



บริษัท สากล เอนเนอจี้ จำกัด (มหาชน)  
SAKOL ENERGY PUBLIC COMPANY LIMITED  
เลขทะเบียนบริษัทเลขที่ 0107559000443



## Corporate Social Responsibility

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**Sakol Energy Public Company Limited**



### **Corporate Social Responsibilities: CSR**

Sakol Energy Public Company Limited realizes the importance of sustainable business growth under corporate social responsibilities which morally focus on the interested persons, economic, and environment. The company expects that the company's corporate social responsibilities will bring about common interests, along with the growth of business. The company has categorized corporate social responsibilities into 8 categories as the followings;

#### **1. Fair business operation**

The company determines for honest, fair, ethical operation, and trade competition following commercial ethical principal, law, and equal commercial competition, as well as any acts which are against fair competition; such as the search of competitor's confidential data, the demand or the receiving or the reject of any dishonest commercial benefits in purchasing machines etc. Moreover, the company pays respect to the rights of intelligence properties of the others. The company determines that the staff follows the law or the regulations of intelligence properties rights; such as the use of legal computer program etc. The company has project in supporting and creating awareness of staff of all levels to be responsible to the society.

#### **2. Anti-corruption**

The company's operation is based on the transparency and ethics. We insist on the governance and the implementation on the relevant anti-corruption and prevention law. The details are included in the company's anti-corruption and bribery policy.

#### **3. The respect on human rights.**

The company supports and respects human's right protection by treating all relevant; staff, community, and surrounded societies with respect in the values of humanity, taking equality and freedom into account, respecting basic rights, and not discriminating on race, nationality, religions, languages, skin colors, genders, age, education, physical or social status. The company has ensured not to take part in any human rights violations; such as child's labors and sexual harassment etc. In addition, the company has supported the watch to ensure the compliance on human right's requirements by accepting opinions and providing channels for complaints, from the victims, caused from the company's operation and to provide appropriate compensations.



To ensure the effectiveness, the company has organized knowledge management about human rights and created awareness among the company's staff in following human rights principles.

#### **4. Fair labor treatment**

The company is aware of the importance of human resource development and fair labor treatment, which is the factor in promoting business value, competitiveness and sustainable growth of the company. The company has determined the policy and guidance as the followings;

1. Respect the rights of staff according to human rights principles, and follow labor law.
2. Ensure fair employment procedure and condition, as well as compensation and the consideration of achievement under fair assessment procedure.
3. Encourage professional development by providing or enrolling staff for relevant trainings and seminars in order to develop knowledge and potentials of staff, as well as good attitude, moral, ethics, and teamwork.
4. Provide welfares for staff as regulated by law; such as social security etc. or non-regulated welfare; such as health and accident insurances etc. It also includes the providing of financial support for staff; such as scholarship for the children of staff, and cremation fund aid etc.
5. Organize annual health check for the staff of all levels by considering risk factors by the range of age, sex, and individual work surroundings.
6. Ensure work safety and hygienic workplace by providing preventive measure, training and promoting safety awareness and good health among staff, always ensure hygiene and safe workplace.
7. Provide chances for staff to share their opinions or file complaints on bias and wrong treatments in the company, as well as the protection for the informers who report the complaints.



## 5. Customer responsibilities

The company aims to develop products and services of the company and the associates for the utmost customer's satisfaction and benefits, as well as adhering to treat customers with responsibility, honest, and attention like they are family members.

1. The company considers the quality and the effectiveness in providing service. Apart from the quality service management system, the company is also attentive to the management of occupational health and safety to ensure the most quality and effective service provided to customers.
2. The company is attached to the fair marketing by providing the measure to ensure that the customers receive correct, unbiased, clear, or non-exaggerated company's information so they have true and enough information for decision-making.
3. The company takes customer's safety into account and aims to provide quality and safe service according to international safety standard and regulations, and law. There's also the constant service development and improvement to make sure that the customers will be confident in the quality, standard, and the safety of the company's service.
4. The company has provided customer relation system used in contacting with customers, as well as effectively receiving complaints about service quality via telephone in order to instantly answer to the customer's requirements.
5. The company will keep customer's data confidential and will not use it in the inappropriate purposes.
6. The company has organized activities in order to reinforce sustainable customer's relationship with the company

## 6. Environmental care

The company pays attention to social responsibility in nurturing environment. The company has executed and controlled the production and service of the company and the associates to strictly comply with the relevant law about environmental care as the followings;

1. The company has designed and developed the production procedure of machine, and devices to be able to control and/or reducing pollutions; including waste water, dust, gas, and other wastes.



2. The company has assigned a person in charge of the production procedure, machines and devices control. It has to be ensured that the effects to the environment must not be exceed the standard and utmost benefits from the use of natural resources.
3. The company has determined the policy in reducing the production of garbage and wastes and being cooperative in the appropriate waste disposal methods.
4. The company has organized risk assessment and effects related to environment, health, and safety prior to any joint venture or investment. The company has conducts the business under environmental care concept.
5. The company has policy in using natural resources, materials or equipment effectively and efficiently.
6. The company has measure on reserving natural resources; such as 3Rs (Reduce, Reuse/Recycles, Replenish)

#### 7. Community or society development

The company is aware of responsibility on society and community. Therefore, there's the policy in helping and developing society as the followings;

1. The company provides supportive policy and appropriate help to society and community, especially the neighboring community around the company.
2. The company provides opportunity for community and all concerned, takes part in sharing opinions for projects which might affect community, as well as sharing opinions or complaints which are resulted from the company's operations.
3. The company is cooperative in standard operation or international agreements formed to protect or reduce effects toward environment.
4. The company has policy in providing educational support to the youths by providing financial supports for extra learning tools for schools, integrated activities, repair and paint school buildings.
5. The company pays attention to the fast and effective responses toward the circumstances which affect the community, society, and environment caused by the company's operations.
6. The company reinforces the consciousness and responsibilities of the staff toward environment and society.



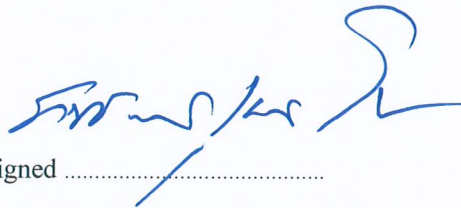
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This Corporate Social Responsibility is effective from 9 March 2016.



บริษัท สากล เอนเนอจี้ จำกัด (มหาชน)  
SAKOL ENERGY PUBLIC COMPANY LIMITED

Signed 

(Mr.Chatchai Sumetchotemetha)

Presidents of the Board of Directors

Sakol Energy Public Company Limited