

## Fair Labor Treatment

### Employment and Labour Management Principle

1. The Company abides by laws and regulations concerning equality of employee rights.
2. The Company has employment system with the lawful contract and precise employment agreement.
3. The Company encourages the participation of employees in the business operation through welfare council system and others.
4. The Company supports the complaint system used as a channel to communicate messages including building good relationship between people in the organization and equal employment.

### Guidelines

- 1) The company complies with the employment law without any labor force and avoidance of employer duties covering in parts of contractor, subcontractor and trainee employment.
- 2) The company encourages the equality of employment, treating all employees fairly and equally regardless of their gender, color, race, age, disability or other issues not related to the operation.
- 3) The company prepares an annual man power plan to avoid part-time employment.
- 4) In case of job vacancy, the company opens the opportunity and considers qualifications of employees who are working at the company first but if there is no qualified person for the required position, recruiting other candidates is proceeded.
- 5) The company makes the fair employment contract categorized by duration of contracts which are fixed and non-fixed working duration such as permanent employee, consultant, and manufacturer employment contract.
- 6) The company provides the reasonable employment covering wages, working hours, weekly holidays, annual holidays, public holidays, health and safety and labor and pregnancy protection.
- 7) The company has a policy of paying wages and remuneration to employees on the basis of fairness and suitability to knowledge, duties, responsibilities and performances along with the performance assessment for annual wage raising.
- 8) The company arranges the training session and provides suitable suggestions in operation for new employees.
- 9) The company supports all levels of employees to be trained and exchange knowledge in order to improve their knowledge and potential in all areas which help them build their career stabilities and provide the advancement opportunities based on each potential.
- 10) The Company informs employees about working disciplines and regulations including legal right on the notice board.
- 11) The Company provides an opportunity for employees to suggest or complaint about working through the suggestion box. Managements, human resources staffs, welfare committees or executive committees will consider the issue within 30 days then will inform the complainant within 7 days about solutions which are beneficial to everyone and build good relationship for co-working. The complaint processes are follows;
  - 11.1) The complainant submit the complaint book clarifying about the complaint issue with the exact date of writing the issue to Managements, human resources staffs, welfare committees or executive committees.
  - 11.2) The complainant submit the complaint book clarifying about the complaint issue with the exact date of writing the issue to the suggestion/ complaint box.
  - 11.3) E-mail: anticorruption@thanulux.com
  - 11.4) P.O. Box27 SATHUPRADIT POST OFFICE Rama3 Rd., Bangpongpang Yannawa Bangkok, Thailand 10124

12) The Company has the process according to the disciplinary which employees not be discharged, laid off and fired without any regulation or unfair treat.

13) The Company suitable provides welfare benefits and privileges to employees.

14) The company is provided necessary facilities to perform their duties including the work environment. The main concern is to promote the safety, health and quality of life of employees.

15) The Company does not expose or send employment database including confidential information of employees to third party. All confidential information including personal data is kept in the system under the charge of human resources department which has the authority to specify the right of responsible man and set the limitation of data access.

16) The Company set the Risk Management Committee to arrange the meeting, follow-up and plan to prevent and handle the effect caused from domestically and globally economic situations resulted in business operation and employment.

The Company has carried out the search, selection and recruitment of employees transparently and fairly under a standard selection process. The guideline for selection is based on knowledge, ability and skills of each position. Applications are open both internally and externally to increase the career opportunities of employees whilst also to find truly suitable employees. Guiding principles give due regard to competencies, equality, non-discrimination, and The Company has policy of recruiting disabled persons who are capable of performing work unhindered. These disabled persons would be assigned to perform basic tasks and be given care and company accommodation in order to facilitate their travel to work. Besides, The Company has a plan to prevent temporary employment. The Company has had no annual employment contract except the retired employee who requests to continue working with The Company. Then The Company will consider individually and extend the contract year by year.

In 2016, The Company had a total of 2,371 employees, of whom 24 were disabled persons. The average age of employees was 38 years with an average employment period of 12 years. The total employment is categorized by branches as follows; the headquarter 1,045 persons, Lamphun branch 725 persons, Kabinburi branch 579 persons, Bangplee branch 22 persons.

### Remuneration and Welfare Benefits Policy

1. The company remunerates employees with no less than the minimum wage standard conforming to Thai labour legislation and Thai industrial standard. The remuneration is paid on the basis of righteousness and individual responsibility with no discrimination towards nationality, religion or gender.

2. The company fairly determines a raise of employees based on potential and performance with the criteria in accordance with evaluation and promotion regulation.

3. All the company's information is recorded with transparency in the system and can be audited.

4. The company informs Remuneration and Welfare Benefits system to all employee.

The company has a policy of paying wages and remuneration to employees not only on the basis of fairness and suitability to knowledge, duty, responsibility and performance but also by means of comparing with the current labour market and the other companies in the same industry. Additionally, the Company awards an annual raise, an incentive, and a special annual raise exclusively for employees with high potential and remarkable performance.

As for welfare benefits, the Company provides welfare benefits together with the other benefits to ensure employees' good quality of life as well as health and mental wellness. In addition to the general welfare benefits required by law, the Company provides other benefits as follows:

1. Welfare benefits aiming at developing employees, in order to enhance the work knowledge, various in-house and public trainings are provided such as a book corner as well as internet and intranet facilities which enable employees to search for further information.

2. Welfare benefits provided to subsidize costs of living, e.g. a diligence allowance, an employee uniform, a travel allowance, a canteen selling food to employees at welfare prices and a shop providing a meal that is approved by the safety standards of Bangkok Metropolitan Administration. Besides, the Company encourages employees to bring food or homegrown vegetables to sell in order to supplement incomes and to assure consumer confidence on safety.

3. Welfare benefits to promote a saving behavior of employees, e.g. a provident fund, a savings cooperative, a monthly savings campaign in collaboration with the Government Savings Bank, and a basic training and counseling session on saving and debt resolution.

4. Welfare benefits for future savings such as provident funds, saving cooperatives, housing loans from Government Housing Bank, etc.

5. Welfare benefits regarding recreation such as a sport event, an entertainment and various games.

6. Welfare benefits for health wellness including a clinic with a doctor stationing every week and at least 2 nurses on duty daily to ensure that the services are sufficiently provided. Furthermore, employees are educated of health knowledge, such as maternity care, nutrition and contagious disease consumption. Also, there is a yearly company health check covering lung x-ray, diabetes, cholesterol, blood pressure, as well as cervical cancer test.

### Working Hours Policy

1. The Company prescribes both regular and overtime working hours in accordance with Thai labour law.
2. Overtime working is subject to be employees' willingness.
3. The Company determines a recess period on working days, a weekly day-off, and an annual leave.

### Guideline

1. Working days and hours:
  - a. Back Office Monday to Friday 07:30 – 17:30 (9 hours/day)
  - b. Factory Monday to Saturday 07:00 – 16:00 (8 hours/day)
2. Recess period includes an hour after no more than consecutive 5 hours of working:
  - a. Factory 11:00 – 12:00 and 11:30 – 12:30
  - b. Back Office 12:00 – 13:00
3. Weekly Day-off:
  - a. Back Office Saturday and Sunday
  - b. Factory Sunday

4. In case of necessity, the Company is capable of changing the weekly day-off upon suitability with employees informed beforehand.

5. The Company does not support working on a day-off unless it involves a necessary issue such as the delayed manufacturing that does not meet the due delivery date or some tasks that could not be performed during normal working days, e.g. engine check, boiler maintenance, and electric conduit cleaning. This requires a supervisor to get a written approval first and then to notify human resources department.

6. The Company encourages employees to achieve the duty within scheduled working hours (8 – 9 hours per a day). In case of compulsory such as some cases that will inflict damages to the Company, employees are, upon their consent, allowed to work overtime as necessary. The overtime hours must not exceed 12 hours per week, except some inevitable cases.

7. Employees are required to consent and get an approval from their supervisor by signing an overtime working approval form. The supervisor is obliged to submit the form to human resources department prior to the overtime working date.

8. In case of working overtime for more than 2 hours, the Company will let employees have a minimum 20-minute recess before overtime working.

### Forced Labor Policy

1. The company does not employ forced labor in any form.
2. The company does not require guarantee money, asset or any document for employment unless required by Thai labor law.
3. The company has regulations regarding employment, overtime working, complaint, resignation, etc. which conform to the law and related Thai standard prescriptions. The Company strictly maintains the implementation of these regulations as a guiding principle for the employees..
4. The company educates employees the anti-forced labor policy including employment and protection of labor right, etc. since the first day of work so that they have awareness and follow the policy and regulations.
5. The company does not support a customer, a forwarder, or a contractor who abuses forced labor.

### Guideline

- 1) The Company does not encourage employing the labor that is forced, especially labor of prisoners
- 2) The Company does not encourage employing the labor that is forced, threatened, punished or work against the employee's will since commencement until termination of employment as follow:
  - 2.1) Recruitment – the candidate applying for a position at the Company is required to submit the following documents:
    - 2.1.1) Copy of an identification card
    - 2.1.2) Copy of a household registration certificate
    - 2.1.3) Copy of a transcript
    - 2.1.4) Other documents such as a copy of military service certificate and a copy of employment verification letter.
  - 2.2) Guarantee – employees are not required to give the Company a guarantee in any form: money, asset, or document. For example, the Company does not hold employees' identification card, bank book and any confidential documents as a proof of employment or the Company doesn't offer a binding contract to employees.
  - 2.3) Outsider Visit – the Company allows employees to see their relatives and friends that come visiting only during recess. In case of urgency, the Company will immediately inform employees and allow them to see the visitors as appropriate.
  - 2.4) Personal Errand – if employees request to do a personal errand during working time, they are required to submit a permission letter including the reasons to their supervisor and get the approval beforehand.
  - 2.5) Resignation – employees who want to resign are required to submit a resignation form to their supervisor at least 30 days prior to the effective date so that that the Company can recruit a new replacement to carry on the pending works, unless employees can give specific reasons why they could not inform the Company in advance.

## Child Labour Policy

The Company does not have a policy to employ the children under the age of 15 years old.

## Freedom of Association Policy

1. The company respects employees' right and liberty to freely aggregate without inflicting any harm to other employees, the company and communities.

2. The company respects employees' right to assemble, to join or to organize a group or a corporate committee. The company is willing to open a negotiation, to select and to nominate a representative without doing anything against the law or to intervene the employee's exercise of right.

3. The company certifies that the representative nominated by employees will be accommodated and treated equivalently as the other employees. The Company does not persecute him by any means such as transferring, discharging or any action that is unfair.

### Guideline

1) The company respects employees' right and liberty to freely aggregate with the purpose to benefit the communities and without inflicting any harm to other employees and the company.

2) The company encourages the election of a representative for employee welfare committee. The election procedure is according to Thai Labour Protection Act B.E. 2541. The committee is responsible for employees welfare benefit. They are also in charge of acquiring employees' complaint and working with the representatives from the executive committee to peacefully and legally cope the problems as well as to meliorate the communities without any engagement of the company. The judgment of the welfare committee is communicated to employees via their supervisor, notice board and broadcasting.

## Occupational Health and Safety Policy

Thanulux Public Company Limited has stipulated Occupational Health and Safety Policy as guideline for employees, customers and visitors to prevent accidents in order to ensure safety of life and property including preserving the environment. Manager of each working unit responsible for constant and effective compliance of this policy. Employees, customers and visitors must practice in the same manner, in accordance with regulations concerning safety and promulgated by relevant official and standards determined by the Company. The policies are as follow:

1. The company follows the prescriptions of law on occupational health and safety as well as the other related standard requirements. The Company also monitors the potential work-related risks and adapts the policies accordingly.

2. The company promotes improvement in working environment, safety in working, provision of personal protection equipment (PPE), and employees' health wellness.

3. The company encourages the participation of the employees, safety committee, and trading partners in improving occupational health, safety and working environment.

4. The company monitors and evaluates the achievement of the campaigns with regard to occupational health, safety and working environment. A year plan is also implemented in order to ensure the serious practice and utmost efficiency.

## Guideline

1) The Company appoints teams to be responsible for occupational health, safety and working environment as follows:

### 1.1) Safety Committee

1. Hold a meeting at least once a month to update the progress
2. Inspect occupational health, safety, working environment at least once a month and report the result to executive committee.
3. Report and propose a measure to improve the prevention of accidents and losses, aligning with the law.
4. Promote the activities regarding occupational health, safety, working environment throughout 2015 such as “Big Cleaning Day” on May 18, 2015.
5. Prescribe the regulations concerning occupational hygiene, safety, working environment.
6. Propose to the executive committee a year plan, a project, an activities, an engagement plan for all employees with regard to occupational hygiene, safety, working environment.
7. Monitor and follow up the progress of the implemented activities.
8. Report the results of routine tasks together with problems occurred and the suggestions for improvement.
9. Perform any other tasks related to occupational hygiene, safety, working environment as per assigned by the Company.



### 1.2) Safety Officer at Professional Level

1. Inspect and advise employees as well as executives the occupational safety rules.
2. Organize the Company's occupational safety plans and measures.
3. Ensure that employees implement the Company's occupational safety rules and regulations.
4. Educate and train employees how to prevent losses and accidents while working.

### 1.3) Safety Officer at Executive Level

1. Ensure that the Company's occupational safety rules and regulations are practiced.
2. Promote the operations related to occupational safety within the company.

### 1.4) Safety Officer at Supervisor Level

1. Supervise safety officers and assure that they follow the Company's occupational safety rules and regulations.

2. Train employees the correct procedure to utilize equipment and machines to secure safety during operation.
3. Train employee whilst raising their awareness towards safety at work.
4. Maintain the safe condition of the equipment and machines.
5. Coordinating with safety officers to identify the cause of accident and injury as well as report the result together with the suggestion for future prevention.
6. Promote the operations related to occupational safety within the company.
7. Perform safety-related tasks as per assigned.

2) The Company conducts a safety survey which includes safety check within the factory area, losses and accidents prevention plan together with improvement scheme to secure the occupational safety during work operation.

In 2016, the results of safety survey were as follows:

- 2.1) Exposure to noise was 82 dBA, met the standard criteria.
- 2.2) Exposure to heat was 26.1 °C, met the standard criteria.
- 2.3) Exposure to chemicals met the standard criteria.
- 2.4) Exposure to lighting met the standard criteria.
- 2.5) Wastewater quality met the standard criteria.
- 2.6) Input and output water of boiler met the standard criteria.
- 2.7) optical density of the soot from funnel was 2.12%, met the standard criteria.

3) The Company provides training with regard to safety, occupational hygiene, working environment and first-aid.

4) The Company organizes fire prevention and basic firefighting course. Fire drill is held twice a year. In 2016, the Company organized fire drills as follow:

Bangkok headquarters on 18<sup>th</sup> May and 3<sup>rd</sup> November 2016. Lamphun branch on 24<sup>th</sup> March and 23<sup>rd</sup> September 2016.

For Kabinburi branch, factory on 6<sup>th</sup> May and 5<sup>th</sup> November 2016 and dormitory on 5<sup>th</sup> May and 4<sup>th</sup> November 2016. All drills are completed as planned.

5) The Company provides personal protective equipment (PPE) to employees to prevent the losses, accidents and diseases which may trigger during work as per below:

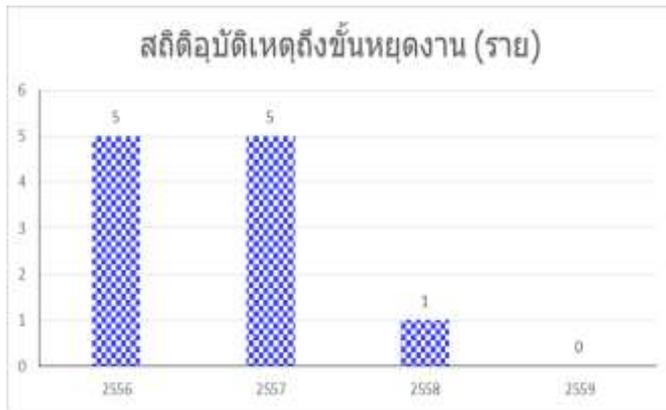
5.1) Personal protective equipment (PPE) including:

1. Ear plugs/ Ear muffs for employees who exposes to loud noise.
2. Face masks both in normal and carbon filter for employees who exposes to dusts and chemicals.
3. Iron gloves for employees who operate cutting machines.



4. Aprons for employees who expose to chemicals.
  5. Safety glasses to protect the eyes from particulates.
  6. Face shields to protect the eyes from particulates.
- 5.2) Fire-fighting equipment including:
1. Sirens
  2. Smoke detectors
  3. Fire extinguisher in both dry chemical and clean agent (Halon) version.
  4. Fire sprinkler systems as well as other equipment such as fire proximity suits and fire hoses.
- 5.3) The Company realizes the importance of physical well-being. Therefore, the Company would like to take a good care of employees' health wellness as follows:
1. Clinics with stationed corporate doctors and nurses
  2. Fundamental medical courses including how to perform first-aid, drug education, and how to carry an injured person.
  3. Basic medicines together with first-aid kits.
  4. Information boards providing knowledge about diseases and the prevention.
  5. Vans to transport the injured employees to the hospital.
- 5.4) The Company supplies employees with facilities, including a cafeteria, a rest room, a glass and drinking water, which meet sanitation standards conforming to the law.
- 5.5) For the employees who bring their own food, the Company also provides a pantry that also meets sanitation standards. Employees can use it during the designated time at a locker room in every building.
- 5.6) The Company organizes a training session regarding the safety for new employees and occasionally for current employees in order to raise awareness of occupational safety.
- 6) Safety committee will work with other teams to check the preparedness of safety facilities.
- 7) In case that the employees experience an accident or an injury caused during work, their supervisor is required to submit a report to human resources department, administration department and safety officer so that the issue will be brought into discussion in the safety committee meeting to find the further prevention.

In 2016, there was no employee suffers lost time injury.



## Work - life Balance

The Company supports the balance between work and life to ensure employees' wellness, which in turn would have an impact on their success, security and advancement. Works are assigned based on value, interests, knowledge and abilities of employees, and remunerations and other forms of compensation are given to create incentives, in view of career advancement. Employee participation in decision-making processes is encouraged. Mutual recognition and assistance are promoted. Furthermore, the Company has provided an environment which promotes and facilitates the performance of work, as well as to support employees volunteering in social projects in order to maintain a work-life balance when working for the Company. In this regard, the Company applies the "happy 8 workplace" principle as a guideline for undertaking activities to ensure greater happiness of employees. In 2016, the following provisions were made:

1. **Happy Body** - promotion of employee health
  - 1.1 Health check was organized based on risk factor assessment including exposure to chemicals, lighting, noise, heat, dust or any other hazardous factors.
  - 1.2 Annual health checks
  - 1.3 Facilities for employees who need to stand or sit for a long period according to ergonomics.
  - 1.4 Doctor and nurse were appointed for health counseling.
  - 1.5 Exercising activities such as yoga and corporate sport day were initiated.
  - 1.6 Motto "Sticking to good things and say no to drug" was promoted.
2. **Happy Heart** - promotion of employees' sharing and generosity behavior as well as encouragement of volunteer work awareness such as:
  - 2.1 Blood donation activity to the Thai Red Cross Society, Lamphun hospital and Kabinburi hospital was held in every quarter. In 2016, the total blood donated was 227,500 cc.
  - 2.2 Funds raised from the employees was given to the colleagues who suffered from troubles.
3. **Happy Relax** - promotion of relaxation and pleasant working ambience including recreation, music show, and sport game.
4. **Happy Brain** – In addition to internal and public training, the Company supported self-learning via web board which publicize various knowledge and information through intranet system. Furthermore, the

Company held an innovation contest within the Thanulux Group (Thanulux Innovation Awards) for the 9<sup>th</sup> consecutive year. The vision was to enhance employees' knowledge, to encourage the creativity, to inspire the idea of "Creative for the Better" and thus to develop the work proficiency.

5. **Happy Soul** - cultivation of morals in employees' lives and preservation of good traditions. The Company organized several activities in this regard including:

- 5.1 An annual remembrance of the passing away of Chairman Dr. Thiam Chokwatana, founder of the Saha Group.
- 5.2 Traditional events such as lent candle casting ceremony, offering to temples, water offering for paying respect to elders on the Thai New Year.

6. **Happy Money** – promotion of employees' saving behavior and expenses management in accordance with the sufficiency economic principle.

- 6.1 Training of savings, financial planning and secure retirement planning was organized.
- 6.2 The cooperatives was founded and promoted. Financial institutions were allowed to collect deposits from employees every month.
- 6.3 The training of "Reused container: safe and organic planting" was offered. The employees were encouraged to plant for the household consumption or for selling in the Company during recess.

7. **Happy Family** – The Company organized bonding activities as follows:

- 7.1 Mother's corner to encourage breast-feeding
- 7.2 Mother's day activity "Share Love to Mom"
- 7.3 Children's day activity

8. **Happy Society** - promotion of social responsibility which includes:

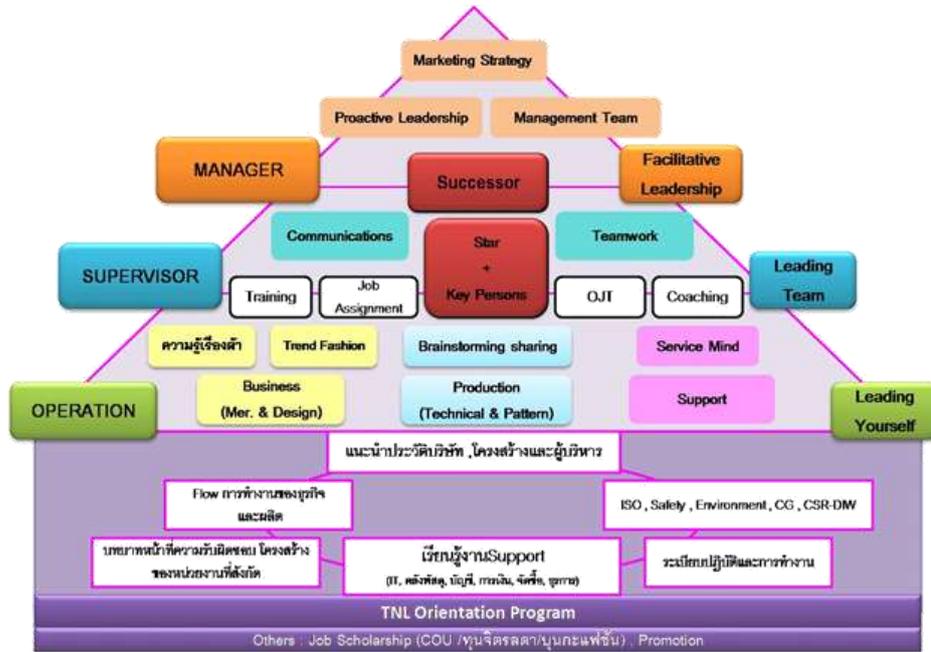
- 8.1 Lunch treating to children at Seta Phram community nursery center (Sathupradit 49) on 9th September 2016
- 8.2 Meal treating to children at Bua Luang community nursery center in Yannawa district on the occasion of the annual remembrance of the passing away of Chairman Dr. Thiem Chokwatana.
- 8.3 Meal and activity treating to children at Nonthabumi home for children with disabilities in Pakkred, Nonthaburi.

As a consequence of ethical business conduct and the Happy 8 Workplace project to ensure employees' happiness and work-life balance, the Company was awarded the "Excellent Establishment on Labor Relations and Welfare 2016", for the fourth consecutive year for headquarters and the second consecutive year for Lumpun office. The Company was greatly honoured by this award which signified management and value for the good quality of life of employees who were the most valuable assets and key factor for the Company's achievement.

### **Human Resources and Development**

The company recognized the importance of human resources and development in response to business direction as it was the key factor that drove business towards the envisioned missions. The key focuses were on increasing the competitiveness, promoting leadership and professionalism, encouraging continuous learning and

self-developing motivation, maximizing the individual potential, as well as improving career advancement together with the company's growth and success. In this regard, the Company formulated human resources and development as follows:



1. Key Persons Development

The objective of Key Persons Development was to prepare the key employees in every units to response to more challenging duties, which resulted in individual career advancement and Company's achievement. The criteria are as follows:

1. **Responsibility and success** – the key person was responsible for the task that had an effect on the achievement of the department. Having potential and self-motivation, he/she must be able to push forward the assigned tasks to the success, which had clear performance indicators.
2. **Potential** – the key person is able to grow in his/her career path such as management or specialist.
3. **Personality** – the key person worked with determination as well as had good personality and attitude.

In 2016, there were 68 key persons selected: 20 from business department, 30 from production department, and 18 from supporting department. Human resources department, together with the superior of original department, made the Individual Development Plan by using various development tools including training, tutoring, studying, coaching, project assignment, etc. All the activities were implemented, developed and monitored under the superior's comments. The key person was also evaluated by related individuals 2 times a year.

2. Leader Development Program

Valuing the personnel development in every level, in 2016, the Company focused on developing the leader personnel from entry to mid level so that they were prompt to grow to potential leader who was the key for

achievement. Therefore, "Proactive Leadership" and "The Power of Team" program were initiated. The experts from outside the Company were invited to enhance the personnel's skills.

### 3. Merchandiser & Designer Development Program

Merchandiser and designer was another department that the Company attached importance to and aimed to develop in order to keep up with the dynamic change of fashion industry. In 2016, to widen the vision of merchandising, the Company did not only arrange yearly fashion trend training, but also invited specialists and corporate advisers to share their experience about fashion merchandising in international market such as international brand, designing and merchandising, review and suggestion, textile knowledge, and digital marketing.

### 4. Training

Training was one of the human resources development tools that promoted knowledge, skills, expertise, improved performance, together with better personality and attitude so that they would lead the Company to achievement. With respect to business direction, the following training was arranged:

General course:

- Orientation course
- Quality Management System ISO 9001:2015 course
- Environmental Management System ISO 14001:2015 course
- Ergonomic for safety course
- First aid course
- Basic fire-fighting course

Professional course:

- Fashion Trend course
- Advanced creative suit patterning course
- Strategic marketing course

Managerial course:

- Communication for work course
- Improving personality and public speaking course
- Problem solving and decision making course
- Prioritizing and Time Management course
- Impressive services course



Additionally, in 2016, the training of “Policy in business ethics and morals of the board of directors, executives, and employees” as well as “Anti-corruption Policy” were developed for employees in all levels in order to manifest aim and determination to conduct a business under the law, honesty, and moral according to the ethical code of conduct. On 14<sup>th</sup> October 2016, The Company was certified as a member of Collective Action Coalition against Corruption or CAC in Thailand’s 7<sup>th</sup> National Conference on Collective Action against Corruption held by Thailand’s Private Sector Collective Action against Corruption. In conclusion, The Company endorsed a policy to prevent against corruption and bribery and it would be respected and followed strictly,

**Training schedule for employees in each operational unit**

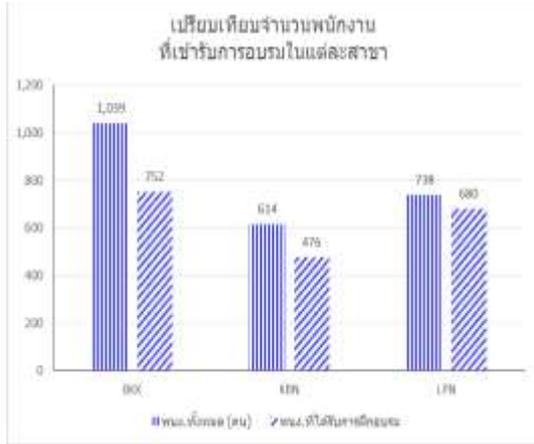
Subject	Trainee								Date	Number of Participants
	Men's wear A	Men's wear B	Export Men's wear	Leather Good	Children's Wear	Women's Wear	Production	Operation Support		
1. Orientation (ISO 14001, CSR-DIW, CAC)	✓	✓	✓	✓	✓	✓	✓	✓	3 Sessions: 4 Jan 16, 4 Apr 16, 14 Jul 16	38
2. Change from ISO 14001:2008 to ISO 14001:2015	✓	✓	✓	✓	✓	✓	✓	✓	1 Session (27 Jan 16)	84
3. Anti-corruption	✓	✓	✓	✓	✓	✓	✓	✓	Session 1 (30 Aug 15) Session 2 (5 Oct 16) Session 3 (24 Nov 16)	43 150 180
4. Basic firefighting & Fire drill	✓	✓	✓	✓	✓	✓	✓	✓	Session 1 (18 May 16) Session 2 (3 Nov 16)	848 859
5. Ergonomics							✓	✓	Session 1 (14 Oct 16)	49

**Nature, number and hour of training courses**

	Number of Course	Number of Hours
In-house Training	50	378
Public Training	71	606
<b>Total</b>	<b>121</b>	<b>915</b>

In 2016, the number of employees who received the training was 1,908 (equivalent to 80% to total):

- Leader level – 243: 120 from Bangkok headquarter, 71 from Kabinburi brance, 52 from Lamphun branch
- Operation level – 1,565: 632 from Bangkok headquarter, 405 from Kabinburi branch, 628 from Lamphun branch



**5. Scholarship for employees and their children**

**Scholarship for a Bachelor’s Degree in Textile Chemical Engineering and Textile Engineering at the Faculty of Textiles Industry, Rajamangala University of Technology Krungthep**

In 2016, the companies under the Saha Group continued to support the collaborative project to produce textile personnel for the 2<sup>nd</sup> consecutive year. The committee achieved the project objective by advertising, enrolling, and selecting the students from communities neighboring the Saha Group. This year, Thanulux PCL granted 6 units of scholarship to the faculty of textiles industry, Rajamangala University of Technology Krungthep: 3 units of scholarship in Textile Chemical Engineering and 3 units of scholarship in Textile. The scholarship covered all expenses for 4 years or 200,000 Baht per unit, the total amount granted was equivalent to 1,200,000 Baht. Apart from financial support, the scholarship students also had a chance to participate the activities to develop themselves including the field trip to textile companies in Saha Group, English courses, and internship during school break in order to equip them with real working experience and extra earnings, etc.



**Bunka Fashion Academy Scholarship**

The Company had a policy to promote personnel opportunity to develop competencies, to enhance knowledge on fashion merchandising, and to produce a quality personnel for Thai fashion industry to compete in international market. Together with the fact that Bunka Fashion College Japan who, with cooperation of the Saha Group, branched Bunka Fashion Academy Thailand with the aim to establish a foundation of fashion academy in the country, the Saha Group continuously granted to employees educational scholarship for apparel design course.

In the 2016 academic year, Miss Kittiya Prumnuk, the scholarship student from children's wear department were studying in the second year in "Fashion Creation & Fashion Professional" course at the Bunka Fashion Academy Thailand. The financial support was equivalent to 260,000 baht (for the full 2-year course). The Company continued to follow up the performance of the scholarship student to ensure that she was able to efficiently apply her study to her career.

In addition to the scholarships mentioned above, the Company, with the collaboration with Dr. Thiem Chokwatana foundation, also bestowed the financial aids to employees' children.