



PATTERER TECHNICAL PARTS CO., LTD.

COMMUNICATION ON PROGRESS

The United Nations Global Compact
Reporting Period: 2017-2018

PATTERER TECHNICAL PARTS CO., LTD.
Amata City Industrial Estate
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Thailand



STATEMENT OF CONTINUED SUPPORT

15th September 2018

STATEMENT OF CONTINUED SUPPORT FOR THE GLOBAL COMPACT

On behalf of Patterer Technical Parts Co., Ltd., I am pleased to confirm our company's commitment to the United Nations Global Compact.

Since December 2009 Patterer Technical Parts became a member of the United Nations Global Compact (UNGC). The operations and strategies of Patterer Technical Parts Co., Ltd. have continued to be in line with the UNGC's 10 principles in the area of Human Rights Protection, Labour Practices, Environmental Responsibility and Anti-corruption.

We are not content with integrating the UN Global Compact. In addition, we raise employees and suppliers for its standards. In doing so, we not only indirectly help the initiatives and principles of the UN Global Compact through media attention, but bring them directly into the consciousness of our business partners.

This annual Communication on Progress (COP) covers the period of September 2017 - September 2018.

Sincerely yours

Michael Rode
Managing Director



Business Philosophy:

To operate business with ethics and responsibility to our stakeholders is the business philosophy of Patterer Technical Parts Co., Ltd (PTP). This has been adopted and practiced by the Board of Directors, managements and employees at all levels, which allows us to be trusted as an organization that operates its openly, transparently, accountability and provides fair treatment to all stakeholders.

Adherence to Fairness:

PTP is committed to the concept of fair and equal treatment to all stakeholders.

Dedication to Excellence:

PTP seriously focuses on the right performance striving to consistently provide excellence in all respects.

Value of Individuals:

PTP believes that employees are valuable assets and PTP consistently develops the potential of employees at all levels.

Principles of the Global Compact

Principle No. 1: Support and respect the protection of internationally proclaimed human rights.

Principle No. 2: Make sure that it is not complicit in human rights abuses

Patterer Technical Parts Co., Ltd. (PTP) dedicated and committed to support the United Nations Universal Declaration of Human Rights and all other international, regional and/or local laws, which apply to PTP, such as The Labour Protection Act B.E. 2541 (A.D.1998) and its amendments, Labour Relations Act B.E.2518 (A.D.1975), Social Security Act B.E. 2533 (A.D.1990) and Workmen's Compensation Fund Act B.E. 2537 (A.D.1994) as well as Thai Labour Standards: Corporate Social Responsibility of Thai Business (TLS 8001-2010).

In terms of human rights, we have provided with a wide range of benefits including medical treatments, social security fund, and provident fund, workmen compensation fund as well as annual health checkup and annual outing for a team building activities to ensure that our employees have adequate living standards to lead their lives and able to take care of their families as well as are eligible to life security and income compensation in case of their unemployment, disability and old age.

All employees are treated with respect and honor and without physical and verbal offence. Female employees are also treated equally with their male counterpart without pregnancy test before being employed, while those who take maternity leave will not be dismissed, demoted or wage reduction.

We uphold and affirm equal opportunities among our associates, regardless of the color of their skin, race, gender age, nationality social origin, handicapped or sexual preference.

According to our standard policy and code of business conduct, we fundamentally do not employ child labor and not approve the employment of child labor by our business partner. We eliminate all forms of force and compulsory labor.

We appointed an Employees & Welfare Committee, which comprises of employer and employee representatives to be responsible for carrying out activities related to the application of the requirement of Thai Labour Standard.

PTP conducts appropriate measures related to occupational safety and health covering all areas and types of work, which may be harmful to workers' health and safety, in accordance with laws and occupational safety and health standards. In order to prevent hazards and to decrease risk factors, PTP has hired a Safety officer in professional level and appointed the safety officer in management level to supervise and take care of all safety issues. Also PTP has set up a Safety Committee and arrange a safe working environment and provide the following for our workers.

- a) An opportunity to participate in the management of occupational safety and health.
- b) An opportunity to obtain access to information regarding hazards, which may arise from the working process or working environment.
- c) Knowledge and awareness of rules, regulations, code of practice or guidelines concerning occupational safety and health.
- d) Training related to occupational safety and health focusing on issues, which are newly assigned or re-assigned for the performance of work.
- e) Safety equipment and personal protection equipment in accordance with safety standards and suitable for working conditions of each worker.

Since our operation from 2006 until to date our accident rate is zero and we are striving to maintain this accident rate.

Social Responsibility:

PTP recognizes its duty toward society while doing business and will fully perform its duty as a good corporate citizen by contributing to the community where it operates. As stated in our Corporate Social Responsibility Policy announced on 7th February 2015 that

"Patterer Technical Parts Company Limited is engaged in the manufacturing of electric, electronic and automotive precision stamping parts. We commit on our Principles of Responsibility (PoR) toward our employees, business partners, shareholders and the globe as well as society. Our Codes of Conduct are transparency, accountability, ethical principles and respect for human rights and interests of stakeholders.

We are committed on producing high quality products with regard to protection of environment, production process, distribution and recycle required by law and other international requirements. We listen to the opinion and accept the evolution of social. We also take part in local activities and sell environmental friendly products as well as encourage the use of energy and natural resources efficiently. Moreover, we are engrossed in developing and improving in order to establish the ground of sustainable corporate social responsibility."

LABOUR:

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: Eliminate all forms of forced and compulsory labour;

Principle 5: Effectively abolish the child labour; and

Principle 6: Eliminate the discrimination in respect of employment and occupation

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; Provision of labour laws concerning labour protection, occupational safety, health and environment, labour welfare and labour regulations as well as related conventions of international Labour Organization and of the United nations are also brought into account.

PTP recognizes that employees are the company's great 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.

- PTP 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 kind of sanction on such activities.
- PTP does not support or does not engage in the use of forced and compulsory labour in any form.
- PTP does not hire or does not give support to hire young worker under the age of 16 and also does not approve the employment of child labour by our business partner.
- PTP upholds and affirm equal opportunities among our associates, regardless of the color of their skin, race, gender, age, nationality, social origin, handicapped or sexual preference.

Health and Safety:

Safety is our important measure. We implement and adapt safety framework and the occupational health and safety management standard according to the Occupational Safety, Health and Environment Act B.E. 2554 (A.D.2011).

Think Safe, Work Safe is a safety campaign used to raise safety awareness for all level of employees to strictly follow without compromising. We have established a clear Health and Safety Policy throughout PTP. We have also setup Safety Committee and hired a Safety Officer in the professional level and appointed Safety Officer in Management Level and Supervisor Level to take care of all safety issues.

Since our operation from 2006 till now our accident rate is zero and we are striving to maintain this accident rate.

In term of fire protection we have setup a standard fire protection and evacuation plan. According to this plan we conduct a fire protection and evacuation training annually.

ENVIRONMENT:

Principle 7: support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

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

PTP recognizes the importance of being socially and environmentally company. PTP is 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.

- To meet all legal requirements as well as contribute to the improvement of environmental issues.
- Reduce waste materials
- Effective and efficient utilization of natural resources
- Continuous assessment and evaluation of the environment management system; review objectives and targets to ensure 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, private sector and general public.
- PTP strictly follows the environmental laws and other regulatory requirements, including concerned environmental directives such as REACH and RoHS.

ANTI-CORRUPTION:

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

PTP manages its business with honesty, fairness and transparency and is committed to be responsible for society and all stakeholders in compliance with accepted principles of good corporate governance and business ethics.

PTP uphold and affirm that the bribery and corruption shall disappear from all levels of society.

- PTP prohibits agreements or supplements to agreements referring to the acceptance of bribes or preferential treatment in connection with the brokering, award, delivery, settlement or payment of orders.
- PTP' financial statements are reviewed every six months and audited by a qualified and fully independent external auditor. The financial statements and reports are correct, reliable and complete according to the generally accepted accounting and appropriate standards.
