



COMMUNICATION ON PROGRESS 2022

DALE CARNEGIE THAILAND



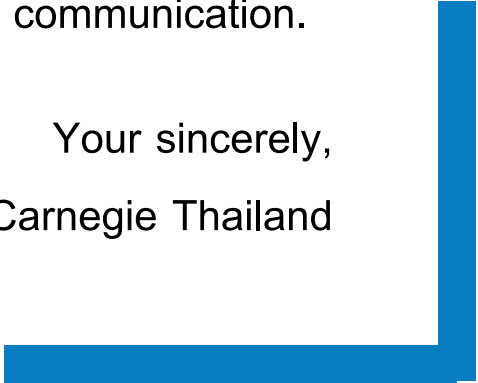


To our stakeholders,

We are delighted to reaffirm Dale Carnegie Thailand's commitment to upholding the Ten Principles of the UN Global Compact in the areas of labor, the environment, and anti-corruption.

This annual Progress Report details our efforts to better incorporate the Global Compact and its values into our corporate culture, business strategy, and daily operations. As part of our commitment, we promise to share this information with our stakeholders via our main channels of communication.

Your sincerely,
Dale Carnegie Thailand





EMPLOYEE WELFARE

ASSESSMENT, POLICY AND GOAL





We strongly believe in unleashing human's potential to co-create a better world, with strong societal values.

Our corporate culture is fueled by compassion and the desire to help others.

It is built upon the timeless knowledge of human nature that Dale Carnegie has instilled in all of us.

Culture

We strive to change how people perceive themselves, and how they are perceived by others. We believe this will change the impact they can have on the world.



We are working together as One Carnegie to solve the biggest human relations and communication challenges that individuals, businesses, and society are facing.

We believe in **P.E.O.P.L.E**
People's values are at the heart of our culture and guide our actions and decisions.

Our valuable staff and talented trainers strive to live out our mission and core values



P

PROFESSIONALISM

Supporting clients thanks to the culmination of competence, knowledge, resourcefulness, quality, attitude, reliability, and excellence through our services.

E

ENTREPRENEURSHIP

Taking initiatives to empower people, fuel business and enrich societies. Inspiring others and continuously seeking innovation with proactivity, in accordance with the client's vision.

O

OPENNESS

Treating each other with respect, while communicating honestly and openly. Seeking diverse perspectives from others to develop ourselves. This is applicable to internal as well as external relationships and brings value and growth to our client's business.

P

PARTNERSHIP

Fostering long term partnerships with internal and external stakeholders. Supporting and growing these relationships with innovative and collaborative decision making.

L

LEARNING ABILITY

Believing that learning is fundamental for human flourishing and career development. Learning is an innovative process to develop, adapt and transform ourselves in response to our needs and aspirations.

E

ENTHUSIASM

Building a positive attitude as a driver for success in every circumstance. Helping grow our individual and team performance.





STATEMENT OF PHILOSOPHY

FOSTER PERSONAL
AND PERSONAL GROWTH TO EMPLOYEES

INSTILL **DALE CARNEGIE'S**
PRINCIPLES IN EVERYDAY LIFE

ENCOURAGE OPINIONS
INVITE PARTICIPATION OF EMPLOYEES
IN DECISIONS THAT CAN AFFECT THEIR
WORK AND CAREER

“ TREAT EACH OTHER WITH
RESPECT DIGNITY FAIRNESS
REGARDLESS OF SENIORITY AND GENDER ”

AVOID WORKPLACE CONFLICTS AND
QUICKLY RESPOND TO IT FAIRLY

BE UNDERSTANDING OF
EMPLOYEE'S PERSONAL LIFE CRISIS

PROMOTE **TEAMWORK**
AND **HARMONY** IN ALL RELATIONSHIP

ENSURE FAIR AND EQUITABLE POLICIES
RESPECTFUL OF JOB DIVERSITY

Advocate **GENDER EQUALITY** while
fostering an environment free of
sexual harassment and gender bias



EMPLOYEE WELFARE

IMPLEMENTATION





HEALTH AND WORK LIFE BALANCE

OFFICE HOUR

9 HRS

Lunch Break Included

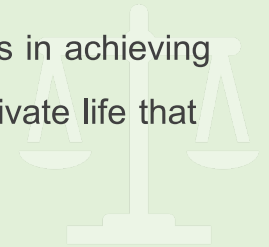
8:30 AM to 5:30 PM

MON - FRI

Employees might be expected to work outside these working hours from time to time to achieve expected business outcomes and are compensated accordingly.

WORK LIFE BALANCE

The company wishes to support employees in achieving a better compromise between work and private life that comes with other priorities.



FLEXI TIME

Starting between 7:00 am and 9:00 am in the morning, then ending between 4:00 pm to 6:00 pm in the afternoon. Staff may also choose to check in and out at their convenience provided that individual and corporate accountabilities are fulfilled as per expected.

TIME AWAY

15-Day Paid Personal Leave

30-day Paid Sick Leave

Birthday Leave

Parenting Leave

Compassionate Leave

Unpaid Leave

EMPLOYEE BENEFIT

“

Provided by a private insurance company, and 100% paid by the employer.

**GROUP
BENEFIT**

“

As a recognition of the diversity of needs the employees may have in the stage of their lives.

**FLEXI -
BENEFIT**

“

Life Insurance, Accidental Death and Disability and Dependent Life.

INSURANCE



“

Dale Carnegie Thailand also takes every precaution to ensure the workplace is safe for its collaborators, regarding physical as well as mental health.

The company takes measures against any form of harassment and workplace violence to ensure a sane work environment.

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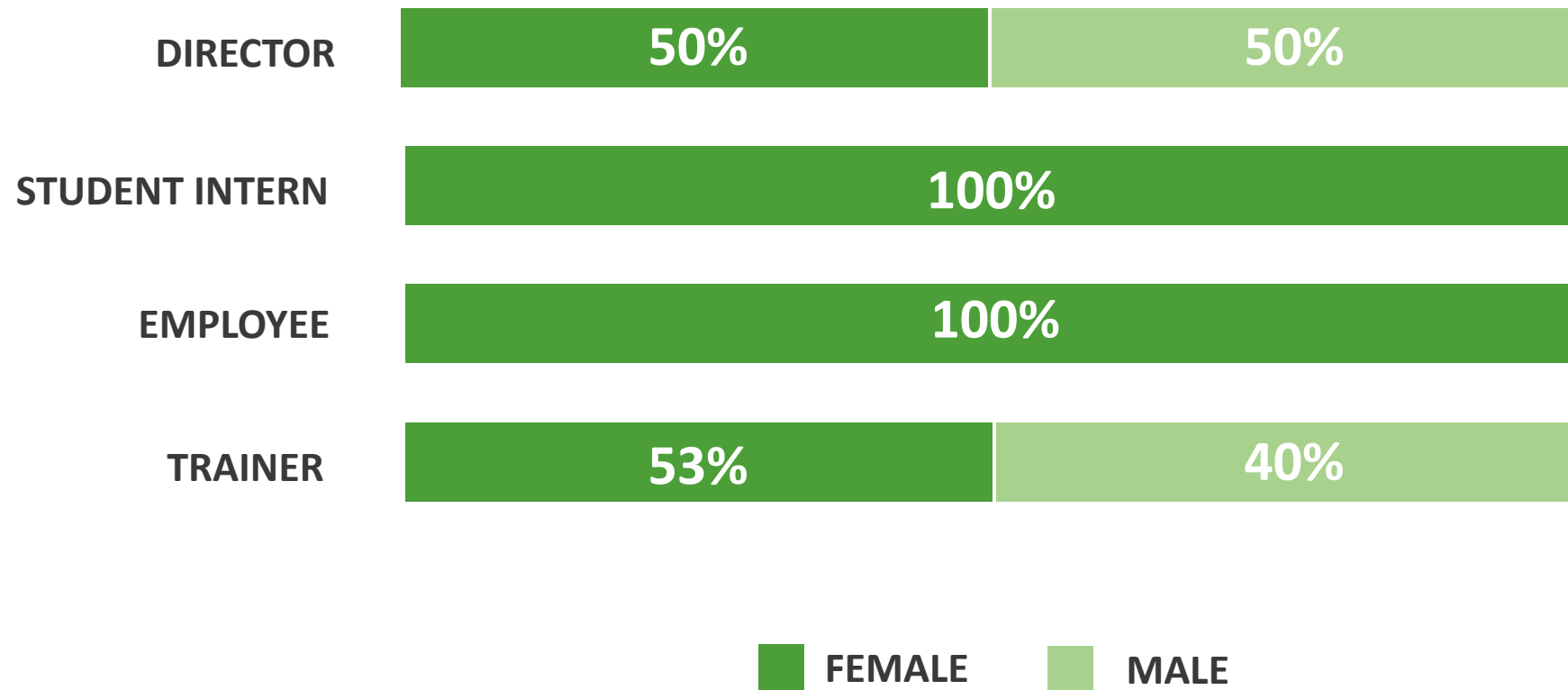
EMPLOYEE WELFARE

MEASUREMENT OF OUTCOME



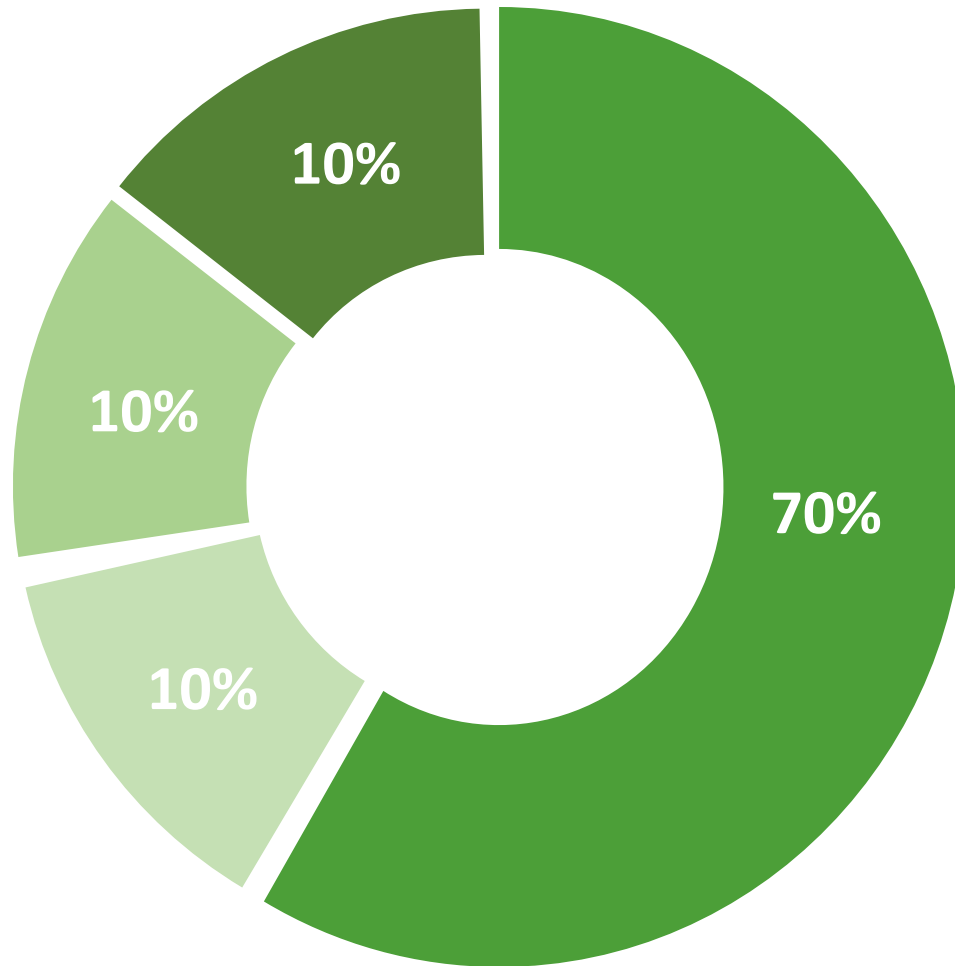


DIVERSED WORKFORCE DEMOGRAPHIC





NATIONALITIES



■ THAI ■ FRENCH ■ MYANMAR ■ CAMBODIA

WORKFORCE DEMOGRAPHIC

The company's workforce demographics clearly shows that Dale Carnegie Thailand is not discriminative in any kind regarding gender, race, or age in its employment. This aspect is in accordance with the following principal of UN Compact on Labor: "the elimination of discrimination in respect of employment and occupation."



ENVIRONMENT

ASSESSMENT, POLICY AND GOAL





Dale Carnegie Thailand has been registered for Sustainable Event for Carbon Footprint Reduction. We are committed to purchasing environmentally friendly products where commercially viable and communicating their usefulness and environmental benefits to various stakeholders. We will continue to refine our policies and educate ourselves on new environmental mandates, issues, and concerns



ENVIRONMENT

IMPLEMENTATION





**TURN OFF THE LIGHT
AND AIR CONDITION**



**RECYCLES
REGULARLY**



**ECO-FRIENDLY
PRODUCT**

We always make sure to turn off the light, Air Conditioner, Computers and unplug before leaving the office. The company recycles wood products, metals, batteries, lightbulbs and cardboard and makes sure to recycle regularly and use eco-friendly products as well. Mostly, reuse some of these products if they are still in a usable condition.



ENVIRONMENT

MEASUREMENT OF OUTCOMES





BY THAILAND CONVENTION
AND EXHIBITION BUREAU



CLIMATE IMPACT ACHIEVEMENT

Train the Trainer

5-6 September 2022

Grande Centre Point Phloen Chit กรุงเทพมหานคร

Inspired by

MICE
Capabilities
Development Department

TCEB
THAILAND CONVENTION
& EXHIBITION BUREAU



Dale
Carnegie

CO₂e AVOIDED



จำนวน CO₂e ที่ลดได้

CO₂e avoided at

153.92

กิโลกรัมคาร์บอนเทียบเท่า (kgCO₂e)

เทียบเท่ากับการปลูกต้นไม้

Equivalent to planting

10

ต้น (Trees)

13 CLIMATE
ACTION



เอกสารแจก
Documents



การให้บริการอาหาร
catering



การเดินทาง
Transportation



พลังงานไฟฟ้า
Energy



ส่วนตกแต่ง
Decorations



BY THAILAND CONVENTION
AND EXHIBITION BUREAU



CO₂e AVOIDED



เอกสารแจก
Documents



การให้บริการอาหาร
catering



การเดินทาง
Transportation



พลังงานไฟฟ้า
Energy



ส่วนตกแต่ง
Decorations

CLIMATE IMPACT ACHIEVEMENT

Professional Impromptu Speaking

7 September 2022

Grande Centre Point Phloen Chit กรุงเทพมหานคร

Inspired by

MICE
Capabilities
Development Department



TCEB
THAILAND CONVENTION
& EXHIBITION BUREAU

Dale
Carnegie®

จำนวน CO₂e ที่ลดได้

CO₂e avoided at

119.90

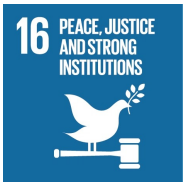
กิโลกรัมคาร์บอนเทียบเท่า (kgCO₂e)

เทียบเท่ากับการปลูกต้นไม้

Equivalent to planting

8

ต้น (Trees)



ANTI - CORRUPTION

ASSESSMENT, POLICY AND GOAL

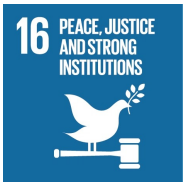


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Dale Carnegie Thailand supports the UNGC principles on anti-corruption. We work to combat corruption in all its forms, including extortion and bribery.

Our company's goal is to continue to educate employees at all levels up to management about corruption and provide them with what to do when they encounter it.





ANTI - CORRUPTION

IMPLEMENTATION





The company has regularly revised its policies related to corruption and has made sure that employees are aware of the aspects and requirements that need to be followed to protect all affected parties. The transaction records for every payment are carefully checked by finance, administration, and HR department, and ultimately reach the top executive.



ANTI - CORRUPTION

MEASUREMENT OF OUTCOMES





1

Dale Carnegie Thailand assesses the risk of corruption in business by mentioning ethical behaviors in contracts with business partners.

2


We have not provided any proof of completion to clients who do not meet our program's completion requirement to ensure top-notch quality standard.



SOCIETY

ASSESSMENT, POLICY AND GOAL





Dale Carnegie Thailand also **supports sustainability development goals (SDGs)** on the quality education to ensure the inclusive and equitable quality education and promote life-long learning opportunities for all.

To align with our Vision; "**Empower People to Create Values for Society**", we are working with local charity to **strengthen Life-Skills** in interpersonal interactions, teamwork and leadership skills for young adults with a non-profit workshop.



SOCIETY

IMPLEMENTATION

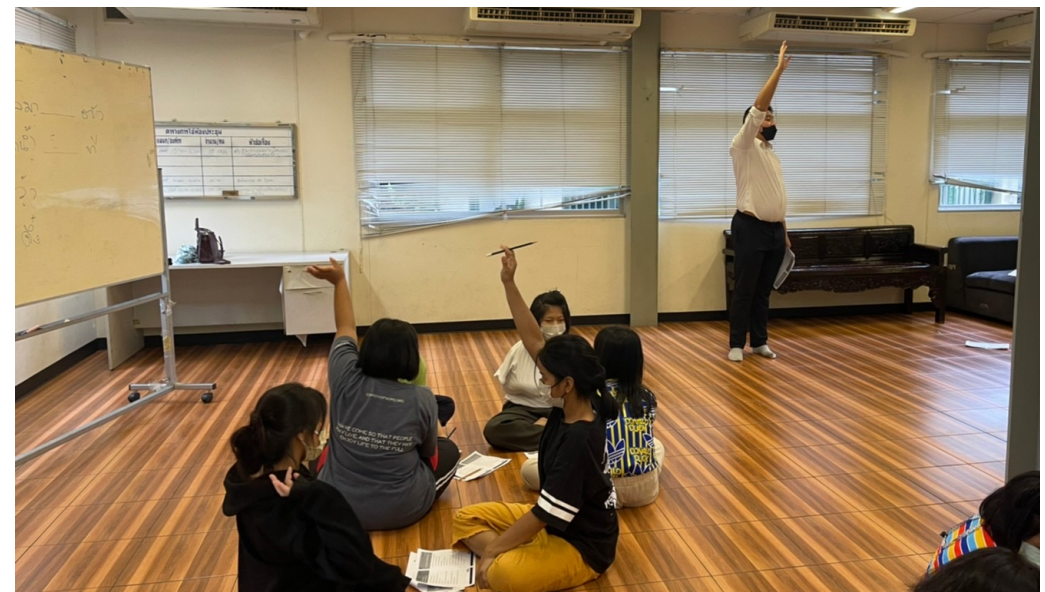




2017-2021

Held a program at Phradabos to improve their life skills.





2022

Held a program at HDF Mercy Centre for young adults to improve their interpersonal interactions, teamwork, and have a bigger influence on their neighborhood.



SOCIETY

MEASUREMENT OF OUTCOMES





NUMBER OF PEOPLE WE HAVE TRAINED

Phradabos Foundation

6 PROJECTS

497 PAX.

70 Rai Klong toey Community

2 PROJECTS

57 PAX.



DRIVEN HUMAN CAPITAL **SUSTAINABILITY**