



Communication on Progress 2009

CEO Statement

Early February 2009 we made our decision that Cool House Company joining the UN Global Compact. Even at that time up till now there are only a few local companies knew and interested in the UN Global Compact. We consider the 10 principles of the UNGC conforming to what Cool House proceed our businesses, therefore we are definitely willing to support the Global Compact. This results in our customers have more understanding in sustainable thought of their requirements for their own home building.

There are many activities in implementing the Global Compact Principles in the previous year with satisfactory outcomes

We have supporting the United Nations Global Compact in any activities for public such as the two large exhibitions, *Architect2009* and *Home & Garden Fair 2009* with successful large people paid interested in with high reliability in Cool House Company. Our engagement in UNGC also in our brochures, communication document and presentations.

With many challenges in 2009 we commit to continuous support the UN Global Compact in this new year.

Nawapon Sungwienwong
CEO



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Human Rights

Principle 1: Business should support and respect the protection of internationally proclaimed human rights

COMMITMENT:

Our commitment to human rights in accordance with Thai Labor Act 2008 and Thai Constitution 1998 that we treat everyone evenly no matter what sex, religion, age, or political opinion they are, which commit to do businesses in accordance with

SYSTEMS:

- Employee recruitment conduct without any discrimination by application form and interviewer.
- Employee can pledge a complaints for any discrimination.

ACTIVITIES:

- Our employee have access to free medical treatment by our privilege Health Card to any hospitals or clinics comfortable for everyone.
- A table tennis for any employee with joy and exercise.

OUTCOMES:

2% of employee turnover in 2009. 2 among 35 employee left the company due to personal reasons regarding taking care their families.



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Human Rights

Principle 2: Business should make that they are not complicit in human rights abuses.

COMMITMENT:

Everyone in Cool House do not let human rights violation occurring in the company and we do not get any beneficial or ignore human rights abuses committed by our suppliers. We have to ensure that nobody in Cool House is deprived of his or her human rights, or suffers mental or bodily harm.

SYSTEMS:

Cool House strategies explicit that we protect the human rights of workers in the company's direct employment and our suppliers. Our employee can pledge a complaints for any human rights issues.

ACTIVITIES:

Our orientation for new employee and communication meeting includes issues of human rights. Human rights are among our topics discussion in our meetings.

OUTCOMES:

There is no issues of human rights violations in our company.



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Labour

Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

COMMITMENT:

The company acknowledge the right of the company, the company's representatives and employees to join associations of their own choice.

The Cool House Regulation will be accepted by all employee for fair and regulative terms and conditions. Employee terms and conditions are approved by government authorities as per Thai Labour Protection Act 2008

SYSTEMS:

Employee terms and conditions of work and the regulation of relations between employees, employers, workers and their organizations is in accordance with Thai Labor Act 2008 and Thai Constitution 1998.

ACTIVITIES:

N/A

OUTCOMES:

N/A



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Labour

Principle 4: Business should uphold the elimination of all forms of forced and compulsory labour

COMMITMENT:

All employees works in office environment, then will not be forced to work at any adverse conditions

SYSTEMS:

- Employee has no needs to lodge any financial deposits with the company.
- Employee work with duties and responsibilities as agreed before acceptance to work for the company.

ACTIVITIES:

According to Thai Labour Protection Act 2008, employee will not be forced to work overtimes on holidays or after normal working hours except they accept to work. Employee work as their job description.

OUTCOMES:

Cool House has never been charged with the use of unfair or forced labours.



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Labour

Principle 5: Business should uphold the effective abolition of child labour

COMMITMENT:

Cool House abide by Thai Labour Protection Act 2008 concerning no labour with age under 15 years working for the company.

SYSTEMS:

Employee recruitment will set for no under 18-year-old. Cool House activities have no need for any works for any labours with ages under 18. Cool House needs only certified employee.

ACTIVITIES:

If labour with age below 15-year-old is found at suppliers or contractors, Cool House immediately request suppliers or contractors for child labour removal.

OUTCOMES:

No child labour was found at suppliers and contractors premises.



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Labour

Principle 6: Business should uphold the elimination of discrimination in respect of employment and occupation

COMMITMENT:

Cool House respect the principle of discrimination on all employee, no matter whatsoever race, sex, age, educational level, religion. Performance and attitude are the main outcome measurement.

SYSTEMS:

CEO is the only one who recruit any employee and CEO define policy of nondiscrimination.

ACTIVITIES:

Each employee will work as per their own job description, which not concerning their sex, ages, educational level.

OUTCOMES:

Cool House Employee working are not discriminated. They varied in ages, educational level, educational institutes or sex.



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Environment

Principle 7: Business should support a precautionary approach to environmental challenges

COMMITMENT:

Cool House company supports sustainable building designs, which outlines the concepts of a precautionary approach to environmental challenges, promotion of greater environmental responsibility and development and diffusion of environmentally friendly technologies.

SYSTEMS:

Project Managers will check environmental risk for a new contracted construction site to ensure that any potential for unintended environmental damage alongside other risks will be addressed.

ACTIVITIES:

- 22 records of the Environmental risk assessment for 22 new contracted construction sites were conducted in 2009 with actions taken.
- 22 records of the Environmental impact assessment for 22 new contracted construction sites were conducted in 2009 with actions taken.
- In 2009 Management conducted the Strategic environmental assessment to ensure that impacts of policies and plans are taken into account and mitigated.

OUTCOMES:

Records of assessment showed houses no need of air conditioning. In case of using air conditioning for some times, working times is shorter than normal.



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Environment

Principle 8: Business should undertake initiatives to promote greater environmental responsibility

COMMITMENT:

Cool House commits to design and construct a Cool House for customers on sustainability basis in accordance with the US Green Building Council:LEED (Leadership in Energy and Environmental Design) and Energy Conservation Promotion Act 1992.

SYSTEMS:

Architects will design a Cool House as per requirements onto LEED (Leadership in Energy and Environmental Design) by the US Green Building Council and regulations as per Energy Conservation Promotion Act 1992.

ACTIVITIES:

We introduce a house with energy saving concept as per sustainable designs for all customers and our system is acceptable for them.

OUTCOMES:

22 contracts for Cool House with sustainability were signed with customers in 2009.



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Environment

Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies

COMMITMENT:

Cool House encourages the use of environmentally friendly technologies at every aspects of business activities to reduce environmental impact in all of the company operations.

SYSTEMS:

- Design department will follow a sustainable green building design procedures.
- Purchasing department will seek environmentally friendly materials substitute the existing materials.
- Construction department uses green any technologies for house construction to reduce environmental impact.

ACTIVITIES:

Architects and Engineers, Sales and Purchasing officers continuously update any new legislative regulations for designing sustainable buildings.

OUTCOMES:

With the Cool House system in accordance with sustainable designing, the research claims that carbon dioxide is reduced 5 tons per year.



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Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

COMMITMENT:

Cool House Code of Practices says no any violation of the law, dishonesty or unethical business dealing by any employee, including any payment for, or other participation in, any illegal act such as bribery, fraud, theft, or illicit dealing for Cool House businesses.

SYSTEMS:

- At least three quotations from suppliers for purchasing in order to protect corruption by Purchasing people.
- At least three price offers from contractors for decision before contract signing.
- No payment for any non-receipt.

ACTIVITIES:

Cool House employees

- Project Managers or Project Engineers who have influence on contractors will transparently control their working.
- Contract Managers will transparency for negotiating the contracts with contractors.
- Procurement Manager and Procurement Officer will transparently deal with suppliers.

OUTCOMES:

Cool House has no numbers of any cases about bribery or corruption found in 2009. We have not found any corruption in the company.