



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.



M. Thomas Ponchon

CEO

29th March 2022



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

Since 2019 we continue every year to give visibility to “Baannokkamin’s Foundation “ with a large communication internally.

Every year, we continue give financial contribution to our staffs for welfare benefit.

Financial support

	Target	2019	2020	2021
Nb Operators receiving financial contribution for wedding	N/A	23	13	21
Nb Operator receiving support for pregnancy (Woman or Man)	N/A	17	16	11
Ethics policy training to all Satys electric employees	100%	0	30%	100%



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

Safety First, our employees' health and safety are keys performance indicators monitor every month by top management under :

- The incident frequency rate (IFR)
- The incident severity rate (ISR)

Result/target

SATYS ELECTRIC result for year 2021, has reached an (IFR) of 3.0 Over target and compare to 2020 it's an increase of 57%.

The severity of its injuries, measured by (ISR) has reached 24.2 Over target and compare to 2020 increase of 142%.

Fatality is still 0 for 2021

On target

Key figures

	2018	2019	2020	2021
•Injury Frequency Rate (IFR)	1.5	2.2	1.9	3.0
•Injury Severity Rate (ISR)	4.0	12.2	10.0	24.2
•The number of major + minor accidents (Case)	3	4	3	6
•Fatality (Target Zero)	0	0	0	0

Remark : N*1,000,000/working hours



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, Supplier Reputational Guidelines (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 :

Water consumption

SATYS ELECTRIC result for year 2021, has reached a ratio 4.3m³/1kWhr

We are on target with an increase of 4% compare to 2021 due to activity increase.

Key Figure of water consumption

Year	Water consumption (m ³)	Water consumption (m ³)/1000Whr	VS previous year	Target
2019	7,169	3.98	-	5.3
2020	6,965	4.33	+3%	5.3
2021	10,624	4.51	+4%	5.3

*Our process not use water, Therefore the increase 4% from last year because of increase the employees used the toilet or washing.



Electricity Consumption

Overall, electricity consumption result in 2021 is 651.83 MWh

On target with decrease of 7.5% compare to 2020 due to activity increase.

Key figure of electricity Consumption

Year	Total Consumption (MWh)	Consumption /Working hour (MWh/1000Whr)	VS previous year	Target
2019	1,109,600	615.25	-	750
2020	1,133,000	704.68	+14.6%	750
2021	1,536,000	651.83	-7.5%	750

Re-cycling, waste

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

On target with decrease of 32% compare with 2020.

Key figure of Re-cycling, waste

Year	Total Working (hour)	Waste consumption (container)	VS previous year	Target
2019	1,803,486	0.093	-	0.12
2020	1,607,815	0.104	+12%	0.12
2021	2,356,441	0.071	-32%	0.12



Gas Emission

Air quality from SATYS ELECTRIC exhaust fume hood is monitored 2 times per year by the maintenance 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 Gas Emission-Carbon Dioxide (CO₂)

Year	Result (ppm)	Standard (ppm)	VS previous year	VS standard
2019	542.0	5,000	-	Pass
2020	385.0	5,000	- 29%	Pass
2021	810.0	5,000	+ 110%	Pass

* Standard from Thai Ministry of Industry B.E. 2549 (2006)



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.



Result/target :

	Target	2019	2020	2021
Nb employees received training information about ANTI-CORRUPTION	100%	0%	30%	100%
% of supplier acknowledge requirement of ANTI-CORRUPTION	60%*	0%	30%	39%
*(60% on total and 100% on new suppliers)				

We are not at the target mainly because suppliers have not answered. We continue to impulse these requirements to our suppliers.