

Corporate Social Responsibility

Policy of Corporate Social Responsibility

1. Operation with fairness
2. Anti-Corruption
3. Respect in Human rights
4. Treatment to labors fairly
5. Responsibility to consumer
6. Treatment the environment
7. Community and Social Development

Overall Policy:

The company has impose regulations on all processes and services (CSR in process) in order to reduce impact on environment thus company has realize that production from electricity from renewable energy and manage raw materials for biomass fuel need integration on social and environmental sustainability.

At the present, business operation is more complicated which affect from changes in economic mechanism, market condition and conditions in term of marketing and trading. The importance of business operation is expectation of stakeholders would like to see company demonstrate responsibility toward economic system, social and environment thus no limitation of scope to impact directly from business operation but should support the stability of society and the environment stand out (CSR after Process) as follows:

1. The company will prevent to protect any losing from accident, illnesses, injuries due to work, importance on protecting life, properties of employees and organization although care on employees, communities and any stakeholders health.
2. The company of protecting ecosystems by control, protect and reduce risk through improve efficiency in every activities or process or procedure to produce goods or services. In addition, there should be minimal or no impact on safety, occupational health, community or environment.
3. The company strive to practice under laws or related industrial standards in order for related safety, occupational health and environment
4. The company strive on quality management tools as well as production process with efficiently goods or services to deliver product or service on time and meet customer classification
5. The company strive fair on business operation and make awareness to employees in anti-corruption through cooperate with private sectors, public sectors and social sectors to build alliance for social responsible

6. The company creates jobs for local people and has revenue thus build awareness on homeland

Implementation and Reporting

Guidelines on CSR of Company

1. Operation with fairness

The company has operate their business transparently, duties with honesty, morality, ethics and fairness both major and minor by equality including overseeing use of inside information to establish the equality of all parties.

In term of employee, company– there are development through knowledge for all employees by training with quality system with safety environmental to life and properties, employee gain confidence in quality of working life and be rewarded fairly, encourage employees to work with transparency and be treated equally, has channel for staff to claim and process to complaint clearly.

In term of partner, company has set policies on procurement for confident that every partners are based on equality and fairness and company has comply with term of contract or agreement strictly.

In term of society, community and environment – company has set regulation in the process of production and services (CSR in Process) in order to reduce any problem effect to environment.

2. Anti-Corruption

The company is against corruption and all forms of corruption, recognizing that bribery and corruption are a serious threat to free and fair competition as well as causing damage to economic development. The company has no policy to offer money, incentives, gifts or special benefits in any form, directly or through third parties, to customers, partners, companies, external agencies or It's responsible government In order to obtain or maintain business benefits or advantages, as well as not having a policy to pay rewards or other payments in order to accelerate the process or facilitate

The company conducts business with transparency, adheres to correctness by providing guidelines for anti-corruption and corruption, including raising awareness, values, and attitudes by supporting activities that promote and instill executives and employees. Complying with relevant laws and regulations and not encouraging the success of work by fraud.

The company recognizes the importance of combating corruption and corruption and instills it into a corporate culture by encouraging orientation for new employees as a preparation before starting the job. The job has been trained on "Assessing the risk of corruption" in order to communicate to the level of operators to be informed and put into action to ensure that the company has put into practice, so set the steps Anti-Corruption and Corruption Measures

The company has been certified by the Private Sector Collective Action Coalition Against Corruption Council (CAC) in the fight against corruption on 5 August 2019.

Throughout the years, the Board and executives have been committed to managing in strict accordance with the principles of good corporate governance. And is committed to having employees

throughout the organization perform their duties with diligence, honesty, fairness, including being aware of the importance and following the practice guidelines and risk management regarding anti-corruption.

As a result, in the year 2019, there were no cases of complaints of corruption and bribery or corruption for the benefit of the company's business in any way.

The company gives importance to cooperation in the prevention and anti-corruption. By sharing methods to create higher ethical standards The Company therefore has established a written anti-corruption policy which has been approved by the Board of Directors and communicated to the directors. Executives and employees at all levels acknowledge and adhere to as a guideline. Including sending employees to attend anti-corruption training courses And social responsibility training programs In order to announce the intention that The company is committed to combating all forms of corruption in society.

Social Responsibility

The Board of Directors of company has duties and responsibilities to set policies and oversight to have system which supports effective of anti-corruption to aware that management has play importance role on anti-corruption and to instill a corporate culture.

Practice against Anti-Corruption

1. Directors, Executives, every level of employees need to practice in accordance to Anti-Corruption and business ethics and must not involve in corruption whether directly or indirectly.
2. When employees see action refer to corruption or any inquiry especially failure to comply with ethical rules and legal requirements, obliged to report their superiors or acknowledge committee on business ethics through various channels (as prepared by company) and to cooperate in investigation.
3. Those who commit fraud corrupt then considered an ethical business which need to be consider in accordance with stated regulations thus may also be punished by law if the act applicable to law.
4. The process on facts, company has channel to communicate and receive any Complaint in company's website, annual report in title of Corporate Governance Report and Manual on Business Ethics by quick and composed process consists as follows:
 - 4.1 Clear and Enough details on clue or complaints must be truth and/or enough information for investigate
 - 4.2 Importance summaries, clues or any complaints, recipient need to Consider and send to committee on business ethics which consists of employees from various departments in order to find out the truth.
 - 4.3 Any whistleblower or appellant will get equal coverage whether as employees or third parties

4.4 Any whistleblower or appellant could choose not to disclose information on name, address or telephone number or any other contact information unless whistleblower or appellant seems that disclose on that information helpful on further process inquiries or acknowledge any facts or mitigate damages easily and more quickly.

5. Fairness process - committee on business ethics will consider with fairness and Protect whistleblower or appellant, complaints and any stakeholders involved in Investigation process and report- keep the information secretary and disclose as needed with regard to safety and damage of whistleblower or appellant or those who cooperate in the investigation, source of information or related person.
6. Any process in accordance with anti-corruption in according to guidelines set out in manual business of ethics which includes company's regulation and guideline in related issues as well as any other practice as company may arise.
7. This guideline for anti-corruption covers personnel management which included recruitment or personnel selection, promotion, training, evaluating performance of employee and reward.

Apart from this, the company has set channels to communicate with employees and related person to report suspicious or complaints when a subject may be illegal, fraud or wrongful behavior of managers and employees as well as behavior that may become a problem and cause damage to company. The company will listen and take action on all complaints equally and with fairness by protection of complaints with fairness, information been given by complainants will be kept confidential by the complainants must provide details of the subject matter, which will provide clues or complaints, along with their names, addresses and telephone numbers send to the channel as follows:

1. Via the email to

1.1 Manager Director : wutichai@rwi.co.th

1.2 Corporate Secretary : nongnuch@rwi.co.th

2. Send the sealed mail to

2.1 Mr. NongnuchKumchaithep "Corporate Secretary"

Rayong Wire Industries Public Company Limited

1011 Supalai Grand Tower 17th Floor, Rama III Road,

Chongnonsi, Yannawa, Bangkok 10120

3. Respect in Human Rights

The company has operate business by respect to laws and human Rights strictly and seem all employees receive honor and respect equally along with baseline operating according to principles of human rights. No discrimination on any person, treated equally to principles of human rights without discrimination for skin color, race, sex, religion, nationality, religion, social or political opinion,

property, disability, birth, national poverty devoid of human origins, sexual orientation, patient or disease etc. The practices are as follow

- Give out knowledge on Human Rights to employees through orientation about ethics of company
- Avoid becoming partner with organization that may lead major violations of human rights
- Employees right in argument to prove ourselves in case of mistake or fraud on indicated, there are no unfair terminations

Employees of company all valuable resources and most importance part is driving business successfully to meet goals of organization and strive to provide all employees with sense of pride and confidence in organization. By taking care of employees equally without discrimination, support and strengthen environment on working together to create innovation and new technology to support work/employees for harmony with confidence and trust on human rights respects. It also recognized importance of promoting development potential of all employees to have knowledge, abilities to work with economic fluctuations. To create stabilities in profession and provide opportunity to move ahead based on potential of each person, as well as to participate in given operation direction. Compensation is granted for appropriate and fair benefits

4. Treatment to labors fairly

The company carry labor standard consistent with laws and practice in accordance with requirement of international law and charter of worker as concerned and taking into account of needs for employees of company also affect performance of employees as a whole. As well as opportunity for employees to have communication channel, feedback and complaint issues between employees and bosses through business ethics committees or via company's website and presented to The Executive Committee

In the past year, any complaints has been considered and edited in order for keep relationship. The company will listens and propose suggestion from every level of employees equally and keep it secretly.

The company has policies to develop employees for knowledge as exemplified by need of each department in order to create completed ability in our organization in both professional development, marketing, management, quality of life and give priority to taking care of safety and hygiene at work. Setting establishment of Security Council occupational health and environment of work on safety and hygiene for employees by provides safety inspection of workplace regularly, security guard for 24 hours a day, install CCTV and alarm system inside the building, fire evacuation, first aids as well as ongoing employees every year.

For employees benefits of company yearly as follows:

- Support educational inside and outside working hours
- Provide training and knowledge about working both inside and outside places consistently

- Provides incentive monetary bonus, shift value experiences
- Provides uniforms for daily employees and monthly employees
- Provides transportation
- Provides expenses on transportation, traveling expenses and fuel.
- Provides welfare grants victims in case of death of parents and spouse of employees
- Provides money for retirement
- Hygiene canteen with the cheap price
- Provides financial support for lunch
- Providential Funds for saving in the future which members send 5% of salary and get return from Providential Fund monthly with the same rate.
- Health Checkup every year and accordance with risk from work
- Send employee to seminar outside the company which held by agencies in order to increase knowledge and develop capabilities and skills to work to employees continuously
- Provide a lump sum payment to an employee or compensation funds to benefit after retirement
- Provides a saving cooperative
- Provide welfare grants rent
- Providing the company with professional nurse as well as medical supplies and drugs
- Provide competitive sport to enhance good health, create harmony with good relations among employees

5. Responsibility to consumer

The company has policies on use of tools on communication, marketing, advertising, public relation, show product must follows realistic together with products usage guideline with environment and fairness to all parties involved and responds to customers' satisfaction to contribute success of company's business. In accordance with a condition which has been agreed with customers, their satisfaction, equally treatment and fairness as located on basic of receiving fair compensation of both parties and delivery goods and services with the fair price.

- To provide guidance which includes information and accurate enough to customers, meet their needs with fast and confidentiality of customers.
- Create new innovation in order for value added in term of products and services continuously according to company's policies "Committed to producing quality products, on time delivery and continuous improvement"

- To provide authority to serve customer or consumers. Complaints enquiries and feedback on quality of products and services easily with an emphasis on access to customers' requirement are truly; ready to act fairly towards the customer or consumer.

6. Treatment the environment

The company recognizes the importance to engage in responsible Care, environment and business practices with regard to impact on resources and environment as designated one of company's mission policies as follows

- Promote staffs with awareness regarding responsibility for environment throughout organization continuously by powered from both inside out and outside to inside out
- Update and develop ongoing technology management of the system in both production of goods and services in order to reduce environmental impact.
- In accordance with production policies of company consistent with ISO 14001:2015

In addition, company recognize importance of maintaining environmental quality and aims to develop quality management system, environmental management system as comprehensive resources to acknowledge value and environmentally friendly as well as develop of sustainable environmental care. The company has participated in project "enhancing industrial development to environmental and social responsibility, sustainable" in cooperation with Ministry of Industry. As well as promoting planting and awareness campaign, executives and employees to contribute to environmental care also promotes awareness of environmental issues through exhibition, public relations as signs with knowledge about environment.

7. Community and Social Development

The company encourages activities or participates in supporting activities related to community development which must be organized every year according to the agenda and opportunities. In 2018, the company participated in the following activities:

Enhancing the quality of life and working happily.

1. Happy Body (good health)

- Annual health check
- Drug testing activities
- Organize a nursing room and have regular doctors

2. Happy Heart

Encourage employees to be considerate towards one another

- Blood activities, a little bit to save lives Fellow
- Product support activities of KoKok Community
- Supporting products from the villagers In Rayong Used in events Safety Culture 2019
- Supporting Her Royal Highness Day activities King Taksin the Great and the Red Cross

3. Happy Society

Promote love, unity and generosity to the community In which they work and live in a social environment And good environment.

- Supporting charitable activities"BRIDGE OF HOPE THE BRIDGE OF HOPE" At CAMILLIAN SOCIAL CENTER
- Children's Day Activities
- Supporting activities Water pouring ceremony for the elderly At Map Ta Phut Industrial Estate
- Supporting the Serm Kwan Share Project Smiles of disadvantaged children and families Social at Rayong Hospital
- Donate to the Four Seasons At Nong Phae Temple
- Join the Kathin ceremony, Kathin ceremony, unity At Wat Noen Krapok
- Join the activity "BIG CLEANING DAY" I-5 road cleaning together with Map Ta Phut Industrial Estate

4. Happy Family

- Watering activities for blessings from elders

5. Happy Relax (Relax)

- Sports competition activities

Business practices that affect Corporate Social Responsibility

The company does not have any disputes about environmental issues and there is not history of an environmental compliance issues with government agencies. In addition, company's compliance department industrial and other regulations specified by government agencies as company has passed inspection and license related to various government agencies on a regular basis every year