



Communication on Progress
Period COP January – December 2020

Statement of continued support by Chief Executive Officer

C asean has been a member of the United Nations Global Compact since August 2019. For the past two years, we have maintained our commitment to the ten principles of the UN Global Compact to bring forward the establishment of an integrity culture for our organization and stakeholders. We will continue to advocate sustainability and encourage action that drives responsible practices toward our planet, people, and prosperity.

Yours sincerely,

Tongjai Thanachanan
Managing Director, C asean



Human Right

Assessment, policy, and goals: Description of the relevance of human rights for the company (i.e., human rights risk assessment). Description of policies, public commitments, and company goals on Human Rights

Established in 2013, C asean is a Thai organization under ThaiBev, aiming to strengthen regional connectivity and endeavor the “ASEAN as ONE” aspiration.

The three focused areas of the company are Business and Sustainability, Talent Development, and Arts and Culture. For Business and Sustainability, we aim to promote and advocate sustainable development to all business entities, ranging from large corporations to small and medium entrepreneurs and progressive start-ups. For Talent Development, C asean has been working with various organizations to encourage sustainability dialogue that leads to sustainable action among ASEAN youth. Finally, for Arts and Culture, we have the one and only ASEAN traditional ensemble, C asean Consonant. This ensemble has emphasized the importance of traditional music heritage and celebrated our ASEAN identity.

The policy against human rights violation of C asean is adopting the standard of ThaiBev’s human rights policies and human rights risk assessment. The emphasis is placing upon:

- Employee health and safety
- Employee working conditions
- Community health and safety

Implementation: Description of concrete actions to implement Human rights policies, address Human Rights risk and respond to Human Rights Violations

Employee health and safety

To emphasize “Employee health and safety,” especially during the spread of COVID-19, C asean has set up a safety measure, preventive and risk monitoring procedure for all employees.

Safety measure

- Cleans various touchpoints in the office space every 2 hours
- Ozone sprays air conditioning system at on-site offices
- Provides personal sanitation equipment such as Masks and 72% Ethyl Alcohol for every employee
- Arranges COVID-19 vaccine for employees who are willing to receive the injection and their families through Beverest Life (Internal application for employees) under the COVID-19 Vaccine Menu



ThaiBev

วัดใหม่กลุ่มไทยเบฟ
#StayStrongerTogether

**กลุ่มไทยเบฟเวอเรจ
แบบสำรวจความต้องการ
ฉีดวัคซีนป้องกัน
COVID-19**

ของพนักงานกลุ่มไทยเบฟเวอเรจ
สมาชิกในครอบครัว และบุคคลอื่นๆ
ที่พนักงานแนะนำ

หมายเหตุ :

- แบบสำรวจนี้เป็นเพียงแบบสอบถามความต้องการ
ฉีดวัคซีนโควิด 19 เท่านั้น “ไม่ใช่การสั่งจองสิทธิ์ล่วงหน้า”
- พนักงานสามารถลงทะเบียนจองสิทธิ์วัคซีน
พร้อมช่องทางอื่นๆ เพื่อเพิ่มโอกาสในการเข้าถึงวัคซีน

 **กรอกข้อมูลในแบบสำรวจ
Beverest Life > COVID-19 Vaccine
12 ก.ค. 2564 เป็นต้นไป**

สอบถาม
ข้อมูลเพิ่มเติม

- HCBPs ที่ดูแลกลุ่มธุรกิจของท่าน
- ศูนย์บริการพนักงานช่วงวิกฤตโควิด-19 โทร. 02 078 5858

  We are ThaiBev Group
"Limitless Opportunities"

Employee working conditions

C asean has responded to the situation of COVID-19 by announcing the following prevention and risk monitoring procedure for work from home and work on-site employees

- Work from home
 - Facilitates software for virtual meeting and workflow via Zoom and Microsoft Team



- Asks employees to register 3 times a day through Beverest Life and use the application scan out-of-home checkpoints so that the company could gather the information of employees' whereabouts for COVID-19 risk assessment
- Delivers alcohol gel, 72% Ethyl Alcohol, and hygienic masks to employees' homes
- Work on site

Employees under this category will receive the same benefits as work-from-home employees. Moreover, there is a free-of-charge PCR swab test for COVID-19 for employees required to operate on-site

Community health and safety

As venue services are parts of C asean business models, the company has followed the basic safety measure and notify the customers about the safety protocol for activities or events hosted at C asean'. For questions and inquiries, a customer can contact info@c-asean.org or phone (66)2 785 9999

Measurement of outcomes: Description of how the company monitors and evaluates performance.

Once the human rights issues are identified, a representative from Human Resource will be tracking and assessing the performance of the projects or procedures. Typically, the monitoring and evaluation process is through the company's assessment online platforms, online surveys, performance scoring, and a one-on-one session with the direct supervisor.

Labor (child labor, forced labor, migrant workers)

Assessment, policy, and goals: Description of the relevance of labor rights for the company (i.e., labor rights-related risk and opportunities). Description of written policies, public commitments, and company goals on labor rights

Following His Majesty King Bhumibol Adulyadej on the great Sufficiency Economy Philosophy (SEP), C asean has committed to conducting a business with four responsible fundamental: human rights, labor, environment, and anti-corruption. The commitment is announced in ThaiBev's Annual Sustainability Report. Moreover, under the company's code of conduct for labor rights, labor welfare and safety are our primary concerns. All employment contracts are abided by labor laws, including third-party contracted laborers. When writing this report, there is no record of child labor, forced labor, and migrant worker under C asean's employment contract.

Implementation: Description of concrete actions taken by the company to implement labor policies, address labor risks, and respond to labor violations.

There also is a direct-complaint-to-CEO channel for suspicious human rights violations, which is whistleblowing@thaibev.com.

Measurement of outcomes: Description of how the company monitors and evaluate the performance

When writing this report, there is no record of child labor, forced labor, and migrant worker under C asean's employment contract.



Environment (Climate Change, Water, Energy, Biodiversity, Environmental Stewardship, Green Industry)

Assessment, policy, and goals: Description of the relevance of environmental protection for the company (i.e., environmental risks and opportunities). Description of policies, public commitments, and company goals on environmental protection.

C asean recognizes the importance of protecting the environment, which are the critical issues of sustainable development. Accordingly, we have committed to applying the concept of sustainability in our day-to-day operation and collaborating with partners to promote environmental and social values.

Implementation: Description of concrete actions to implement environmental policies, address environmental risks, and respond to environmental incidents.

Based on our three focuses: Business & Sustainability, Talent Development, Arts & Culture, the C asean has been working with various organizations to promote and support the real action toward sustainability, covering all projects relating to the climate crisis, water replenishment, energy efficiency, biodiversity, and environmental stewardship. To name a few as follows:

2019 Young Southeast Asian Leaders Initiative (YSEALI) Summit

2019 Young Southeast Asian Leaders Initiative (YSEALI) Summit will bring together 150 YSEALI exchange program alumni from all 10 Association of Southeast Asian Nations (ASEAN) member states and Timor-Leste for an advanced leadership workshop. The summit promoted problem-solving on critical regional topics related to civic engagement, sustainable development, education, and economic growth in line with “Advancing Partnership for Sustainability,” Thailand’s theme for 2019 ASEAN events.

The YSEALI summit focused on growth, innovation, and sustainability in ASEAN and Timor-Leste and strengthened ties between the United States and the next generation of Southeast Asian leaders. The summit also developed participants’ leadership skills in systems thinking, collaborative action, communication, and negotiations needed to solve complex problems.

Date and Venue: September 29 – October 3, 2019, Phuket Thailand

For more information, click: <https://www.c-asean.org/?op=post-detail&c=29>

ASEAN Youth Showcase 2020

C asean in partnership with the Foundation for the Institute of Social Enterprise Development (FINSED), cooperate with the US Embassy in organizing a Summit for Young Southeast Asian Leaders Initiative (YSEALI) alumni under the theme “Advancing Partnership for Sustainability,” therefore C asean and FINSED will build on the ASEAN youth network and take the lesson



learned from outstanding social business. ASEAN Youth Showcase 2020 under the theme “Advancing Social Entrepreneurship.” It aims to establish a youth-driven regional social business platform. The showcase will present a social business showcase and a seed grant announcement.

Date and Venue: July 4, 2020, Virtual Event

For more information, click: <https://www.c-asean.org/?op=post-detail&c=37>

Win Win WAR Thailand

Win Win WAR Thailand is the first TV show dedicated to social enterprises by C asean.

WAR derived from Willing, Able, and Ready. Win Win WAR project to identify members of the new generation who are interested and committed to creating a social business and sustainably support according to the Sustainable Development Goals (SDGs), United Nations. Through three stages competition, audition, market test, and market launch. Key activities developed to raise awareness on sustainability and groom social entrepreneurs.

Date and Venue: Special Edition has recently announced the winner on July 3, 2021

For more information, click: <https://www.facebook.com/winwinwarthailand>

Measurement of outcomes: Description of how the company monitors and evaluates performance.

For all activities, our key performance indicators are:

1. Number of applicants for a competition/ or participants for an event
2. Number of Sponsors
3. Number of viewership for virtual activities
4. Online Statistics (Impression, Reached, and Engagement)
5. Efficient use of funds for all projects
6. Satisfaction’s rate of participants/ or audience

Anti-Corruption

Assessment, policy, and goals: Description of the relevance of anti-corruption for the company (i.e., anti-corruption risk assessment). Description of policies, public commitments, and company goals on anti-corruption.

Following His Majesty King Bhumibol Adulyadej on the great Sufficiency Economy Philosophy (SEP), C asean has committed to conducting a business with four responsible fundamental: human rights, labor, environment, and anti-corruption. C asean has recognized that corruption is a criminal offense and a breach of the business code of conduct. The company has established operational guidelines and zero-tolerance practices against corruption to create a stable and sustainable future.

The company has specified the roles and duties of all parties as follows:

- Senior-level executives are responsible for ensuring policy compliance and collaborate with board members, managers, and employees in compliance monitoring.
- Board members and employees must maintain the highest standards when doing business.
- Employees must not neglect evidence of corruption.
- Employees must cooperate in investigating the facts.

Failure to act under the anti-corruption policy will result in severe disciplinary offenses, employment contract violations, and criminal offenses.

Implementation: Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to anti-corruption incidents.

If corruption is discovered, a disciplinary report must reach the employee's line manager. The person who violates the policy will be disciplined following the company's rules and prosecuted under the law.

Moreover, a direct-complaint-to-CEO channel for suspicious human rights violations is whistleblowing@thaibev.com.

Measurement of outcomes: Description of how the company monitors and evaluates anti-corruption performance.

The company monitors and evaluates through peer reports, HR personnel, and line managers.