



UN Global Compact Communication on Progress 2021

Statement of continuing support

SATYS ELECTRIC Group has been a signatory of the United Nations Global Compact (UNGC) initiative in 2016.

We are pleased to confirm that SATYS ELECTRIC Group reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

We also commit to share and communicate this information to our stakeholders and the general public using our primary channels of communication.

A handwritten signature in blue ink, appearing to read 'M. Thomas Ponchon'.

M. Thomas Ponchon

CEO



HUMAN RIGHT

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

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

Policy

SATYS ELECTRIC Management is firmly committed to conducting business in an ethical and responsible manner, respecting the rights and dignity of all people.

SATYS ELECTRIC respects and supports international principles aimed at protecting and promoting human rights, as described in the United Nations Universal Declaration on Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

SATYS ELECTRIC is committed:

To treating everyone fairly and without discrimination, harassment or retaliation. Our employees, agency staff and suppliers are entitled to working in an environment and under conditions that respect their rights and dignity.

To respecting freedom of association. Where our employees wish to be represented by trade unions or works councils, our employees are able to collectively choose to be represented them within the appropriate national legal frameworks.

To not hire people younger than 18 years.

To not make business with any companies who does not respect the human or children rights.



SATYS ELECTRIC recognizes its responsibility to respect human rights in its operations.

In addition, we recognize that we have an opportunity to promote human rights where we can make a positive contribution. This includes, among other things, opposing human trafficking and the exploitation of children.

Progress

SATYS ELECTRIC is a company that honors human rights where we promote diversity and equal opportunity and practice non-discrimination and we have a company policy of maintaining a harassment free workplace. As such the company does not condone disrespectful behavior, intimidation and harassment.

Our policy does not tolerate sexual harassment, verbal or physical conduct of sexual nature. In the history of the company, we have not come across any such behavior. We would take immediate action if we became aware of any harassments or misconducts.

SATYS ELECTRIC provide transparency in our practices and at the same time protects personal information of our employees and clients.

We are committed into maintaining a safe, clean and healthy work environment for our employees. We are committed to continuously challenge our employees in order to promote their individual growth as people. We support local charity activities and encourage our staff to join in on these activities.



Result/target

Last 2 years: 2019 and 2020 we supported a collect of clothes with “ Baannokkamin Foundation “

Each year, we support human rights through financial contribution to our staff for important life events.

Financial support

	2019	2020
Nb Operators receiving financial contribution for wedding	23	13
Nb Operator receiving support for pregnancy (Woman or Man)	17	16

LABOR

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

Principle 4: The elimination of all forms of forced and compulsory labor

Principle 5: The effective abolition of child labor

Principle 6: The elimination of discrimination in respect to employment and occupation

Policy

As Human Right policy, our human resources of operation and SATYS ELECTRIC all rules are aligned with local regulation, laws and practice.



Progress

In June 2016, SATYS ELECTRIC has established the Forced Labor and Child Labor policy to ensure that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort.

SATYS ELECTRIC does not discriminate against employees who voluntarily establish and join any organization of their own choice. SATYS ELECTRIC maintains a good remuneration and work environment for all employees. We adhere to all business and company legislation. Our employees are employed of their own free will. The employees are free to terminate their employment at any time in accordance to the employment contract they have signed.

SATYS ELECTRIC is committed to upholding the protection of human rights for all workers and are committed to ensuring that we are not complicit in any human rights violations.

Embracing different backgrounds

In order to promote diversity, we do not discriminate on the basis of race, color, religion, gender, national origin and disability and age.

SATYS ELECTRIC also appreciates age differences and welcomes fresh impetus. Experienced employees work closely with apprentices and younger professionals to embrace different viewpoints. Close collaboration with academic institutions enables SATYS ELECTRIC to attract talented young women and men.

Empowering employees to act safely

SATYS ELECTRIC is required to report on three health and safety key indicators every month:

- The incident frequency rate (IFR)

- The incident severity rate (ISR)

- The number of major / minor accidents (including all cases of medical treatment and first aid)



Result/target

SATYS ELECTRIC has reached an injury frequency rate (IFR) of 0.37 cases per 200,000 working hours, -33.9% lower than 2019. This year we identify increase the severity of its injuries (measured by injury severity rate; ISR), 1.99 cases per 200,000 working hours +53.0% over than 2019. SATYS ELECTRIC will continue support improvements in the safety of employees to decrease the severity of its injuries (measured by injury severity rate.)

Key figures

		2015	2016	2019	2020	Change in +/-%
Injury Frequency Rate (IFR)	Case per 200,000 working hours	0.82	0.38	0.44	0.37	-15.9%
Injury Severity Rate (ISR)	Case per 200,000 working hours	1.91	0.66	1.30	1.99	+53.0%
The number of major + minor accidents	Case	4	3	4	3	-25.0%

Environment

- **Principle 7:** Business should support a precautionary approach to environmental challenges
- **Principle 8:** Undertake initiatives to promote greater environmental responsibility
- **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies

Policy

SATYS ELECTRIC Management is firmly committed to a policy enabling all work activities to be carried out safely, and with all possible measures taken to remove (or at least reduce) risks to the health, safety and welfare of workers, contractors, authorized visitors, customers and anyone else who may be affected by our operations.



We strive for continuous improvement in our environmental, health and safety management systems and in the environmental quality of our products and processes.

Guiding principles:

Meet or exceed all applicable environmental, health and safety requirements. We will evaluate our EHS performance by monitoring ongoing performance results and through periodic management reviews.

Where laws and regulations do not provide adequate controls, we will adopt our own standards to protect human health and the environment.

Communicate environmental, health, and safety policy to our employees and stakeholders & ensure that all employees are aware of their role and responsibility to fulfill and sustain environmental, health and safety management systems and policy.

Ensure that policy will be cascaded into to yearly objectives and targets. We will conduct periodical management reviews to ensure effectiveness of implementation and maintain of this policy.

Management responsibility is to provide and maintain as far as possible:

- ✓ A safe working environment.
- ✓ Safe systems of work.
- ✓ Plant and substances in safe condition.
- ✓ Facilities for the welfare of workers.
- ✓ Information, instruction, training and supervision that is reasonably necessary to ensure that each worker is safe from injury and risks to health.
- ✓ A commitment to consulting and co-operating with workers in all matters relating to health and safety in the workplace.
- ✓ A commitment to continually improving our performance through effective safety management.

Workers responsibilities & obligations are to:

- ✓ Comply with safe work practices, with the intent of avoiding injury to themselves and others or damage to plant and equipment.
- ✓ Take reasonable care of the health and safety of themselves and others.
- ✓ Wear personal protective equipment and clothing where necessary.
- ✓ Comply with any direction given by management for health and safety.



- ✓ Not misuse or interfere with anything provided for health and safety.
- ✓ Report all accidents and incidents on the job immediately, no matter how trivial.
- ✓ Report all known or observed hazards to their supervisor or manager.

SATYS ELECTRIC seeks the co-operation of all workers, customers and other people. We encourage suggestions for realizing our health and safety objectives to create a safe working environment with a zero accident rate.

This policy applies to all business operations and functions, including those situations where workers are required to work off-site.

Progress

SATYS ELECTRIC is committed to following a sustainable business practice into the company's operations according to our existing Environmental policy. We recognize our responsibility to our employees, customers and suppliers to operate in an environmentally conscious and responsible manner. SATYS ELECTRIC supports various certification and principle such as ISO14001, ECOVADIS, SRG. We ensure that all our suppliers are environmentally conscious and responsible. If a supplier fails to adhere to this policy, we will not continue our cooperation with them. We conduct regular performance audits and training for our employees and suppliers to ensure that environmental commitments have been met.

Result/target

Decrease of water consumption

SATYS ELECTRIC collects data on the water consumption and discharge of its operations. The company focuses primarily on reducing water consumption. Overall, water consumption decreased by 2.85% in 2019 and the consumption by m³/1,000 working hours increased to 4.33 but it is under the limit of 7.33

Key Figure

Year	Water consumption (m3)	Limited Water consumption (m3) /1000Whr	Charge +/- (%) from 2019	Limited Water consumption (m3)/1000Whr	Charge +/- (%) from limit
2015	8,304	-	-	-	-
2016	8,736	-	-	-	-
2019	7,169	3.98	-	7.33	-45.7%



2020	6,965	4.33	+8.79%	7.33	-40.9%
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Maintain of electricity Consumption

Overall, electricity consumption increased by 2.1% in 2019 because of company growth. SATYS ELECTRIC controls electricity consumption per 1,000 working hour to lower than 733 MWh/1,000Whr in 2020. It is under limit by 3.82%. So, the year-on-year rolling target to maintain or reduce the water consumption per 1,000 working hours was not met yet .

Key figure

Year	Total Consumption (MWh)	Consumption /Working hour (MWh/1000Whr)	Charge +/- (%) from 2019	Limit (MWh/1000 Whr)	Charge +/- (%) from limit
2015	701,000	632	-	-	
2016	785,000	646	+2.1%	700	-7.7%
2019	1,109,600	615	-	625	-1.6%
2020	1,133,000	705	+14.6%	733	-3.8%

Avoiding, reusing, and recycling waste

All employees in the office practice the 3R (Reduce, Reuse and Recycle) as encouraged by company management to support waste reduction.

Total waste produced is stable in 2020. SATYS ELECTRIC control total waste produced per 1,000 working hour to lower than 0.104 container/1,000Whr in 2020. It is under limit by 48.00%. So, the year-on-year rolling target to maintain or lower than 0.20 container/1,000Whr, the company has met this target.

Maintain Gas Emission Quality

Air quality from SATYS ELECTRIC exhaust fume hood is monitored 2 times per year to study trends and to monitor the environmental impact. In order to the practices set forth in the series of environment system ISO14001

Analyzed results for the emission air quality monitoring from stack were compared with the regulation standard of the notification of Ministry of Industry B.E. 2549 (2006) under the topic of "The Polluted Air Emission from Factory"

Result of Total Suspended Particulate (TSP) monitoring from stack is also under the limit of standard defined



Key Figure

		2015	2016	2019	2020	Limit in 2020	Charge in +/--% from 2019	Charge in +/--% from limit
Total Water Consumption	m ³	7,758	8,165	7,169	6,965	-	-2.84	-
Water consumption per working hour	m ³ /1,000Whr	7.00	6.70	3.98	4.33	7.33	+8.79	-40.9%
Total Electricity Consumption	mWh	701,000	785,000	1,109,600	1,133,000	-	+2.10	-
Electricity consumption per working hour	mWh/1,000Whr	632	646	615	705	733	+14.63	-3.8%
Total waste	Container	728	728	168	168	-	0.0	-
Waste per working hour	Container / 1,000Whr	0.6569	0.6570	0.093	0.104	0.17	+11.83	-38.8%



ANTI-CORRUPTION

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

Policy

SATYS ELECTRIC is committed

To ensuring anti-corruption in our business practices.

To preventing use of SATYS ELECTRIC products and services for money laundering purposes

To preventing fraud, misappropriations, and other irregularities

To disclosing any situations that may involve inappropriate or improper conflicts of interests

To ensuring the right of our employees to bring complaints to top management directly or through suggestions.

To operating in compliance with all applicable laws.

Progress

We report no anti-corruption issue within the company.

We are committed to working against corruption in all its forms, including bribery and extortion. SATYS ELECTRIC is transparent in all of its business and ensures that our employees adhere to this code of ethics in any form of dealings or communications. Employees are fully aware of actions that will be taken against them for any ethics violation concerning this issue. We have also established a corporate anti-corruption policy in 2016.