Company has joined with the Thai Red Cross Society to arrange blood donations for 22<sup>nd</sup> year.

In 2021 The Company have total volunteers of 125 people, equal to 125 hours of good deeds Thai Red Cross Society received a total blood volume of 31,250 ccs. This time, some executives and employees continuously donated blood according to the criteria and received a commemorative pin from the Thai Red Cross Society.



Doing good for the environment under the “Used Plastic Bottle Project Let’s help make a PPE kit.”

The Company has set up the program for employees to recycle PET plastic bottles or clear plastic bottles to be donated in the Plastic Drop Point area provided by the company. This activities would support the public agenda to lessen the plastic wastes in Thailand, in which the project will collect for washing, cleaning, and processing into recycled fibers before going into the process of weaving into a fabric with a water-reflecting coating. These plastics would be recycled into PPE kits to be donated to hospitals in disadvantaged areas supports the needs of safety for front-line personnel.



- **18 plastic bottles**
- **Made from recycled PET granules**
- **Turned into yarn**
- **Made of 100% polyester**
- **Waterproof coated**
- **Sewing**
- **1 PPE set**

In collaboration with the “Less Plastic Thailand” project, it is a circular economy in bringing it back to the system to create added value again. Which not only helps to fulfill every happiness but is also ready to grow together with the community and society in a sustainable way-project implementation period From September 27 - December 31, 2021.

## AMOUNT DONATED BOTTLES TO MAKE A PPE KIT **6228 BOTTLES = 346 SETS = 173 HOURS**



### Other basic goodness activities

The Company has promoted participating in religious activities by making merit, offering food to monks, join the candle light procession on important religious days such as Asana Bucha Day, Makha Bucha Day, Visakha Bucha Day, Buddhist Lent Day, etc. These making merit activities organized by the Company are another channels for employees to doing good deeds.

In addition, the Company also supports donating money and items to the less fortunate, such as unused clothing, including school supplies, which will pass on these donated items to the disabled orphans, including the under-privileged, through a trusted agency or project.

## **IN 2021, EMPLOYEES PARTICIPATED IN RELIGIOUS ACTIVITIES, DONATED MONEY AND THINGS, TOTALS OF 313 HOURS.**

## 2. Knowledge sharing into 3 sections:

- **A speaker through an SLA course** encourages employees to bring their competence and experience to fellow employees within the company through the SLA course, which benefits the company's personnel and also develop the teaching skills of the instructors as well.
- **Knowledge sharing within the organization.** As an exchange of knowledge conveys the experience both formal and informal forms of work-related knowledge management processes by recording the transferred knowledge among the team members in all departments.
- **Sharing knowledge with stakeholders transfers.** Knowledge, experience, skills, and ideas in different formats can be beneficial to the public through various channels including lectures, teaching OJT jobs, attending seminars, coaching, mentoring, and the duties of a regular job.

## TOTAL OF GOOD DEEDS HOUR IN SHARING KNOWLEDGE TOTALS OF 158 HOURS.

## 3. Volunteer activities

Volunteer activities are promoted according to the human resource development policy in creating good people. This would bring out all potential to serve the benefits for oneself, the organization, and society through creating awareness, and participation from employees. The company has supported the implementation of budgets to implement various CSR projects and activities each year to ensure the involvement of employees in doing good deeds both inside and outside the company.

During the COVID-19 situation, the company foresees a high number of infected people in the community, in which require the efforts from all parties. With this, the Company has prepared the awaiting centers within the company for patients with mild symptoms. Moreover, the Company has sent volunteers to coordinate with local government agencies to install sanitation systems such as drinking water system, water treatment system, waste disposal system, as well as donated medical supplies to establish a nursing care center in the community. This would help lessen those disadvantaged group and support the front-line during the pandemic. Lastly, the Company has donated money to build a field hospital for Samut Prakan Hospital. In addition, it has joined with the SET to contribute lunch donations to medical personnel and support the area within the company to be a vaccination area.



**There are 2,086 hours of employees doing good deeds external; while, employees are doing good deeds internal total of 16,170 hours.**

Due to the COVID-19 pandemic situation, outside service activities have been postponed, while the company has organized internal service activities instead, such as 5S activities, to improve scenery within the company. The company considers the safety of employees by setting distance and increasing the distance between people to prevent contact and transmission of disease.



Average number of hours doing good for all employees



## 7.3 The Development of Smart People

Today, the world has changed rapidly due to technological advancements and new knowledge. Therefore, although it's the cause of the business's competitiveness, it is necessary to develop the ability of the organization and its personnel to be ready and competent to support the organization's strategy for sustainable growth.

### Smart People Policy

The company is committed to developing the potential of employees to meet the needs of stakeholders and continually meet the needs of employees in the organization, because talented people are essential drivers in creating business advantages and values for the organization. With a culture to drive a learning organization, the company encourages employees to join training that is in line with their line of work and develop employees' potential at all levels appropriately. The Somboon Learning Academy (SLA) has organized training for employees to develop various competencies for employees throughout the organization. The Company, moreover focuses on the quality of learning to meet standards and meet the organization's and employees' needs.