

Socially Responsible Business Operations

Thanulux Public Company Limited undertakes the business of manufacturing finished garments and leather goods for men, women and children. The Company has the policy to operate its business based on Corporate Social Responsibility principle emphasizing on fairness, ethics, honesty, integrity, transparency, the respect of human right and stakeholders' benefits. To encourage employees responsible for the sharing society, the Company not only intends to build and expand good relationship from the acceptance and trust but also makes positive attitudes and organizational cultures. The company operates Corporate Social Responsibility: CSR Policy since 1st April 2015 which comprises of the following 7 aspects:

1. **Corporate Governance:** The Company has the commitment to manufacture premium products including operating the business in line with the international business management which adds value to Thai society. In order to achieve and sustain excellence in moral values as the basis of leading organizations.

2. **Human Rights:** To support the respect of human right and freedom, the Company emphasizes the basic human rights through the equality, child labor elimination and anti-corruption in every format.

3. **Labor Practices:** The Company complies with the law and regulation of the employment including seriously adopting the regulations concerning about occupational hygiene and safety of all employees

4. **Environment:** The Company has the precise policy that is seriously applied in the organization in order to protect and preserve ecology and environment of communities around the Company.

5. **Fair Operating Practice:** The Company has the commitment to operate the business with fair, ethic, law compliance, social regulation respect and political justice.

6. **The Relationship between Customers and Suppliers:** The Company aims to provide best services to meet customers' highest satisfaction by sincerely dealing with customer complaints and solving any error occurred when manufacturing or servicing.

7. **Participation and Community Development:** The Company will not only consider communities' demands but also be one part to improve the better quality of life of people. The Company also encourages attitudes and organizational cultures to employees so that they will participate in voluntaries and public benefits with communities.

In 2016, the Company expanded its community and social responsibility activities by holding workshops with communities in the Company's vicinity and improving the environment, as well as holding activities as requested by the communities. A channel was provided for filing complaints relating to the environment and other aspects of the Company which could affect the communities. The Company's performance earned accreditation under the social responsibility of industrial operator standard (CSR-DIW Continuous) from the Department of Industrial Works, Ministry of Industry.

