



Communication on Progress
Period COP January – December 2021

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 three 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 continue respond to Covid-19 and the pandemic’s impact, C asean focuses its effort on “Employee health and safety,” by setting up a safety measure, preventive and risk monitoring procedure for all employees.

Safety measure

- Routine cleaning and sanitization
- Strict hygienic protocols and equipment (i.e., face masks, alcohol gel, etc.)
- Isolated offices for specific job functions that required employees to be in the office
- Covid-19 Tests (PCR and ATK) for all employees periodically and as part of protocol for entering offices and facilities
- Facilitate hospitalization and home isolation in cases where employees and/or their families have been infected.
- Provide home disinfection service for at-risk employees

- Survey the need and 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



วิถีใหม่กลุ่มไทยเบฟ

#StayStrongerTogether

ฉีดวัคซีน.. แล้วหรือยัง?

“บันทึก + เช็กข้อมูล” ในฟังก์ชันเดียว




- 1 **แบบฟอร์มประเมิน**

แจ้งสถานะการฉีดวัคซีน (ทุกวัน)
ใน “แบบประเมินฯ COVID-19”

- 2 **สถานะการประเมิน**

“สถานะการประเมิน” จะปรากฏข้อมูลสำคัญต่างๆ
ของพนักงาน (รายบุคคล) + สถานะการฉีดวัคซีน

- 3 **ใบรับรองการฉีดวัคซีน** New

ใหม่! “ใบรับรองการฉีดวัคซีน” ให้พนักงานเข้าไป
บันทึก “ประเมินอาการหลังฉีดวัคซีน” (เริ่มใช้งาน 5 ก.ค.64)



ฉีดวัคซีน
เข็มแรกแล้วค่ะ



เริ่มแล้ววันนี้

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
 - Distribution of protective gear, such as masks and alcohol gel, to employees and their family members.
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- Work on site

Appropriately manage workspaces, including space expansion or the relocation of employees and their families. 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. However, in 2021, no human rights violations were reported.

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:

Thailand Sustainability Expo 2021

Held between 30 September to 10 October 2021, the Thailand Sustainability Expo 2021 brought together stories, presentations and experiences from government agencies, the private sectors, community enterprises, universities and the public audiences. It was held for the second time as a mix of traditional and virtual exhibition (Virtual Expo) and received a strong response from people who are interested in environmental and social development, with over 120,000 visitors to the website <https://tsx2021.thaيلandsustainabilityexpo.com>. In addition to sustainability exhibitions, there were activities, online discussions, interview clips on sustainability from representatives of leading organizations, and three categories of sustainability project competitions as follows.

ASEAN Youth Speech Contest and C asean Youth Forum

The purpose of the ASEAN Youth Speech Contest is to give young people between the ages of 15 and 25 in ASEAN countries the opportunity to express their views on social issues, with a focus on sustainable development in the ASEAN region. For the three contests held in 2021, more than 280 youths from across the ASEAN region sent in applications.

Empowering Partnership for Sustainability Virtual Forum

This event was organized online by C asean in partnership with the Center for Asian Philanthropy and Society (CAPS), Hong Kong Special Administrative Region, in order to provide guidance to government organizations, private organizations, and the general public



across Asia. The aim was to create collaboration among various sectors to create sustainable development in terms of the economy, the environment, and society. Around 170 participants from various organizations throughout Asia participated in the following activities: • The latest CAPS Report on public–private partnership for social good • Discussion event on the role of private sector operations and collaboration in adding value to society in many dimensions, by executives from Thai Beverage Public Company Limited, Bangkok Bank Public Company Limited, and the IVL Foundation • Case studies of social mobilizers from various Asian countries where everyone plays a role in creating collaboration for sustainable social development.

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.

For collection of stories of success cases of Win Win WAR Thailand, pleas 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.