



Von Bundit Co., Ltd.

COMMUNICATION ON PROGRESS 2022

1 April, 2021 –
1 April 2022
United Nations Global
Compact



Message from CEO



Von Bundit Co., Ltd. (“**VON**”) has committed to operate its business ethically with responsibilities towards society and stakeholders, including customers, community and environment. The company, together with all level of management team, always places the highest emphasis on Corporate Social Responsibility which enables our company and nearby community to develop sustainable growth.

Human Rights Principles



Von Bundit Co., Ltd. (“**VON**”) 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 VON sets up policies to include its commitment to ethical and sustainable business practices.
- ▶ Clear set of standards VON 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
- ▶ CRS campaigns to support local communities concerned with human rights (e.g donations to schools and foundations) in the Sustainability Report 2021
- ▶ Daily operations VON 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**

VON strives to ensure that the freedom of association and the right to collective bargaining are upheld. In addition, VON does not engage in forced and compulsory labour or child labour. Furthermore, VON 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. Furthermore, VON has announced "The Human Right Principles" across the organization and external stakeholders.

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.

A whistleblowing process to report all adverse human right cases and give remedies for those caused by the company on a case by case basis.

Policies VON 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 VON 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 Co., Ltd. (“**VON**”) 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. VON is also proud to declare there is no breach of labour laws and legal prosecution case concerned with employment practices

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 VON 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 VON 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 VON takes into account of the interests of our associates. We provide our associates with the right skills via mentorship and training sessions. VON 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



VON is proud to announce that there is no breach of labour laws and legal prosecution case concerned with employment practices.

- ▶ **VON is a member of Global Compact, which applies to the 12 pillars of sustainability best practices.**
- ▶ **VON does not have trade union but employment policy addresses the best compensation and welfares to employees complied with all labour laws.**

During Covid-19, VON 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 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**

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

- Policies of eco-friendly purchasing.
- Environment, occupational health and safety policy
- Practices for subcontractor
- Policies involving selection and assessment of supplier, subcontractor delivery person.

VON also keep record of assessment of suppliers to monitor and improve the environment performance of companies in the supply chain.



Clear set of standards VON 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. VON ensures that our associates and customers are more aware of the consequences of climate change through our daily interactions.

VON also provide trainings on communication of quality, environment, safety and health management system and corporate energy to employees allowing them to report or seek for advice regarding environmental impacts with management.



Anti-Corruption Principles



- ▶ VON is committed to counteracting all forms of corruption. All VON associates are expected to abide by the prevailing laws, regulations and ethical standards.
- ▶ VON is proud to announce that VON has no public legal cases regarding corruption.
- ▶ VON has been hiring independent third parties (PwC, KPMG & Deloitte) to take internal audit covering all risk and corruption areas in doing businesses.
- ▶ All employees have been trained through employee handbook in understanding of corruption behaviors and follow the whistleblowing process.

- ▶ Policies VON 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 VON 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 VON 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.**

Sustainable Development Goals



► **Sustainable development goals in accordance with specified in the sustainability report 2021.**

VON has a sustainable procurement policy to demonstrates our commitment and practices. In order to contain results in building a sustainable supply chain. The goal of our supply chain means cooperation with our stakeholders to build wealth and good long-term relationships, loop building is an ongoing process with suppliers which is an important partner in our journey. We have also adjusted our sustainable procurement policy in line with the principles of a global platform for sustainable natural rubber (GPSNR – Global Platform for Sustainable Natural Rubber) in a continuous cycle of improvement and development.

- ▶ VON is in collaboration with RAOT in their campaign to secure farmer's income.
- ▶ VON respect LGBT and there is no gender discriminations in the corporation.
- ▶ All businesses conducted across the countries are in a standard, fair and equal manner.

Our commitment:

- Procurement is considered and a decision is made in relation to various factors economically. VON also pay attention to environmental and social factors.
- We convey and share our commitment towards customers to build a sustainable supply chain. We also communicate our customer's expectations to our suppliers.
- We invest in supplier engagement through training and knowledge with the supplier in order to raise awareness and build capacity for continuous development.
- VON have put a lot of effort into creating a supply chain program and supporting transparent reporting to protect our brand and to enable us to respond to the needs of our stakeholders.



**Principle/
Measurements**

Our Principles:

- Minimize the impact on the environment as much as possible.
- Support positive environmental education and raise environmental awareness.
- Efficient management of natural resources such as energy and water
- Appropriate waste management methods, such as reducing the amount of waste. reusing waste and waste recycling
- Protect the ecosystem by avoiding deforestation and conserve swamp forests.
- Make a contribution to society through adjusting the conditions of employment in accordance with the requirements of the International Labor Organization, such as no slave labor, no human trafficking and/or no compulsory labor, no child labor



**Principle/
Measurements**

Our Principles:

- Respect human rights principles such as non-discrimination and/or non-harassment
- Ensuring that a workplace is a safe and hygienic workplace for all staff
- Avoid the risk of land grabbing to protect the rights of local people.
- Comply with the laws and regulations of the country and avoid any illegal practices such as
- Conduct an independent and fair competition and pay at competitive prices
- Focus on the development of the local economy by creating employment opportunities for local people



**Principle/
Measurements**

Our goals:

- We expect suppliers Cooperate in disclosing information and giving the company an opportunity to assess its operations.

Supplier's sustainability:

- In addition, we hope that suppliers will support our approach by working together to improve sustainable procurement practices. We encourage all suppliers to bring their sustainability practices to the fore to be assessed by an appropriate sustainability evaluator and to ensure they are consistent with our shared goals.
- This policy will be communicated throughout the company and its suppliers which will be reviewed regularly to continuously assess their relevance.

Check Compliance:

- This makes it possible to drive continuous improvement.

