



Von Bundit Co., Ltd.

COMMUNICATION ON PROGRESS 2021

1 July, 2018 –
1 April 2021
United Nations Global
Compact



VON BUNDIT

Human Rights Principles



VON BUNDIT

Von Bundit Co., Ltd. (“**VB**”) respects and subscribes to fundamental human rights as internationally agreed in the Universal Declaration of Human Rights, and VB expects the same from our associates and customers.

- ▶
- ▶ **Business should support and respect the protection of internationally proclaimed human right.**
- ▶ **Make sure that they are not complicit in human rights abuses.**
- ▶
- ▶ Policies VB sets up policies to include its commitment to ethical and sustainable business practices.
- ▶ Clear set of standards VB provides a clear set of standards for its business conduct which
 - ▶ - Ensure workers are provided safe, suitable and sanitary work facilities
 - ▶ - Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- ▶
- ▶ Daily operations VB takes into account of the interests of our associates, customers and a broad group of stakeholders; we respect and protect Human Rights in our daily operations and encourage our associates to do the same. Activities supported and sponsored by our Company include
 - ▶ - Insurance policy donation
 - ▶ - Charity run
 - ▶ - Scholarship for students in rural Thailand



**Principle/
Measurements**

VB strives to ensure that the freedom of association and the right to collective bargaining are upheld. In addition, VB does not engage in forced and compulsory labour or child labour. Furthermore, VB works to ensure diversity and non-discrimination in respect of employment and occupation. We are an equal opportunity employer.

Principle/

Measurements

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

The elimination of all forms of forced and compulsory labour.

The effective abolition of child labour.

The elimination of discrimination in respect of employment and occupation.

Policies VB sets up policies to include attracting, retaining and captivating the right people, offering them extensive scope for training and development, and facilitating a healthy work-life balance.

Clear set of standards VB provides a clear set of standards for our business which

- Ensure that the company does not participate in any form of forced labour
- Comply with minimum wage standards
- Ensure that employment-related decisions are based on relevant and objective criteria



Labour Principles



VON BUNDIT

Von Bundit Co., Ltd. (“**VB**”) respects and subscribes to fundamental human rights as internationally agreed in the Universal Declaration of Human Rights, and VB expects the same from our associates and customers.

Principle/

Measurements

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

The elimination of all forms of forced and compulsory labour.

The effective abolition of child labour.

The elimination of discrimination in respect of employment and occupation.

Policies VB sets up policies to include attracting, retaining and captivating the right people, offering them extensive scope for training and development, and facilitating a healthy work-life balance.

Clear set of standards VB provides a clear set of standards for our business which

- Ensure that the company does not participate in any form of forced labour
- Comply with minimum wage standards
- Ensure that employment-related decisions are based on relevant and objective criteria

Daily operations VB takes into account of the interests of our associates. We provide our associates with the right skills via mentorship and training sessions. VB also communicates our values by carrying them out in actions. Activities supported and sponsored by our Company include

- Provide training to staff to upgrade their standards and competitiveness
- Provide leisure activities to staff and family members
- Provide apartment to our staff



During Covid-19, VB implements new measures



- ▶ Checks temperatures of employees and guests upon arrival in office
- ▶ - Fills in questionnaire on health conditions and travel history upon arrival in office
- ▶ - Provides employees and guests with face masks and disinfectants
- ▶ - Install air purifiers
- ▶ - Disinfect office areas regularly within short intervals
- ▶ - Conducts zoom team meeting and online client seminars to avoid mass gathering

Environmental Principles

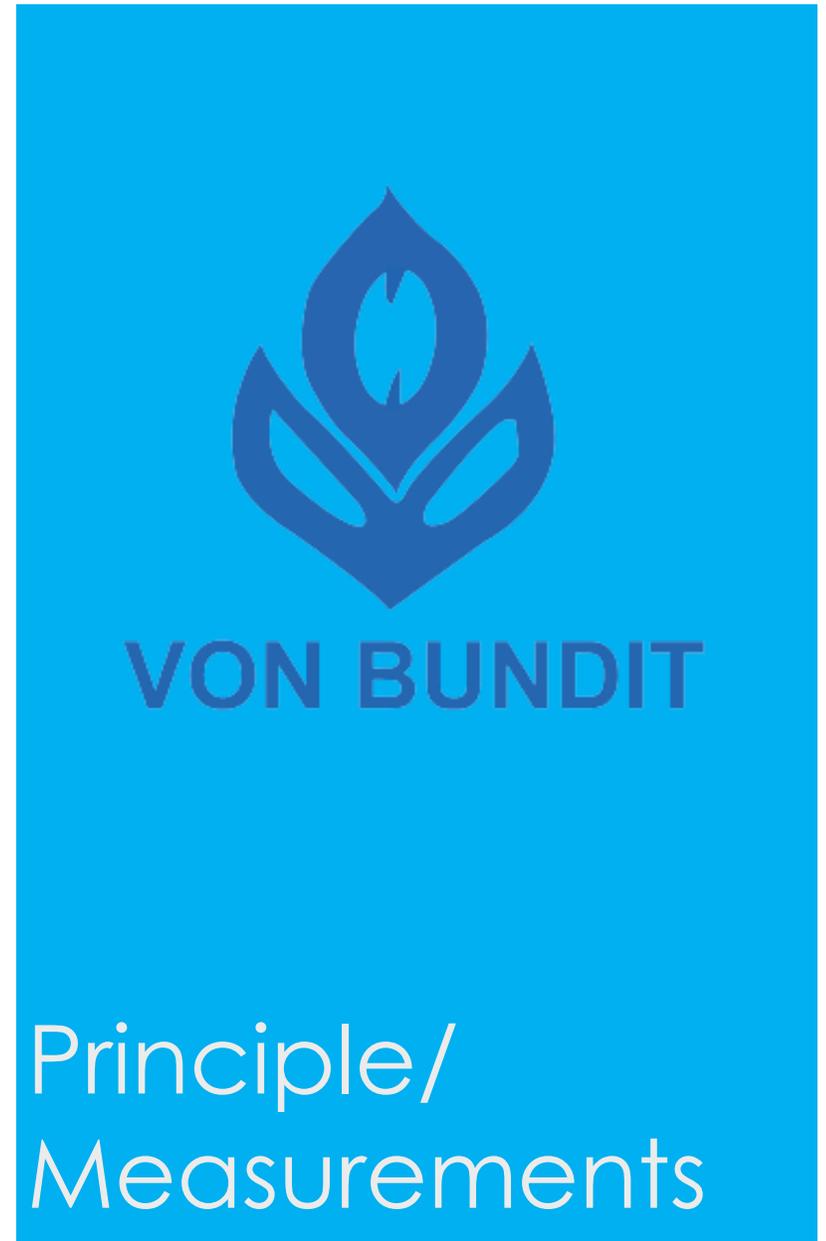


VON BUNDIT

VB aspires to be a good steward of nature and the environment by preventing waste and limiting negative impacts.

- ▶ **Businesses should support a precautionary approach to environmental challenges.**
- ▶ **Undertake initiatives to promote greater environmental responsibility.**
- ▶ **Encourage the development and diffusion of environmentally friendly technologies**

Policies VB sets up policies to put special focus to undertake the initiatives and responsibility to promote the environmental and social well-being.



Clear set of standards VB provides a clear set of standards for our business which

- Avoid any unnecessary printing
- Recycle unused papers
- Recommend use of emails or digital presentation materials instead of printing paper in the workplace
- Switch off lights when meeting rooms/training rooms are not in use

Conduct paperless meetings

- ☐ Printed documents will not be available at meeting
- ☐ Pre-session documents will be made available on Company website
- ☐ In-session documents (such as conference room papers) will be available electronically via intranet or memory stick only

Daily operations :Protecting the environment is a day-to-day business and the responsibility of every associate. VB ensures that our associates and customers are more aware of the consequences of climate change through our daily interactions.



VON BUNDIT

Anti-Corruption Principles



VON BUNDIT

- ▶ **VB is committed to counteracting all forms of corruption. All VB associates are expected to abide by the prevailing laws, regulations and ethical standards.**

- ▶ Policies VB sets up policies to commit to the concept of Compliance, Professionalism, Integrity, and Justice, and requires all associates to strictly abide with the discipline of financial professionals and hold reverence toward discipline.
- ▶ Clear set of standards VB provides a clear set of standards for our business which
 - ▶ - All associates cannot accept incentives, gifts or remuneration outside of the agreed policy
 - ▶ - The Anti-Corruption Organization of Thailand sets clear standards which our Company will observe and adhere closely.
- ▶ Daily operations VB continues to strengthen the anti-corruption and compliance education of our associates, and ensure that internal procedures support our anti-corruption commitment.



VON BUNDIT

Principle/ Measurements

Businesses should work against corruption in all its forms, including extortion and bribery.