



**PLATT NERA INTERNATIONAL LIMITED**

(Incorporated in the Cayman Islands with limited liability)

**STOCK CODE : 1949**

Environmental, Social and  
Governance Report

**2023**



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 1 BOARD STATEMENT

Platt Nera International Limited and its subsidiaries, collectively referred to as the “Group”, were established in 2004 and have since developed as one of Thailand’s top suppliers of IT solutions. The Board of Directors (“**The Board**” or “**We**”) are responsible for directing environmental, social, and governance (“**ESG**”) concerns and strategies in order to positively influence our local communities and protect the environment while operating the business. Additionally, we assess ESG’s performance as well as our progress toward our goals and targets in our annual meeting and develop relevant strategies.

The Group has consistently increase transparency to our stakeholders and shareholders by disclosing more information about our sustainability performance. The Group views social responsibility as one of our main sustainability pillars in our position as a corporate citizen. The company helps local communities by offering job opportunities and ensuring that all employees receive equitable compensation by working with local suppliers.

The Group will continue to improve the strategy on responsible and sustainable practices as we strive to diminish carbon emissions. The Group will support the Thailand government’s master plan with the vision of Zero-carbon Emissions in order to promote long-term sustainable development. It allows us with the capacity to reduce the risks associated with carbon and climate change, thereby strengthening environmental and social risk management. To create a sustainable future, the Group will consistently adopt proactive approaches. The Group applies green procurement practices in addition to energy-saving and waste-reduction measures to further protect the environment.

On behalf of the Board of Directors, I would like to express my sincere gratitude to all shareholders, business partners and customers for their long-term support of the Group, and convey my sincere appreciation to all our employees for their contributions and efforts. To build a bright future, we would continue to build a comfortable and high-quality living standard for the general public in a green and sustainable manner and work with various stakeholders on the road of sustainable development. Looking forward, the Group will continue to take initiative for a more resilient, social, and environmentally friendly development.

**Prapan Asvaplungprohm**

*Chairman & Executive Director*

27 March 2024

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2 ABOUT THE REPORT

The Group is pleased to present its fourth ESG Report which details the Group's ESG policies, measures and performance. Through reporting the above to stakeholders, the Group aims at (i) attaining transparency and responsibility of information disclosure and; (ii) increased public confidence; and (iii) helping stakeholders better understand the Group's sustainability progress and development direction.

This ESG Report is prepared and published in both English and Chinese. In the event of contradiction or inconsistency, the English version shall prevail. The ESG Report is available on the website of The Stock Exchange of Hong Kong Limited.

### 2.1 Scope of Reporting

This ESG Report details the ESG performances of the Group for the year 2023 (i.e. 1 January 2023 to 31 December 2023). The Group provides IT integrated solutions and IT support services to financial institutions, government departments and agencies predominantly in an administrative, telecommunications and utility sectors, and the sales of equipment in Thailand. Unless otherwise stated, this ESG Report covers the operations of the Group in Thailand (principal location of the Group's operation) which represents the majority of the Group's environmental and social impacts.

### 2.2 Basis of Preparation

The Group's environmental, social and governance guidelines are designed to continually improve the transparency and responsibility of information disclosure. Therefore, the ESG Report will be released annually by the Group for public review. Besides, the Group aspires to create long-term value for stakeholders that grows in tandem with the Group's business growth and sustainable development while being in line with environmental interests. The Group strives to incorporate ESG principles into its practices and governance, as well as to contribute to a sustainable development of the society and environment.

This ESG Report is prepared and presented with reference to the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities (the "**Listing Rules**") on The Stock Exchange of Hong Kong Limited:

1. **Materiality:** ESG issues that become sufficiently important to investors and other stakeholders should be reported.
2. **Quantitative:** KPIs, if any, need to be measurable and should be accompanied by a narrative, explaining their purposes, impacts, and giving comparative data where appropriate.
3. **Balance:** The ESG report should provide an unbiased picture of the issuer's ESG performance and avoid selections, omissions, or presentation formats that may inappropriately influence readers' decisions and judgments.
4. **Consistency:** The issuer should use consistent methodologies to allow for meaningful comparisons of ESG data over time. The issuer should disclose in the ESG report any changes to such methodologies.

### 2.3 Feedback Channels

We highly recognise your valuable opinions on this report. Your feedback helps us achieve our vision for a sustainable future. We invite you to share your comments using any of the following means:

Address: Platt Nera Co., Ltd.  
170/9-10 Ocean Tower 1, 4th Floor,  
Soi Suhumvit 16 (Sammitr), Ratchadapisek Road,  
Klongtoey, Bangkok 10110, Thailand

Telephone: +66 2661-9922-8

Email: enquires@plattnera.com

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 3 STAKEHOLDER ENGAGEMENT

The Group believes that effective feedback from stakeholders not only contributes to the comprehensive and impartial evaluation of the ESG performance but also improves its performance based on the feedback. On this ground, the Group engages in communication with stakeholders on a regular basis in an open, honest and positive manner through a variety of channels, including publishing results announcements and annual reports. Besides, the Group shares the latest information with stakeholders through the Group's website <https://www.plattnera.com>

The Group has not only identified key stakeholder groups that are concerned about issues that may have a significant impact on our business or those who could be significantly affected by our business, but has also been in regular communication with them through various channels, as shown in the table below, in order to identify insights and concerns from stakeholders in relevance to our business operations.

Stakeholder groups	Communication channels
Investors and shareholders	<ul style="list-style-type: none"><li>• Company website</li><li>• Company announcements</li><li>• Annual general meeting</li><li>• Annual and interim reports</li></ul>
Customers	<ul style="list-style-type: none"><li>• Company website</li><li>• Customer direct communication</li><li>• Customer feedback and complaints</li></ul>
Employees	<ul style="list-style-type: none"><li>• Training and orientation</li><li>• Emails and opinion box</li><li>• Regular meetings</li><li>• Employee performance evaluation</li><li>• Employee activities</li></ul>
Suppliers and business partners	<ul style="list-style-type: none"><li>• Selection assessment</li><li>• Performance assessment</li><li>• Regular communication with business partners (e.g. emails, meetings, on-site visits etc.)</li></ul>
Communities	<ul style="list-style-type: none"><li>• Company website</li><li>• Community activities</li></ul>

Table 1 — Methodology of stakeholder engagement during the Report Period

The Group will continue to communicate with stakeholders, by offering various ways of communication and collecting feedback from them, so as to enhance ESG performance. In order to develop the content of the ESG Report and present the information in a way that is more in line with stakeholders' expectations, the Group will also enhance the reporting principles of quantification, balance and consistency.

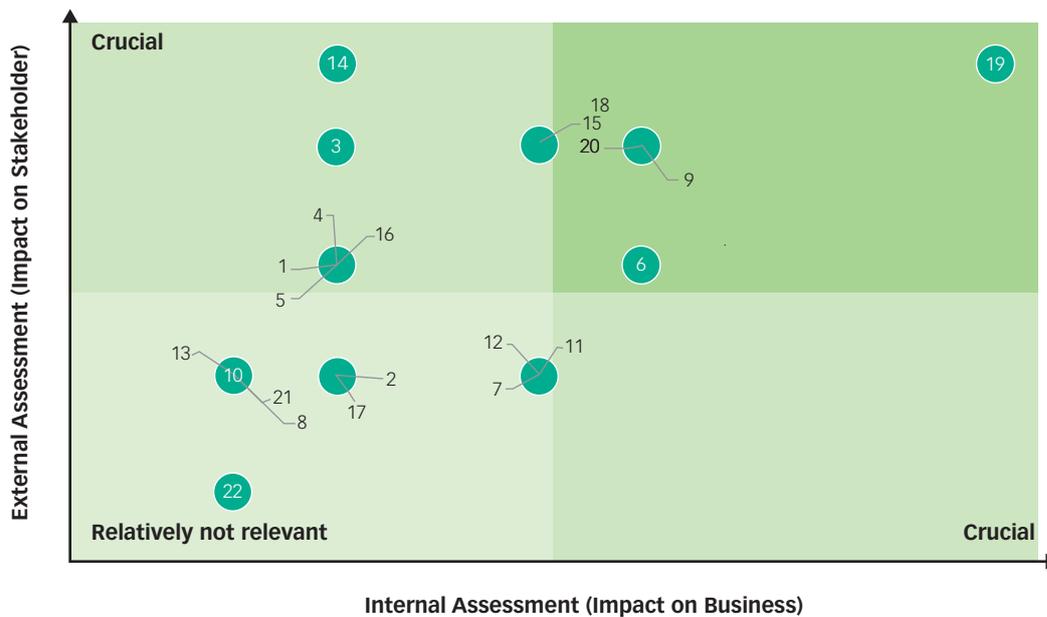
# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 4 MATERIALITY ANALYSIS

To formulate appropriate ESG strategies on ESG management and the direction of this report, the Group has commissioned an independent consultancy firm to conduct a materiality assessment in a format of online survey and physical interview. The twenty-two related ESG topics were scored and identified by our key stakeholder groups (e.g. board of directors and employees) based on their importance to the Group’s business operations and the stakeholders themselves, respectively.



Based on the materiality of each ESG topic expressed by the stakeholders, the ESG topics are prioritised and shown in the materiality matrix below. Topics fell in the upper right corner of the matrix were defined as the topics that matter the most to the Group’s business operations and our stakeholders as far as they are concerned.



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Environment

1. Management of Air Pollutants and Greenhouse Gas Emission
2. Wastewater Management
3. Waste Management
4. Energy Conservation
5. Water Conservation
6. Efficiency in the Use of Other Resources
7. Impact of Management Operation on the Environment and Natural Resources
8. Strengthening Climate Adaptability & Resilience

## Employment

9. Employment and Labour System
10. Anti-discrimination, Equal and Diversified Employment Environment
11. Occupational Safety and Health
12. Employee Development and Training
13. Labour Practices

## Community

21. Needs and Interests of the Community
22. Community Investment

## Operation

14. Environmental and Social Risks of the Supply Chain
15. Quality Control of Production Material
16. Customers' Health and Safety
17. Product-recall Mechanism
18. Customer Complaint Handling Mechanism
19. Protecting the Interests of Customers and Business Partners
20. Prevention of Bribery, Extortion, Fraud and Money Laundering

According to the result of the materiality matrix, operational and social issues were identified as more significant to the Group development, where emphasis shall be placed on our service quality, business integrity and the interest of employee. Below are the four major concerns to our stakeholders.

- a. Protecting the interest of customers and business partners;
- b. Employment of labour system;
- c. Customer compliant handling mechanism; and
- d. Prevention of bribery, extortion, fraud and money laundering

The Group committed to incorporate a sustainable development into our business and regards building a good and sustainable corporate culture as our mission. We uphold integrity, responsible business conduct and environmentally friendly as our core values and strive to strengthen our management of long-term ESG risks and opportunities.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 5 SERVICE RESPONSIBILITY

The Group is committed to providing clients with high-quality goods and services, and service quality is firmly ingrained as one of our core values. To ensure the quality of products or services, the Group has implemented internal controls and compliance practices such as the Group's Quality Manual. Products and services are regularly monitored and evaluated by the Group's Quality Management in accordance with the quality management system. Such system is accredited to ISO 9001:2015 and has been established since 2017 for its services related to the provision of design, installation and provisions of ATM solutions, as well as system integration for network and application for computer system. Throughout the Report Period, the quality management system has been expanded to encompass a broader range of services. This includes outsourcing for monitoring systems, integration for server and network, application for computer system and design, as well as installation and maintenance of electrical equipment ("**UPS**"). The goal remains to ensure the highest level of quality across these various service offerings.

Besides, the Group is committed to offer high quality customer services. To this end, we have established customer enquiry channels on the company website and facsimile and we have commissioned complaint officers for handling customers' feedback. If non-conforming products or services are found after delivery or commencement of use, the company will take corrective action in line with its procedures for non-conforming products or services. To ensure the quality and satisfy the customer's expectations, the Group will continuously monitor the whole operations. During the Reporting Period, we did not receive any complaints. Given the nature of its business operations, the Group is not engaged in any manufacturing or trading activities related to products. As a result, there are no relevant instances of product recalls concerning health and safety issues or any other reasons.

As a professional IT company, the Group places great importance on intellectual property rights, copyrights, and the security of personal data. In the Reporting Period, the Group not only prudently complied with relevant applicable laws and regulations regarding our products or services, but it also regularly assessed and reviewed our measure and performance. According to internal guideline, only key position employees are permitted to handle the confidentiality of technology, customer information and related information. All employees are prohibited from disclosure or leakage of confidential or restricted information to third parties. Besides, the antivirus software is always kept updated to prevent any leakage of data. To protect the Group's assets or works, we registered Trademarks in Hong Kong. We will maintain regular analysis of relevant laws and regulations to ensure the ongoing protection of intellectual property rights, copyrights, and personal data.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 6 SUPPLY CHAIN MANAGEMENT

Quality and Safety of products and services are vital and always regarded as our top priorities, that the Group has implemented internal guidelines to govern the supply chain management of our suppliers. Suppliers were assessed and selected based on their quality, safety, price, as well as their impact to the environment. The Group regularly evaluated both potential and current suppliers' performance in accordance with the environmental and product quality criteria, including the overall capabilities, quality assurance, safety, compliance with laws and regulations, and environmental responsibility. The Group had 123 active suppliers during the Reporting Period, all of whom have committed to the aforementioned policies.

### Green Procurement

To further exercise our commitment to the environment, the Group has adopted sustainability-linked procurement that local suppliers (i.e. suppliers from Bangkok) as well as environmentally friendly products and services are more preferable during the selection process. These actions aimed to minimise the environmental footprint arose from resource consumption and logistics.

All qualified vendors shall pledge to comply with the regulatory requirements and our internal criteria, with signed agreement to regulate the quality, environmental and safety performance of their products.

### Number of Suppliers

#### By geographic location

Thailand

FY2023

123

**Total**

**123**

### Supplier Profile



■ Thailand

Table 2 — Number of suppliers by geographic location

\* A supplier became an active supplier when its goods, materials, or services have a significant impact on the Group in the Reporting Period.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 7 BUSINESS INTEGRITY

The Group promotes honest operation and fair competition, that all employees shall, at all times, uphold ethical and professional standards. The Group has established a sound risk management policy and internal control protocol, including relevant policies in the employee handbook and guide them to abide by the code of conduct. The provision and acceptance of interests, such as presents and souvenirs, as well as the way to handle conflicts of interest, are clearly defined in the code of conduct.

To enhance the integrity of employees and ensure strong governance practices, the Group has implemented an internal integrity system which is designed to uphold ethical standards and prevent misconduct within the organisation. Inauguration of whistle-blowing policy encouraged employees to report any instances of misconduct or dishonest behaviours, including but not limited to bribery and fraud. Besides, we have put in place channels for whistleblowing and complaints which provided a safe and confidential means to report any concerns they might have. All details were clearly outlined in the employee handbook, ensuring all employees were aware of their rights and obligations.

In line with our commitment to maintaining a culture of integrity, the Group reserved the right to terminate the employment contract of any employee found to have violated our integrity standards. This demonstrated our firm stance against unethical behaviour and served as a deterrent for any potential misconduct.

The Group has implemented a comprehensive Corporate Governance Policy to establish clear principles against misconduct including bribery, corruption, embezzlement, insider trading, and theft of company assets. This policy provided guidance to the employee on handling different situations and ensured a consistent approach throughout the organisation. Maintaining strict confidentiality is utmost importance to the Group when it came to whistleblowing. Employees were encouraged to report any concerns via different confidential channels, in which the identity of whistle-blower was fully protected and allowed them to come forward without fear of retaliation or disclosure. Besides, the Group diligently maintained a strong anti-corruption mindset, from top management to general staff, with orientation training. To capacitate our directors in effectively fulfilling their governance roles with knowledge and skills, the Group also provided director training program from HKEX. Regular reviews will be conducted on our anti-corruption policy to ensure its effectiveness and prevented any violations. During the Reporting Period, the Group complied fully with relevant laws and regulations relating to bribery, extortion, fraud, and money laundering, including the Anti-Money Laundering Act.

## 8 ENVIRONMENTAL

Given the office-based and non-energy-intensive nature of the Group's business, the environmental impact remains minimal. Nevertheless, the Group still considers it equally important to shoulder the responsibility in the context of caring for the environment. In addition to complying with all applicable local environmental laws and regulations, the Group strives to enhance energy efficiency and reduce carbon emissions within its work premises. The following outlines several environmental conservation initiatives undertaken by the Group.

During the Reporting Period, the Group strictly complied with the relevant environmental laws such as National Environmental Quality Promotion and Conservation Act and no case of violations was found.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 8.1 Emissions

The Group is principally engaged in providing SI & Outsourcing services in various sectors, which do not generate significant discharges to air, water nor land. Therefore, air emissions are not a crucial area for the Group's business operation.

In addition, the Group's greenhouse gas ("GHG") emissions come from office operations, including electricity consumed for day-to-day operations. During the Reporting Period, the Group generated a total of approximately 50.03 tonnes of carbon dioxide equivalent ("tCO<sub>2</sub>e"), representing an emission intensity of approximately 0.83 tCO<sub>2</sub>e per employee.

The Group has established internal guidelines to promote its environmental policy. By developing specific environmental guidelines for office operations, the Group systematically integrates the use of resources and management of emissions into day-to-day operations.

The Group's emissions targets and steps taken to achieve them are as below:

Environmental targets	Directional statements	Measures taken during the year
Energy use efficiency	<ol style="list-style-type: none"><li>1. Reduce the number of office equipment that consume energy</li><li>2. Use energy saving products that increase energy efficiency</li></ol>	<ol style="list-style-type: none"><li>1. Turned off idle electrical appliances, lighting and air conditioning when leaving the workplace, thereby reducing the number of power consumption equipment</li><li>2. Used low-power electrical appliances or products, preferably with energy efficiency labelled electrical appliances, thereby increasing energy efficiency</li><li>3. Air-conditioning system switched on 30 minutes before working hours and switched off 30 minutes before end of work hours</li><li>4. Kept the air-conditioning system at 25°C</li></ol>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Environmental targets	Directional statements	Measures taken during the year
Emission reduction	<ol style="list-style-type: none"> <li>1. Reduce the need in purchase of external electricity, thereby reducing the generation of indirect greenhouse gases (GHG)</li> <li>2. Lower the demand in paper consumption, thereby minimize the emission of GHG</li> </ol>	<ol style="list-style-type: none"> <li>1. Turned off idle electrical appliances lighting and air conditioning when leaving the workplace, thereby reducing GHG generated indirectly from power consumption</li> <li>2. Minimized the use of air-conditioning system by limiting the hours of operation. The air-conditioning system switched on 30 minutes before the working hours and switched off 30 minutes before end of work hours to reduce GHG emitted indirectly from power consumption</li> <li>3. Reduced the use of paper by adopting recycled paper and double-sided printing, thereby reducing GHG generated indirectly from paper consumption</li> <li>4. Strengthened e-platform for internal information circulation to reduce paper consumption at offices, thereby reducing GHG generated indirectly from paper consumption</li> <li>5. Used advanced computer systems to realise office automation for basic procedures and approval processes in order to reduce GHG emission incurred from use of paper</li> </ol>
Waste reduction	Reduce paper waste generated from the office operation	<ol style="list-style-type: none"> <li>1. Strengthened e-platform for internal information circulation to reduce paper consumption at offices</li> <li>2. Maximized the use of recycled papers and papers on both sides</li> <li>3. Used advanced computer systems to realise office automation for basic procedures and approval processes</li> </ol>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Scope of GHG Emission	Emission Source	FY2023 (In tCO <sub>2</sub> e)	FY2022 (In tCO <sub>2</sub> e)
<b>Scope 1</b>			
Direct emission	N/A	N/A	N/A
<b>Scope 2</b>			
Energy indirect emission	Power consumption	44.12	45.47
<b>Scope 3</b>			
Disposal of paper waste	Other indirect emission	5.90	5.07
Total GHG Emissions		50.03	50.55
Intensity (Emission/employee)		0.83	0.72

*Note:* The calculations in the Reporting Period are in accordance with Appendix 2: Reporting Guidance on Environmental KPIs, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, the Fifth Assessment Report, and Energy Policy and Planning Office (EPPO), Thai Government Ministry of Energy 2022.

*Table 3 — Total GHG Emission during the FY2022 and FY2023*

In pursuit of reducing electricity and paper consumption, the Group implements a range of measures within the office. A new scheme on the air-conditioning usage has been implemented this year, that switching the air-conditioning on 30 minutes before the start of work hour and off 30 minutes before end of work hours. Besides, employees were reminded to turn off idle electrical appliances, lighting and air conditioning when leaving the workplace. The Group prefers using low-power electrical appliances or products, preferably with energy efficiency labelled electrical appliances, and avoids using unnecessary high-power equipment. For instance, the Group chooses LED lighting to effectively reduce power consumption. The Group posts notices on bulletin board to enhance the awareness of employees on energy-saving measures, thereby achieving the goal of reducing greenhouse gas emissions.

The Group deeply concerned any form of carbon emission and we endeavoured to take proactive measures to address these issues, including giving preference to local suppliers, centralised management of vehicle use, encouraged use of public transportation, made effective use of modern communication tool to engage with business partners. To further extend our dedication to the environment, The Group intended to pursue carbon certification in the upcoming 3 to 5 years.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 8.2 Waste Management

The Group upholds waste management principles and endeavours to handle and dispose of waste resulting from its business activities responsibly. To mitigate environmental impact, the Group classifies and recycles waste wherever feasible.

Due to its business nature, the Group did not generate significant amount of hazardous waste during the Reporting Period. The non-hazardous waste generated was mainly paper (1.23 tonnes). The Group has particularly stringent requirements on paper use and encourages employees to use electronic form and filing systems to avoid unnecessary paper usage and printing, and in addition, adopt double-sided printing to reduce paper usage. The Group aimed to reduce 20% of paper consumption in the next 3 to 5 years.

Waste	FY2023 (in tonnes)	FY2022 (in tonnes)
Non-hazardous waste	1.23	1.06
Intensity (Emission/employee)	0.02	0.02

Note: The calculations are in accordance with Appendix 2: Reporting Guidance on Environmental KPIs

Table 4 — Waste generated during FY2022 and FY2023

## 8.3 Use of Resources

The Group strived to conserve energy and reduced emission throughout its operational process. In order to use resources effectively, reduce waste and protect the ecological environment, the Group committed to protecting resources to achieve environmental and operational benefits. By monitoring and managing the use of resources, the Group aimed to improve energy efficiency, achieve low-carbon practices and emission reduction in operation, and reduce the use of resources.

On this ground, the Group has adopted green procurement policies. The supply chain and the entire product life-cycle are compliant with green policy, resulting in the production of consistently high-quality green products from beginning to end. The Group continually instils environmental consciousness to its employees, thereby establishing a positive example to external stakeholders. For instance, the Group prioritizes and increases the use of materials that are easy to disassemble, degrade, non-toxic and harmless. The Group also supports double-sided printing, recycling and reusing paper.

Sustainable and responsible use of water resources is a major global issue, that The Group was aware of the environmental impact that may cause from water shortage, excessive demand, and overuse of water. Due to its business nature, the Group did not use or discharged significant amounts of water. During the Reporting Period, we did not have any issue in sourcing water.

The Group offers IT solutions and services to various business sectors. The total amount of packaging material used for finished products is not particularly relevant to the Group, hence the packaging material used is not recorded.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The Group established various environmental management practices to develop a green approach at the office, so as to develop an environmental management system that supports sustainable development. To make our office greener, the taken measures are listed in the following table.

## Electricity

- Reduce the use of air-conditioning system by limiting the hours of operation and setting temperature at around 25°C to maintain optimal temperature
- Replace lightings with LED lights
- Organise training on saving energy regularly

## Water

- Repair timely when there is dripping, spraying and leaky faucets
- Keep the faucets off when they are not in use
- Conduct regular inspection of faucets

## Paper

- Promote e-platform for internal information circulation
- Encourage the use of recycled paper and double-sided printing
- Use advanced computer systems to realise office automation for basic procedures and approval processes

## Equipment and Raw Materials

- Switch off lighting and electrical office equipment when they are not in use
- Give preference to materials that are easy to disassemble, degrade, nontoxic and harmless
- Recycle used ink cartridges
- Promote green procurement practices, such as opting for refillable ball pens and energy-efficient office equipment
- Encourage employees to use the recycle and reuse the office supplies as well as the paper boxes when un-pack and do the re-pack

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

During the Reporting Period, the resources directly consumed by the Group for operations are as follows:

Table 5 — Consumption of resources during the Reporting Period

Resources	Unit	FY2023	FY2022
Electricity	kWh	108,406.00	111,727.00
Intensity (Consumption/Employee)	kWh	1,806.80	1,596.10
Water	m <sup>3</sup>	320.00	265.00
Intensity (Consumption/Employee)	m <sup>3</sup>	5.33	3.79

Note: The calculations are in accordance with Appendix 2: Reporting Guidance on Environmental KPIs

The Group aimed to reduce the consumption of resources, including water and energy during operations by implementing green office policy. With the goal of conserving the natural resource, the Group is committed to evaluate the performance and improve the policy regularly.

## 8.4 Environment and Natural Resources

The Group's commitment to social responsibility is exemplified by its robust corporate culture, which places a strong emphasis on the protection of nature and the environment. The Group is consistently seeking means to optimise benefits while minimising resource consumption and environmental impact. We remained dedicated to pursuing a sustainable development as an ongoing goal. In addition, the Group continuously identified, evaluated, and managed potential adverse impacts on the environment. To achieve long-term sustainable goals, we endeavoured to strike a balance between business development and ecological environment. When reviewing its business strategies and planning for future business development, the Group will take environmental protection and conservation of natural resources into consideration. The Group does not have a significant impact on the environment or natural resources, as its business operation does not involve manufacturing or production activities.

## 8.5 Climate Change

In Thailand, the primary geographical focus of the Group's operations, the impact of climate change manifests through the looming risks of heavy rainfall and flooding. Consequently, the Group diligently assesses and evaluates climate-related risks, implementing measures to ensure the safety of its employees. These measures include strict adherence to government-issued guidelines regarding extreme weather conditions. Additionally, the Group's operations incorporate a range of energy-saving and emission reduction initiatives, fully aligned with all pertinent environmental regulations and laws.

In order to address the Policy and legal risk associated with climate change, the Group recognised the need to respond changes in policies and regulations. To mitigate regulatory risks, we committed to act proactively by setting targets to reduce waste and conserved electricity as well as water.

The Group has developed emergency guidelines and measures to alleviate potential natural disaster harm. We are dedicated to ensuring effectiveness and will regularly review the climate change policy.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 9 SOCIAL

### 9.1 Employment and Labour Practices

Employees are valuable assets that they are crucial to the quality of products and services we provided. The Group perceives our staff as the cornerstone for sustainable corporate development.

The Group committed to provide a secure, healthy, equitable, discrimination-free and harmonious workplace for employees. We continuously explored approaches that fostered unity and collaboration among all employees, as we believed that a cohesive workforce was essential for the Group to develop in a long run.

#### ***Equal Opportunity Policy***

The Group firmly believes that fostering equitable employment practices plays a pivotal role in enhancing employee satisfaction and retaining top talent. Furthermore, the Group recognises that its business development greatly benefits from the expertise and qualifications of its workforce. To uphold fairness and inclusivity, management diligently works to eradicate all forms of discrimination throughout the hiring process. The Group has implemented comprehensive recruitment procedures to ensure that decisions are based solely on candidates' capabilities and knowledge. Moreover, job applicants' qualifications are assessed through a transparent and unbiased evaluation process, aligned with the requirements of open positions. It is important to note that the Group strictly prohibits any form of discrimination based on gender, age, race, family status, religious belief, or disability.

#### ***Compensation System***

The Group offers a comprehensive and equitable compensation package, encompassing basic salary, incentives, and various fringe benefits, in order to attract and retain high-quality talent. Furthermore, the Group consistently evaluates and enhances its employee compensation policies and systems. To ensure that employees are appropriately rewarded for their contributions, the Group provides remuneration that aligns with both the overall financial performance of the organization and the individual efforts made by employees.

To support human resource function, the Group has established a comprehensive set of human resources management policies. These policies encompass a wide range of areas, including compensation and benefits, working hours and holidays, recruitment and selection, performance management, promotion, employment termination, as well as training and development. These well-defined policies serve as a framework to guide and govern the Group's human resource practices.

The Group strictly complied to the relevant legislations in Thailand including equal employment opportunities, child labour, and forced labour. The Group abides by the employment regulations, relevant policies and guidelines of the applicable jurisdictions where it operates. During the Reporting Period, the Group has neither had any employment laws and regulations violation case nor received any complaints related to recruitment.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## The number of employees

### By employment type

Full-time	60
Part-time	0
Total	60

### By gender

Male	42
Female	18
Total	60

### By age group

18-24	1
25-34	33
35-44	17
45-54	6
55-64	2
65 years old or above	1
Total	60

### By geographical location

Thailand	60
Total	60

### By employee category

Senior management	5
Middle management	10
Supervisor	8
General employee	37
Total	60

Note: The calculations are in accordance with Appendix 3: Reporting Guidance on Social KPIs

Table 6 — Breakdown of employees by employment type, gender, age group, geographic location and employee category as at 31 December 2023

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Breakdown of the Monthly turnover rate by gender and age group during the Reporting Period:

	Turnover rate (%)
<b>By gender</b>	
Male	0.38
Female	0.22
<b>By age group</b>	
18-24	0
25-34	0.30
35-44	0.35
45-54	0.33
55-64	0
<b>By geographical location</b>	
Thailand	0.33

Note: The calculations are in accordance with Appendix 3: Reporting Guidance on Social KPIs

Table 7 — Breakdown of employee turnover rate by gender, age group and geographic location as at 31 December 2023

## 9.2 Occupational Health and Safety

The Group values employees' physical health and mental well-being. The Group has established a risk assessment program that comprises a number of sequential procedures, such as evaluation, treatment, monitoring and reviewing based on the existing controls and recommendations to reduce risks which are not deemed to be under acceptable limits.

Employees shall adhere to the safety policies and guidelines with regards to workflows, safety measures as well as employees' health and safety at workplace. For instance, providing adequate sanitation and participate in fire drills and fire safety talks arranged by property management companies. In response to the global COVID-19 pandemic situation, the Group assessed the risks promptly and took appropriate hygiene and social measures to protect our employees at workplace, such as social distancing, mask wearing, temperature checking, and frequent workplace area cleaning and disinfection. The Group strengthened COVID-19 measures by closing office building for deep cleaning and disinfection, implementing work from home arrangement, and encouraging employees to use electronic tools for both internal and external meetings to avoid in-person meetings. To further protected the employees from COVID-19, the Group proactively contacted the public health and government channels to support vaccination arrangement and encouraged all staff to complete full dose of vaccination. Nevertheless, the Group posted announcements on notice boards to raise the awareness of employees on public health and social measures. To maintain a healthy and secure workplace for employees, the Group established emergency guidelines for responding to pandemic decisively.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The Group strictly complied with all applicable occupational safety and health legislation in Thailand and where it operates. During the Reporting Period, the Group found no case of violation of laws and regulations such as attached the Occupational Safety, Health, and Environment Act. concerning occupational safety and health, nor did it receive any complaints about work conditions. For the previous three years, including the current reporting period, neither work-related fatalities nor missed days due to injuries at work occurred inside the Group. The Group will stay focused to provide a comfortable and secure working environment for all employees.

## 9.3 Development and Training

The Group recognises the importance of skilled and professionally trained employees to its business growth and future success. Therefore, the Group encourages them to participate in personal development and training. In addition, an appraisal system is in place to evaluate employees and guide and further provide guidance.

The Group has implemented a comprehensive staff training policy that incorporates a well-defined set of training measures. This policy identifies departmental trainers and delineates their roles and responsibilities within the training process. Moreover, an array of training courses has been meticulously designed to enable employees to continuously enhance their working knowledge and skills.

A variety of training is provided to our employees to satisfy our business needs. We offered a total of 500 training hours during the Reporting Period, including 200 hours on technical knowledge and 232 hours on soft skills.

Training proportion of employees during the reporting period by gender and employee category are as follows:

	<b>Number of trained employees (Training proportion)</b>
<b>By gender</b>	
Male	39 (70%)
Female	17 (30%)
Total	56 (100%)
<b>By employee category</b>	
Senior management	3 (6%)
Middle management	8 (14%)
Supervisor	8 (14%)
General employee	37 (66%)
Total	56 (100%)

*Note:* The calculations are in accordance with Appendix 3: Reporting Guidance on Social KPIs

*Table 8 — Training proportion of employees by gender and employee category as at 31 December 2023*

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Training hours completed by employees during the Reporting Period by gender and employee category are as follows:

	Number of training hours	Average training hours
<b>By gender</b>		
Male	313	7.45
Female	187	4.45
<b>By employee category</b>		
Senior management	49	9.80
Middle management	82	8.20
Supervisor	62.5	7.81
General employee	306.5	8.28

Note: The calculations are in accordance with Appendix 3: Reporting Guidance on Social KPIs

Table 9 — Training hours completed by gender and employee category

## 9.4 Labour Standards

### (a) Prohibition of Child Labour and Forced Labour

The Group strictly complied to all applicable national laws and local regulations as well as relevant labour laws and regulations in the place where it operates. Also, the Group has developed precautionous and systematic measures for recruitment and selection, to prevent from hiring child labour and ensured employees complied to relevant laws and regulations.

The Group followed strict verification process by checking identity documents to ensure the age of applicants before hiring for any job openings. We had zero-tolerance towards forced labour and ensured all employees worked voluntarily without any forms of coercion. The Group committed to exercise fair and voluntary recruitment practices, adhering to principles that promoted equal opportunities and respected human rights. The Group also dedicated to eliminating any instances of child labour and forced labour in accordance with laws and regulations in Thailand and the regions we operated. During the Reporting Period, the Company diligently complied with all relevant laws and regulations, ensuring that our operations were conducted ethnically and responsibly.

### (b) Employee Benefits

The Group dedicated to foster harmonious labour relationships, cultivating a positive and enjoyable work environment and promoting a healthy and balanced lifestyle. To ensure the well-beings of our employees, the Group has established a welfare committee that regularly reviewed employees' benefits, including maternity leaves, paternity leave, grand-child birthday leave, work-related injury leave, and monthly birthday celebration. In addition, we recognised the importance of flexibility in the working environment. Therefore, we occasionally offered employees the option to work from home, allowing them to make better management in their personal and professional commitments.

The Group strictly complied with relevant labour laws and regulations in Thailand and where it operates. During the reporting period, the Group found no incidents in violation of the laws and regulations on employment-related laws and regulations.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

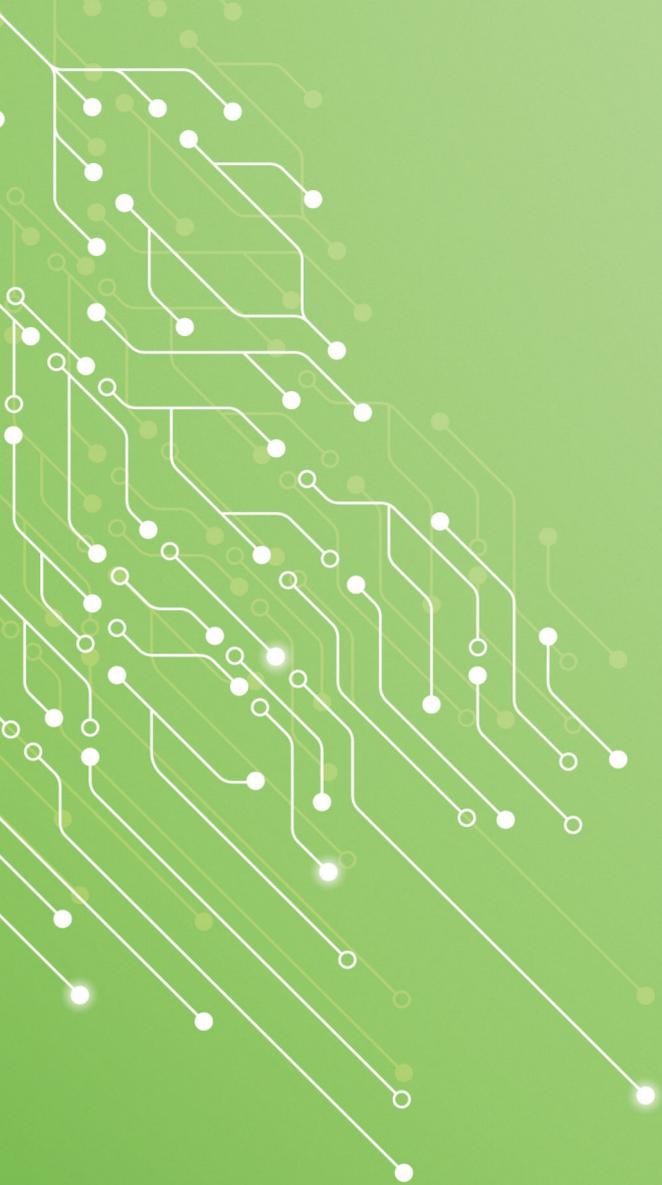
## 10 COMMUNITY ENGAGEMENT

The Group acknowledged the importance of making contributions to the communities and viewed community benefits as a significant aspect of social responsibilities. We believed in inseparable and interconnected relationship between enterprises and communities that enterprising development cannot thrive without the support and assistance of the community. The Company encouraged employees to actively engaging in charitable initiatives and provided social services, as a token of being responsible corporate citizen for contributing to the betterment of the communities in which we operated. During the Reporting Period, the Group had made a total donation of THB30,000 towards the community investment.

The Group remained committed to regularly reviewing its community investment objectives and the implementation of relevant approval policies, sponsorship and donation procedures. A comprehensive assessment was conducted every year to ensure our social performance aligned with the community investment policy. The Group aimed to enhance its ability to identify impactful community investment opportunities and effectively contributed to the well-being of the community it served.

## 11 OUTLOOK

The Group believed that the implementation and measurement of current environmental and social responsibilities is vital for compliance with relevant laws and Listing Rules, and we committed to uphold good corporate governance by diligently adhering to the requirements of laws, Listing Rules, and internal management guidelines. The Company will continue to take active approach to environmental, social and governance matters in the future as we recognised our responsibility to contribute to the betterment of the environment and society.



**PLATT NERA INTERNATIONAL LIMITED**

