



**KCE ELECTRONICS
PUBLIC COMPANY LIMITED**

Registration No. 0107535000354

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THE STATEMENT OF CONTINUED SUPPORT FOR THE GLOBAL COMPACT

On behalf of KCE Electronics Public Company Limited, I am pleased to reconfirm our company's commitment to the United Nations Global Compact.

KCE has been a member of the United Nation Global Compact (UNGC) since 2007. KCE's operations and strategies have been continued to align with the UNGC's ten principles in the areas of Human Rights protection, Labour practices, Environmental responsibility and Anti-Corruption.

We are submitting our annual Communication on Progress (COP) which covers the period from 2012 to 2013.

This COP is reported in accordance with the published guidelines on disclosure with separate sections on commitment, systems, actions and performance. From 2012, there was an increase in actions to advance the human right and labour principles, as well as in the area of anti-corruption. We describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations of KCE.

KCE remains committed to achieving a sustainable business and to providing market-leading sustainability services. We believe that our continuing adherence to the UNGC Principles provides means for realizing this aim and that the COP provides us with the opportunities to learn and act across all issue areas and to extend our experiences to all stakeholders, as well.

This COP will be available both on the Global Compact website and KCE website
: www.kcethai.in.th.

(Mr. Bancha Ongkosit)

Chairman

KCE Electronics Public Company Limited

Communication on Progress 2012-2013

HUMAN RIGHTS

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

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

KCE is dedicated and committed to upholding the United Nations' Universal Declaration of Human Rights and all other international, regional and/or local laws that apply to KCE such as the Thai Labour Standards : Corporate Social Responsibility of Thai Business (TLS 8001-2010), the Labour Protection Act, B.E. 2541 (1998) and its amendments, the Labour Relations Act, B.E. 2518 (1975) and its amendments, the Social Security Act, as well as the Workmen Compensation Insurance Act.

POLICIES AND SYSTEMS

- To ensure that KCE is constantly improving its commitments to the UN's Universal Declaration of Human Rights, KCE has continually reviewed and revised its policies and strategies to support human rights. Top Management shall define the policy on social and labour accountability by a written document and formal declaration, expressing the intention to confirm the requirement of Human rights, employment conditions and working condition standards.
- KCE appointed an Employee & Welfare Committee, which comprised of employer and employee representatives to be responsible for carrying out activities related to the application to the requirement of the Thai Labour Standards.
- KCE shall conduct appropriate measures on occupational safety and health covering all areas of types of work, which may be harmful to worker's health and safety, in accordance with laws and occupational safety and health standards. In order to prevent harms and to decrease risk factors, KCE arrange safe working environment and provide the followings for the workers;
 - a) An opportunity to participate in the management of occupational safety and health.
 - b) An opportunity to get an access to the information concerning hazards which may arise from working process or working environment.

- c) Knowledge and awareness of rules, regulations, code of practice or guideline concerning occupational safety and health.
 - d) Trainings on occupational safety and health focusing on issues which are newly assigned or re-assigned to perform the work.
 - e) Safety equipment which is in accordance with safety standards and suitable for working conditions of each worker.
- KCE shall not engage in or support any discrimination in respect of employment, payment of wage and remuneration, providing welfare and opportunity for training and development, promotion, termination of employment or retirement and so on, due to national extraction, race, religion, language, age, sex, marital status, personal attitude on gender or sexual orientation, invalidity, HIV/AIDS, AIDS patients, trade union membership, employees committee, political affiliation or personal opinion.
 - KCE ensures that corporate social responsibility, of which human right is the core component, being an integral part of the company's strategy and that KCE continue to run businesses with responsibility for community.
 - KCE shall provide for and maintain the procedure to evaluate and select supplier or subcontractors who conform to the requirement of the Thai Labour Standards, in regard to human rights.

ACTIONS (in 2012-2013)

- KCE announced the Human resources Administration Policy on January 11, 2012 (HR announcement # 004/2555), which is in line with the business target and considering business ethics and human rights
- KCE appointed Employee Committee and Welfare Committee on January 11, 2012 (HR announcement # 005/2555), The Committee is responsible for proposing a provision of comfortably accessible and adequate welfares for workers.
- KCE adjusted the Pay Structure to align with current economic situation and including adjusted the minimum wage rate, April 20, 2012.
- KCE appointed the Thai Labour Standards Committee on May 28, 2012 (HR announcement # 040/2555). The Committee is responsible for proposing a provision of comfortably accessible and adequate welfares for workers and implementing the Labour Standard practices.

- KCE appointed the Internal Audit Committee for the Thai Labour Standards – Corporate Social Responsibility of Thai Business (TLS 8001-2010), May 28, 2012 (HR announcement # 041/2555). The Committee is responsible for the audit of the application of the standards and assessment of the efficiency and effectiveness of the management system, which will lead to continuous improvement and development.
- KCE announced the Safety, Health and working environment Policy, January 2, 2013 (HR announcement # 001/2556), in accordance with laws and occupational safety and health standards.
- The Company's major suppliers are requested to send a letter of confirmation, stating that the supplier support and respect the human rights, and to complete the questionnaire. The response will be scored and the results must be at the satisfied level.
- KCE provided trainings on occupational safety and health, Technical and professional education to all employees as appropriate to the job and career path (See Appendix 2)
- KCE provide opportunity for self-development and further education.
- KCE has continued its commitments to CSR activities (See Appendix 3)

PERFORMANCE

- No complaint from employee was filed to the Ministry of Labour during 2012 to 2013.
- KCE was awarded an “Excellent Establishment on Safety, Health and working environment” Certificate, by the Department of Labour Protection and Welfare, Ministry of Labour, in 2010, 2011 and 2012.
- KCE was certified the achievement of the requirement of the Thai Labour Standards – Corporate Social Responsibility, TLS 8001-2010 Certificate Completion level, issued by The Department of Labour Protection and Welfare, Ministry of Labour, issued on 8 February 2013. The certification is valid to 7 February 2016.
- KCE was awarded the AIDS-response Standard Organization Certification, “ASO Thailand – Silver”, from The Department of Labour Protection and Welfare, Ministry of Labour and the Department of Disease Control, Ministry of Public Health, issued on 8 August 2013. The certification is valid to 8 August 2015.
- KCE was awarded an “Excellent Establishment on Labour Relations and Welfare” Certificate, by the Department of Labour Protection and Welfare, Ministry of Labour, issued on 13 September 2013.

LABOUR

Principle # 3:	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.
Principle # 4:	Business should elimination of all forms of forced and compulsory labour.
Principle # 5:	Business should effect the abolition of child labour.
Principle # 6:	Business should the elimination of discrimination in respect of employment and occupation.

The Thai Labour Standards: Corporate social responsibility of Thai Business (TLS 8001-2010) is written within the provisional scope of the Constitution of the Kingdom of Thailand, provisions of the labour laws concerning labour protection, occupational safety, health and environment, labour welfare, and labour relations. Moreover, related conventions of the International Labour Organization and of the United Nations are also brought into account.

KCE recognizes that employees are our greatest asset. To ensure that we are able to recruit, hire, and retain the talented individuals in our organization, we strive to assist all of our employees in maintaining a balanced work life and to provide flexibility to employees on an individual basis.

- KCE respects the right of a worker to establish or become a member of a trade union or other committees in the company, and the right of worker to bargain collectively, without imposing obstacles or any kinds of sanctions on such activities.
- KCE shall not engage in or support the use of forced and compulsory labour in any forms.
- KCE shall not hire or give support to hire a young worker under 15 years of age.
- KCE shall not engage in or support any discrimination in respect of hiring, employment, payment of wage and remuneration, providing welfare and opportunity for training and development , promotion, termination of employment or retirement

POLICIES AND SYSTEMS

- Union-neutral policy: An employee representative will not be subjected to discrimination, displacement or dismissal, or other illegal actions.

- The Company management provides facilities to the Union or employees' representative in regards to carrying out their functions:
 - collect annual union member fee via payroll deduction
 - time-off with pay for union activities: Union committee meeting, Union Annual General Meeting (AGM)
 - arrange for meeting venue outside the company for the Union's AGM
 - provide partly financial support for union activities
 - allow Union's activities during the regular working hours, as requested
 - Provide bulletin board to post the Union notices
- HR administration policy, addressing the issues of the human rights:
 - The HR policy takes in to the account of the company's strategy and conform to the business ethics and the equitable treatment of employees.
 - The HR policy has a clear, transparent and fair procedure.
 - The Company will recruit and hire a person who is suitable to the job, base on skills and experiences and other qualifications as required.
 - The Company will pay wage and remuneration according to the Company's pay structure, which is based on the job responsibility, economics and the wage rate of the current market.
 - The Company support HR development, as well as, self development, so that employees are knowledgeable and continually increase their efficiency in the responsible duties.
- There is no requirement that workers lodge financial deposit with the company.
- KCE recognizes the importance of the workforce and prohibits any form of forced or compulsory labour. Workers in debt bondage or in other forms of forced labour are not engaged and, where found, provide for the removal.
- The policy for pregnant employee is announced, that pregnant employees are prohibited to work in situations deemed as detrimental to the pregnant, the health and safety to woman, and is prohibited to work during 22.00 – 6.00 hr., to work overtime, to work on holidays so that they can take care of their health.
- The minimum wage age provisions of Thai Labour law is of 15 years of age. However, KCE prohibits employee under the age of 18 year.

- In the recruitment procedure, adequate verification method for age will be employed to ensure the validity of the age.
- KCE seeks to disseminate to the staff, among other relevant information, applicable laws and regulations, international regulations ratified by the country on eradication of child labour and current debates about these issues.
- Grievance procedures regard discrimination, where found.
- KCE offers equal employment opportunities to all. The people we recruit and promotion are selected on merit and suitability.
- KCE has an annual performance and career development review process which provides all employees with the opportunity to receive regular reviews, regardless of job, grade, gender, age or ethnic origin.
- The recruitment and selection process for employment are based on non discrimination policy and the guideline of Thai Labor Standard
- All employees are awarded equal opportunities to develop the knowledge, skills and competence that are relevant to their job. KCE started to conduct a training needs analysis for specific roles within the organization.
- The recruitment and the selection process of employees of KCE are based on non-discrimination policy and the guideline of Thai Labour Standards
- Every employees salary increase is depending on their performance and their added value of their work. All employees are accorded equal opportunities to develop the knowledge, skills and competence that are relevant to their job.
- We seek to eradicate discrimination, increase cross-cultural understanding and eliminate workplace violence and harassment. In addition to all above, KCE organizes in-service training which are earning languages, training first aid, rules of protocol, training occupational courses, and personnel developing courses, team work and regular social events, which are New Year party, Walk Rally, and other sport activities.
- KCE's employees are not discriminated against because of gender, race, origin, background, religion, marital status, sexual orientation, disability or age.

ACTIONS (in 2012 – 2013)

- The Union was in cooperation with Company's Management in various activities as follows:

- an annual collective bargaining as forum to improve employment term and other benefits and welfares
 - Regular meeting
 - Participation in the company's activities, as well as CSR activities
- KCE appointed Employee Committee and Welfare Committee on January 11, 2012 (HR announcement # 005/2555). The committee composed of 6 representatives from employee and 5 representatives from employer. The Committee is responsible for proposing a provision of comfortably accessible and adequate welfares for workers, consider the Grievance from employee and resolve any conflicts, if any.
 - In February 2013, the collective bargaining were conducted to address issues of working condition and welfares. The negotiation reached an agreement for both parties.
 - KCE has always been supportive of the freedom of association and the effective recognition of the right to collective bargaining.
 - Prior to employment, it is our policy to be transparent about the working terms and conditions. KCE employee's policies are specified within employment contracts. These contracts clearly state the actual working conditions and their rights. So, all employees are aware of its existence and must agree upon it before signing.
 - Regularly review timecard, payroll and production records in respect of incorrect record keeping, incorrect or non-payment of wage and excessive overtime hours and verify their accuracy through worker interviews.
 - KCE employee manual defines work hours. The overtime procedure has a provision for employee to sign if he/she agrees to render more than 8 hours on duty. Those on overtime are given premium in pay according to the labour law, travel allowance from and to their home and meals allowance.
 - KCE announces child labor policy employees, related suppliers and subcontractor to follow accordingly In its contract with supplier, the company requires from its suppliers a declaration that they do not employ child labor
 - An Employee Satisfaction survey was conduct in April 2013, the result was summarized at an average of 57%, representing moderate level of satisfaction. The least score category was considered for action plan for improvement.

- The Company keep communicating with employees in order to get feedback, needs and problem occurred, through various channels;
 - Reports from the supervisor
 - Employee satisfaction survey
 - Grievance by employee, via personal consultation, telephone, e-mail or comment box
- KCE participated in the accreditation of Thai Labour Standard project of the Ministry of Labour Department since 2010. Recently, the Company was certified the achievement of the requirement of the Thai Labour Standards: Corporate Social Responsibility, TLS 8001-2010 Certificate Completion level, issued by The Department of Labour Protection and Welfare, Ministry of Labour, issued on 8 February 2013. The certification is valid to 7 February 2016.
- Moreover, the Company has been honorably awarded “Excellent Establishment on Labour Relations and Welfare” Certificate, by the Department of Labour Protection and welfare, on 13 September 2013.

PERFORMANCE

- 60 % of employee represented by the union.
- List of established Associations:
 - Labour Union
 - Employee and Welfare Committee
 - Safety Committee
 - 5' S Team
 - Thai Labour Standard Committee
- There was no conflict between employees and employer of the Company.
- All employees earned greater than the stipulated minimum wage.
- KCE does not employ child labour, all our employees are over 18 years old.
- KCE 's risk management demonstrates that there are no situations in current or planned business arrangements in which child labour is or is likely to be a factor. We have appropriate systems in place to ensure that we do not employ child labour.
- We have enhanced our ability to identify opportunities to influence others to abolish child labour and are considering further embedding this within our existing risk management systems.

- Neither employees nor the Union filed the case regarding unfair treatment against the Company to the Ministry of Labour, in accordance with the Labor Relations Act, B.E. 2518 (1975).
- Employee's complaint was at the average of less than 1% a year.
- In 2013, KCE employed a total of 805 employees. All KCE employees were above 18 years of age and no employees were between 15-18 years of age.

	<u>Age 18+ yrs.</u>		<u>Age 15-18 yrs.</u>		<u>Handicap</u>	
	Men	Woman	Men	Woman	Men	Woman
2013	418	387	None		4	1

ENVIRONMENT

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

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

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

KCE recognizes the importance of being a socially and environmentally conscious company. KCE committed to support a precautionary approach to environmental challenges and will undertake initiatives to promote greater environmental responsibility, as well as, encourage the development and diffusion of environmentally friendly technologies. KCE demonstrates our commitments through a strong set of policies and objectives that shape the scope of the business and the way that it deals with clients and suppliers.

POLICIES AND SYSTEMS

- KCE is committed to establishment of Environment Management System through complying with the KCE Environment Management Policy as follows:

- The Company will continuously meet the legal requirement as well as contributes to the improvement of environmental issues.
 - Reduction of waste materials
 - Effective and efficient utilization of natural resources.
 - Continuous assessment and evaluation of the environment management system, to review objectives, and targets to ensure success of the effectiveness of the system.
 - Promote and develop staff awareness and responsibility to the environment through communication, provision of relevant information and cooperation among staff, suppliers, customers, government agencies, the private sector and the general public.
- KCE applies the precautionary principle and seeks to minimize the environmental impact of its activities. Social and environment impact assessments and reviews are carried out regularly in accordance with international standards and industry requirements.
 - KCE aims at collaborating with stakeholders for protection of environment quality and values by using every effort in the utilization of energy and natural resources for a sustainable life and environment, working for the development and implementation of environmental friendly and clean technology and voluntary adopt environmental management systems and environmental standards, in addition, the Company must collaborate and exchange information with local, national and international environmental organizations to that end.
 - KCE has maintained strictly environmental law and other regulatory requirements, including concerned environmental directives, such as RoHs, WEEE, REACH and etc.
 - KCE has provided on-going induction and training on the environmental management awareness to provide employees with an insight into our environmental efforts at both operations and office levels.
 - KCE will continuously improve our environmental performance by implementing the follows:
 - promote environmental awareness
 - integrate environmental consideration into the business process
 - develop and apply sustainable process and products
 - reduce our use of resources and strive to prevent pollution
 - monitor and evaluate environmental performance throughout the entire supply chain
 - engage in stakeholder dialogue and partnerships and report on our performance
 - comply with environmental legislation and relevant requirements

- The Company has promoted environmental awareness throughout the organization, Manager and employees have joined with the growing of the Mangrove Forest Project at Cultivation Department, Petchaburi.
- KCE started to reduce paper consumption and encourage its employees to use alternative products such as recycle paper and avoid unnecessary expenses. KCE encouraged the staff to correspond and communicate via electronic mail to minimize paper usage.
- Energy and natural resources are utilized effectively and efficiently. The Company has established waste water treatment plant and air emission prevention system to treat waste water and air before discharge.
- KCE is committed in contributing to the development of public policy and to businesses, government agency, international programs and non-government organizations' initiatives that will enhance environmental awareness and protection through the public release of selected research findings.
- KCE is dedicated to create more environmental friendly products; to product environmentally safe PCB products and work with our customers and raw materials suppliers to produce environmental friendly products, such as Lead-free and Halogen-Free products, as well as the use of environmental friendly packaging materials, the bubble sheet instead of plastic foam.

ACTIONS

- During 2012-2013, KCE satisfied the surveillance audits for the re-certification of the ISO 14001 and the ISO 16949
- Appointed the Energy conservation committee to participate in an energy saving project. The electricity and water consumption target were set.
- Set up a team to work on the reduction of waste from the production process.
- Promoted safety and environment awareness through fun activities during the Safety Week event.
- Initiated a project for a paper usage reduction in the administrative office, and the result showed a successful reduction of the paper usage in each month.

PERFORMANCE

- KCE was successfully passed the audit for the re-certification of the ISO 14001 (issue 2 & 4), as well as the ISO 16949.
- The Energy conservation committee achieved the consumption target:

1. Electricity consumption reduced to 4.5 k.W.hr/sq. ft. or 6.15%, which represented a saving of Baht 152,000 per month
2. Water consumption decreased by 0.11 cu m / sqft.
3. Waste from process: A target was set at less than 0.93% for Inner layer and less than 4.50% for outer layer.

○ KCE was awarded the following:

- ISO/TS 16949: 2009, valid from 13 July 2012 – 12 July 2015, certified since 18 July 2003
- ISO 14001: 2004 (issue 2 & 4), valid from 28 Mar 2011 – 28 March 2014, certified since 28 March 2002, in regards to the Effective Environment Management System and Quality Management System.

Environmental Performance in 2012 and 2013

Item	Frequency	Parameter/Test Item	Period	Analysis Result
Air	Twice/Year	- Air in workplace	May, November 2012 April, December 2013	Accept Accept
	Twice/Year	- Air emission from stack	May, November 2012 April, December 2013	Accept Accept
	Twice/Year	- Total Dust	May, November 2012 April, December 2013	Accept Accept
	Twice/Year	- Total Suspended Particulate (TSP)	May, November 2012 April, December 2013	Accept Accept
Sound Level	Once/Year	- Sound Level in workplace	May 2012 April 2013	Accept Accept
Light	Once/Year	- Light in workplace	May 2012 April 2013	Accept Accept
Heat Stress	Once/Year	- Level of Heat Stress in workplace	May 2012 April 2013	Accept Accept
Waste Water	Twice/Month	- PH - Metal Content	January-December 2012 January-December 2013	Accept Accept

ANTI-CORRUPTION

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

KCE managed its business with honesty, fairness, transparent and committed to responsibility to social and all stakeholders, in compliance with the accepted good corporate governance principles and business ethics.

KCE believes that the bribery and corruption issues must be tackled by all levels of society. KCE's role as a private company is to act responsibly in all aspects of how KCE conducts business, as well as actively support relevant initiatives to combat corruption.

POLICIES AND SYSTEMS

- Committed to the Anti-corruption policy, the Directors, management executives and all employees of the company will not accept all forms of corruptions, covering all areas of business and all related sections in the organization.
- The Company's Directors is responsible for setting up a policy and ensure that an efficient system to detect the corruption is in place.
- The Company's code of conduct and the Business ethics must emphasize on the anti-corruption.
- The Company's Financial Statements are reviewed quarterly and audited by a qualified external auditor, whom is fully independent.
- All information presented in the financial reports is correct, complete and reliable. It was prepared in accordance with the generally accepted accounting principles and appropriate standard.
- KCE strives to give all parties an equal treatment consistently with the SET framework by avoiding favoritisms or situations where conflicts of interest may arise.
- The Directors, management executives and all employees must comply with the Company's Code of Conduct, where the sensitive issue is involved.
- Whistle blowing: the Company has a policy to receive information regarding wrongdoing, violation of the law, regulation or Good Corporate Governance principles or corruption, directly through the Audit Committee.

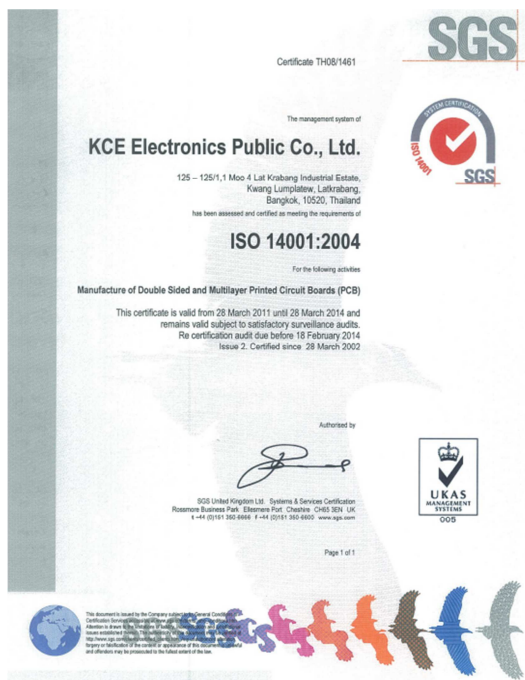
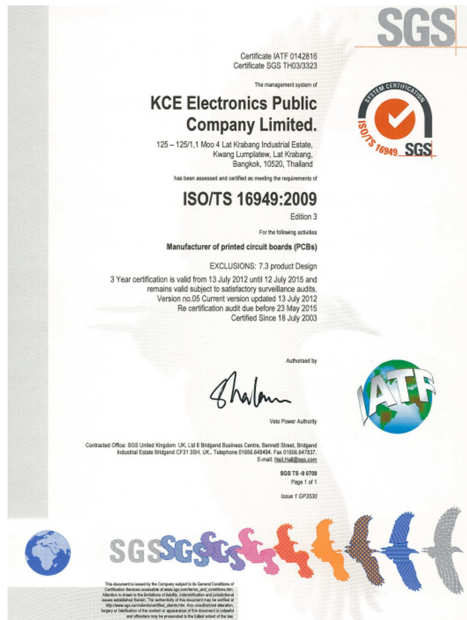
ACTIONS

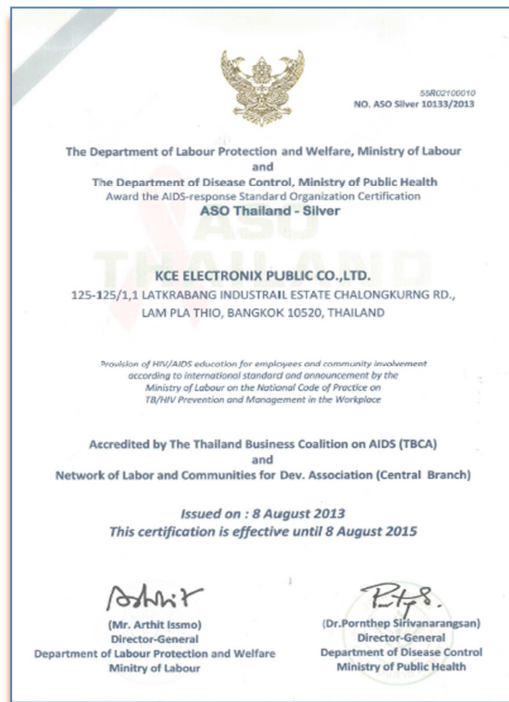
- KCE's Board of Directors appointed a Corporate Governance Committee on September 17, 2013. The CG Committee is responsible for managing and controlling the company operations in accordance with the company's good corporate governance, policies and related laws.
- On 18th November 2013, the Company signed a mutual agreement with the Private Sector Collective Action Coalition Against Corruption (CAC). The Company is currently working towards the certification process.
- The Company announced the Anti-corruption Policy, which was approved by the Board in Feb 18, 2014.
- At the orientation for new employee, the company describes KCE business ethics and all employees must sign for their acceptance to strictly comply with the employee's code of conduct.

PERFORMANCE

- There was no fraud reported by the internal auditor.
- The 2013 Audit Committee's report confirmed that:
 - The company's financial report, for the year ended 31 December 2013, was prepared in accordance with the generally accepted accounting principles are accurate, complete and reliable, with a reasonable application of accounting policy.
 - The company's internal control systems are adequate and appropriated.
 - All related party transactions are part of the company's normal course of business with regular commercial terms, sensible and fair conditions and for the maximum benefits to the Company.
 - The Company is fully complying with the Public Company Act and Stock Exchange of Thailand's regulations, as well as other laws pertaining to the Company's business.
- Business code of conduct and practical guideline will be completed within 2014.

Appendix 1: Certificates/ Award







MINISTRY OF LABOUR

EXCELLENT ESTABLISHMENT ON LABOUR RELATIONS AND WELFARE

THIS IS TO CERTIFY THAT

KCE ELECTRONICS PUBLIC COMPANY LIMITED

HAS BEEN HONOURABLY AWARDED THIS CERTIFICATE IN THE YEAR 2013 ACHIEVEMENT

ORGANISED BY DEPARTMENT OF LABOUR PROTECTION AND WELFARE

ISSUED ON 13TH SEPTEMBER 2013

Police Captain *Chalerm Ubumrung*
(CHALERM UBUMRUNG)
MINISTER OF LABOUR

Appendix 2: Training and Development

KCE has a policy for employee development program to enhance their knowledge and potential. In 2012 the training courses for the employees included, but not limited to, the followings;

No.	Course	Objective	Target Group	Date	Period	No. of trainee
Safety						
1	Safety in the workplace for supervisor and Management	To comply with law. And to know about. Safety in the workplace. Safety laws. Including the prevention and control of accidents and occupational diseases	Sr. Foreman, Foreman, Operator and Management	Mar 27, 2012	8.0	32
2	PPE (Personal Protection Equipment)	For employees informed of the nature, functions, and methods of use about PPE	All employee	Sept 13, 2012	7.0	50
3	Chemical Hazard Training	For safe / handling , storage and disposal of chemical	All employee	Feb 13, 2012	3.0	43
4	Internal Auditing TLS 8001	To setup standardize internal auditing process to be in accordance with Thai Labour Standard TLS 8001-2010	Thai labour standard Board	May 24,2012	7.0	12-15
5	ERT(Emergency Response Team)	To train Emergency Response Team	ERT Team	July 21,2012	8.0	25
6	Fire Fighting and Fire Drill	To educate Fire Flight and Fire Drill	ERT Team and all Employee	Dec 26, 2012	4	858
7	Safety officer Training	To educate staff regarding work safety; safety and relevant laws; prevention and control of accidents, occupational health risks, identification of incidence and illnesses from occupation or industry.	Officer	Dec 14, 2012	8	33
8	Continuous 5 S	For Practical and visual feedback Photography five time in 2011	All Employee	Aug 10, 2012	7.0	59
9	Emergency control of fire caused by short – circuited electricity	To help trainees to control fires that are caused by electricity and flammable gas such as Acetone	Employee associated	Sept 29, 2012	7.0	40
10	JSA – Job Safety Analysis	To follow the guideline for Hazard Identification & Risk Assessment	Safety Board	May 29,2012	7.0	40

No.	Course	Objective	Target Group	Date	Period	No. of Trainee
11	Forklift Skills and Safety Training	To develop skills in using Forklift and to follow safety procedure	Employee of Warehouse , Material Preparation, Stock Finished Goods	Mar 23, 2012	7.30	23
Human Resource						
12	Home Service System (a system that manages KCE internally)	All employees to have a better understanding on how to operate the Home Service system.	All employee	Feb 24, 2012	1.0	30-40
13	Effective Coaching Skills (Foreman)	To training new knowledge , role and understanding of effective coaching skills	Sr. Supervisor /Supervisor/Sr. Engineer/ Engineer	Mar16, 2012	7.0	40
14	8D (8D Problem Solving Process)	To improve Quality Control System through problem analysis and corrective action as well as preventive action annually.	Sr. Supervisor /Supervisor / Sr.Officer / /Foreman/Leader	Nov 27, 2012	7.0	37
15	KPIs	To help staff at all levels to have the knowledge and clear understanding of the concept and able to implement KPI to measure the performance of each individual's work.	Sr. Supervisor /Supervisor/Sr. Engineer/ Engineer	July 6, 2012	1.0	71
16	Seven habits of Highly Effective People	To facilitate develop of 7 principles; vision, leadership, interpersonal relationship, communication, empathy, teamwork and creativity	Sr. Supervisor /Supervisor/Sr. Engineer/ Engineer /Foreman and Officer	Sept 22, 2012	8.0	69
17	Teaching Skills	To train and educate the teaching skills	Sr. Supervisor /Supervisor/Sr. Engineer/ Engineer	Mar16, 2012	7	40
Environment						
18	ISO50001 : 2011	Workshop on Understanding of ISO50001:2011	Sr. Officer /Officer /Foreman/Leader	Mar 8, 2012	6.0	49
19	ISO 14001:2004	To help employees at the supervisor level to understand the regulations regarding environmentally related issues	Sr. Supervisor /Supervisor/Sr. Engineer/ Engineer	Feb 15, 2012	8.0	27

No.	Course	Objective	Target Group	Date	Period	No. of Trainee
20	Role, Duties and responsibilities of the working committee and superintendent on energy management	Provided annually by experts in areas of energy conservation	Sr. Supervisor /Supervisor/Sr. Engineer/ Engineer	Oct 16, 2012	7.0	35
21	Awareness of energy conservation	To point and participate of awareness of energy conservation for relate with law	Sr. Supervisor/ Supervisor / Sr. Officer Forman/Leader	Oct 5, 2012	3.0	41
22	Aspect Identification for Environmental System	In order to comply with law and to know about safety in the workplace. Safety laws, including the prevention and control of accidents and occupational diseases.	Sr. Supervisor /Supervisor/Sr. Engineer/ Engineer	Aug 15, 2012	7.0	36
23	Leadership	Role, duties and responsibilities of the working committee and superintendent on energy management	Sr. Officer /Officer /Forman/Leader	Sept 19, 2012	7.0	29

In 2013 the training courses for the Employees included, but not limited to, the followings;

No.	Course	Objective	Target Group	Date	Period	No. of Trainee
Safety						
1	ERT (EMERGENCY RESPONSE TEAM)	To train Emergency Response Team	Emergency Response Team	20 Mar 2013	3.0	30
2	Fire Suppression Basis	1.To educate cause and prevention of fire 2.To educate how to use all fire suppression equipments.	All Employees	13 Mar 2013	7.0	48
3	Safety Officer in Executive Level	To comply with the rules.	Leader, Foreman, Supervisor, Engineer	22-23 Feb 2013	12.0	40
4	Forklift Skills and Safety Training	1. To develop skills in using Forklift. 2. To educate for maintenance.	Warehouse , Material Preparation, Stock Finished Goods	18 Mar 2013	7.0	24

No.	Course	Objective	Target Group	Date	Period	No. of Trainee
5	Safety for Working with X-rays.	To comply with the rules and educate how to prevent dangerous when working with X-rays.	X-ray Area Staff	23 Apr 2013	3.0	5
6	Quality to be pregnant	To educate quality pregnant for mother and comply with the rules.	Pregnant Employee	13 Jun 2013	3.0	14
7	Safety for Chemical Handling and Storage	1.To educate dangerous from chemical. 2.To how to prevent dangerous working with chemical.	Sr. Supervisor / Supervisor, Sr. Engineer /Engineer	25 Jun 2013	6.0	41
8	Annual Fire Drills and Evacuation.	1.To comply with the rules. 2.To educate how to survive and move from fire area.	All Employees	10 Dec 2013	0.5	1,731
9	Advance Fire Fighting For the year 2013	To educate ERT Team.	Emergency Response Team	7 Dec 2013	8.0	19
10	Basic First Aid	To educate basic first aid.	Foreman, Leader, Operator	14 Dec 2013	6.0	22
Human Resource						
11	Plant KPIs	To educate Plant KPIs which related to other Plant KPIs and individual ,KPIs.	Operator	23,29-31 Jan 2013	1.0	300
12	Confirm Functional Competency	To educate Functional Competency.	Sr. Supervisor/ Supervisor, Sr. Engineer /Engineer	15 Feb 2013	6.0	20
13	Technical for discipline	To educate discipline to Executive Level.	Sr. Supervisor/ Supervisor/ Sr. Engineer /Engineer / Sr. Officer/ Forman/Leader	14 May 2013	3.0	37
14	Core Competency for KCE GROUP	1. To educate Core Competency. 2. To implement Competency.	Sr. Supervisor/ Supervisor/Sr. Engineer /Engineer /Sr. Officer	26-27 Jul 2013	12.0	61
15	HP Blade System, NetApp, VMWare,Test DR	To educate IT Infrastructure of the Company.	Asst. Manager, Supervisor /Engineer	24-26,30 July 2013	24.0	10
16	Task Management & People Skill	To educate Task Management & People Skill.	Sr. Supervisor/ Supervisor/Sr. Engineer /Engineer /Sr. Officer	5,11,14 Nov 2013	6.0	45
17	Inco-terms (International Commercial Terms) 2012	To update Inco-terms	Asst. Manager/ Sr. Supervisor / Supervisor /Officer	18 Nov 2013	3.00	16

No.	Course	Objective	Target Group	Date	Period	No. of Trainee
Environment						
18	Monitoring for energy management	To prepare the annual energy management report.	Conserve Energy Committee	5 Jul 2013	4.0	13
19	Basic of RoHs, Recch, WEEE's	1. To educate RoHs, Recch, WEEE's 2. To educate the method to chemical control in production process.	Sr. Supervisor/ Foreman, Leader, Operator	28 Nov 2013	3.0	33
20	Standard for usage handling and storage chemicals.	1.To educate Standard for usage handling storage chemicals. 2.To prevent danger from usage handling and storage chemicals.	Sr. Supervisor/ Supervisor, Sr. Engineer /Engineer, Sr. Officer, Foreman , Operator	13 Jun 2013	2.0	17
21	ISO 14001:2004 Awareness and Requirement	1.To educate environment management system. 2.To specify rule of environment management for ISO 14001:2004	Manager/ Asst. Manager/Sr. Supervisor /Supervisor /Sr. Officer	20 Sep 2013	6.0	34

Appendix 3: CSR activities

In 2012 and 2013, KCE together with the employees have participated in the following activities:

- Gift donation for children on the Children's Day, in the area around the factory, on Latkrabang Industrial Estate



[January 2013](#)

- Gift Donation for the children of Iam-Suree School and Nikot School in Samutprakarn Province
- Public Service activity through beach cleaning at Hua-Hin, Petchaburi province



[7 July 2012](#)

- Public Service activity through beach cleaning at Cha-Am, Petchaburi province



[6-7 July 2013](#)

- Mangrove Planting in honor of Her Majesty the Queen and His Royal Highness Crown Prince MahaVajiralongkorn at Bang Poo, Samutprakarn
- Twenty scholarship funds, each at 2,500 Baht to the children of KCE employees
- Scholarship donations for KokLamduan School, AmphurSrikornphum, Surin Province
- Scholarship donations to the children of the soldiers in Surasi Military Camp, Kanchanaburi
- Donation sport equipment for Surasi Military Camp, Kanchanaburi
- School equipment donation for disadvantage children of Petchaburi Panyanukul School, Petchaburi Province
- Scholarship and school equipment donation to WatKhaoTatone, Petchaburi Province
- Poppy sale support on Veterans Day
- Social activity with Lumputra Community such as training for Enzyme Ionic Plasma and EM (Effective Micro-organism) to increase the agricultural productivity and waste treatment.



- Sponsor for “ Love & Care for the Elders Project” at Wat Bung Bua Community, LatKrabang
- Blood donation by KCE employees to the Red Cross through LatKrabang Industrial Estate Blood Donation Project.
- Blood donation by KCE employees through Red Cross Mobile Units.
- Scholarship donations for Mahidol University graduate students.
- Donations of money and other necessary items, such as rice, preserved food and medicines, to help patients with HIV at Wat Phrabat Nampu, Lopburi province

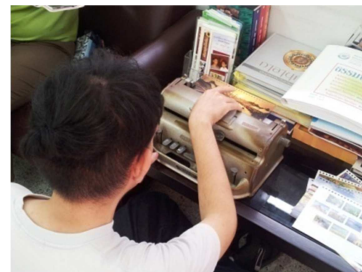
- Social activities at Nong-Hin School, Suphanburi on November 3 , 2012



- Social activities at Tung Pajarn School, Uthaithani Province on December 3 , 2012



- Social activities at Blind School, Bangkok Province on January 24 , 2013



- Conservation activities, traditions and supporting religious at Ang Thong Temple, Chachoengsao Province on July 27, 2013



- Environmental activities at Samutsakhon Mangrove forest Research Center, Samutsakhon Province on August 24 , 2013
- Social activities at Phrabatnampu Temple, Lopburi Province on October 19 , 2013
- Social activities at Ban Tabkwang, Saraburi Province on Nov 16 , 2013

