

***Growing Together,
Forwarding to
the Circular
Economy***

Vice Chairman of the Board and Chairman of the Executive Committee's Message

Mitr Phol Group has emphasized sustainable development by defining a framework that covers all business operations in three dimensions, namely economic, social, and environmental. Under the principles of good corporate governance along with building good relationships with stakeholders, we get operational goals to align and support the United Nations Sustainable Development Goals (UN SDGs). Mitr Phol Group's sustainable development framework in three dimensions are as follows: "Transparent Organization with Collaboration to All", "Take Good Care of Community" and "Care for Environment" and all three dimensions will be driven by innovation and digital integration.



Mr. Buntoeng Vongkusolkit

Vice Chairman of the Board
and Chairman of the Executive Committee
Mitr Phol Group







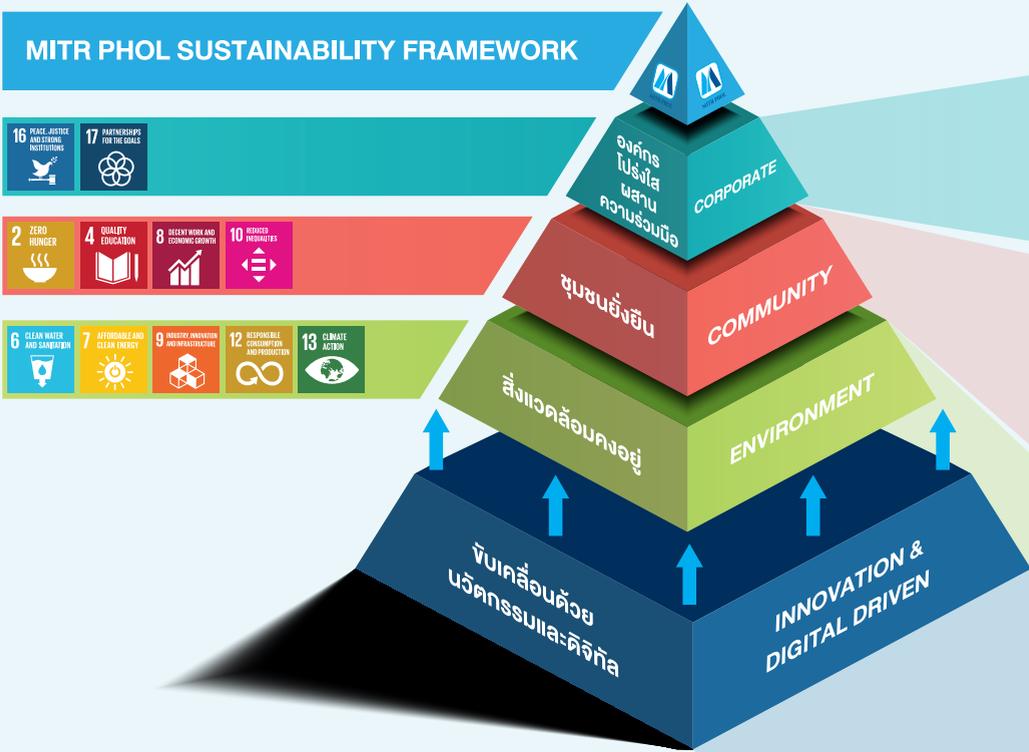
Growing Together, Forwarding to the Circular Economy



We are committed to responsible for social and environment in order to build a robust economy/ community aligned with the adherence to circular economy guidelines that emphasize the cost-effective use of resources and recycling by using innovative technology to optimize the use of resources and aimed to balance the environment.

Because we believe in development aimed at maintaining a balance between economic, social, and environmental are the way to grow steadily and sustainably.





Our sustainable development for Mitr Phol Group is to dedicatedly focus on the development of an organization, communities, and environment together with a balance under the philosophy “Grow Together”. This supports the United Nation 11 sustainable development goals through Mitr Phol Sustainability Framework.

Important Operation Details

Transparent Organization with Collaboration to All

- Good Governance
- Coordinating Teamwork and Building Network

Sustainable Community

- Supply Chain Management
- Take Good Care of Community
- Human Resources Management
- Implementation of Human Rights
- Occupational Health and Safety

Care for Environment

- Water Management
- Energy Management and Climate Change
- Waste Management
- Air Quality Management

Crucial Driver

- Innovation

Performance Highlight

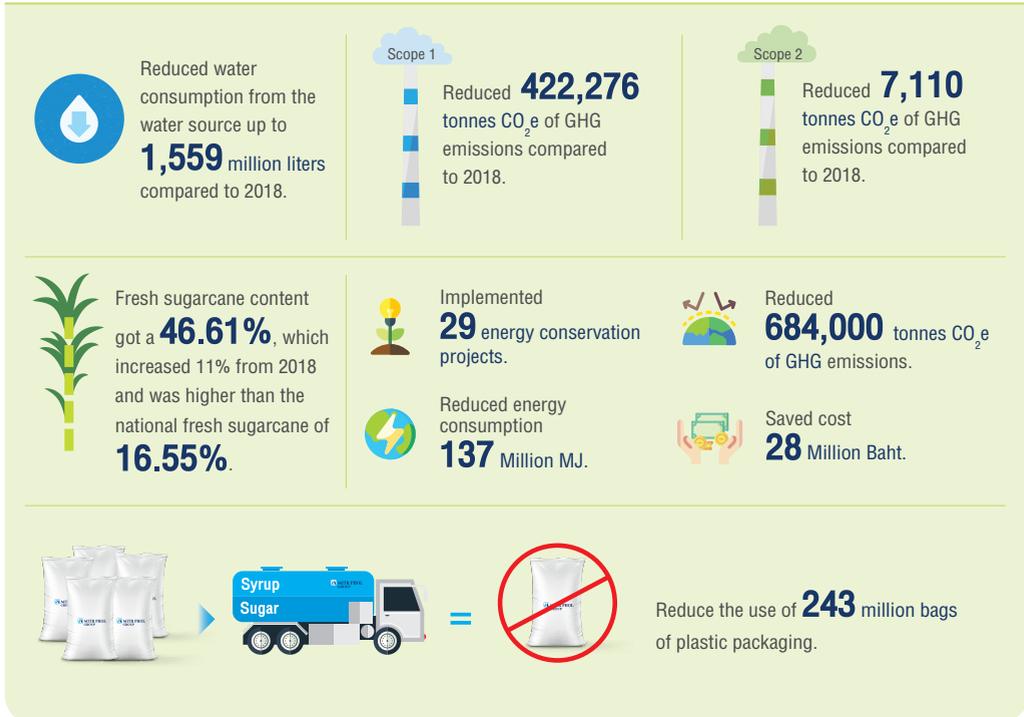
Economy

 <p>100% of our employees have been communicated and acknowledge the Mitr Phol Group's code of conduct, policies, and practices related to corporate governance.</p>	 <p>Mitr Phol Group had local purchasing of 31.8 million baht, which accounted for 97.80% of the total procurement costs.</p>	 <p>Received an ISO 20400:2017 Sustainable Procurement Guidelines Certification.</p>
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Society

 <p>Supporting budget for society and communities with a total value of 112 million baht.</p>	 <p>There were 5 occupation groups established with cash flow in the community of 164,975 baht.</p>	 <p>Transformational leadership in the communities of 510 people have been created.</p>
 <p>240 specialize learning centers have been established.</p>	 <p>7 district learning centers have been established.</p>	<p>“Chuenjai By Mitr Phol” generated income to the community of</p>  <p>542,810 baht</p>
 <p>Employed 87 personnel with disabilities.</p>	 <p>Employees engagement of Mitr Phol Group accounted for 71%</p>	
 <p>Lost-Time Injury Frequency Rate (LTIFR) of employees: 1.18 person/1 million working hours.</p>	 <p>Lost-Time Injury Frequency Rate (LTIFR) of contractors: 0.62 person/1 million working hours.</p>	

Environment



Innovation





Good Governance

We have driven the business in accordance to good governance because effective management, transparency, traceability, respect for the need of all stakeholders appropriately and continuous improvement are the key to support business competitiveness which brings business to sustainable growth.



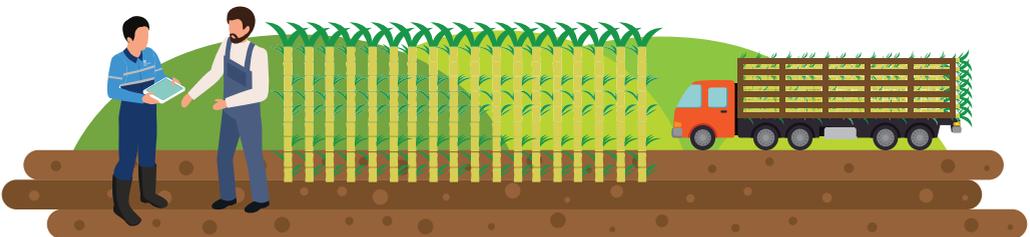
Supply Chain Management

Supply chain management is one of Mitr Phol Group's priorities in business operations. For the company to procure raw materials, produce, and deliver to customers with quality and punctually which maximizes customer satisfaction starting from the selection of suppliers, improving manufacturing processes, storing and shipping all the way to risk supervision and governance throughout an entire supply chain. To enhance the capability of the organization and business partners to pursue sustainable business operations.



Mitr Phol Sugar Corp., Ltd. received an ISO 20400: 2017 Sustainable Procurement Guidelines Certification from ISO Certification Institute (MASCI), which shows that the company's procurement system is efficient and promotes sustainable development throughout the supply chain.

Mitr Phol Group had local purchasing in 2019 | which accounted for **97.80%** of the total procurement costs.



Collaboration and Building Network

We are committed to be the key mechanism towards coordinating with every sector including both public, private and civil society for a concrete development for instance, being a part of an establishment of the Global Compact Network Thailand (GCNT) for moving one step forward towards the United Nations Sustainable Development (UN SDGs). Collaborating with the government sector to drive Thailand's policy in sustainable agriculture and develop Smart Farmer by the introduction of technologies and innovation to implement in agriculture. In addition, to support doing precision farming through training and sharing of knowledge related to farming, etc.



Collaborating with the government sector to drive Thailand's policy in sustainable agriculture and develop Smart Farmer.



Mitr Phol Group and other leading organizations in Thailand jointly unveiled the Global Compact Network Thailand (GCNT).

Networking in which Mitr Phol has collaborated with

Central

▶ 1. Bangkok

Government sector

Digital Economy Promotion Agency
Ministry of Agriculture and Cooperatives
Ministry of Industry
Ministry of Energy
Ministry of Social Development and Human Security
Office of the National Economic and Social Development Council
Ministry of Education
Ministry of Higher Education, Science, Research and Innovation
Excise Department
Ministry of Commerce
Ministry of Labour
Ministry of Public Health
Ministry of Interior
King Mongkut's Institute of Technology Ladkrabang

Private sector

Charoen Pokphand Group
True Corporation Public Company Limited
Thai Beverage Public Company Limited
The Siam Cement Public Company Limited
Betagro Public Company Limited
PTT Public Company Limited
The Stock Exchange of Thailand
Central Group
CP Intertrade Company Limited
Bangsue Chia Meng Rice Mill Company Limited
Tippo Foods Public Company Limited
Siam Kubota Corporation Company Limited
Dairy Home Company Limited
Total Access Communication Public Company Limited
Thai Sugar Millers Corporation Limited

Civil Society sector

Thai Health Promotion Foundation
Community Organizations Development Institute (Public Organizations)
Thailand Science Research and Innovation (TSRI)
Thailand Development Research Institute (TDRI)
National Health Commission Office
Thai Sugar and Bio-Energy Producers Association (TSEA)
The Thai Chamber of Commerce and Board of Trade of Thailand
The Federation of Thai Industries
Pid Thong Lang Phra Foundation
Social Innovation Foundation
Global Compact Network Thailand

▶ 2. Nakhon Pathom

Government sector

Mahidol University, Salaya Campus
Kasetsart University,
Kamphaeng Saen Campus

Private sector

Sampran Model, Sookjai Foundation

▶ 3. Samut Sakorn

Private sector

King Wish Company Limited

▶ 4. Sing Buri

Government sector

Thepsatri Rajabhat University, Sing Buri
Office of the Non-formal and Informal Education, Sing Buri
Sing Buri Provincial Agricultural Extension Office
Mai Dat Sub-district Administrative Organization Office, Sing Buri
Pho Songkho Sub-district Administrative Organization Office, Sing Buri

Private sector

Sufficiency Economy Learning Center of Khun Rangsan Boonnakan

▶ 5. Suphan Buri

Government sector

Suphan Buri Industry Office
Nong Ya Sai Community Development District Office, Nong Ya Sai District, Suphan Buri
Nong Ya Sai District Agricultural Extension Office, Nong Ya Sai District, Suphan Buri
Chaeng Ngam Sub-district Administrative Organization Office, Suphan Buri
Nong Makha Mong Sub-district Administrative Organization Office, Suphan Buri
Suphan Buri Provincial Social Development and Human Security Office

Private sector

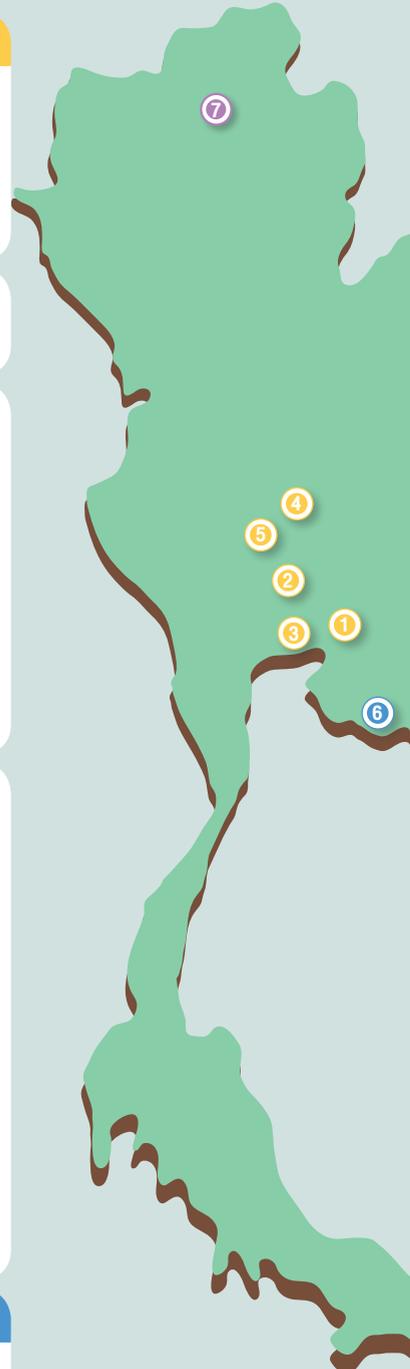
Development of Agricultural Learning Center (ALC) of Khun Nathara Yamphikul, Suphan Buri

Eastern

▶ 6. Rayong

Private sector

Songsalueng Natural Agriculture Center



Remarks : ● Government sector
● Private sector
● Civil Society sector



Northern

7. Chiang Mai

Government sector
Maejo University

Northeastern

8. Kalasin

Government sector
Kalasin Provincial Social Development and Human Security Office
Som Sa-at Sub-district Administrative Organization Office, Kalasin
Chum Chang Sub-district Administrative Organization Office, Kalasin
Kut Khao Sub-district Administrative Organization Office, Kalasin

Private sector
Kalasin Natural Agriculture Center of Khun Charoemsuk Thanuamsit

9. Khon Kaen

Government sector
Khon Kaen Provincial Social Development and Human Security Office
Chum Phae Sub-district Administrative Organization Office, Khon Kaen
Chai So Sub-district Administrative Organization Office, Khon Kaen
Non Sa-at Sub-district Administrative Organization Office, Khon Kaen
Kut Kwang Sub-district Administrative Organization Office, Khon Kaen
Ban Meng Sub-district Administrative Organization Office, Khon Kaen
Chorakhe Sub-district Administrative Organization Office, Khon Kaen
Khon Kaen University
Department of Agriculture, Khon Kaen Province
Khon Kaen Agricultural Research and Development Center
Nong Ruea District Agricultural Extension Office
Nong Ruea Hospital

Private sector
Mekin Farm, Chorakhe Sub-district, Khon Kaen
Tesco Lotus, Khon Kaen
DTAC Net-Arsa, Khon Kaen
Wanaphan Garden
Non-toxic Vegetable of Sumsung Agricultural Cooperative Limited, Sumsung District

10. Roi Et

Government sector
Roi Et Provincial Social Development and Human Security Office
Nong Yai Sub-district Administrative Organization Office, Roi Et

11. Chaiyaphum

Government sector
Chaiyaphum Provincial Social Development and Human Security Office
Ban Duea Sub-district Administrative Organization Office, Chaiyaphum
Nong Kha Sub-district Administrative Organization Office, Chaiyaphum
Nong Khon Thai Sub-district Administrative Organization Office, Chaiyaphum
Ban Kaeng Sub-district Administrative Organization Office, Chaiyaphum
Khok Sa-at Sub-district Administrative Organization, Chaiyaphum
Chaiyaphum Rajabhat University, Chaiyaphum
Department of Agriculture, Chaiyaphum
Phu Khiao District Agricultural Extension Office
Chaiyaphum Industry Office

12. Loei

Government sector
Si Songkhrum Sub-district Administrative Organization Office, Loei
Khok Khamin Sub-district Administrative Organization Office, Loei

Private sector
Ban Khok Yai Sufficiency Economy Learning Center of Khun Chaloeemchai Intarachaisri, Loei
Daughters of Charity Foundation, Loei Branch

13. Amnat Charoen

Government sector
Amnat Charoen Provincial Social Development and Human Security Office
Amnat Charoen Industry Office
Nam Plik Sub-district Administrative Organization Office, Roi Et
Na Mo Ma Sub-district Administrative Organization Office, Roi Et
Amnat Charoen Agricultural Research and Development Center
Amnat Charoen Provincial Agricultural Extension Office
Amnat Charoen Provincial Energy Office
Amnat Charoen Provincial Livestock Office
Amnat Charoen Provincial Auditing Office
Provincial Offices for Natural Resources and Environment Amnat Charoen

Private sector
Ban Khok Charoen Sufficiency Economy Learning Center of Khun Prayong Boonthong, Amnat Charoen
Phu Tawan Organic Farm



Sustainable Community Development of Mitr Phol Group has 3 main categories as below:



2021 Goal

All **25** sub-districts



will have established at **least one** learning center per sub-district.

30% of agricultural households in the sub-districts will be self-reliant sugarcane farmers.



At least **10%** of households in the sub-districts will be model families.



Performance to recruit and select the target area for developing to role model sub-district

2018

Increased

21

sub-districts



25

sub-districts

2019

A total of

338

villages



More than

1,620 families

became volunteers and participated in a sufficiency economy program.



Sustainable Community Management

We took part in the development and promotion of sub-district community committees as known as “Mitr Phol Sub-District Committees” in 25 sub-districts, which helped them to develop techniques and tools for work. Develop management at a group and network-level helps to build an important foundation by enhancing quality and capability for people to have the mental strength for them to be self-reliant.

125 role models

136 community researchers

34 communicators

510 change leaders



Building

16 community
databases.



Creating

17 community
research papers.



Forming **7** learning centers
in each of the following
seven sub-districts:

Baan Gang, Kok Sa-art, Kok Kamin,
Nong Yai, Mai Dad, Kud Kwang,
and Naam Pleek.



Setting up **240**
specific knowledge
centers for specific areas.



11 families were self-sufficient for
energy production

biogas in **6** families

coal in **3** families

solar power in **2** families



Establishing **6** clubs for the disable persons
in the communities to provide a network
of support for each other
(Nong Kon Thai sub-district,
Kok Sa Art sub-district,
Naam Pleek sub-district,
Kud Kao sub-district,
Nong Yai sub-district,
and Nong Maka Mong sub-district).



Community Farming and Food Safety

We are encouraging in the change of behavior by applying cognitive and practical principal under the sufficient economy philosophy which leads to the change in farmers' lifestyle in various dimensions. Including planting for consuming in family rather than buying from others and managing area for integrated crop production or new theory of agriculture which reduces their dependency on external assistance.

Out of the 25 sub-districts



12 safe vegetable farming groups

We have a combined cash flow from several activities in excess of **2.1** million baht for the year.



Farmers' expenses for consumption are reduced



More environmentally friendly behavior is adopted



Well-being and health of members in farming household are improved due to the consumption of safer and more hygienic food

Community Local Economy

We promote and develop professional skills based on their competency, capability and resources available in each community. Developed to integrate into a diverse group of activities in each area. To generate income along with the development of management systems in terms of cost, production, marketing, and accounting, expanding to community enterprises.

5 different career groups



Communities have revolving money from the group of activities by

164,975

baht

from **25** sub-districts that are part of the sustainable community



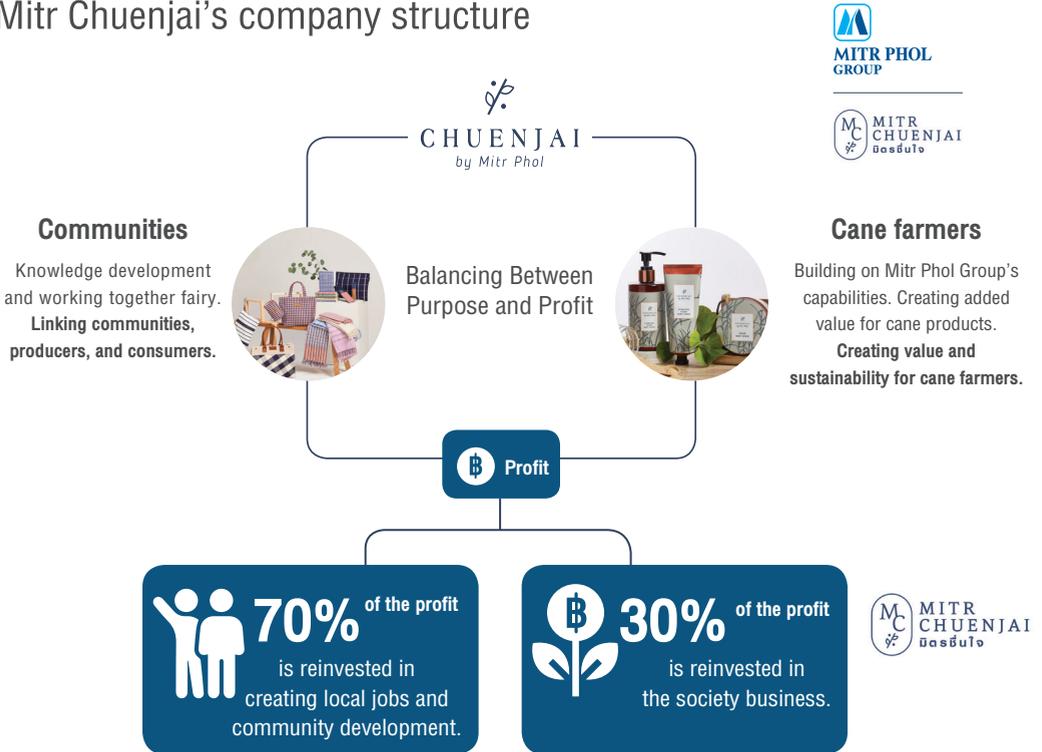
Multi-purpose fabric group



Coconut broom group

Besides, Mitr Phol Group has operated a community enterprise, “Mitr Chuenjai Company Limited”, with the consideration to contribute to society and business returns. It creates profits back to society under the brand “Chuenjai by Mitr Phol” to become a fully integrated social enterprise by 2022.

Mitr Chuenjai’s company structure



In the past year, revenue was generated for communities.



The best-selling item was a gift set combining quality community products in a wooden box with an attractive design.



Other Community Development

Green Market Project



Green Market Project, provides safe products at Mitr Phol Sugar Factory, Suphanburi Province



“Mitr Phol Cup” project - Promote and develop youth sports around Mitr Phol Group factory area.



“Mitr Phol Art Camp” project - Creating the consciousness for youth to love and cherish the community.



6 virtue path
"Mitr Arsa"
RUN FOR YOU
2019



Partnership
School - To develop
the education
system through the
collaboration of private
companies and the
schools.



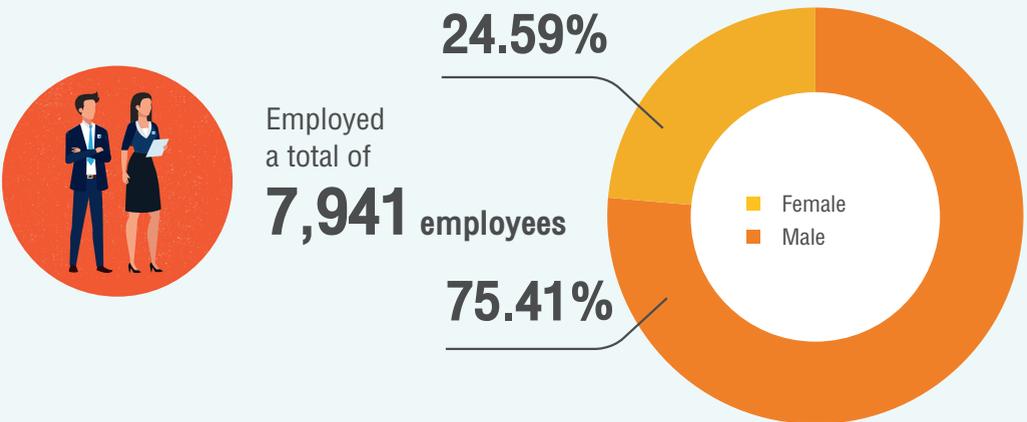
Mitr Phol Bilateral
Project - Develop
youth and professional
standards of
scholarship funding
and develop
curriculum.



Human Resources Management

We realize employees are a critical factor in the success and leveraging of an organization. Therefore, a human resource management strategy was established. Which comprises increasing the productivity of employees, strengthening employee engagement toward the organization, developing the capability of employees to the international level, enhancing organizational efficiency including; raising the standard and work with managing human resource.

Employee Data



Mitr Phol Group employs Persons with Disabilities



Mitr Phol Group employs **87** persons with disabilities



33 persons of whom work in the company



while **54** persons work within the communities

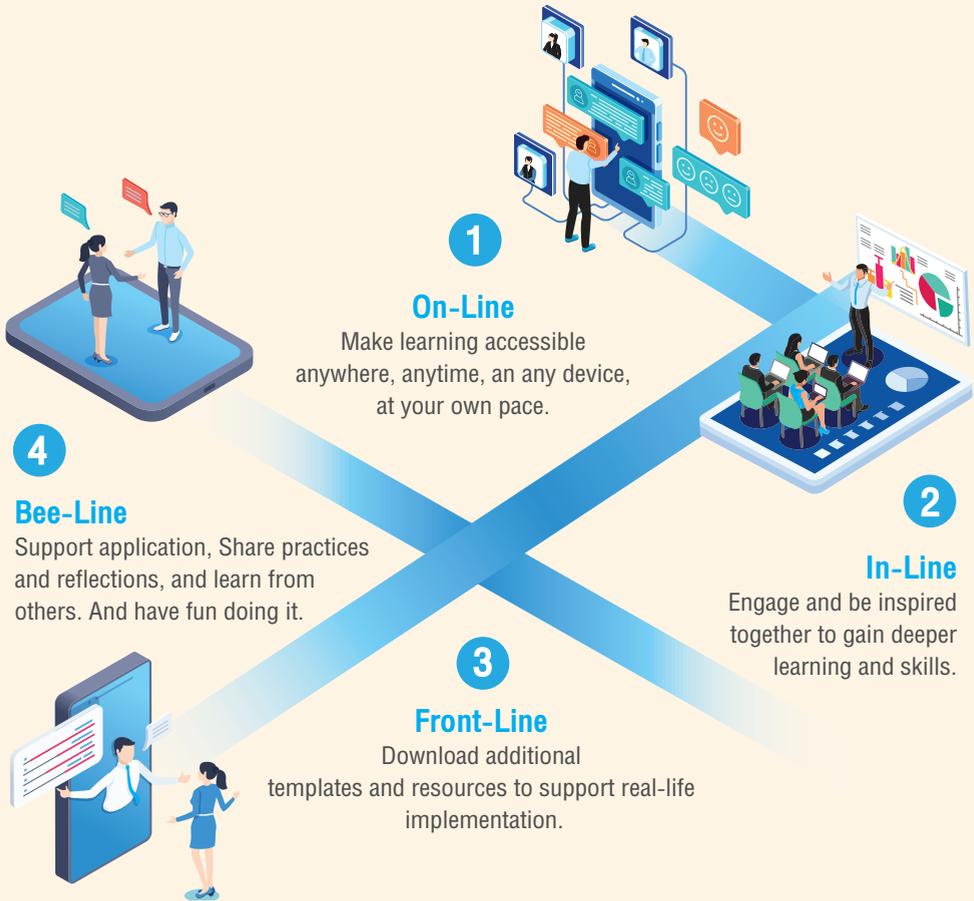


Five associations for persons with disabilities have been established, with a total of **661** members

Employee Development by Mitr Phol Group

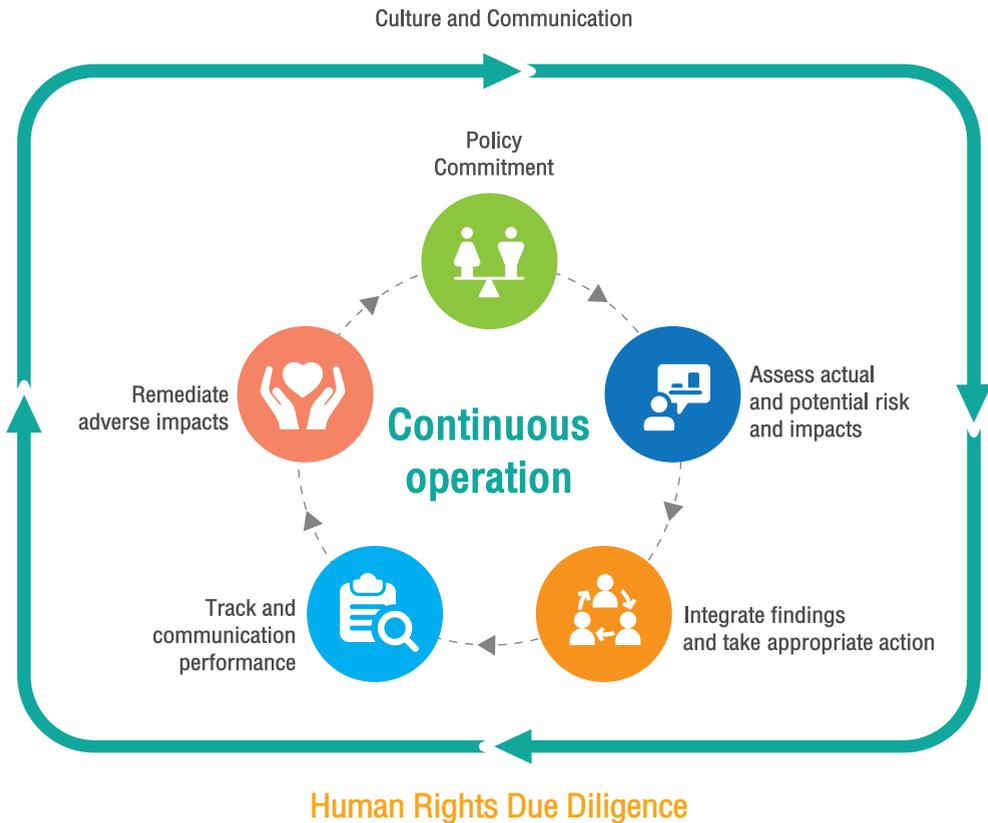
We prepare employees in the era of digital transformation. Therefore, a specific course of the Mitr Phol Group is created the program to prepare and modernize learning onto digital transformation as follows:

MITR PHOL TRANSFORMATIONAL LEADERSHIP PROGRAM (MTLP)



Human Rights

We recognize and have made compliance with human rights a part of the Mitr Phol Code of Conduct alongside with Supplier Code of Conduct because the company believes that respect for human rights is one of the basis in doing business with fairness and help businesses grow sustainably. Hence, the Human Rights Due Diligence (HRDD) process has been implemented as a framework for Human rights management to prevent and avoid human rights violations in terms of personnel, Mitr Phol Group, business partners (farmers, contractors, customers), and business associates with management procedures as follows:



Also, we have emphasized child rights which the company has integrated the rights of children into the business practice and in line with the Child's Rights and Business Principles (CRBP) starting from 2016 to the present through the following child rights advocacy operations:



Providing breastfeeding support; by setting up breast milk feeding for mom in the nursing room.



Scholarships are awarded to employees' children that are lower than the bachelor's degree level.



Mitr Phol Group has taken part in developing children and youth; Open the door for them to access the Thai educational system.

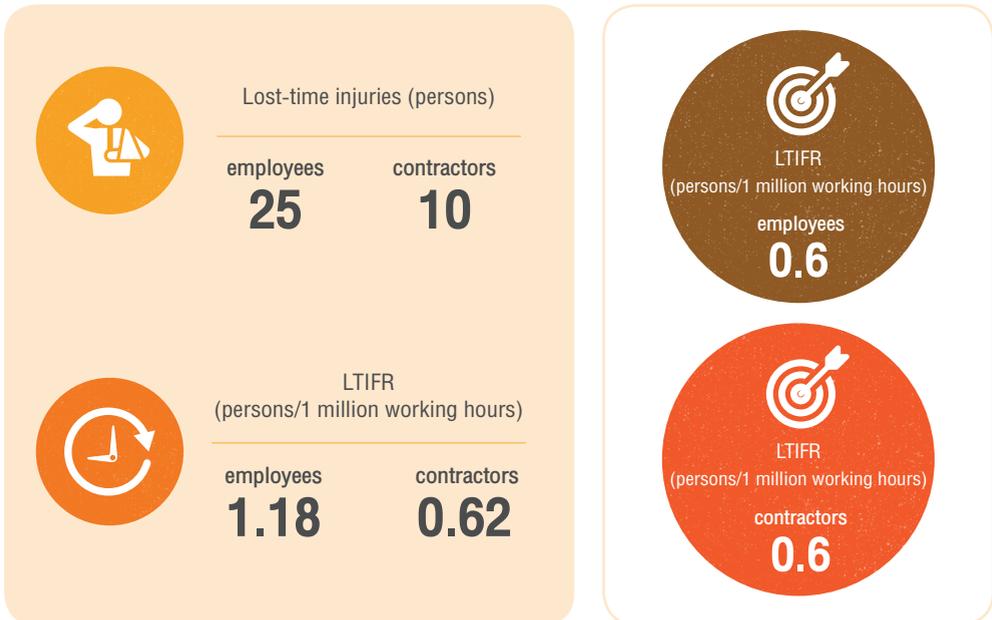


Occupational Health and Safety

We have emphasized Security, Safety, Occupational Health, and Environmental: SSHE substantially on business operation because the company sees the importance in every life, including employees, contractors, and stakeholders and aiming for zero accidents for avoiding loss which may have an effect on employees, contractors, and stakeholders including the impact on business operation. In which the company is determining to improve and enhance the capacity on stability, safety, hygiene, and environmental for a continuous improvement to step towards in being the World Class Organization.

Mitr Phol Group collects statistics of Mitr Phol employees and contractors every month from the Committee on Safety, Occupational Health, and Working Environment. The company has set a target rate of injury and strike time annually and there is a system to report the performance of safety in comparison with the following goals:

Lost-Time Injury Frequency Rate (LTIFR)



Safety starts with me



Life Saving Rules for Sugar Factories Group

✓ 4 Must ✗ 3 Must not

<p>1. Must wear full-body safety harnesses with double hooks and keep the hooks locked all the time when working at height greater than 2 meters.</p> 	<p>3. Must switch off electric, air and hydraulic machinery and hang the "stop machinery" sign every time before carrying out machinery maintenance or cleaning tasks and special permission must be sought prior to cleaning in areas where machinery is present.</p> 	<p>5. Must not smoke in factory except in provided areas and must throw cigarette butts only to the provided trash.</p> 
<p>2. Must obtain work permits for risky tasks (for example, work that involves heat or sparks, work at height greater than 2 meters, or work at spots with poor ventilation).</p> 	<p>4. Must fasten safety belts (driver and all passengers) prior to moving vehicles from parking lots and keep safety belts fastened throughout the journey. Factory vehicles are included.</p> 	<p>6. Must not modify machinery and equipment or bypass safety interlocks without permission from supervisors (manager level or higher).</p> 
		<p>7. Must not use telephone (no call/photo taking/typing/listening) in areas prone to fires and explosions while operating machine and driving all types of vehicles.</p> 



Life Saving Rules for Sugarcane Business

✓ 5 Must ✗ 6 Must not

<p>1. Must fasten Safety Belt For every Driver & Passenger: before moving your vehicle off the parking lot. Please fasten your seat belt throughout your entire journey, including the use of farming vehicles.</p> 	<p>2. Must wear a helmet with chin strap For every Driver & Passenger whose riding motorcycles.</p> 	<p>5. Must report unsafe action/unsafe condition/machine abnormalities such as tools & equipment/near miss scenario including all the accidents that have happened in all of the levels. Report to the supervisor and professional safety officer immediately.</p> 	<p>6. Must not carry sugarcane and other product which has a height & weight exceeding the requirement of law.</p> 	<p>7. Must not drive vehicles while consuming alcohol, being sleepy, body condition is not in right state or using of phones and other communication devices.</p> 	<p>8. Must not drive home with poor physical condition & conscious; especially during at night.</p> 
<p>3. Must wear a safety equipment Every required personnel must followed for instances wearing brogan, helmet and etc. every time when performing an operation with the nature of the area according to the safety guidelines.</p> 	<p>4. Must inspect the condition of machineries, farming tools and every vehicle types for the readiness before use.</p> 		<p>9. Must not sell or Drink alcohol including all other kind of drugs & gambling inside the working corporate area.</p> 	<p>10. Must not use speed in driving all types' of vehicles exceeding the requirement of law.</p> 	<p>11. Must not unauthorized personnel performing tasks which is not related to their job including machineries, tool, equipment and the vehicles which may be in risks of serious accidents.</p> 



Water Management

Water is an extremely critical natural resource in any business operation. At present, climate fluctuations disturb seasonal rain, water shortage problems in many areas which affect the amount of water used in agriculture and production process that may affect the competition between businesses and communities. Mitr Phol Group places great importance on water management; we have set a water management committee up to monitor the situation and manage water use efficiently. There is a water shortage risk assessment in terms of quantity and quality in every area where the company operates annually to discuss the universal water management practices that meet the needs of business operations and the community.

Mitr Phol Group has implemented various projects to use water more efficiently and achieve the goals set with details as follows:



Collecting rainwater to substitute water usage from natural sources.



Water footprint evaluation and water balance analysis to find solutions to reduce water usage.



Reducing water usage.

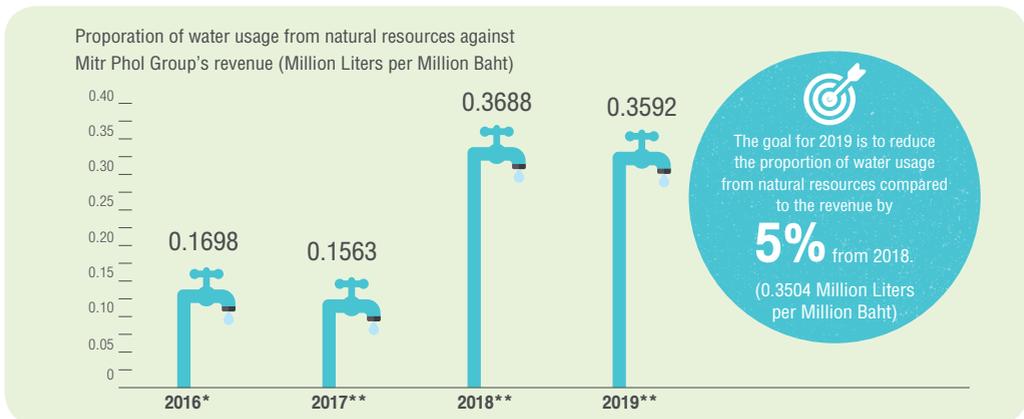


Reusing water.



Recycling treated wastewater.

Performance of reducing water usage from natural resources:

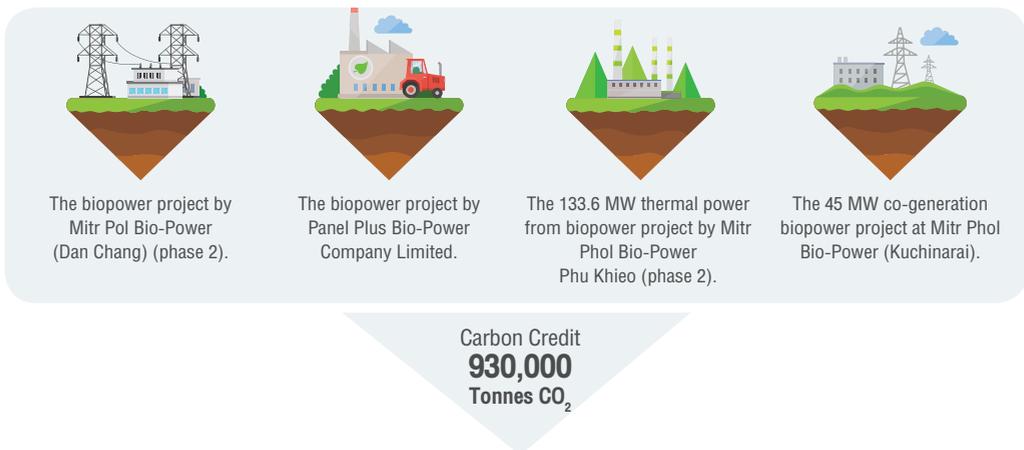


Energy Management and Climate Change

We are committed to energy management and climate change. It has been implemented using the guidelines of the ISO 50001 standard to help improve energy management and climate change. There is a campaign to harvest fresh sugarcane and create incentives for farmers. An Energy Conservation Committee has been established to operate on energy management to achieve the goals set.



Apart from this, Mitr Phol Group also promotes a Low Carbon Society by selling 327,000 tonnes of carbon dioxide equivalent to the various department in both public and private sectors that are interested in carbon offset to make greenhouse gas emissions equal to zero. This is an important mechanism that encourages all sectors to take part in solving global warming problems. As well as supporting government policies that want to reduce greenhouse gas emissions. At present, we have carbon credits of 930,000 tonnes that are certified by the Thailand Greenhouse Gas Management Organization (TGO).



Waste Management

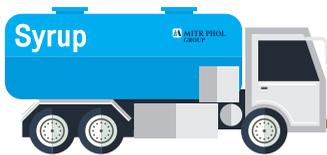
We had committed to conducting business with an emphasis on environmental protection while adopting 3Rs (Reduce, Reuse, Recycle) principles for managing waste materials. Reduce the use of raw materials and reduce the amount of waste material sent to be disposed of with the consideration of plastic waste which is a major problem affecting the current ecosystem. Mitr Phol Group is also reducing the amount of Single-use Plastic Packaging, promoting the use of Compostable packaging.



Mitr Phol Group developed a packaging technology that aligned to the concept of a circular economy by using packaging made from paper coated with Bio-Based Polybutylene Succinate (BioPBS) made from corn in natural cane sugar packaging. The packaging is biodegradable in just 6 months and leaves no residue on the environment.



Single-use plastic packaging



Tank Car is used to store syrup products

=



Reduce the use of plastic packaging by

183
million bags



Single-use plastic packaging



Tank Car is used to store sugar products

=



Reduce the use of plastic packaging by

60
million bags

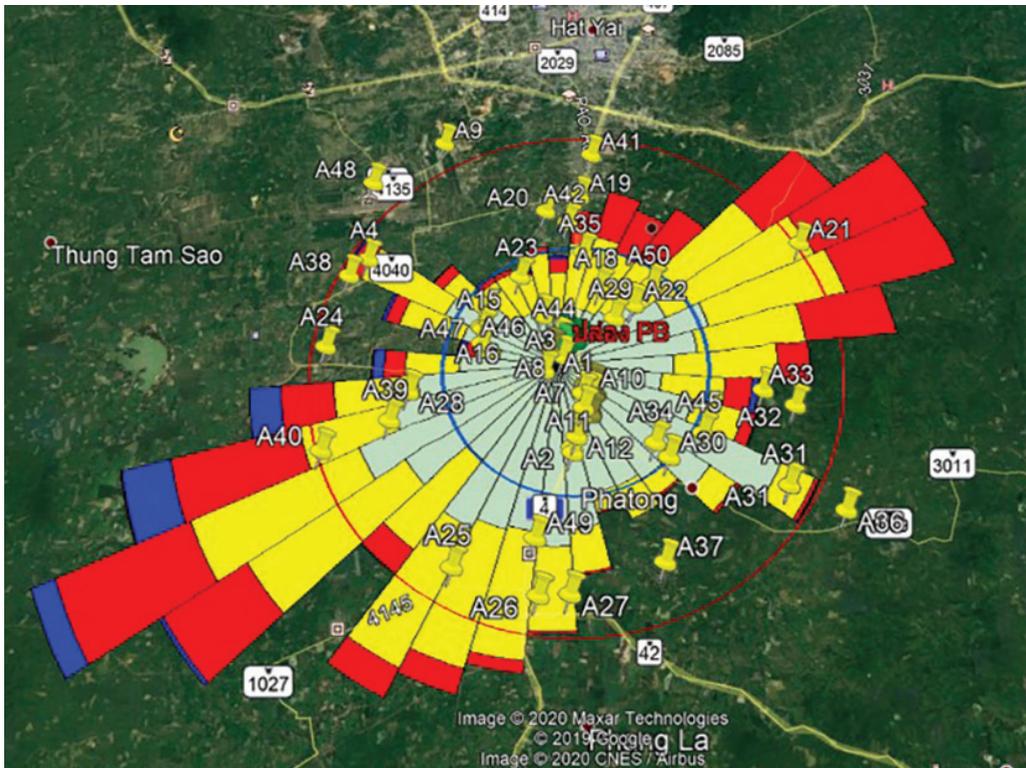
Air Quality Management

We realize the importance of air quality management. This is because the manufacturing process may generate air pollutants, especially the diffusion of dust which might affect employees and the surrounding communities. With awareness of the environmental impact, we strive to create measures and carry out air quality management projects both internally and in the area around the factory to ensure that the air quality meets the required standards. Besides, innovation and advanced technology have been implemented to simultaneously improve the company's air quality control system.



Controlling dust from bagasse storage areas such as using the water spray to prevent diffusion of bagasse and installing the cover of the bagasse conveyor bridge.

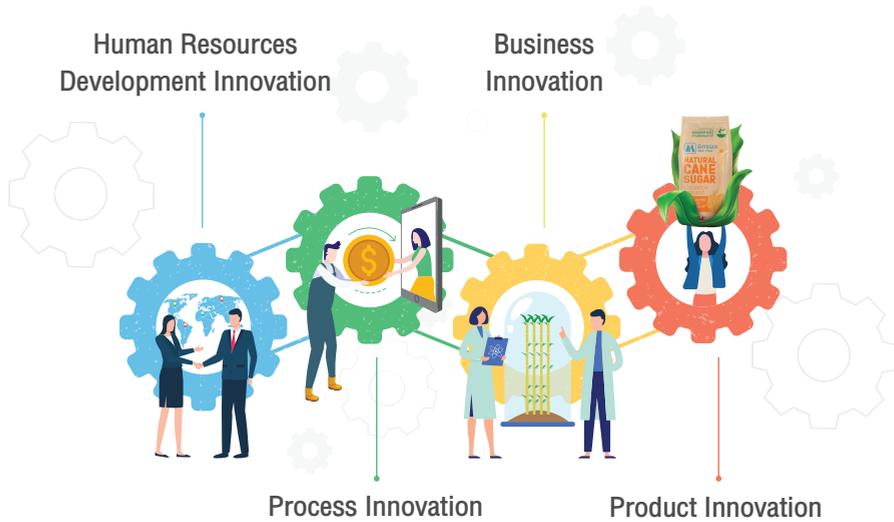
Panel Plus Co., Ltd. has also applied the AERMOD, mathematical model to assess the airborne emission. Which allows the company to control the discharge rate of the emission through the shaft, establish preventive measures and enable a better watch for an air emission during the period in which the wind changes direction, including being able to plan for mass relations and proactively going to the impact survey area to use the survey results to control the emission from the factory.



The AERMOD, mathematical model

Innovation

“Creating Value for a Sustainable Life” requires innovation as a crucial driver. Therefore, we support the creation and implementation of research and innovation to build up stability and elevate the sugar cane industry/ biological industry. There will be divided into 4 parts as follows:



Employees who won the Mitr Phol Best Innovation Awards on an educational trip to South Korea.



Mr. Verajet Vongkusolkrit, Chief Executive Officer of Thai Sugar, Energy and New Business Group- Mitr Phol Group (2nd from left) joins hands with Mr. Senathip Sripaipan, Chief Commercial Banking Officer, TMB, in collaboration on supply chain solutions, integrated financial and business management.



Cane breeding under the Meiosi Seeding Technology.

Mitr Phol natural cane sugar in a new packaging.





Information Enquiry

If you require more information or would like to make a suggestion,

please contact: Sustainable Department,

Corporate Sustainability Division, Mitr Phol Sugar Corp., Ltd.

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Economy***

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Global Compact
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Sustainability
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