

SJ SUSTAINABILITY 2023 Development Report

S&J International Enterprises Public Company Limited



Responsibility Policy

S&J International Enterprises Public Company Limited expects the company is the good role model in corporate governance, attempt society society activity without obligation, participate with society beyond profit emphasize business survival together with internal corporate social responsibility from every parts of organization

Corporate Philosophy



Core Value





CONTENT

	Page
Policy Corporate Philosophy	
Message from the Managing Director	A-B
Awards of the Years	1-2
About S&J	3-4
About Sustainability Report	5-6
ESG Performance	7
Business Value Chain	8
Shareholder Structure	9
About This Report	10
Stakeholder Management	11-13
S&J and Sustainability development	14-17
Good people	18-47
Good Product	48-112
Good Society	113-124
GRI Index Report	125-128

Message from the Managing Director

We believe that **operating a business that has developed sustainably as one and the same with the Company's strategic plan** can increase our competitiveness and respond to rapid changes more efficiently.

In 2024, the Company aims to innovate and find new ways of working to address the needs of our consumers and build confidence among all our stakeholders for sustainable growth.


Thirasak Vikitset
(Managing Director)

In the year 2023, the world encountered various changes in many aspects, particularly climate change, which led to intensified natural disasters. The cause of this problem came from the continuous emission of greenhouse gases, which resulted in **global warming** and eventually led to a state of **global boiling**. This had a severe impact on both the economic system, society, and the environment.

S&J Company has a policy to conduct its business with consideration for society and the environment under the sustainable development framework that is consistent with the United Nations Sustainability Development Goals (SDGs) and has been able to implement the policy into concrete actions, resulting in visible and tangible outcomes. The outcomes reflect the Company's intention and determination to be a part of the changes that will make the world a better place. Therefore, the Company has set the goal to take part in reducing greenhouse gas emissions and work towards becoming carbon neutrality by 2040. Ultimately, the goal is to reach net zero greenhouse gas emissions by 2050.

Sustainability Performance in 2023


Economy : The Company has achieved consistent growth in sales and profit, even during the COVID crisis. This success can be attributed to its ability to understand the market's high volatility, including the changing needs of consumers and customers, as well as the rules and regulations. These regulations encourage cooperation from everyone in the company to innovate and find new ways of working or new products that address those changing needs

In addition to achieving good results in the economy, the company also encouraged involvement in various activities

Society : The Company upholds human rights principles in conducting its business. The Company has added a thorough inspection process to ensure clarity in its operations and take care of employment with value. Furthermore, the Company has developed its employees' knowledge and capabilities to become good leaders and regularly enhanced the working skills of employees, regardless of their level

Environment : The Company joins with its business partners, being customers, partners, employees, and communities, to continue the concept of greenhouse gas emissions reduction in a concrete way.

Lastly, S&J Company would like to be one part that takes care of and makes the betterment of the world by driving business growth in line with the sustainable development concept, which will benefit the economy, society, and the environment



AWARDS OF THE YEARS

Sustainability and Corporate Innovation

- 1 Thailand Sustainability Investment 2014-2022
SET ESG Ratings AA 2023
The Stock Exchanges of Thailand



- 2 Outstanding Sustainability Awards 2017-2018
Highly Commended Sustainability Awards 2019,2021
Commended Sustainability Excellence 2022-2023
The Stock Exchanges of Thailand

- 3 Top Innovative Organization
NIA : National Innovation Agency and the Stock 2018

- 4 THAILAND TECHNOLOGY EXCELLENCE AWARDS
Asian Business Review 2023

- 5 Outstanding NRCT Entrepreneur Award, who has put agricultural research results to good use
Agricultural research development agency (public organization) 2023



Customer



6 **Magazine Prew**
Iconic Beauty Awards 2019

7 **WATSONS**
Watsons Awards 2017-2023

8 **ELLE BEAUTY STAR AWARDS**
Best Star Facial Skincare Awards 2022

9 **SCGP**
"SCGP Circularity in Action : Pursuit of Packaging Sustainability Award 2023

AWARDS OF THE YEARS

Quality and Personal



10

Quality Awards 2014-2019, 2023
Best of the Best Awards 2020, 2022
 Food and Drug Administration



11

DMSQ Quality Awards 2018
 Ministry of Public Health



12

Zero Accident Campaign 2021
Gold : Bangkok
Sliver : Pinthong Plant
 Ministry of Labour



13

The Best Company of Empowerment of Disable People
Outstanding : 2017-2020
Excellent : 2021-2023
 Ministry of Social Development and Human Security

Environmental



14

Green Industry Awards
Level 4 (Green Culture) : Sriracha plant 2023
Level 3 (Green System) : Pinthong plant 2023
 Ministry of Industry



ABOUT S&J



S&J International Enterprises Public company limited

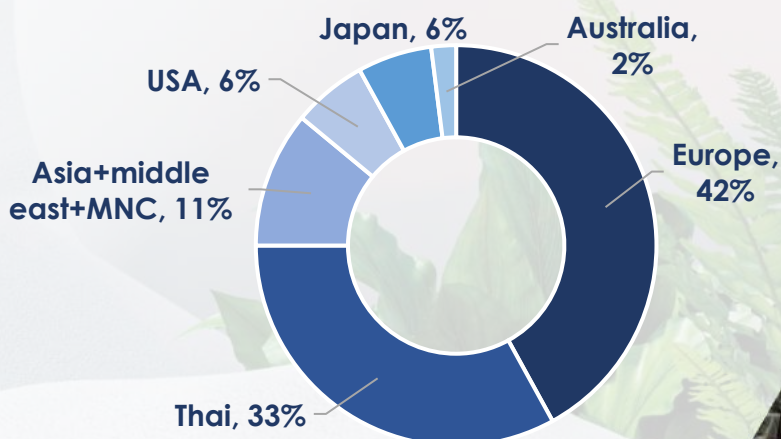
- **Name in stock market :** S&J
- **Established :** April 22nd, 1980
- **Listed on the Stock Exchange of Thailand :** 6th September 1988
- **Capital :** 200,000,000 Baht
- **Type of business :** Design and manufacturer cosmetics which aim to serve customers in Thailand and overseas with high technology by 200 researchers in order to develop products with global quality



Location

Head Office And Factory	Factory (Pinthong Industrial Estate)	Office
(Sriracha Sahaphat Group Industrial Estate) 600/4 Moo.11 Sukkaphiban Road, Nhongkham sub-district, Sriracha District Chonburi 20230 Factory area : 20,000 Square meter Number of employees : 1,800 Capacity : 19-25 million pieces per month	789/159 Moo.11 Nhongkho-Leam chabang Road,Nhongkham sub-district, Sriracha District Chonburi 20230 Factory area : 5,000 Square meter Number of employees : 300 Capacity : 2 million pieces per month	115 Narathiwat Ratchanakarin Road (Soi 10) Thung Wat Don, Sathorn Bangkok 10120 Tel : 0-2676-2727 Fax : 0-2676-2726

Export Zone





VISION

To be leader in cosmetic industry Thailand Asia and other regions with innovative added in product and service which could response customer's need consumer behavior

MISSION

1. Expansion of customer base and income gained from the beauty-products market by higher coverage in both-products market by higher coverage in both domestic and international establishments
2. Expansion of selling and marketing capacity in both domestic and international establishments through convenient and rapid approaching by the target groups
3. Launching research innovation development with added value for raw materials, packaging, mixed base products, and new formula in the beautiful industry
4. Enhancing effectiveness and efficiency for modernizing technologies production & management



Good people

organization personnel shall be developed as good and smart people without discrimination, based on basic human rights



Good product

develop new innovations for adding products and services value and respond to customers' needs and consumers' living



Good society

create social living consciences for people amidst an environmental environment

Core Competency

Commit to Success

Customer Focus

Collaborative working

Core Value



Target Focus



Ideological challenge



Outcome inspirations



Power enhancement



Ethics creation



Management towards Sustainability

Management Guideline

The Board of Directors has a crucial role in formulating policies and guidelines for the organization's sustainability operations. This enables each department to implement these policies into concrete actions and transfer sustainable development goals into practices in alignment with the organization's strategic direction. The Company has adopted the United Nations Sustainable Development Goals as a framework for improving efficiency and sustainable operations throughout the supply chain and raise employee awareness to participating and driving the organization towards sustainability

Environment



- Energy management
- Water management
- Waste and Industrial waste management
- Climate change
- Greenhouse gas emissions

Society



- Human right and labor practices
- Human resource development
- Occupational health and safety
- Community and social development

Economic



- Corporate governance
- Anti-corruption
- Risk management
- Supply chain management
- Business Innovation & Technology
- Customer relationship management
- Product quality management
- Responsibility to consumers

Sustainability Policies

S&J is dedicated to running its business sustainably under good corporate governance principles across the entire value chain and considering the impact on all stakeholders.

To ensure that the organization's business is going in the appropriate direction and creating positive changes that benefit the economy, society, and the environment, the Company has

established guidelines for its executives and employees to follow in driving activities and operations within the organization. These guidelines emphasize the following key points:



Economic



Environmental



Social



S&J

focuses on proper business activities based on transparency, governance, and good management. Our organizational practices are of international quality, including our equal approaches toward stakeholders

S&J

Employees : are fairly treated based on human rights principles, without discrimination, and there's no child labor. The working situation is safe with continuous and sufficient knowledge development.

Trading partners : idea development has been launched for jointly working to enhance sustainability and fair performing rules

Customers/Consumers : are for the creation of good relationships for joint businesses based on quality and consumers' safety with social and environmental caring

Community : is for participation by enhancing self-reliance to develop joint social living

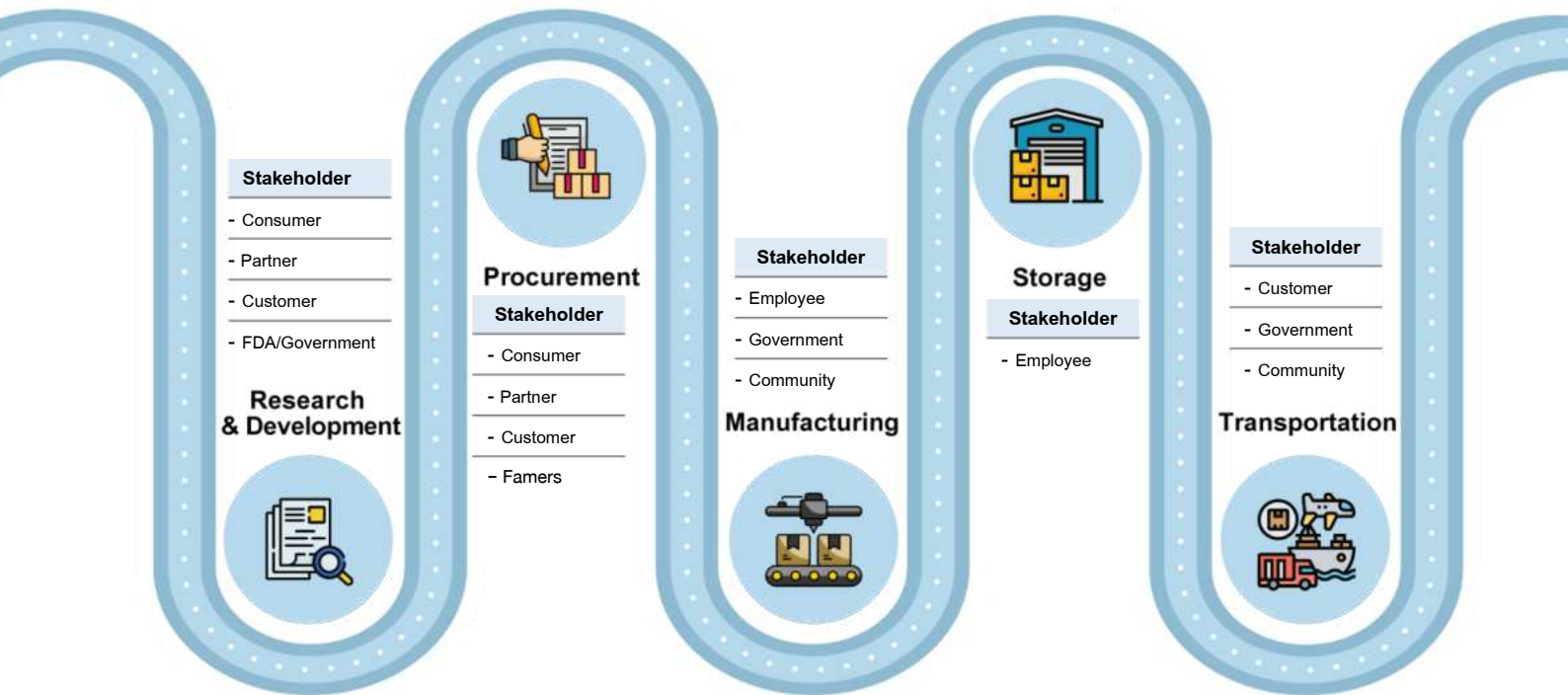
S&J

realizes how to use resources for the most benefits throughout the supply chain from the beginning to the end regarding energy preservation, water/wastewater management, less emission of greenhouse gas, handling system for waste and industrial waste, and so on. Besides, all affected parties, namely customers, trading partner employees, and the community, have been as well enhanced to pay attention to environmental surrounding promoted by the Green Initiative

ESG Performance in 2023

Important issues/indications	Performance			
	Target	2021	2022	2023
Revenue (MB)	-	4,906 MB	5,960 MB	6,804 MB
Net Profit (MB)	-	373 MB	504 MB	717 MB
Corporate Governance & Economic				
Shareholders : The goal is to be an organization that conducts business transparently and fairly				
Evaluation points for being good organization management	100	98*	100	100
The assessment results of corporate governance of listed companies by IOD	Best	Best	Best	Best
Complaint for corruption	0	0	0	0
Complaints from violations of business ethics	0	0	0	0
Partners : Create sustainable growth				
Inviting key partners to participate in announcing their intentions with CAC	50 partners	56 partners	77 partners	105 partners
Number of partners who received development and exchanged experiences	7 partners	9 partners	10 partners	3 partners
Customers: Continuously create a good experience with the customers				
Domestic Customer Satisfaction	> 85%	88%	90%	90.5%
International Customer Satisfaction	> 85%	84%	85%	84%
Employees : Promoting organization innovation				
Suggestions by employees	600 Suggestions /year	538 Suggestions	611 Suggestions	630 Suggestions
The number of KM	300 KM /year	447 KM	393 KM	310 KM
The number of innovations	>20 Item	25 Item	24 Item	25 Item
Sale for innovation products	-	489 MB	1,580 MB	885 MB
Average hours for personnel development	10 hr./person/year	35 hr./person/year	37 hr./person/year	30 hr./person/year
Evaluation points for employee engagement	>80%	84%	82%	83%
Complaint for human rights	0	0	0	0
Communities : Caring for youth and the underprivileged and helping them to become self-reliant				
Number of community development and capability enhancement projects	15 Project/year	15 Project/year	15 Project/year	15 Project/year
Community complaint	0	0	0	0
Environment : The goal is to create participation in reducing greenhouse gas emissions				
Energy management ,Water management Waste & Industrial waste management				
Electricity using quantity per product (Base year 2020)	Decreased 10%	8.9%	10.70%	5.36%
Increase the usage ratio of renewable energy (solar cell) during the daytime	100%	65%	96%	100%
Water use quantity per product (Base year 2020)	Decreased 5%	6.25%	6.25%	-6.25%
RO recycle	15,500 m ³	19,093 m ³	22,071 m ³	18,000 m ³
The proportion of hazardous and non-hazardous garbage	< 50%	50%	45%	31%
The amount of greenhouse gas emissions per each unit produced (Scope1+Scope2)	Decreased 5% Base in 2023	0.00037	0.00036	3.78%

Business Value Chain



Stakeholder Expectations



Shareholder Structure

Shareholder	Abbreviation	Capital	Percentage
Subsidiaries			
1. Top Trend Manufacturing Co.,Ltd	TTM	120 Million bath*	50.00%
2. EF Co.,Ltd.	EF	4 Million bath*	99.99%
3.S&J international (UK) Ltd.	S&J UK	5 Million bath*	100.00%
- Guangzhou S & J Cosmetic Co.,Ltd.	GZ S&J	5 Million bath*	100.00%
- 4WD Vision (HK) Ltd.	4WD HK	5 Million bath*	100.00%
4. 4WD Vision Co.,Ltd.	4WD TH	10 Million bath*	99.99%
- 4WD Vision Europe B.V	4WD NL	4 Million bath*	100.00%
5. Wildlives (Thailand) Co.,Ltd.**	WL**	1 Million bath*	99.99%
Associates			
7. Yamahatsu (Thailand) Co.,Ltd.	YHT	20 Million bath*	30.00%
8. Operational Energy Group Limited	OEG	30 Million bath*	30.00%
9. Osoth Inter Laboratories Co.,Ltd.	OSI	670 Million bath*	37.73%
10. Atika Beauty Manufacturing Sdn. Bhd.	ATIKA	6 Million Ringgit*	35.00%

• Issued and paid-up share capital

** Such companies have already registered its dissolution and have been in the liquidation process.

Organizational Structure



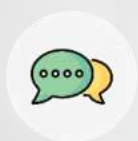
About This Report

S&J International Enterprises Public Company Limited has provided the sustainability development report for the 11th consecutive year to disclose its operational results which cover three dimensions, namely economic, social, and environmental, and has continuously disseminated the results for its stakeholders' acknowledgement. The Company has started disclosing their sustainability performance since 2015, using the Global Reporting Initiatives Standards (GRI Standard) reporting framework. The disclosure covers the period from 1 January 2023 to 31 December 2023

Scope of Reporting

This report presents the Company's operations, covering the Bangkok office, the Sahapat Industrial Park factory in Sriracha, and the Pinthong Industrial Park Factory in Chonburi Province. The scope of this report encompasses all three dimensions as mentioned above. It links the operations supporting the United Nations Sustainable Development Goals and considers the materiality in presenting general and specific information by focusing on the operations according to the organization's strategy to achieve its vision and mission

The information used in this report, in the part of the environmental dimension, has been validated and certified to ensure the accuracy of the data used in calculating carbon footprint values in accordance with international principles from the Greenhouse Gas Management Organization. In regards to the economic and social dimensions, the Company has ensured accuracy through review and approval by executives by line of departments and sub-committee members responsible for those topics, including the Good Corporate Governance Committee, Risk Management Committee, Audit Committee, Social Activities Committee, etc.



For more information please contact :

Social Responsibility Department,
Human Resource Development Section
Tel : 0-3848-0086-69
Fax : 0-3848-0139



Remarks :

A part of other operation disclosure,
You can search more information in "Annual Report 2023"
Via Website : www.snjinter.com (Investor Relations Topic)
E-mail : csr.sji@snjinter.com

Stakeholders Management

Policy

The Company pays attention to, and respects the rights of all stakeholders, which are persons working for places or organizations by which all of the Company could be affected as well as being affected for them. Accordingly, the Company has set the action policies for each stakeholder group under the Company's ethical code by ranking them for possible effect, expectation, and response to enhance the corporation and good relationship with all stakeholder groups

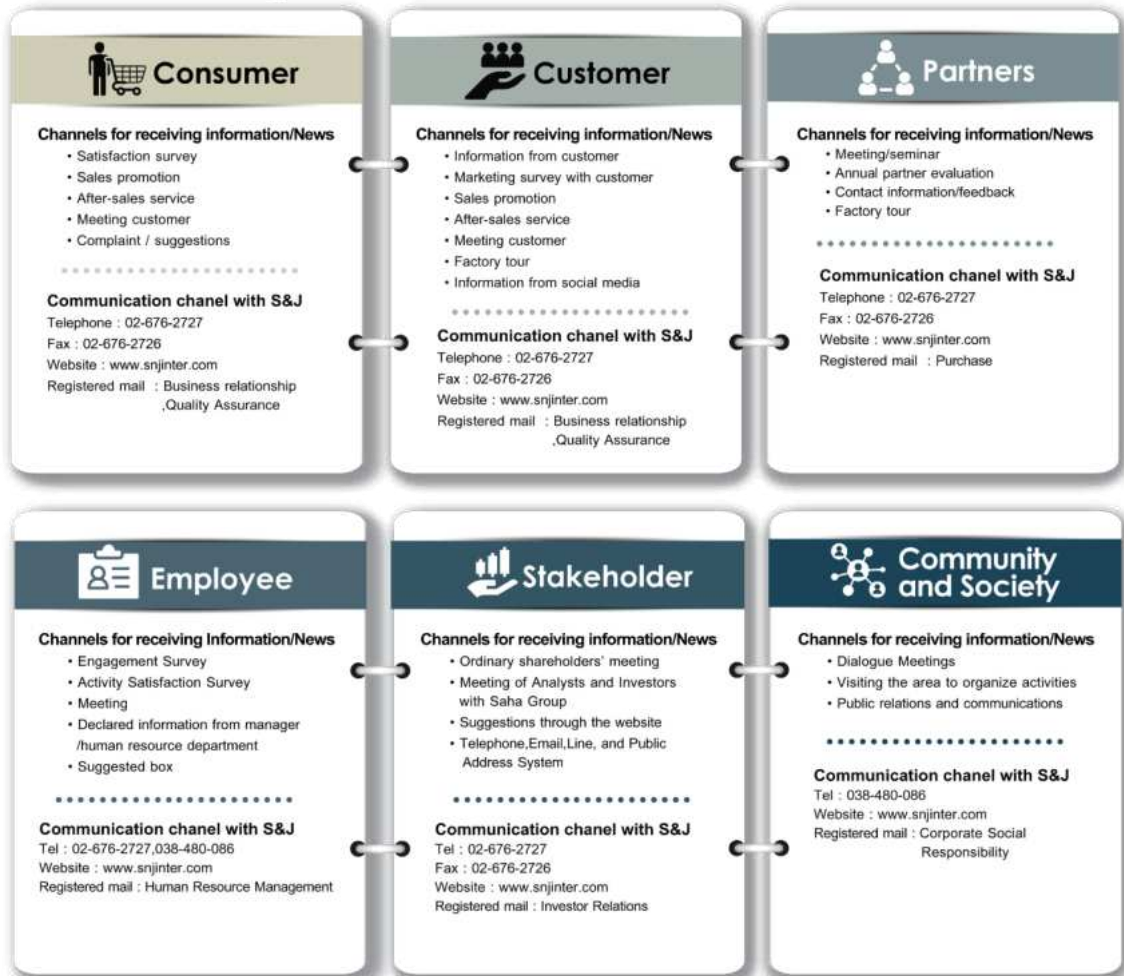
Important Goals : In order for the Company to manage stakeholders' expectations appropriately and build good relationships with all groups of stakeholders

Prioritization of Stakeholders

The Company has considered and analyzed potential impact on processes throughout the value chain to identify stakeholder groups and select important stakeholders arranged in descending order, as follows



Stakeholder receiving and communications channel






Management for Stakeholder Engagement

Importance Performance In 2023

- The Company has been established as **The best role model** organization to support disabled persons by the Ministry of Social Development and Human Security
- The Company has received the FDA Quality Award continuously since 2014-2023, whereby receiving the Best of The Best Award in 2021 and 2022
- The Company has been certified the Green Industry Certification Level 3 for the Pinthong Factory and Level 4 for the Sriracha Factory
- The Company has been awarded the CFO Carbon Footprint Certification
- The Company has been awarded C GMP , Higg

Participation with stakeholders and expecting factors

The Company has surveyed and collected ideas from stakeholders as the basis for sustainable development, which supports by item 8. of *UN SDGS. Accordingly, the Company enhances economic growth with sustainability, and employment*, which suits everyone through interviewing and questionnaires submission. In 2023 conclusion for responding expectations is as the followings:

Stakeholder	Expectation	Response to Expectations	Performance Indicators
 <p>Consumer</p>	<ul style="list-style-type: none"> Quality and safe products Clearly product information And do not exaggerate 	<ul style="list-style-type: none"> Safety & standard production development Clearly product information, Easy understanding and legal Setting complaint's channel and other information 	<ul style="list-style-type: none"> The Product Quality Certification Awards (FDA). are detailed in page 2 Provision of information/precautions in the product labels of the products released for sale. are detailed in page 94
 <p>Customer</p>	<ul style="list-style-type: none"> Novel products and services innovation Production and delivery of products with efficiency, quality and on time Data Security & Data Privacy Participation in social and environmental caring 	<ul style="list-style-type: none"> Research & development for new innovation to serve customer requirement Supply chain process optimization for responsiveness align with customer requirement change Operation plan based on Personal Data Protection Act Set up the project for carbon footprint approval 	<ul style="list-style-type: none"> New innovations that generate sales are detailed in page 66 Customer satisfaction are detailed in page 85 Guidelines for taking care of customers' personal information The verification and certification of the organization's carbon footprint from external experts. are detailed in page 107
 <p>Partners</p>	<ul style="list-style-type: none"> Joint business ethic code Procurement transparency Trading partners development 	<ul style="list-style-type: none"> All business partner will be equality conducted according to Business Ethical Statements Expansion for joint corruption fighting Ethic code revision training for businesses with trading partners Trading partners development project 	<ul style="list-style-type: none"> Expansion for joint corruption fighting are detailed in page 79 Develop and share experience with business partners are detailed in page 79-81 provide training to review work ethics with partners. are detailed in page 80

Management for Stakeholder Engagement

Stakeholder	Expectation	Response to Expectations	Performance Indicators
<p>Employees</p> 	<ul style="list-style-type: none"> • Developing potential for stability and career advancement • Receiving fair compensation and benefits • Equity & ethical human rights principles • Ensuring safety and providing a favorable working environment • Health promotion and working stress caring 	<ul style="list-style-type: none"> • Continuous development and training • Employment of human rights principles in human resource management • Establish a welfare committee • Establish a policy and working group for safety, Occupational health and working environment. • Arrange annual health examinations 	<ul style="list-style-type: none"> • Number of hours for personnel development at different levels. are detailed in page 23 • Results of the skilled group's level adjustment and promotion. are detailed in page 26 • Employee Engagement Score are detailed in page 33-34 • Accident statistics. are detailed in page 44-45 • Number of employees who receive annual health examinations. are detailed in page 32
<p>Shareholders</p> 	<ul style="list-style-type: none"> • The Company is of security and good returns • Business management with responsibility based on sustainable development to enhance environment and social governance (ESG) 	<ul style="list-style-type: none"> • Business management with good practices • Scope and strategic planning for sustainability development 	<ul style="list-style-type: none"> • Company performance are detailed in page 7 • The assessment results of corporate governance of listed companies are detailed in page 55 • Outstanding Sustainability Awards are detailed in page 1 • Development Policy are detailed in page 6 • Environmental management project are detailed in page 95-114
<p>Community and society</p> 	<ul style="list-style-type: none"> • Overseeing the environmental conditions in production processes that do not affect the community • Encouraging participation and promoting communities in a sustainable manner • Participation in activity from society and government 	<ul style="list-style-type: none"> • Social responsibility project and community association activities in various aspects 	<ul style="list-style-type: none"> • Social Development Project are detailed in page 95-114

S&J and Sustainable development



Principles for selecting significant issues and cope of impact

S&J International Enterprises Public Company Limited reviewed and selected significant issues in the economic, social, and environmental dimensions with consideration to important trends and sustainability issues that could impact its operations. The Company surveyed expectations from various stakeholder groups to analyze, evaluate, determine, and prioritize sustainable development issues. The issues identified through this assessment will be integrated into the organization's risk management framework to ensure comprehensive management

Process of selecting significant issues and scope of impact involves 4 steps, which are as follows:

Step 1.

Identifying
sustainability issues

The Social Enterprise Activities Committee has compiled significant sustainability issues across the value chain to consider and review, taking into consideration the impact and the likelihood of occurrence in the economic, social, and environmental dimensions. The source of information used for decision-making includes the Global Sustainability Reporting Framework (GRI), the United Nations Sustainable Development Goals (SDGs Goal), and other significant issues in the same industry. (Consumer)

Sources of Information



Step 2.

Prioritizing sustainability issues

The issues that have been selected are given priority based on a consideration of materiality test in two perspectives, which are the level of impact and the likelihood of occurrence of the impact affecting the company and its stakeholders. The test is reviewed jointly by the Social Enterprise Activities Committee and senior executives. Based on the review, the impact can be categorized into three levels, comprising of 1. Low level, 2. Medium level, and 3. High level.

Materiality Matrix



High Impact

- 1. Responsibility to customer
- 2. Innovation and technology
- 3. Risk management
- 4. Relationship management with customer and supplier
- 5. Supply chain management
- 6. Product quality management
- 11. Climate change
- 13. Human rights and labor practices
- 14. Employee development scheme
- 17. Greenhouse gas emissions

Medium Impact

- 7. Good governance
- 8. Anti-corruption
- 9. Energy management
- 10. Water management
- 15. Occupational Health and Safety

Low Impact

- 12. Waste and Industrial Management
- 16. Social and community development

Step 3.

Verifying and presenting significant issues

S&J Company considers, examines, and summarizes sustainability issues in each dimension from the perspective of the company and its stakeholders and presents significant issues to the Board of Directors for the request of approval to disclose the information. From the examination, there are 17 significant sustainability issues in total, of which are categorized into 9 issues relating to the economic dimension, 4 issues relating to the social dimension, and 4 issues relating to the environmental dimension. The information is summarized as follows.

Important Sustainable Issue Summary

Dimension	Issue important aspect sustainability	Factors affecting risks and opportunities	Extent of impact					Reporting topics	Sustainable Development Goals	
			Consumer	Customer	Partner	Shareholder	Employee			Community and society
Economic	1. Responsibility to customers	Business : Product quality management Consumer : Quality and safety when using products Customer : Management of quality standard systems							Good product	12
	2. Innovation and technology	Business : Innovation and technology development Customer : Inventing new innovations that provide solutions for sustainability							Good product	8,9
	3. Risk management	Business : Management of risks and preventive measures Stakeholders : Impacts received from business operations							Good product	8
	4. Customer Relationship Management	Business : Creating engagement and meeting the needs of customers Consumers, customers : Comprehensive response to customer needs (Q,C,D)							Good product	8
	5. Supply chain management	Business : Efficient operational processes Stakeholders : Ethics/ morality in operating the business							Good product	8
	6. Product quality management	Business : Process to ensure the quality of products and services Stakeholders : Confidence in the quality of products and services							Good product	8
	7. Corporate Governance	Business : Ethics / morality in operating the business Stakeholders : Transparency and confidence in business operations							Good product	8
	8. Anti-corruption	Business : Guidelines for practices and measures to prevent corruption Stakeholders : Complaints regarding the corporate governance practices							Good product	8
Society and Environment	9. Human resource development	Business : Process to develop necessary knowledge and skills that are sufficient for work Stakeholders : Expertise/work experience that impacts the stability and knowledge management in the organization							Good people	4

Important Sustainable Issue Summary

Dimension	Issue important aspect sustainability	Importance of the issue	Extent of impact					Reporting topics	Sustainable Development Goals
			Consumer	Customer	Partner	Shareholder	Employee		
Society and Environment	10. Occupational Health and Safety	Business : Measures to ensure the safety of employees and contractors Employees : Safety of the workplace							Good people 3
	11. Human rights and labor practices	Business : Policies and measures to prevent and remedy human rights Stakeholders : Policy and compliance with the policy without discrimination							Good people 5,10
	12. Community development	Business : Projects to develop the community and the overall environment Community : Policy regarding participation in community development and care in both social and environmental aspects							Good society 16
	13. Water management	Business : Effective water management Employee/Community : Collaboration to use water efficiently							Good society 6
	14. Electricity management	Business : Efficient management of electrical energy Employee/Community : Collaboration to care for efficient energy use							Good society 7
	15. Climate change	Business : Management of greenhouse gases in the organization Stakeholders : Policies and measures to reduce greenhouse gas emissions							Good society 13
	16. Waste and Industrial Management	Business : Measures for waste/hazardous waste management in the organization from the upstream Stakeholders : Management of hazardous waste and reduce the amount of waste at the source							Good society 12
	17. CO ₂ emission reduction	Business : Organizational carbon footprint management Stakeholders : Policies and measures to reduce greenhouse gas emissions							Good society 13

Step 4.

Continuous review and development

Significant issues will be reviewed by the Company's Social Enterprise Activities Committee and presented to the Board of Directors for approval to disclose the information.

**Presentation of material issues
In sustainable development report**

Good people

- Human resource development
- Occupational health and safety
- Human right and labor practices

Good product

- Responsibility to consumers
- Innovation and technology
- Risk management
- Customer relationship management
- Supply chain management
- Product quality management
- Corporate governance
- Anti-corruption

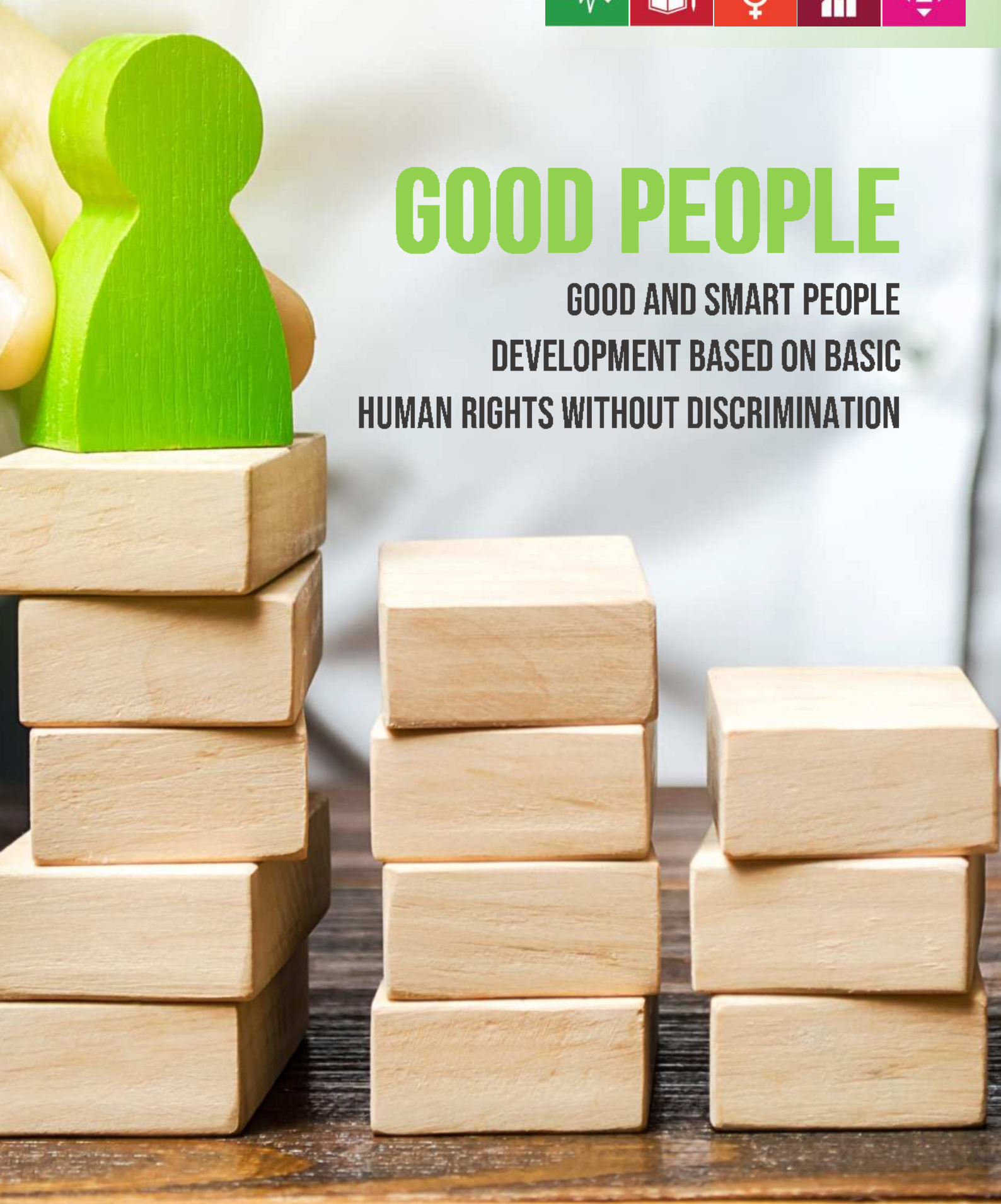
Good society

- Community and society development
- Water management
- Electricity management
- Climate change
- Waste and industrial management
- CO₂ emission reduction



GOOD PEOPLE

**GOOD AND SMART PEOPLE
DEVELOPMENT BASED ON BASIC
HUMAN RIGHTS WITHOUT DISCRIMINATION**



Human Resources Management

Human Resources Management Policy

Human resources are a key factor in driving the organization towards its business goals. In light of the current situation that the world has changed rapidly, it is imperative that organizations adapt to change their internal processes, including the adaptation of the human resource management process, to correspond with these changes. This includes recruiting, selecting, and planning manpower, as well as developing, motivating, and retaining human resources, by which its primary missions are as follows



Strategies and guidelines



Human Resource

Number of employees by genders



Total Number of Employees
1,818 peoples

Male
503 peoples
(28%)



Female
1,315 peoples
(72%)



30-50 years old
1,052 peoples
(58%)

Over 50 years old
157 peoples
(9%)

Under 30 years old
609 peoples
(33%)

Number of male employees by age



Number of male 30-50 years old
302 people
(60%)

Number of male over 50 years old
38 people
(8%)

Number of male under 30 years old
163 people
(32%)

Number of female employees by age



Number of female 30-50 years old
746 people
(57%)

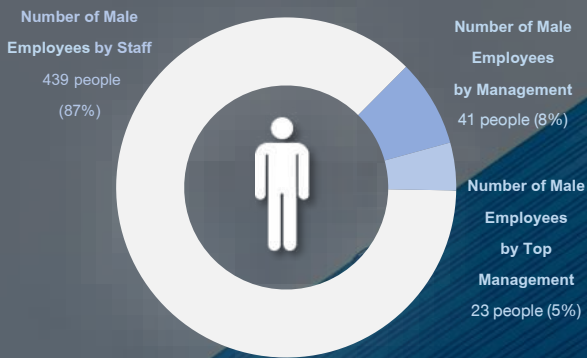
Number of female over 50 years old
119 people
(9%)

Number of female under 30 years old
450 people
(34%)

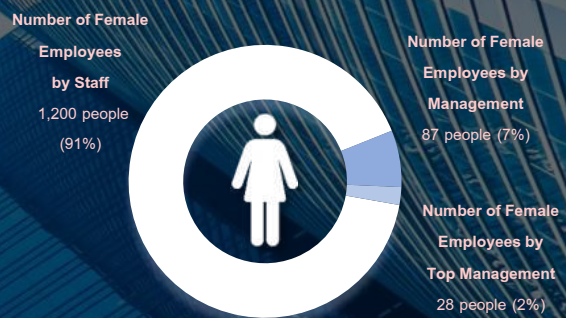
Number of employees gender by position



Number of male employees by level



Number of Female employees by level



Number of employees who are members of the provident fund



60 per cent of employees who are members of the provident fund to total number of employees

Fostering relationships and encouraging employee engagement



11 per cent of the total number of employees who resigned voluntarily to total number of employees



Total sum of money that the company contributes to the provident fund

11,138,715 baths

1 per cent of the total sum of money that the company contributes to the provident fund to the total compensation of all employees

Total number of employees who resigned voluntarily



Labor disputes that are significant to the business : None

Human Resource Development

Human Resource Development Policy

The Company acknowledges the significance of its personnel as they are valuable resources and an important mechanism that can help drive the organization's business goals and strategies. By planning career paths and creating projects that enhance the potential of employees at all levels to have knowledge, expertise, and the ability to work efficiently, it can increase competitiveness ready to cope with changes in every situation to gain a competitive advantage

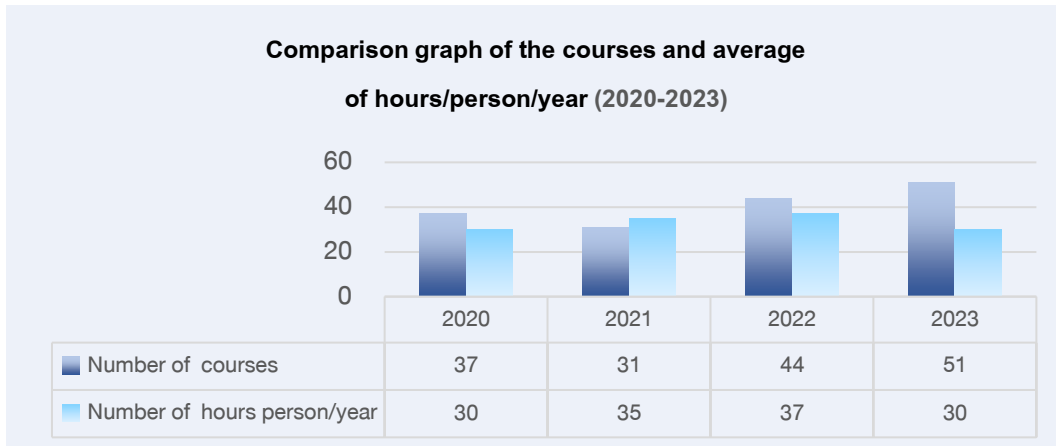
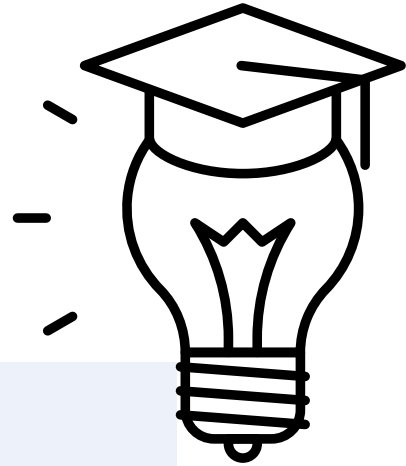
Management Guidelines

The Company has guidelines for driving human resource development in line with business goals and organizational strategies through the development of training courses to enhance employee potential. To develop training courses, the company has analyzed employee needs to plan and determine the training curriculum for each year. This includes setting clear objectives and indicators for each course to be able to concretely track and evaluate the effectiveness of the training

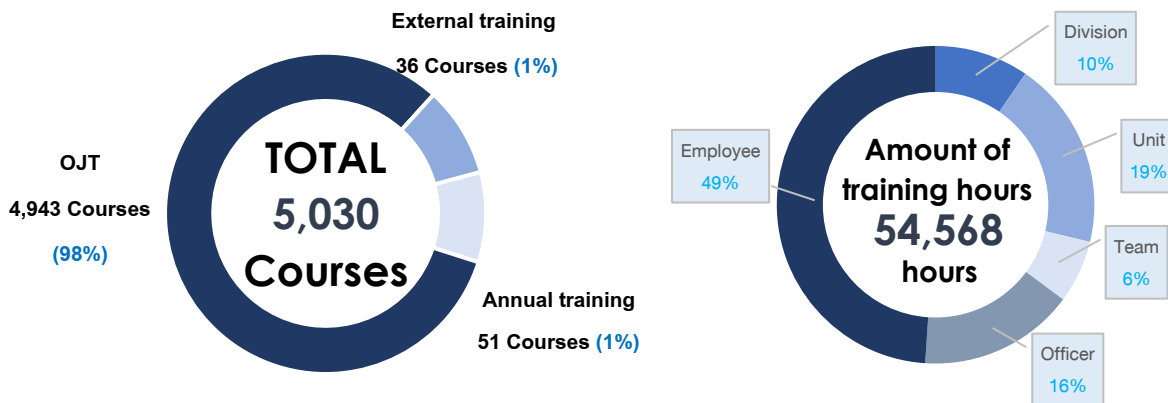
Performance of the year 2023



Average amount of training hours 2023	
Target	10 hours./person/year
Result	30 hours./person/year
Expenses	➤ 5,000,000 Baths/year



Training & Development



Key Human Resource Development Projects for the year 2023



1 Development for high potentiality employees

2 Leadership program

3 Skills development project

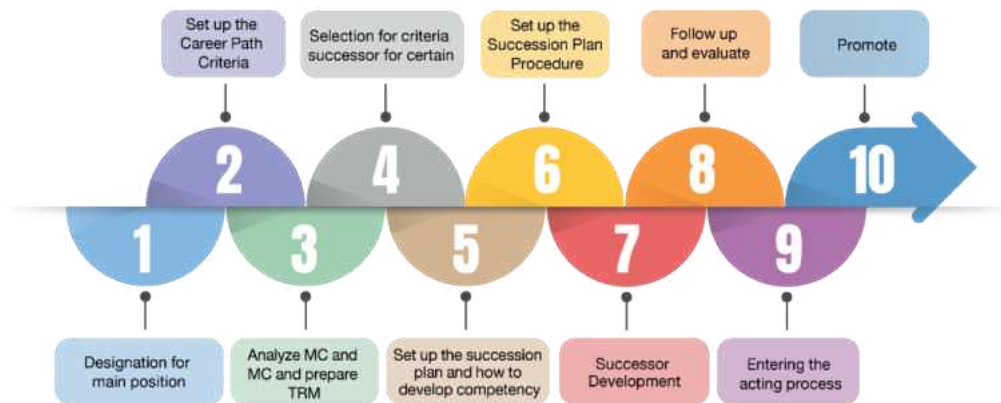
4 The online media development project

5 On the job training (OJT)

1 Development for high potentiality employees

1.1 Successor Development Project (Succession Plan)

The Company has established a succession management strategy that covers middle and senior executives. This strategy aims to develop executives with a high potential for preparation and minimize the risk of personnel shortages in key positions or important jobs that may affect business continuity. The process of creating a succession plan involves ten main steps, which are as follows:



The number of executives required to prepare for succession

Level	Target	Result 2023
The division level	9 positions	out of which 6 positions are currently being recruited externally and 3 positions will be developed internally
The section level	40 positions	out of which 13 positions are being levelled up, 21 positions are in the process of being recruited externally, and 6 positions will be developed from potential employees.

The Company's gaining result

Risk reduction for personnel security in the main positions and business continuation

Employees' gaining result

Successors promotion for the **13 promoted positions**

1.2 Performance Management Project

Performance evaluation not only reflects the operational potential of the organization but also reflects the potential of individuals responsible for the operation in terms of knowledge, abilities, and behaviors that affect work success. In addition, performance evaluations (KPIs) that are defined uniformly in a coherent connection can help personnel of each department to drive operations in the same direction and towards the same goals. In 2023, S&J Company reviewed its performance evaluation system and performance indicators that can affect business strategies at various levels, starting from division and section levels. The Company also reviewed the "Competency: Managerial Competency and Functional Competency", which are the core behaviors necessary for managing operations to achieving organizational goals

Achievements in 2023

The Company completed the review of corporate KPIs as planned and was able to review a connection between corporate and functional KPIs.

2 Leadership Program

2.1 Leadership Program

Leaders play a crucial role in driving the success of an organization's business operations. Team cooperation is also essential in helping leaders implement their strategies into operational plans effectively. Therefore, it is important for leaders to receive training that helps them understand themselves and the strengths and weaknesses of their team. This understanding will enable them to adjust and leverage the team's strengths and weaknesses accordingly for the overall success of the organization

Course	Hi Impact Collaboration Leadership Program : Building a collaborative team for leaders
Objectives	To raise the level of cooperation from all parties (win-win situation) and motivate joint effort (collaboration) to develop the organization towards a sustainable future.
Target Group	Executives at the division and section level
	

Course	Growth Mindset & Daily Management
Objectives	To cultivate a proactive change leadership mindset to create positive changes for the team and be able to prioritize tasks and establish a system for managing daily working time
Target Group	Supervisor at the unit level
	
Benefits for the Company	75 work improvement ideas and 10 innovation ideas, totaling a saving of Baht 6 million
Benefits for Employees	Employees have knowledge and capabilities, can think like leaders, can prioritize tasks systematically, reduce errors and delays in work

Course	Growth Mindset & Smart Leadership
Objectives	To understand the basic skills of leadership, able to assign, follow up the progress, and create positive changes to the team
Target Group	Supervisor at the team level



Performance

Leadership Program		
Number of leaders who have been developed: 218 people	Number of development Courses : 3 courses	Leaders who have been developed categorized by level : - Executives at the division, section level: 21 people - Supervisor at the unit level: 117 people - Supervisor at the team level: 80 people

3 Skills development project




3.1 Project for employees with skills in the production process

Employees with skills in the production process are the important mechanism that requires knowledge and expertise in their work. Therefore, the Company has arranged for continuous evaluation of the knowledge and skills of employees in this skill group. The evaluation results will allow the organization to identify the processes that need further development, while employees who pass the evaluation each year will be promoted to a higher work level

 <p>Target group</p> <ul style="list-style-type: none"> - Production employees A - Mixing employees - Technician 		Competency program for production employees (A,B,C)							
		<table border="1"> <tr> <td>Planning for</td> <td>98 person</td> </tr> <tr> <td>98 persons</td> <td>outcome</td> </tr> <tr> <td>Pass Leveling</td> <td>100%</td> </tr> </table>	Planning for	98 person	98 persons	outcome	Pass Leveling	100%	
Planning for	98 person								
98 persons	outcome								
Pass Leveling	100%								
<p>The Company's gaining</p> <p>The efficiency and effectiveness of work has increased >30%</p>	<p>Employee's gaining</p> <p>Employees have been upgraded 110 people which is of 100%</p>	Competency program for mixing employees							
		<table border="1"> <tr> <td>Planning for</td> <td>9 person</td> </tr> <tr> <td>9 persons</td> <td>outcome</td> </tr> <tr> <td>Pass Leveling</td> <td>100%</td> </tr> </table>	Planning for	9 person	9 persons	outcome	Pass Leveling	100%	
Planning for	9 person								
9 persons	outcome								
Pass Leveling	100%								
		Technician competency							
		<table border="1"> <tr> <td>Planning for</td> <td>3 person</td> </tr> <tr> <td>3 persons</td> <td>outcome</td> </tr> <tr> <td>Pass Leveling</td> <td>100%</td> </tr> </table>	Planning for	3 person	3 persons	outcome	Pass Leveling	100%	
Planning for	3 person								
3 persons	outcome								
Pass Leveling	100%								

3.2 Up Skill and Re Skill

To keep up with changing business needs, employees must consistently develop their skills, both existing ones and new skills required for the organization's current and future operations. In 2023, the Company analyzed the departments that need to upskill and reskill to be able to operate in line with the business's strategy, which will help gain a competitive advantage. A total of 3 courses will be offered across 5 departments as listed below

Negotiation Skills Course	Strategic selling with data Course	Innovation & Design Thinking Course
<p>Objectives : To equip employees with knowledge and understanding, develop negotiation skills and can effectively apply negotiation techniques in the actual work situation.</p> <p>Target Group : Supervisor at the department level and equivalent to CUS, PUR, SOC, and technical department.</p> <p>Benefits for the Company : Success in negotiations with partners, customers, and between departments by more than 90 cases, resulting in expense reduction.</p> <p>Benefits for Employees : Knowledge and negotiation techniques in step-by-step</p>	<p>Objectives : To develop skills to attract customers and establish a system for customer care, including an effective consumer analysis.</p> <p>Target Group : Sales and Marketing Department</p> <p>Benefits for the Company : Sales growth</p> <p>Benefits for Employees : Knowledge and techniques in analyzing customer group data.</p>	<p>Objectives : To understand the process of creating innovation, which includes products, processes, services, and business models, as a basis for creating innovation.</p> <p>Target Group : Supervisor at the level of section, department, and equivalent to that of the technical department</p> <p>Benefits for the Company : Number of new innovations expected to generate sales in 2024</p> <p>Benefits for Employees : Knowledge and skills in basic innovation design</p>
		

Results that the Company obtained from negotiations

Increase new customer sales worth Baht

8.9 Million

reduce expenses from negotiations worth Baht

131,980

Results that employees received from development

1. Knowledge and understanding of work
2. Increase work efficiency
3. Increase opportunities for career growth

Results that the Company obtained from the innovation curriculum

8 New Innovative Works

1. Innovation ACM
2. Innovation sustainable beauty
3. Innovation PEACHY foundation
4. Innovation Zubstar pumping lip
5. Innovation Sunscreen
6. Innovation Somethinggirl
7. Innovation SERUM & CREAM SKIN RADIANT BOOSTER
8. Innovation Multi beauty stick



4 The online media development project

The Company has implemented a digital system to apply in the process of developing learning and teaching media to be interesting, concise, and to the point informative. This media is intended for reviewing employees' knowledge in various topics that require continuous review. The Company has produced a total of 8 courses of digital learning and teaching media since 2022 until present. Additionally, to facilitate a comprehensive learning experience, it has designed a test to measure learning outcomes. The test results will be automatically recorded in the personnel data system.

2022

- Thai Labor Standards requirements (TLS.8001)
- The CAC anti-corruption
- Thai Labor Standards requirements (TLS.8001)

2023

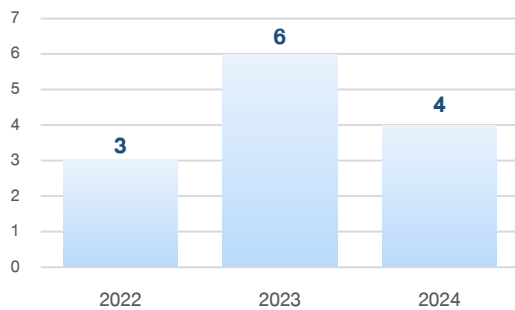
- ETI Base Code requirements
- HAS 23000 implementation requirements
- The correct sorting and disposing of waste
- The Quality System requirements ISO9001, ISO22716, GMP
- Basic knowledge of personal information

2024

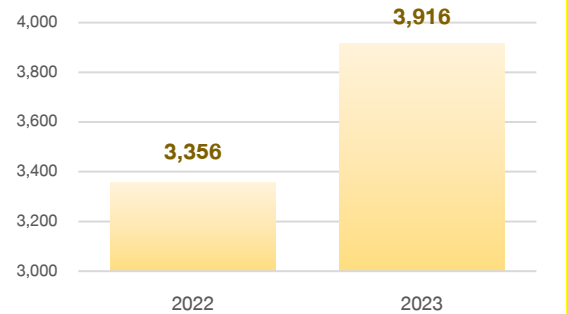
- ISO14001 & ISO45001 requirements
- RSPO standards
- Basic knowledge about carbon footprint
- Basic principles of human rights.

any
where → any
time →

Number of of courses that provide online teaching media 6 courses



Number of employees who received training through online media

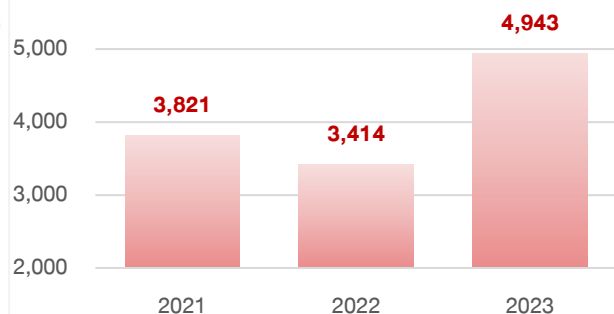


Results : Employees undergo training to review their knowledge and understanding according to the specified plan, which helps the verification of the company's various quality systems. **Therefore, results of external verification or audit: 100% passed.**

5 On-the-job training (OJT)

OJT is an important tool that helps in learning and developing necessary skills for work. The operating results of year 2023 are as follows.

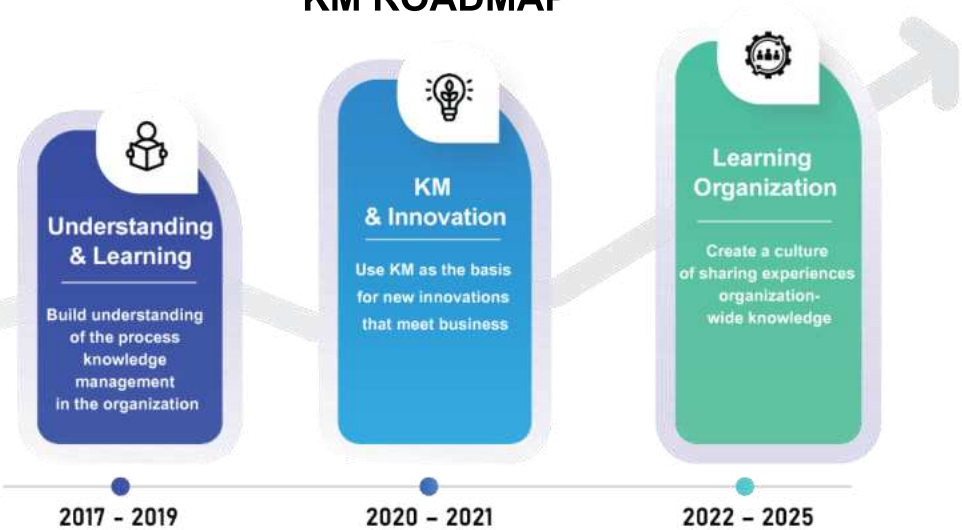
Comparison graph of the OJT Courses



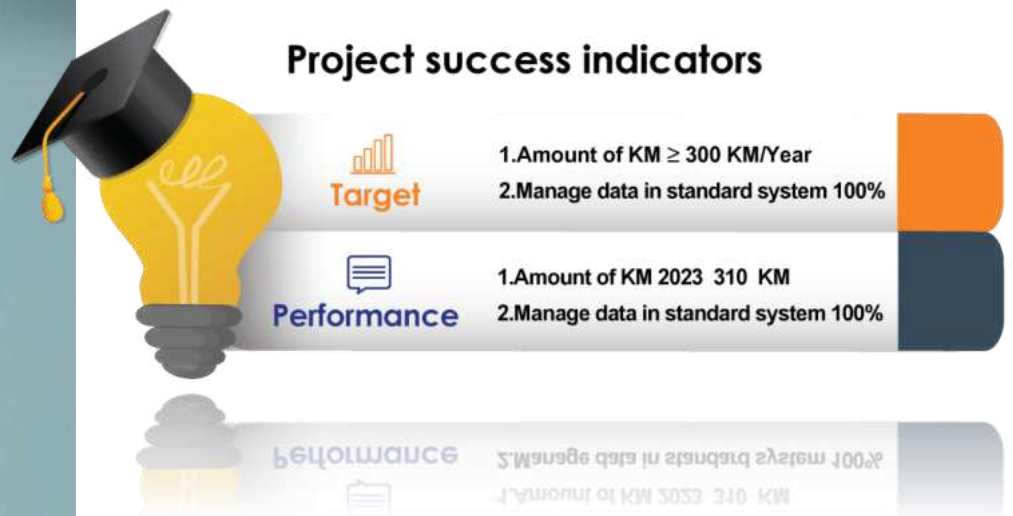
Organization Knowledge Management

The Company focuses on managing knowledge systematically within the organization, including both explicit and tacit knowledge, with a goal of covering at least 300 topics each year from 2017 onwards. There is also a process in place to track the use of knowledge through a review of the quality manual for operations across the system of ISO9001, 14001, and 45001. In 2023, the Company has taken steps to promote learning opportunities throughout the organization through the Community of Practice process. This will aid in analyzing knowledge systematically to become a Learning Organization. The operation will be carried out according to the roadmap provided below.

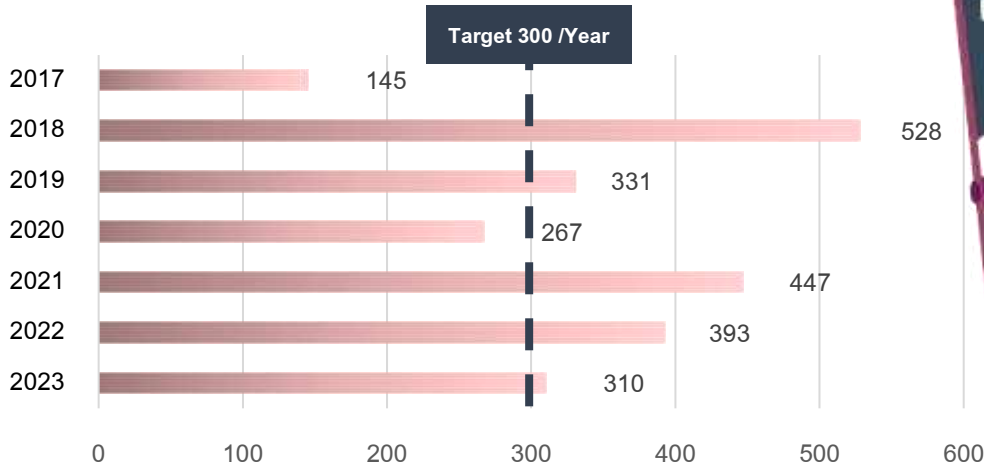
KM ROADMAP



Project success indicators

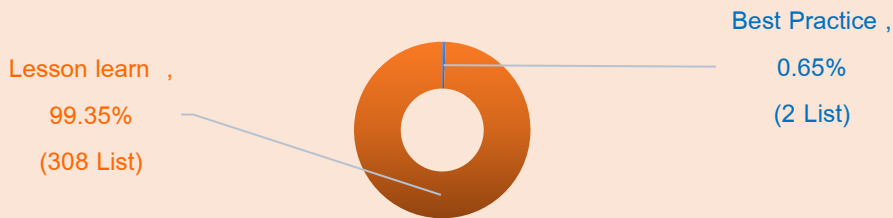


Performance of year 2017-2023



Comparative ratio in 2023

Best Practice : Lesson Learn

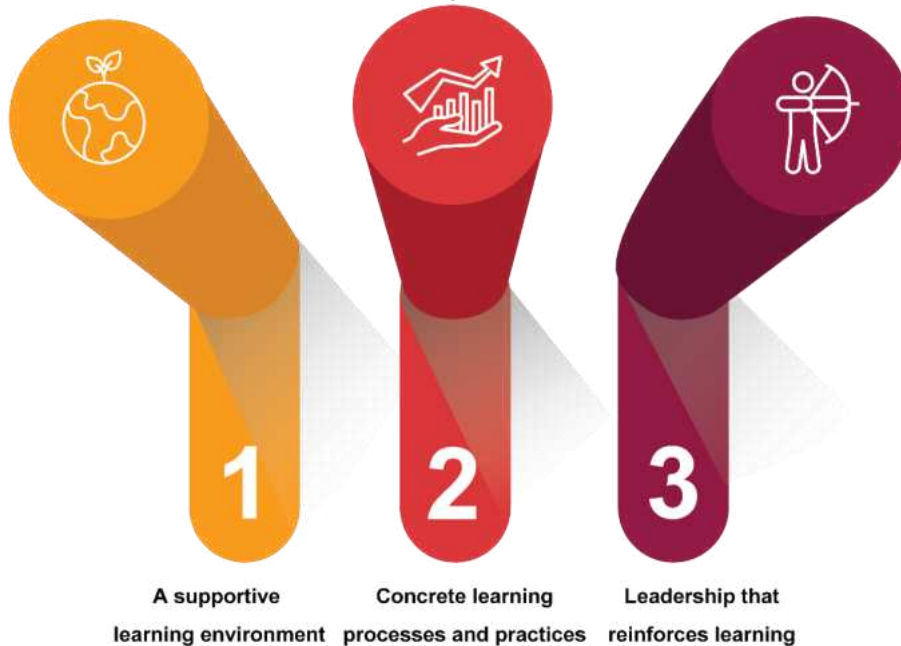


In 2023, apart from developing a program to store knowledge, making it more convenient and easily accessible to employees, the Company plans to create a culture of sharing knowledge and experiences across the organization through three main pillars, which are as follows:

Building Block 1 : A supportive learning environment

Building Block 2 : Concrete learning processes and practices

Building Block 3 : Leadership that reinforces learning



Happy workplace

Working happily has a significant impact on both the workers themselves and the organization. Creating a happy workplace is a concept that the Company uses as a guideline for developing people in the organization. It starts with creating a positive attitude towards life, living harmoniously with others, being socially responsible, and being a good member of the family, the organization, and society, all in a balanced manner.

HAPPY BODY

GOOD HEALTH

Good physical and mental health can help reduce anxiety and make workers more efficient at their jobs



- Physical activity as Ergonomics
- Annual checkup for employees at risk of occupational diseases
- Proactive healthcare project for insured persons in the workplace
- Cervical cancer screening project



HAPPY SOUL

SOUL

Living with Buddhist Dharma



- Merit Making on Special Occasions
- Kathin Samakkhi Project
- Redeem the life of cattle and buffaloes projects



HAPPY SOCIETY

GOOD SOCIETY

A supportive social environment with understanding of each other can foster happiness in society



- S&J Care You Project (Hiring handicap)
- Hometown Development Volunteer Project
- Bedridden Patients Care Project
- Smile Sharing Creating Happiness The School for Elderly Project



HAPPY RELAX

RELAX

Having specific activities for employee relaxation to reduce stress and fill them with happiness



- Songkran's Festival
- Loy Krathong Festival
- New year party



HAPPY BRAIN

SEEK KNOWLEDGE

Every new learning leads to growth and pride through personnel development on both the hard and soft sides



- Hard Side
- Soft Side



Happy Body

All 1,847 employees received their annual health examinations, which accounts for 100% of the workforce

Happy Society

Number of persons with disabilities that the Company employs :
20 People

Happy Brain

Number of employees received scholarships for their children :
94 People

HAPPY FAMILY

GOOD FAMILY

By family loving, self-loving, and community loving



-Breastfreezing Room



HAPPY HEART

KINDNESS

Being kind to those around you will help create good interactions at work and bring happiness to both the giver and the receiver



- Long Service Years Award 30 years 20 years 10 years
- Scholarships for Children of Employees Project
- Friend to Friends Project



Happy Family

Number of employees that gave birth in 2023:
17 People

Happy Heart

Number of employees with 10, 20, 30 years of service:
101 People

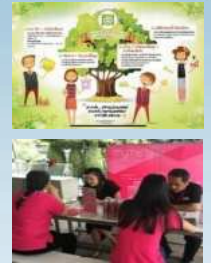
Happy Money

Number of members of the saving cooperative project is
367 People with a total amount of money being Baht **32,064,930.-**

HAPPY MONEY

DEBT FREE

Living sufficiently according to the principles of a sufficiency economy, knowing what to spend, and being debt-free can lead to a worry-free life and create peace of mind



- Saha group Employee's Saving and Credit Cooperative Limited
- Saving for happy life Project





Establish Engagement with the Organization

The Company values the process of creating employee engagement within the organization, whereby it provides opportunities for employees to join groups to negotiate and discuss with the company regarding benefits and welfare through the representative of employees or the Welfare Committee. Additionally, in order to engage potential employees to have good relationships and remain with the company, the Company has continuously organized a survey of engagement between the organization and employees since 2016. This survey has been conducted at each level to comprehend the satisfaction and confidence of employees in various aspects towards the company. In 2023, the Company arranged the employee engagement survey that covered factories in Saha Group Industrial Park Sriracha and Pinthong Industrial Estate 1.

Target group : monthly employees, Bachelor's degree officers, unit and team supervisors, and equivalents (1,000 employees)

Scope : Including Sriracha factory (SJI1) and Pinthong factory (SJI2)



Target >80%

Result 83%

Baseline data from a survey of 1,000 person



Gender

Male 34% Female 66%



Position

Monthly employee 68% Head of Unit / Equivalent 21%

Officer 11%



Education

Undergraduate 73% Bachelor's degree 26% Postgraduate 1%

Ideas for creating engagement

SAY

Employees speak positively about the organization

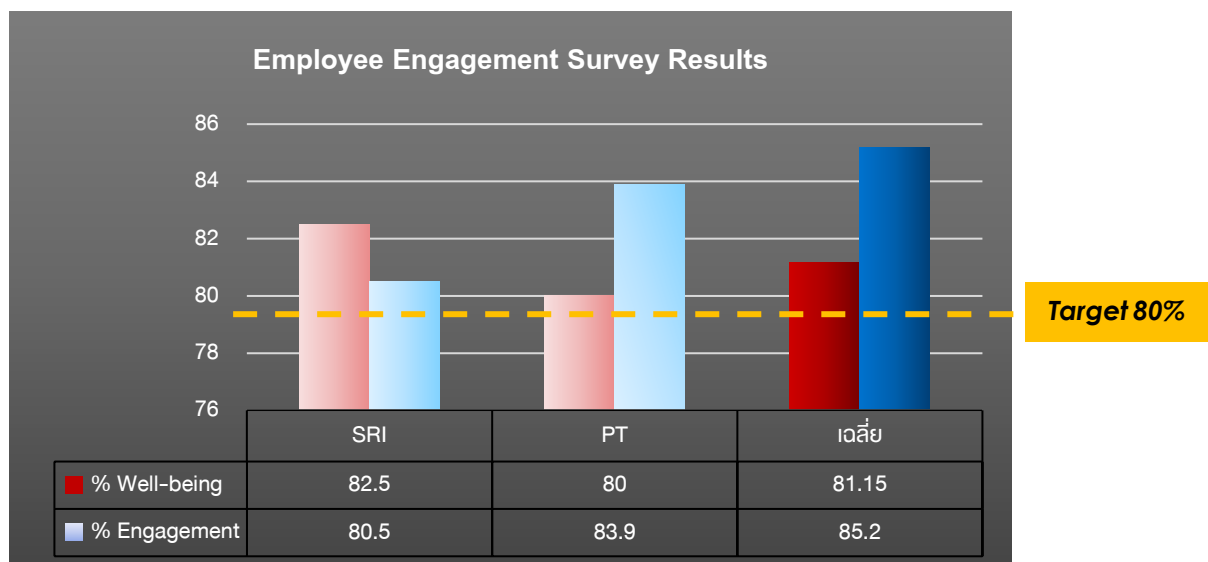
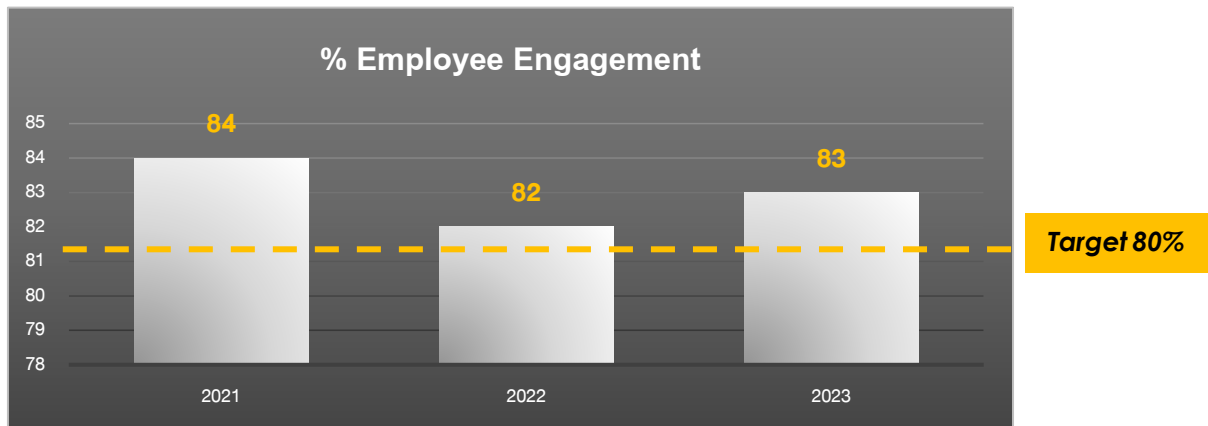
STAY

Employees desire to share the good and bad times with the organization

STRIVE

Employees are fully dedicated to their work

The Company targets to survey employees in different groups that affect the development of engagement between employees and the organization. In 2023, the Company planned to survey monthly employees, Bachelor's degree officers, unit and team supervisors, and equivalents, with the target of 1,081 employees, whereby 1,000 employees actually participated, representing a rate of 92.5%.



Based on the graph, it was evident that both factories, SRI and PT, had achieved the overall employee engagement score as required criteria. With the target set at 80%, the well-being score averaged at 81.15% and the engagement score averaged at 85.2%. However, as the well-being score was lower than the engagement score, the Company collected employee feedback on well-being to analyze and implement additional improvements as follows.

No.	Issues	Improvement Measures
1	To activate the Line, Facebook, and YouTube channels for each department to search and work more conveniently.	The IT department has allowed the use of Line, Facebook, and YouTube for work starting in 2023
2	Shoes worn inside the warehouse must have a good grip on the floor	The LBR department has replaced the shoe model disbursed in October with one that has better traction

Human resources management

Recruitment and Selection

The Company has a fair and systematic recruitment and hiring process and offers equal opportunities to individuals from diverse backgrounds, including race, religion, gender, origin, and culture. The Company sets recruitment targets to support its business expansion in line with its vision and attracts a diverse pool of qualified applicants. Various publication channels are utilized to publicize vacancies and recruitment, including job websites, connection channels, and social media platforms, such as Line, Facebook, Link/QR code, and job search Facebook pages in industrial estates and nearby areas. The recruitment process is flexible regarding time and location for interviews, providing the Selection Committee and utilizing an assessment test and various evaluation tools through Google Forms to assess the attitude of potential candidates. These are to ensure that we hire the right personnel who match the job and organizational culture and individuals who are ready to take on higher levels of responsibility and have the potential to develop further in the future

Compensation Management and Employee Retention

Compensation Management and Employee Retention Policy

The Company payment policy is based on qualification, capacity and working experience. The minimum salary is of the amount of low-level labor cost set by the government. The salary basis has been set according to working capacity and achievement with yearly increments. The annual bonus is available once per year based on the evaluation of Competency Model and Key Performance Indicator (KPI).

In addition to monetary pay, the Company has as well rewards in other forms to maintain employees with the required capacity. The monetary payment is based on a comparison with leading companies in the group. In addition, the Company has covered other benefits and welfares i.e. contributions to provident funds for 3% of employee's salary, saving cooperations, pension fund, rewarding money (new year gift) including a reward for employees who have completed 30, 20, and 10 working years. If it's not a monetary reward, the Company instead reviews structure, format and working environment for more resilience and convenience suitable for the rapidly changing business situations The company give opportunity with employee representative to join as welfare committee. The welfare meeting will set for discuss about benefits, welfare and open topic for monthly review

From the past 3 years, there is no significantly conflict or complaint in term of labour

2023

1,097 Employees joined the provident fund

Which is the ratio of 60% of the number of members of the provident fund to total number of employees

Respect for Human rights and Fair Labor Practice

Fair labor Treatment Policy

To ensure that employees receive fair treatment and equal protection thus, giving a good quality of life and morale at work, the company has appointed a committee to oversee that all operations are conducted according to regulations. the committee consists of representatives of the management and representatives of the employees from the election. there is also a risk assessment of the thai labor standard system by the TLS committee or TLS 8001-2020 strictly covers; anti forced labor compensation for work , working hours , holidays , leave discrimination Discipline , sexual harassment and violence, child labor the use of women labor, freedom of association and collective bargaining; occupational Health and working environment labor welfare, etc., so that workers are equally protected equally. contribute to a good quality of life have morale in work. The company has appointed a committee to supervise the operation in accordance with the requirements, Consists of management representatives , elected employee representatives; there is also a risk assessment of the thai labor standards system. by the TLS Committee

Performance and Results 2023

	Target	Result
Number of Labour complaint	0	0
Employees received training Thai Labour Standard and Business Ethics	100%	100%

The Company has organized training courses for “The Thai Labor Standard Measure and Business Ethic Code” by E-learning for no limited self-study by all employees

2023	
Employees participated	1,930 person
Passed the examination	100%
Average score	95 %

The infographic displays the following information:

- Company Name:** SJI International Enterprise Public Company Limited
- Address:** ซอยวิภาวดีรังสิต 256 แขวงวิภาวดี เขตวิภาวดี กรุงเทพมหานคร 10660
- Logo:** SJI logo with a stylized flame.
- Participants:** Illustrations of three people wearing face masks.
- Training Topics:**
 - การคุ้มครองแรงงาน (Labor Protection)
 - ความปลอดภัยในการทำงาน (Workplace Safety)
 - การคุ้มครองสิทธิแรงงาน (Labor Rights Protection)
- QR Code:** A QR code for more information.

Human Rights Management

Human Rights Policy

S&J International Enterprises Public Company Limited values the basic rights and freedoms of human beings and ensures that employees and all stakeholders are treated equally. We uphold equality and equity and do not tolerate harassment of any kind towards employees or any stakeholder groups. We also do not discriminate based on age, gender, race, skin color, religion, language, class, disability or sexual orientation. Our organization does not use child labor or forced labor, and we respect the rights of customers, partners, employees, and communities. We have a comprehensive Human Rights Due Diligence process (HRDD) in place and have established guidelines for fair treatment of labor in accordance with the framework of ethics and business ethics and the Thai labor standards system

Management Guidelines

The Company values human rights issues that are relevant to all stakeholders comprehensively. It has set concrete policies and practices as guidelines to demonstrate its intention to respect and not violate the human rights of all stakeholders. A working group has been formed in the human resources, procurement, and sales departments to implement projects and organize supporting activities according to policy requirements. The working group also follows up and investigates any actions that go against policy guidelines, as well as handling complaints and related stakeholders.

A Comprehensive Human Rights Review Process



Performance on Human Rights

There were no complaints from employees, consumers, customers, partners, or communities

Zero complaints





Indicators	Target	Result
The Company has been certified SMETA standards (SEDEX).	2 factory	2 factory
Number of employees participating in training on human rights review	100%	100%
The Company's operational areas have received a 100% human rights risk assessment.	100%	100%

Identification and Assessment of Human Rights Risks

The Company evaluated risks related to human rights and labor practices to identify preventive measures and minimize the impact of human rights and labor risks across all its operations throughout the value chain. This evaluation established guidelines to effectively manage human rights and labor risks according to the risk assessment criteria related to human rights and labor practices according to Thai labor standards, including SEDEX standards. The guideline specified the relevant human rights and labor issues to evaluate opportunities and potential impacts on stakeholders. The consideration factors included basic human rights, civil and political rights, economic, societal and cultural rights, and everyone's duties and responsibilities towards social order and human rights certification, as well as an international fundamental freedom.

Scope of Human Rights Risk Assessment

Issues related to human rights that have been assessed

 Employees	 Customers/Consumers	 Partners/Contractors	 Communities
<ul style="list-style-type: none"> • Working conditions • Occupational safety and health • Freedom of association and negotiation • Discrimination/Harassment • Forms of unlawful employment practices (such as child labor, forced labor) 	<ul style="list-style-type: none"> • Health and safety • Personal information 	<ul style="list-style-type: none"> • Working conditions • Health and safety • Discrimination against suppliers and contractors 	<ul style="list-style-type: none"> • Health and safety • Well-being and standard of living

Criteria for assessing human rights risks consider two main aspects, which are :

1. Impact on human rights and labor practices
2. Chance of occurrence (Likelihood) or possibility of occurrence

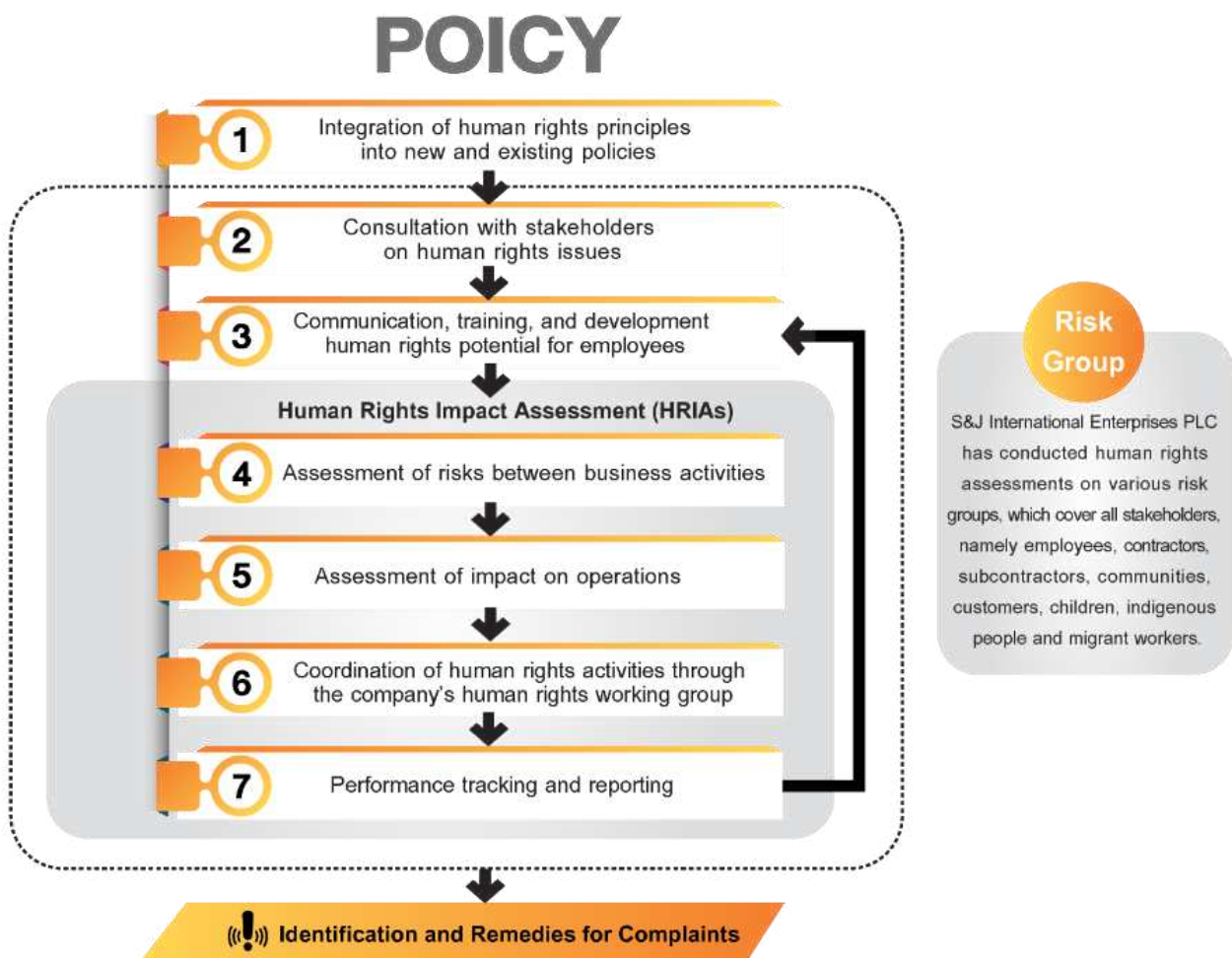
The assessment of human rights risks considers two dimensions, likelihood of occurrence and impact, and is divided into 5 levels, which are very high, high, medium, low, and very low.



Risk Level	Score	Opportunity / Impact
High - Very high (H)	15-25 Points	It is an unacceptable level of risk. The responsible unit must consider stopping or suspending activities with severe consequences and have activity plans to reduce the risk to an acceptable level.
Medium (M)	5-14 Points	It is an unacceptable level of risk. The responsible unit must have risk control activities to reduce the risk to an acceptable level within the specified period.
Low - Very low (L)	1-4 Points	It is an acceptable level of risk. No risk control activities are required, but the risk owner must monitor the impact and report the progress.

Risk Assessment Results : Overall, **the results were at a low level. The Company's human rights operations were within acceptable criteria.** There were no risks that would affect the business operations. This covered internal and external stakeholders throughout the value chain, **particularly the partners/customers** who have always cooperated in conducting business that is attentive to the management of human rights and labor practices according to rules and regulations regarding morality and ethics.

Procedures for human rights operations



Projects or Activities to Raise Awareness of Respect for Human Rights



New Employee Orientation

The Company places great importance on respecting human rights by including human rights content and policies in the orientation of new employees to raise awareness from the first step into the Company

New Employees are 100% trained in human rights



Human Rights Training

To raise awareness, properly comply with human rights principles, and prevent human rights violations, The Company provides online training and continuously review every year

Employees are 100% trained in human rights

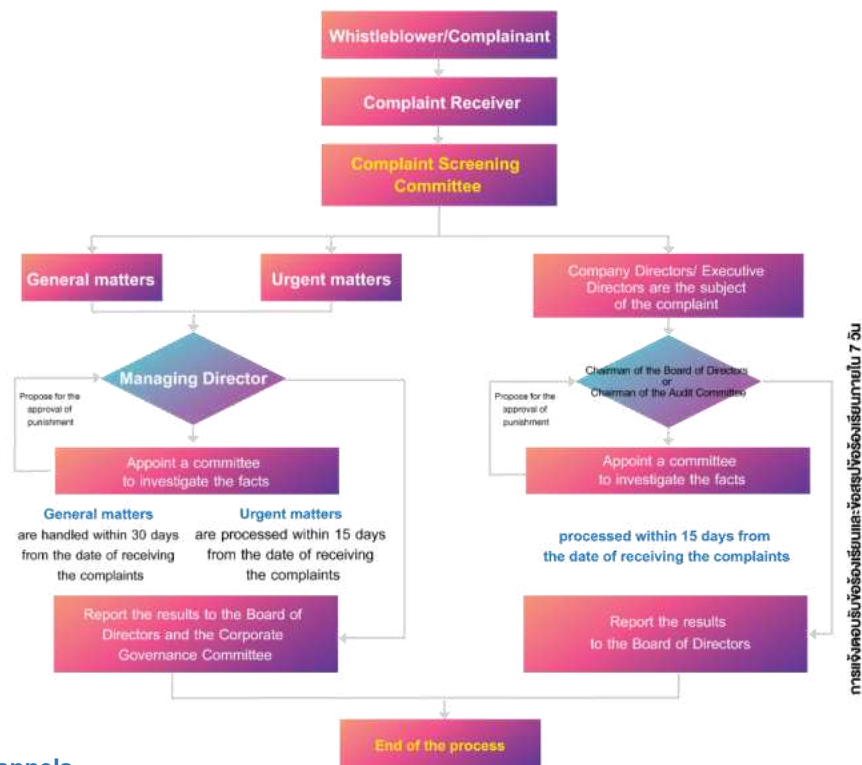


Human Rights Awareness

To raise awareness of human rights, the Company communicates through various channels such as email, pop-up on computer screens, public relations boards, etc.

Complaints Process

The Company has a systematic mechanism for transparently handing complaints of employees and stakeholders in the event of rights violation or unfair treatment



Complaint Channels

Position	Telephone	E-mail
Human Resources Manager	0-2676-2727 ext. 2208 or 0-2676-4492	patchara@snjinter.com
Company Secretary	0-2676-2727 ext. 2812	sumit_k@snjinter.com

Remedies for human rights impact from the Company's operations

The company provides remedial measures to alleviate the suffering of individuals who are affected by human rights violations arising from the company's business operations, considering the severity of impact that occurs on a case-by-case basis. The company will proceed to solve problems and heal those affected, by which urgent case will be handled within 15 days and general matters will be handled within 30 days. Providing remedial assistance to alleviate the suffering of those affected by the incidents will be according to fair legal demand for example, in the case that an employee is suspended or transferred to another position. If it is later found not to be at fault, the Company will ensure that the matter is considered appropriately and fairly.



Employment of persons with disabilities

The Company has been continuously and systematically supporting the employment of persons with disabilities since 2017 to date. This initiative has created career opportunities for disabled persons and has helped them and their families to have a good living and become self-reliant and stable. Due to this, the Company has been awarded the **"Organization that Supports the Work of Persons with Disabilities"** at an excellent level for the third consecutive year from the Ministry of Social Development and Human Security. This reinforces the organization's commitment to promoting equity and equality in society, supporting persons with disabilities to have a guarantee, a career and stable income, hence reducing inequality in society

The Goal of Supporting People with Disabilities in the Organization

Year	Target	Result
2017	22	24
2018	18	24
2019	19	23
2020	16	21
2021	16	21
2022	17	19
2023	18	20

Award of organizations that supports the work of Persons with Disabilities at the Excellent Level



S&J (Care You) Project

The Company not only offers job opportunities to disabled persons but also ensures that the working conditions are properly maintained in compliance with the principles of human rights and equality. Additionally, the Company has adjusted the skill value for disabled employees whose performance is at a good to a very good level to be equal to that of normal employees. The well-being of underprivileged disabled persons is also taken care of by improving their residential conditions and donating essential consumer items.



Understand

Access

Be One

With Heart



Children's Rights and Business Principles

Business Policy related to Children's Rights Principles

The Company has adopted the Children's Rights and Business Principles (CRBP) developed by UNICEF, the UN Global Compact, and Save the Children and integrated into its business operations processes through the CRBP Framework as follows:



Based on the CRBP framework, the Company has carefully supervised the production process of children's products by giving importance to both quality and safety, from designing the formula/product to selecting raw materials and conducting a thorough inspection process to ensure that the product is safe for children. Additionally, information, instruction for use, and warnings are clearly provided on the product label

The Company creates a safety space for children throughout the supply chain of operating business by complying with human rights principles, including:

- Non-child labor
- Take care of the environment of the factory to reduce negative impacts on the community as well as create a good environment for children and youth in the community

The Company respects the rights, freedom, and involvement of children both near and far. It provides children with the opportunities to think and showcase products from their innovative ideas and creations at the youth level through the Cosmetic & Health Products project that aims to promote local innovators to an international level.



IN 2023, the Company designed and developed 3 Children's products



Business operations that are friendly the elderly



Business operations that are friendly to the elderly policy

The Company attaches importance and responds to the government's policy to drive elderly-friendly business projects with a partner of the Elderly-Friendly Business Network operated by Thaipat Institute in collaboration with the Department of Elderly Affairs, The Ministry of Social Development and Human Security whereas policy and guidelines for business practices for the elderly have been adopted as follows



PREPARATION

The Company has prepared employees who are approaching retirement age by providing training and education on planning for retirement savings and special privileges that the elderly are entitled to receive and should be aware of, such as exemptions from social security tax, elderly money, etc.

PROTECTION

Employees : The Company promotes and develops potential as well as provides welfare to protect the rights of the elderly equally

Consumer : The Company considers the safety of elderly in the elderly in the business value chain by designing products that help slow down the ageing process, particularly skincare products.

PARTICIPATION

Retired Employee Employment Project

The Company offers retired employees the opportunity to continue working after retirement by considering the work that is valuable and appropriate for their age.



2023

The Company
Employed 48 Retirees

Occupational Health and Safety

Occupational Health and Safety Policy

S&J has occupational health and safety management so that its employees and those who work in the company abide by the standards and legal requirements related to safety. Hence, the company has set occupational health and safety goals 2023 in order for each unit to prepare an action plan and proceed to achieve the goals as follows

Health and Safety

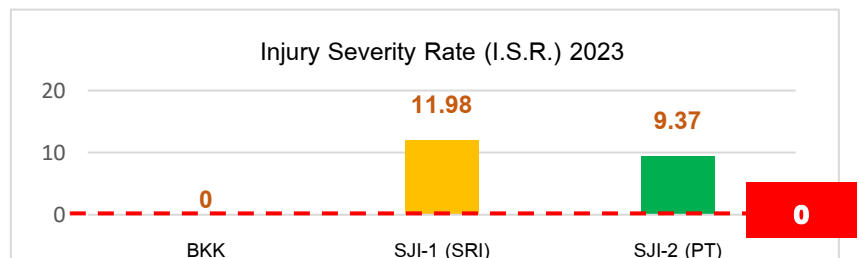
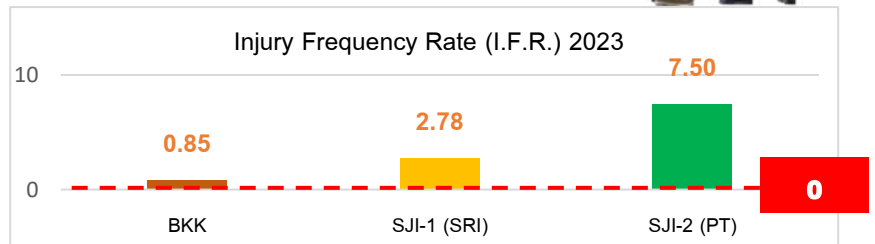
S&J has been aware of safety workplace and health for all employee. The company aiming to reduce work relate accident including occupational health impact. All staff can be part of company Projects and activities not only sharing ideas, suggestion, consult but also be part of set up operating procedures and risk evaluation from all working pursuit

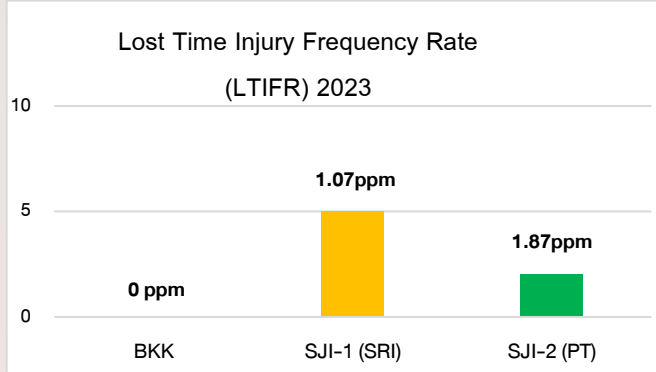
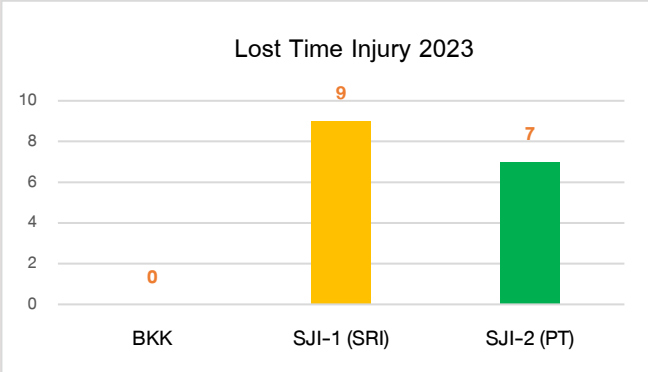
Occupational health and safety Goals

1.Prevent workplace accidents	
1.1 Injury Frequency Rate (I.F.R)	0 PPM
1.2 Injury Severity Rate (I.S.R)	0 PPM
1.3 Number of accidents with property damage	0 Case
2.Employees/Contractors died from work	
	None

Performance in 2023

Occupational Health and Safety Performances

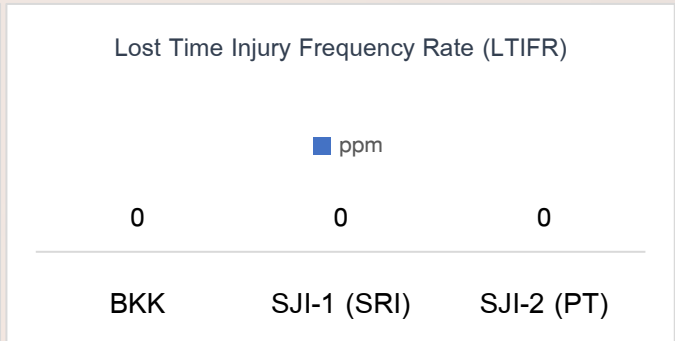
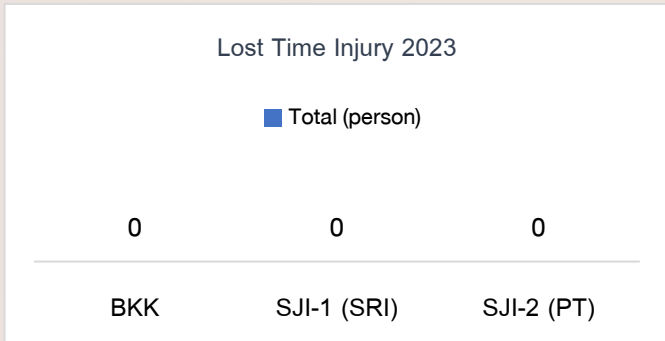




Employees died from work :
0 Employee



Contractor



Performance on occupational health organized for supplier/ vendor	
Injury Frequency Rate (I.F.R.)	0
Contractors died from work	None

Establish a safety culture

- Encourage the participation of employees across all levels (executives, supervisors, workers) to work safely.
- Educate and ensure the understanding of working correctly and safely to raise awareness of potential dangers from work.
- Prepare a comprehensive teaching manual that includes the working steps, precautions, and safety measures in each stage.
- Provide appropriate equipment to prevent danger for employees.
- Inspect the safety of tools and machines and install safety guards to minimize risks that may occur to employees

Actions of responsible persons to reduce accidents or unsafe conditions at work



Manager

- The manager prepares a working manual that includes procedures for checking machines and equipment prior to operation
- The manager imparts knowledge on safe work practices



Safety Officer and Safety Committee

- The safety officer provides safety training to new employees (6 hours) and education on working with chemicals, including the use of personal protective equipment (PPE), etc
- The professional safety officer consistently communicates safety information (safety talk) to every department
- The Safety Committee (Kor.Por.Or.) and Safety Officers conduct safety patrols to identify hazards and make recommendations to improve and strengthen operations



Improvement of machinery
and equipment

65 Cases

improvement of processes
and operational methods

18 Cases

improvement
of surroundings

17 Cases

Guidelines for Occupational Health and Safety Management

The improvement of the working environment and assessing the work-related risks involves employees, supervisors, managers, and professional safety officers (Jor.Por.) working together to identify hazards and assess risks in each activity to develop preventive measures for accidents.

Identification of Risks (Spotlight)

Is an activity that involves all supervisors and employees participate in reporting any hazardous areas or ways of working that may pose a risk and help each other to improve and eliminate these risks



A total of 76 risk issues were reported

65 issues were resolved

11 issues are in progress

Safety Communication

IS the communication regarding safety that aims at raising employee awareness and prioritizing “safety in the workplace.”



Employee Health Promotion

Encouraging employees in all departments to exercise before starting work, as well as educating them on occupational diseases and ergonomics for good physical and mental health, a healthy body, and long life



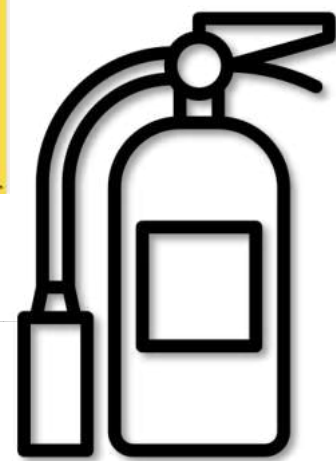
Factory Emergency Team Training

Preparing emergency teams to have the capability to resolve situations such as fires and chemical spills to reduce the severity of incidents



Establishing operational safety for contractors and transportation vehicles

The Contractor Meeting in 2023 aimed to provide knowledge and understanding to contractors working with the company, including construction contractors, building renovation contractors, machinery installation contractors, and maintenance contractors. There were 54 attendees at the meeting. The Company informed the contractors about its policies, which included safety and environmental regulations, in order to ensure that they can work safely





The Supplier Meeting in 2023 via Zoom Meeting aimed to provide knowledge and understanding to delivery trucks of products and raw materials. There were 309 people attended the meeting. The Company informed its policies, including safety and environmental regulations, to truck drivers when they joined the company



Safety Awareness Campaigns

Campaign to stop using your phone while walking and using the walkway

The Safety Committee together campaigns against using cell phones while walking and using the walkway to create safety in the workplace for employees



Safe Driving Campaign

The Safety Committee encourages employees to be aware when riding motorcycles and driving cars by wearing a helmet or a seat belt every time. This will help reduce the severity of injuries in case of an accident and encourage employees to follow traffic rules



Business Continuity Management

In the current situation, business operations are changing rapidly. Some situations are unpredictable. Hence, there is a risk of experiencing an emergency or facing various disasters. The Company places a high value on managing risks and handling various crisis situations that may result in losses and various impacts from business interruption and therefore creating a business continuity plan to assure stakeholders that the Company can quickly recover its business and reduce impacts of any such incidents to a minimum

Management Guidelines

The Company has defined a Business Continuity Management Team (BCMT) and sub-working groups to manage business continuity. These working groups focus on formulating crisis management plans, crisis communication plans, and business continuity plans for both the department and organizational levels. The plans are interconnected, and the team is responsible for operating, testing, and improving the business continuity plans of each department to ensure that they are complete, correct, and up-to-date





GOOD PRODUCT

NEW INNOVATIONS HAVE BEEN DEVELOPED IN ORDER TO ADD VALUE TO PRODUCTS AND SERVICES



Corporate Governance

The company attaches great importance to operating its business in accordance with the good corporate governance principles. It sets goals and guidelines to promote innovation and development planning to create business value sustainably. Additionally, the company builds confidence for investors and enables the company to compete, have good operating performance, and generate returns to shareholders by conducting business with ethics, respecting rights, and being responsible to shareholders and stakeholders, benefiting the society or reducing the impact on the environment.

The Board of Directors has prepared corporate governance principles, business ethics, and the Code of Conduct for directors, executives, and employees in writing, in order for the company's directors, executives, and employees to adhere to it as a guideline for compliance, which contains the following information

- **The Good Corporate Governance Policies**
- **The 8 Good Corporate Governance Principles**

Principle 1 Establish clear leadership role and responsibilities of the board

Principle 2 Define objectives that promote sustainable value creation

Principle 3 Strengthen board effectiveness

Principle 4 Ensure effective CEO and people management

Principle 5 Nurture innovation and responsible business

Principle 6 Strengthen effective risk management and internal control

Principle 7 Ensure disclosure and financial integrity

Principle 8 Ensure engagement and communication with shareholders

- **The business Ethics**

- **The Code of Conduct for Directors Executive Officers and Employees**

Number of Complaints from violations of business ethics

: 0 Case

See more details with new Corporate Governance Code in company's website under "Investor Relations : Corporate Governance"

In 2023, the Board of Directors stipulated that the 8 Good Corporate Governance shall be appropriately applied in business operations, covering content the Good Corporate Governance as follows.



Rights of Shareholders and Equitable Treatment of Shareholders

The Board of Directors recognizes and respects the rights of shareholders as the owners of the company without any action that violates or deprives the rights of shareholders, as well as creating equality and fairness for all groups of shareholders. Whether Thai or foreign, major or minor, individual or institutional, all shareholders shall exercise their rights, both the basic rights and other rights beyond basic rights, to set the Company's directions and decide on merits matters with significant impact on the Company's operations.



Roles of Stakeholders and Sustainable Business Development

The Board of Directors is fully aware of operating a sustainable business with consideration of the interests of all stakeholders. Therefore, it adheres to the organization's principles of good corporate governance, business ethics, and compliance with laws and regulatory requirements. Additionally, it provides an opportunity to create awareness of and a better understanding of the needs and expectations of all kinds of stakeholders, as well as creating a harmonious coexistence between the organization and all stakeholders, leading to an equilibrium among the economic, social, and environmental aspects.



Disclosure and Transparency

The Board of Directors duly recognized the importance of disclosing significant company information relating to both financial and non-financial topics, which was regarded as one of the company's policies regarding good corporate governance. The company ensured that the shareholders and investors receive such information, in a fast, accurate, and equitable manner, through such channels as, the annual report, annual information disclosure from 56-1, news distribution channel of the stock Exchange of Thailand, and The Securities and Exchange Commission, as well as the company website, in both Thai and English (www.snjinter.com), with those information being regularly updated



Responsibilities of Directors

The Board of Directors had important responsibility in setting the direction for the company's business operations, following up on the work results by its management members, and being responsible for their duties to contribute to the best interests of the shareholders and the company

The Board of Directors consisted of qualified directors with knowledge, proficiency, and various experiences in accounting, finance, management, marketing, laws and science, as well as no gender discrimination. The Board of Directors comprised 15 directors, classified into

- Executive directors 5 person
- Non-executive directors 10 person

There are 10 non-executive directors of whom 6 are independent directors or equal to 40.00 % of the total number of the Board. And among 6 Independent Directors, 4 of them are members of the Audit Committee. The Chairman shall not be the same person who is taking an office of Managing Director. All directors have a determination to perform their duty as trusted by the Board of Directors and shareholders. They are all independent in expressing their idea, considering and approving any issue by regarding the optimum benefit to the company



Assessment of the performance of the Board of Directors

The assessment of the Board of Directors performance for the year 2023 has been carry out, in which the assessment was set to conduct yearly. Each of the directors will be given opportunity to assess the performance both individuals and the board as a whole to review performance results, problems, and obstacles faced during the past year, in order to contribute to better effective performances by The Board of Directors. The percentage score criteria was set as follows:

Criterion	Score
Excellent	Over 80 percent
Good	Over 70 - 79
Fair	Over 60 -69
Poor	Less than 60 percent



Yearly Performance Assessment of the Board of Directors

The Board of Directors carried out the Board's performance assessment, which divided in to 3 aspects as follow:

1. Role, Duty, and Responsibility of the Board
2. Board of Directors' Meeting
3. Role, Duty, and Responsibility of the Board of Directors

Yearly Performance Assessment of the Individual Director

The Board of Directors carried out the individuals' performance assessment, which divided in to 3 aspects as follow:

1. Role, Duty, and Responsibility of directors
2. Duties of directors
3. Self-development of directors

Procedure and Assessment Results

The Company Secretary sent out the Board's performance assessment forms and individual's performance assessment form to all directors, through electronic system. Every director was independent in taking such evaluation. The company secretary summarizes the results and report to the Board of Directors at the Board of Directors' meeting. The Company Secretary once completed to be collected, summarized, and reported to The Board of Directors at The Board of Directors' meeting annually.

In 2023, the assessment results of the Board of Directors, both as a group and individually, are as follows:

Performance Evaluation of Boards and Directors	Evaluation Result Criteria	Evaluation Result Criteria
The Board of Directors	92	Excellent
The Individual Director	90	Excellent

The Company will use these assessment results to improve the efficiency of The Board of Directors' performance, for the utmost benefit in corporate governance

Yearly Performance Assessment of the Sub-Committees

The Board of Directors has set the annual assessment of performance of every sub-committee. The performance assessment was divided into 3 aspects as follows:

1. Structure and qualifications of the Sub-Committees
2. Sub-Committees 'Meeting
3. Role, Duty, and Responsibility of the Sub-Committees

Procedure and Assessment Results

The Company Secretary and/or Secretary of the sub-committees sent out evaluation forms, through electronic system to each sub-committee to assess their overall performance in the sub-committees where he or she holds a position. Every director was independent in taking such evaluation. The company secretary summarizes the results sent to Secretary of the sub-committees and report to each the sub-committees for acknowledgment in the meetings of the sub-committees in which they hold positions and report to The Board of Directors' meetings annually. The Company will use the evaluation results to enhance the performance of the sub-committees for the utmost benefit of the organization.

In 2023, the assessment results of the Sub-Committees, are as follows:

Performance Evaluation of Sub-Committees	Evaluation Result Criteria	Evaluation Result Criteria
The Corporate Social Responsibility Committee	98	Excellent
The Corporate Governance Committee	96	Excellent
The Executive Board	92	Excellent
The Audit Committee	91	Excellent
The Risk Management Committee	87	Excellent
The Remuneration Committee	86	Excellent
The Nominating Committee	85	Excellent

Yearly Performance Assessment of Mana

The Board of Directors and the Executive Board, excluding Managing Director and Chairman of Executive Board are evaluate annually performance of Managing Director in order to determine the remuneration, by using assessment form of Managing Director that divided into 4 aspects as follows:

1. Leadership
2. Strategy determination and strategy implementation
3. Financial planning and performance
4. Relationship with the Board of Directors, company personnel and stakeholders

Procedure and Assessment Results

The Company Secretary sent out the Managing Director's performance assessment form to the Board of Directors and Executive Board through electronic system excluding interested directors. Then, the Company Secretary shall summarized and reported to the Board of Directors and the Remuneration Committee to acknowledge the said evaluation which the result of evaluation was in the "**Excellent**" criteria.



Business Ethics

1. Responsibility to stakeholder
2. Conflict of Interest
3. Entertainment or receiving or taking gift
4. Anti corruption
5. No infringement of intellectual property
6. No Human Rights Violation
7. Occupational Health and Safety



Ethics of Board of Director Management Employee

1. Responsibility to duty
2. Taking care of company assets
3. Clues, request, protection of complaint
4. Diagnosing suspicions



Corporate governance evaluation result for registered company by IOD (Full score at 100)

Years	2021	2022	2023
Average score	90%	91%	99%
Level	Excellent	Excellent	Excellent

Annual General Meeting of Shareholder quality evaluation by Thai Investors

Years	2021	2022	2023
Score	98*	100	100

Note* Decrease in the score due to the COVID-19 pandemic causing some the Board of Directors to be unable to attend the meeting

Anti Corruption

The Board of Directors has established policies and practices as a guideline for the company's directors, executives, and all employees to adhere to as follows.

The company prohibits its directors, executives, and employees from accepting or supporting all forms of corruption, directly or indirectly, and not engaging in bribery or committing corrupt activities against government officials to obtain a commercial advantage. In addition, the company has established guidelines for activities with the potential risks that may lead to corruption to be a clear guideline in business operations, along with creating awareness, values, and attitudes for employees to comply with the rules with honesty

2014

The company expressed its intent against corruption and joined the Private Sector Collective Action Against Anti-Corruption (CAC)

2015 : The company announced the Anti-Corruption Policy

2016

- The company promulgated practices according to the anti-corruption policy as a guideline for directors, executives, and employees to adhere to and comply with the said policy, and emphasized cultivating a corporate culture that will not accept any form of corruption
- The company was certified as a member of the Thai Private Sector Collective Action Against Anti-Corruption

2018 : Reviewed practices according to the anti-corruption policy

2019

The company was endorsed the membership of the Thai Private Sector Collective Action Against Anti-Corruption for the second year

- The company set up a course on "Good Corporate Governance and Anti-Corruption towards sustainable organizational development" for supervisors to be informed of new updates on the corporate governance policy, hence upgrading the company's corporate governance and ethics policies to be more effective
- The company organized an activity, "Anti-Corruption Week", as part of the company's campaign and public relations, for employees to be alert on the anti-corruption matter that included Q&A activities to win prizes, making the participants had fun together with knowledge
- The company organized training to encourage suppliers to understand about joining the declaration of intent of anti-corruption on the topic of "Expanding the Coalition (Partners) Against Corruption towards sustainable organization development", **where 60 trading partners were interested and attended the training. There were 56 companies jointly declaring their intent of anti-corruption with S&J** so as to ensure that the supply chain process was truly transparent



2020

- From the epidemic situation of coronavirus 2019 (COVID-19), the company had encouraged knowledge in various forms so as to focus on the Corporate Governance principles, the Anti-Corruption, Business Ethics, the Code of Conduct of directors, executives, and employees through the E-learning system
Regarding this, the company adjusted the assessment criteria from 80 percent to 90 percent, in which all employees passed the criteria

2021

- The company has adjusted the criteria and practices to be more concise and efficient by adding the form of corruption concerning the payment of facilitation payment and hiring government employees or government officials to be in alignment with the revised self-assessment form of the Thai Private Sector Collective Action Against Corruption (CAC)
- The company has extended the Anti-Corruption Coalition to Top Trend Manufacturing Co., Ltd. (subsidiary) as well as provided a corruption risk assessment. It was found that there was a good and sufficient anti-corruption internal control system

2022

- The Company was certified as a member of Thai Private Sector Collective Action Against Corruption (CAC) for the third time.
- The Company conducted training through the E-learning system to promote partners' awareness and understanding of the declaration of intent against corruption on the topic of "Expanding alliances (partners) to fight against corruption towards sustainable development of the organization". **All 77 business partners attended the training and declared their intention to fight corruption with S&J**, thus ensuring a truly transparent supply chain process.
- The Company conducted training through the E-learning system in the "Anti-Corruption" course, along with an evaluation to assess understanding. **A total of 2,232 employees attended the training and all of them passed the evaluation. (Assessment criteria > 90%)**

2023

- The Company conducted training through the E-learning system for directors, executives, and employees in "The Good Corporate Governance, Business Ethics, and Anti-Corruption" course, along with an evaluation to assess understanding. **A total of 2,415 employees attended the training and all of them passed the evaluation. (Assessment criteria > 90%)**

The company has a process for auditing, monitoring, searching, and assessing the risks of corruption, as well as preparing a plan to prevent potential risks. The Corporate Governance Committee is responsible for risk assessment and preparing a corruption risk assessment report, where the internal audit unit is responsible for reviewing the internal control system to ensure that it is sufficient to prevent potential corruption risks.

In addition, the Company has measures for whistleblowing. and complaints When employees or stakeholders who meet or have evidence or there is a suspicion that there are employees or persons acting on behalf of the Company has been involved in bribery or corruption Violation of rules, regulations and company policies Failure to comply with the Code of Conduct for Company Directors, Executives and Employees, as well as establish a mechanism to provide protection and fairness to whistleblowers

In 2023, there were no complaints from stakeholders, and were not receive a complaints of corruption via various channels in any way.

Method of receiving clues or complaints



1.By directly reporting Telephone,E-mail address

Human resource manager
Tel. 0-2676-2727 Ext. 2208
or 0-2676-4492
E-Mail : patchara@snjinter.com
Secretary
Tel. 0-2676-2727 Ext. 2812
E-Mail : sumit_k@snjinter.com



2.By Complaint box

- Bangkok office
- Sriracha sahapath group industrial estate
- Pinthong1 industrial estate



3.By Registered mail

President of Auditor or President of Corporate Governance or Human Resource Manager or Internal Audit Leader or Secretary
S&J international enterprises public company limited
2 naradhiwas rajanagarindra rd, thung wat don, sathon, bangkok 10120



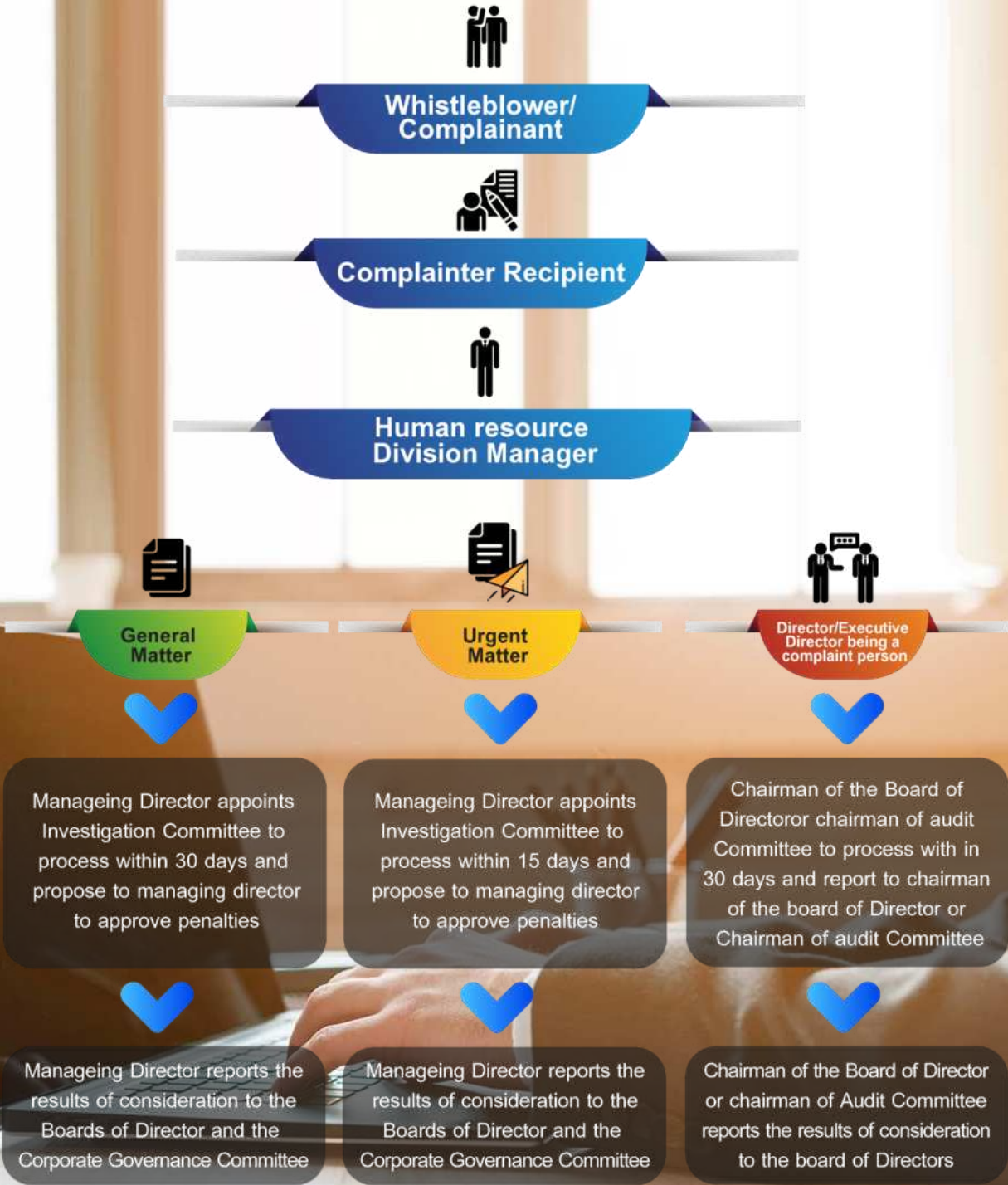
4.In case of board of directors or executive manager get involves corruption of participated in corruption must complain to president or president of auditor



5.In case of complainant would not like to disclose name, the fact must be specified or evidence that could believe the participation in corruption

The company has measures to prevent whistleblowing by communicating to its business partners that it adheres to conducting business with honesty and transparency in accordance with good corporate governance principles based on morality and ethics. Therefore, no compensation will be requested in dealing with the company, nor will any offer be made in exchange for any form of benefit. In addition, the company has encouraged directors, the management and employees at all levels in the organization to conduct business and perform their duties accurately, transparently and verifiably.

Scrutiny process





Risk Management

Risk Management Policy

The Company recognizes the importance of risk management as an integral part of good corporate governance, which is fundamental to conducting business that enables the Company to achieve corporate objectives and have sustainable growth, as well as being able to create new business opportunities and manage the impact of various events in the current situation. The Company has established a corporate risk management policy that all employees must comply with and has appointed the Risk Management Committee to establish the risk management framework, supervise and support the organization's risk management operations in accordance with the Company's strategy and business objectives by considering various risk factors in light of the constantly changing situation, both internally and externally, and that of economic, social, and environmental concerns on a regional and global scale.

The Risk Management Committee reports its management of risk to the Board of Directors at least twice a year so that the Board is informed of the organization's risk management according to the plan set forth and receives feedback to continuously improve the efficiency of risk management in all aspects. Also, this is to create proactive risk management that is in alignment with the organization's business operations and enables the organization to continuously develop strategic plans and operations in various aspects effectively and efficiently.

Guidelines for Risk Management Operations

Risk management is an important part of good corporate governance and supports a business to achieve its objectives. To efficiently manage risks, it is essential to consider various risk factors that are existing or likely to occur in the future to help identify risks and potential obstacles and be able to prepare support plans or adjust strategic directions on time to mitigate impacts and reduce the risk to an acceptable level. In its awareness of potential risks to the organization, the Company has a Risk Management Committee responsible for setting enterprise risk management policies and guidelines. The committee reports on the results of risk management operations and presents them to the Board of Directors twice a year to review the performance of the risk management process and provide advice to increase operational efficiency to ensure a more comprehensive approach to risk management.

In 2023, the Company was aware of the fluctuations in the global economy, which may pose a risk to the business or organization. Therefore, the Company had reviewed and monitored existing risks and analyzed additional new risks in consistent with the risk management guidelines. Due to the uncertainty of the global economic situation, geopolitical conflicts, and rapid changes in weather conditions that have expanded impact on the environment and, hence, may create risks affecting the Company's business operations in the future, the Company had prepared a total of 6 risk plans, namely enterprise risk, emerging risk, customer risk, IT and technology risks, personal data protection risks (PDPA), supply chain risks, and social, environmental, and governance risks (ESG). The Company reviewed and considered the level of risk and analyzed the likelihood of occurrence and its effects, including risk level indicators for use in monitoring and measuring risk management to ensure efficiency throughout the organization.

Summary Table of Risk Levels

Effect	I3		C1		
	EN1 & EN2 ET1	S4 ET2 & ET3	S1	C2	
	S2				
		I1 & I2		E1&E3 E4	
	E2	S3			

	Very low risk and monitor every 6 months
	low risk and monitor every 3 months
	Medium risk and set a support plan
	high risk requires a plan to accommodate and monitor every month

RISK LEVEL

LOW RISKS	15 RISKS	Very low risk and monitor every 6 months
MEDIUM RISKS	3 RISKS	Medium risk and set a support plan
HIGH RISKS	-	high risk requires a plan to accommodate and monitor every month



Risk	Risk Issues	Effect	Opp- portunity	Level risk	KRI
Emerging Risk (E)	1. Highly volatile exchange rates (Exchange Rate)	2	4	low	The exchange rate deficit is zero
	2. Impact of higher interest rates on deposits and loans, which affects management and control of the Company's financial costs	1	1	low	Higher interest expenses on loans
	3. Impact of higher interest rates on deposits and loans, which affects management and control of the Company's financial costs	2	4	low	Production costs related to director labor and overheads do not exceed 12%
	4. The government has increased the electricity rate, which has an impact on product costs	2	4	low	Electricity costs in the production do not exceed 15%
Customer (C)	1. The growth of major customers in the country tends to decrease	5	3	Medium	The number of new customers in the country has increased
	2. The growth of major customers abroad tends to decrease	4	4	Medium	The number of new customers abroad has increased
IT & Technology (I)	1. Implementation of SAP (HANA) do not go as planned	2	2	low	The budget and implementation go according to planned
	2. Leakage of information and lack of cyber security	2	2	low	Number of deficiencies in the incident management report
	3. Failure to comply with the Personal Data Protection Act (PDPA)	5	1	low	Number of complaints related to personal information is zero
Supply Chain (S)	1. Raw materials prices have increased	4	3	Medium	Manage prices of main groups of raw materials.
	2. Freight rates for foreign shipping containers have increased. (only for DAP)	3	1	low	Export freight rates are within the specified criteria
	3. Domestic shipping costs have increased	1	2	low	Domestic shipping costs are within the specified criteria
	4. Lower inventory turnover rate	4	2	low	Inventory turnover rate is within the specified criteria
Environmental, Social and Governance (EN)	1. Production is being halted due to environmental problems	4	1	low	Halt production due to environmental problems is zero.
	2. The Company's business operations were disrupted due to labor problems	4	1	low	Business disruption due to labor problems of partners is zero
Enterprises Risk (ET)	1. The organizational structure is not evolving with the changing needs of business and market	4	1	low	Improving the organizational structure to keep up with the changes in the market
	2. Lack of appropriate medium and long-term business strategy plans	4	2	low	Business plans are reviewed within the specified time period.
	3. Risk of business interruption from lack of personnel in key positions	4	2	low	Number of personnel in key positions who have been replaced

1. Risk Management Process Structure

The Company recognizes the importance of risk management which must be practiced in all departments across the organization in order for systematic risk management to be achieved. Therefore, the Company has established a risk management process structure that involves the Board of Directors, the Risk Management Committee, supervisors, and employees in the responsible departments. Roles in risk management are defined in accordance with the following processes:

Risk Management Process Structure



2. Determination of Key Risk Indicators (KRI) and Risk Assessment Criteria

To ensure continuous and effective risk assessment throughout the process, the Risk Management Committee has established key risk indicators (KRI) in order to monitor, inspect, and assess risks every quarter. The risk indicator assists in determining whether a risk is high, medium, or low, thereby, enabling more comprehensive risk management



In addition, the Company has conducted a risk analysis by considering the type and degree of impact and the likelihood of that impact to derive a criterion for the overall level of risk, which is having three levels, ranging from low to high. The Company considers low and medium levels of overall risk to be acceptable. For high risks, additional risk mitigation plans will be prepared for managing such risks to reduce, including assigning responsible persons and scheduling a time frame for completion, as well as monitoring the process as described above.

In 2023, the Company assessed key significant risks, including emerging risk in order to prepare the annual risk plan, which consists of six risks, namely emerging risks, customer risks, IT & Technology risks, personal data risks, supply chain risks, and environmental, social, and governance risks. The Company evaluated each aspect of risk issue from the perspective of its importance and analyzed its likelihood and impact, including risk indicators, in order to monitor and assess the effectiveness of risk management across the organization.

The Business Operations Risk Factors

1. Enterprise Risk

Importance and Rationale

Enterprise risk is essential as it reflects the organization's policies, corporate governance, culture, and environment. These are basic elements that are vital in establishing a sustainable business direction through an appropriate organizational structure for planned business operations.

Impact Assessment

Rapid technological advancements and consumer behaviors that are changing according to the demographic structure in many countries that are entering an ageing society show changes in trends of products and services, which may increase, decrease, or gradually disappear over time. As a result, the Company has scheduled a review of its organizational structure, business strategy plan, and key personnel to stay up to date with the potential changes

Measures/Plans for Risk Management and Determination of Risk Indicators

The Company has reviewed the organizational structure across all departments and noticed that the operations could efficiently respond to customer needs and proceed according to the business plan in both the short and long term regarding sales revenues, development of new products and establishment of an innovation center to support research work at the level of innovation that creates a competitive edge for the company. In terms of important personnel, the Company has developed a succession plan that is monitored by the Human Resources department and the Company's directors closely and continuously

2. Emerging Risk

Importance and Rationale

The global geopolitical conflict has begun to arise noticeably from the Russia-Ukraine crisis in 2022 which has shown no signs of ending. Furthermore, towards the end of the year, there was a crisis on the Red Sea in the Middle East, which is a global transportation hub connecting Asia and Europe. These two major events have had an inevitable impact on the global economy, leading to rising energy prices, supply chain disruptions, and slowdowns in investment in key industries in many countries. If the situation continues to prolong, it will have a widespread impact on the economy, society, and environment.

In terms of finance, the increase in the US policy rate has affected exchange rates, trade, and financial markets, particularly the import-export sector, which has increased business costs, resulting in inflation spreading worldwide. This has led to a decrease in consumer demand and purchasing power and also the movement of investors into high-yield markets, which has had an immediate impact on the economy

Impact Assessment

The Company sources 70% of its products from abroad, both directly and indirectly. This involves the use of foreign currencies such as USD, GBP, and EURO to pay for products, which can increase business costs, as well as interest rates and product delivery that may be delayed. The Company has viewed this as a risk that requires additional management for emerging risks in all aspects. It has considered 5 emerging risks, namely

1. Geopolitical conflicts
2. Increases in interest rates on deposits and loans
3. Exchange rate fluctuations
4. Increases in the price of crude oil around the world
5. Changes in government policy

Measures/Plans for Risk Management and Determination of Risk Indicators

The Company has a working group to manage exchange rates and regularly track the direction and movement of exchange rates. The Company manages income and expenses in the same currency (Natural Hedge) and protects against exchange rate fluctuations by entering into forward foreign exchange contracts (Fixed Forward Rate) with risk indicators that there is no loss from the exchange rate. The operating results have shown that the Company did not incur any loss from foreign exchange. The Company has sufficient cash flow from operations and, therefore, does not need to borrow from financial institutions. Hence, there is no risk from interest rate fluctuations.

The follow-up with trading partners and customers to assess the impact of the economy on each trading country to determine if it impacts planned sales orders or not. This includes conducting a risk assessment 3-6 months in advance and keeping track of orders and product delivery to be in line with the plan, with risk indicators that customer orders are as the plan and orders from trading partners can still be delivered as usual.

Changes in government policies that are likely to adjust the minimum wage. The Company has prepared a plan to assess the impact on costs and calculate the potential impact on an annual amount.

The assessment of emerging risks in every issue found that these risks have been managed and monitored by relevant departments and have a report or a response plan already prepared. Therefore, the risk is at an acceptable level.

3. Customer Risk

Importance and Rationale

Since the COVID-19 pandemic, there has been a shift in consumer product purchasing behavior. Consumers have noticeably become more cautious in their spending habits. The frequency of purchases and size of products impact their buying decisions. As a result, trends in the cosmetics market require strategic adjustments in terms of marketing channels, sales methods, appropriate sizes and prices, and most importantly, innovation that meets consumers' needs to be competitive in their target market

Impact Assessment

The increasing competition in the cosmetics market may cause customer sales not to meet the target, particularly the Company's major customers in the country and in the United Kingdom. If the customers are unable to adjust their marketing strategies in a timely manner, this could impact the pre-planned ordering schedule with the company and cause income and profits not to go as planned

Measures/Plans for Risk Management and Determination of Risk Indicators (KRI)

The Company plans to expand its customer base both domestically and internationally to reduce dependence on major customers. This includes creating additional new product groups based on the macro-level growth direction of the cosmetics market and compared with the Company's strategic product groups, as well as developing innovative products that differentiate from competitors, which are expected to generate sales for the company in the long term.

The Company had set sales and profit targets as indicators and had a continuous monitoring plan. It was observed that during the first half of the year major customers had placed a large number of advance orders. This resulted in sales and profits exceeding the target, of which the total orders for the first half of the year covered sales from major customers for the entire year. Consequently, orders in the second half of the year were lower than planned. Nevertheless, the Company's sales and profits for the entire year surpassed the set targets.

Regarding the plan to add new customers, which is still not going according to the set plan, the Company has, therefore, developed additional strategies to reach new customers both domestically and internationally, including countries that have not previously done business together, through a range of channels to increase coverage. As a result, the risk is still at a moderate level that requires constant monitoring.

4. IT & Technology Risk and Personal Data Protection Risk (PDPA)

Importance and Rationale

The Company has improved its digital technology to be more modern and to meet the needs of business competition. This includes updating hardware and changing work system programs to have a work process that is appropriate to the business in order to work and store data more efficiently. The Company has also upgraded its cyber security system to ensure that it is adequate and appropriate for its needs.

Impact Assessment

Upgrading the ERP system from SAP ECC6 to SAP S/4 HANA requires planning and management by a team that has a thorough understanding of the entire process. If this operation cannot be executed as planned, this may result in the use of a budget exceeding the plan set.

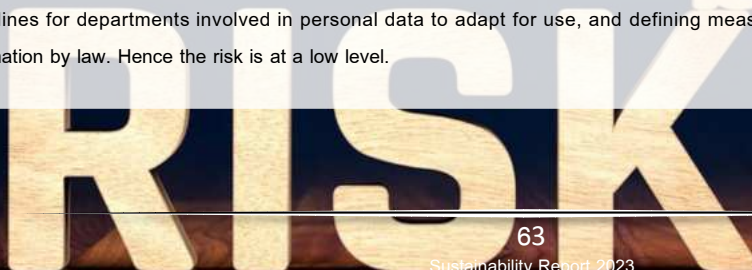
Furthermore, any threat, theft, or breach of company information can have a widespread impact, from various work systems to user's computers. This can cause one or more processes or the entire system be disrupted to the point of causing severe damage.

Measures/Plans for Risk Management and Determination of Risk Indicators (KRI)

The Company has established a plan to enhance the SAP S/4 HANA system and resources management across IT and related departments by hiring a consulting company and setting up a working group to collaborate with the needs of each department appropriately. This working group will jointly assess each step of the process to be carried out as planned by organizing follow-up meetings with the consultant throughout the project's duration. The indicators for the SAP S/4 HANA system improvement are defined as a time and budget as per the plans of each department. The performance remains on track as per the plan.

In the area of cyber security, preventive measures include installing firewalls to prevent cyber-attacks and regularly monitoring and upgrading new versions of the program, installing anti-virus programs on all computers, limiting the use of portable storage devices such as thumb drives and personal email, and managing the server to ensure the backup at all times. Given these upgrade plans or improvement measures during the specified period, there was no report of cyber-attacks. Hence the risk is considered at a low level.

The Company has established a personal data protection working group, which will be responsible for formulating policies and guidelines in compliance with the personal data protection laws, as well as coordinating and managing requests to exercise the legal rights of data owners, creating guidelines for departments involved in personal data to adapt for use, and defining measures for the preservation and destruction of personal information by law. Hence the risk is at a low level.



5. Supply Chain Risk

Importance and Rationale

Given the economic fluctuations at a macro level in terms of the currency value causing the depreciation of the baht, the rise of oil price, and the geopolitical crisis in Russia, Ukraine and the Middle East, the Company was affected in the part of imported products, both directly and indirectly, where the price increased due to exchange rates and increased transportation costs. As approximately 70% of total purchases are imported products, hence the cost of products tends to increase

Impact Assessment

If the global oil situation continues to be uncertain due to conflicts in Russia, Ukraine, and the Middle East that cannot be resolved in the near future, this could directly affect trading partners whose production relies on energy from Russia. As a result, there may be increased prices for raw materials or packaging, as well as delayed deliveries, causing disruption of the supply chain.

Measures/Plans for Risk Management and Determination of Risk Indicators (KRI)

The Company set a strategy to purchase raw materials that are commonly used in various products and are regularly and continually required, where the offer to purchase is in the appropriate proportion with the prices, along with managing the raw materials inventory according to the quantity desired for use, finding new sources of raw materials in Asia to reduce dependence on existing trading partners or partners in Europe, reduce expenses and delivery time. All these must work to collaborate throughout the supply chain to manage price and inventory levels in the appropriate quantities.

Regarding exports, the Company has secured a contract with a shipping line company for the goods exported under the agreement that the Company is responsible for paying the freight charges for the export container ships by specifying a freight charge rate for the entire contract duration. This agreement will help the Company obtain a lower price than the market rate or spot rate and also reduce the risk of sudden price fluctuation, for example, in such cases that the cruise line increases prices due to higher market demand.

The Company has set indicators and arranged to monitor fluctuations in prices of major raw materials groups in assessing the risk levels, including regular checks on export expenses. From these actions in various areas, the risk of price fluctuations and supply chain expenses are low.

6. Environmental, Social and Governance Risk

Importance and Rationale

In 2015, the United Nations (UN) announced 17 Sustainable Development Goals (SDGs), which serve as a guide for the development of Thailand and the world. To conduct business sustainably, the Company needs to prioritize the environment, society, and governance, which impact the ability to generate profits, compete, build its image, and achieve the organization's sustainable growth.

Impact Assessment

If the Company does not prioritize the environment, society, and governance, it may suffer from a loss of market share and a lack of confidence in the company, resulting in damage to its image and finances. Ultimately, the Company may be unable to sustain its operations.

Measures/Plans for Risk Management and Determination of Risk Indicators (KRI)

The Company gives top priority to conducting business sustainably. It complies with environmental and labor laws, including human rights protection and fair treatment of all stakeholders, and establishes an environmental policy. There are clear announcements and communications within the organization. The Company complies with ISO 14001 standards and is certified by an official certification body with the continuation of annual renewal. Furthermore, it has expanded the scope to business partners, with inspections scheduled annually, regarded as the main criteria that all business partners must comply with

The Company has set indicators that its business operations and those of its trading partners must not be disrupted due to labor issues, human rights, and discrimination. It was found that the Company's and its trading partners' business operations run smoothly in conformity with the specified guidelines. There were no reported complaints. Hence, it is considered a low-risk level.



RISK



INNOVATION

Business Innovation Promotion Policy

S&J Company engages in a policy that promotes business innovation by using the Company's existing R&D strength in order to innovate new products to meet the needs of customers, and consumers, resulting in outstanding products with the difference from others available on the market. The operational approach of the Company is based on good governance principles, taking into account the quality, efficiency, and safety of consumers with social and environmental responsibility in order to earn the Company's trust, and reliability and be able to conduct business sustainably

Guidelines for Innovation Drive

S&J has a guideline to drive innovation with customer centric principles. that takes into account the benefits and safety of using products that consumers will receive. Under the principles of ethics in operating including giving importance to social and environmental impacts, both positive and negative, as follows:

- Create new products that meet consumer behavior Driven by new ideas to create sustainable competition.
- Focus on selecting/creating products that are environmentally friendly, Green Beauty
- Focus on selecting/creating products that do not damage marine ecosystems, especially Coral safe, as announced by the Department of National Parks.
- Consciousness of social responsibility and consumer safety
- Collaborate with the government sector and agencies to achieve further development by pushing the use of community economic crops as ingredients in products

Benefits to the Company from Innovation Development

1. Create continuous development in inventing new products that respond to customer needs and are competitive in the market.
2. Able to enhance innovation capabilities to a level that is superior to competitors.
3. Result in improvement in systems, processes, and organizational culture.
4. Enhance credibility, leading to the advancement of business and society as a whole.

Benefits of Innovation Development for Society

1. Benefit from the innovation of the organization both in the economic sector society and environment
2. Enable personnel in the organization to develop their potential and enhance their innovation capability
3. Make progress in business and community as a whole

**In 2023: Innovation development expenses amounted to Baht
15 Million**

Performance

Years	Target	2019	2020	2021	2022	2023
New innovations that generate sales (items)	20 item/year	17	32	25	24	25
Awards or Certificates (Lists)	-	5	9	3	12	10
%Customer Satisfaction Product development	≥85%	89%	88%	90%	85%	86%

Type of innovation

1. The company's Uniqueness Innovation

1.1 Facial mask products that give a glowing and radiant skin, transforming gel to cream

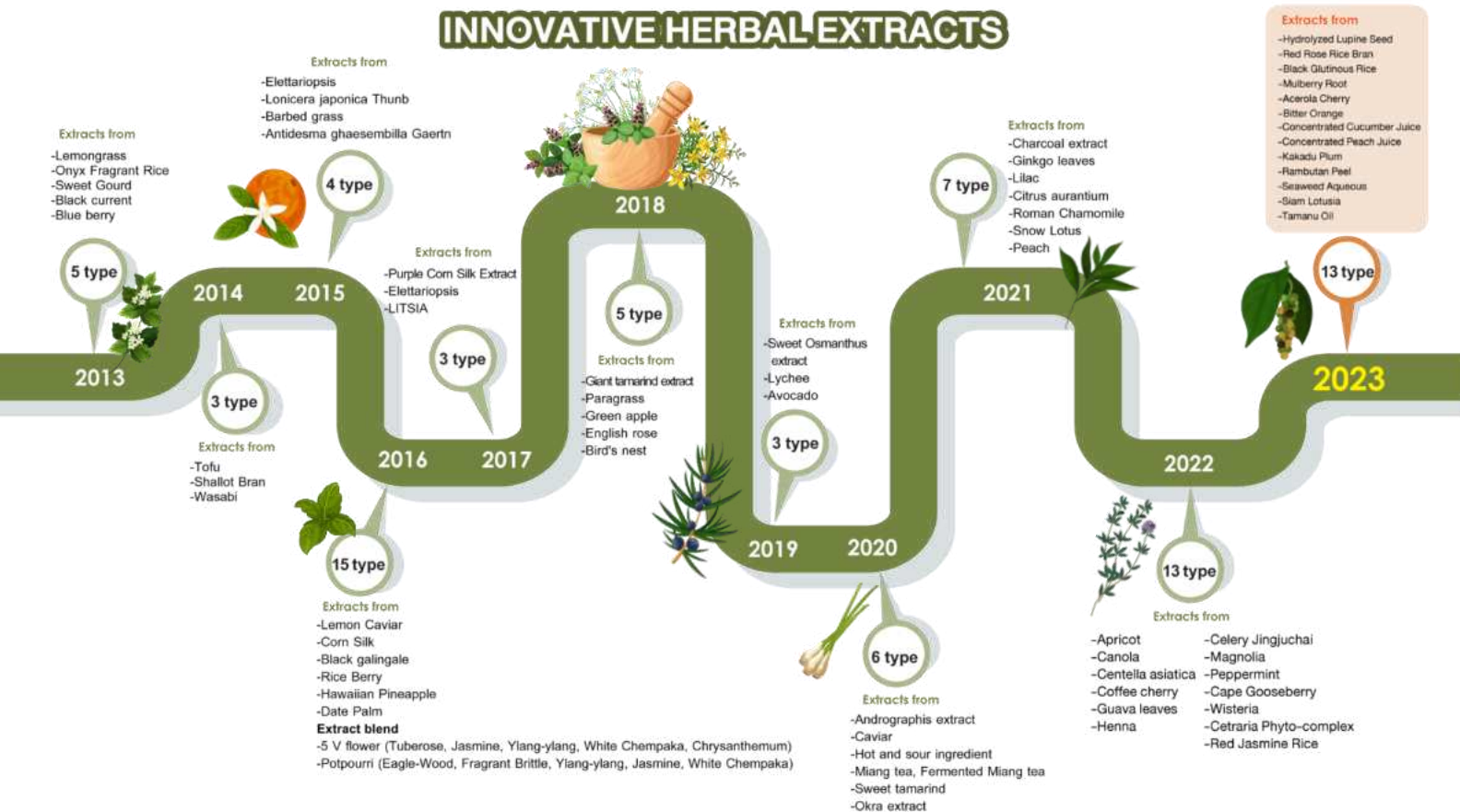
Technology that transforms a gel into a nourishing and brightening mask. This newest texture formula has been developed with specific techniques to satisfy consumers looking for something different and a new experience in their skincare routine. The product has been registered a petty patent for the formula and production process to create the Gel to Mask and is offered for sale in the European market.

Generating Sales 1.22 MB



PRIMARK SPA HYDRATING FACE MASK

1.2 List of herbal extract that the Company has researched to increase competitiveness





2. Product innovation that is the nature of the Company's business

The invention and creation of innovation with the Best Experience concept to deliver a good experience in use to consumers. With a unique texture and function that offers a new experience, the product transforms and/or combines the qualities of different products into a single product mixology to deliver greater functional value to consumers in combination with the concept of environmental care. **Generating Sales 120 MB**

Innovation for cleansing product that can reduce the use of water from 30% to zero

Examples of Innovation

PRODUCT	DESCRIPTION	PICTURE	SALES (MB)
Hi Vis UV Activated Neon Paint	- Colored cosmetics products that strike the light even more under neon lights, making it fun in adding color to your desired style		0.74
Serum Tint Oil	- Skincare infused makeup with Super Shine & Moisture - Dermatologically tested & Vegan		17.0
Srichand skin essential foundation SPF30 PA+++	4 in1 Blurring smooth out skin's appearance, Conceal dark spots and wrinkles, Protect dangers from UV and HEV light, Nourishing moisturize the skin		17.5
Eye brow wax	- A newest tinted eyebrow gel with high performance that shapes, defines, sets hairs in place and holds brows in place all day - Simply comb through brows and shape them as desired		22.0
Blink Brow Bar brow tint	- Vegan with Lightweight and natural look - 80% Natural origin and Free from Fragrance, Paraben		0.5
Srichand skin essential fine smooth powder SPF35 PA+++	Skincare infused makeup Powder puff with foundation controls oil for as long as 12 hours* and helps protect skin from UV light and blue light		11.6

PRODUCT	DESCRIPTION	PICTURE	SALES (MB)
4U2 YOU'RE MINE POWDER LIPSTICK	Skincare infused in Powdery Matte long-wearing formula but does not cause dryness on the lips, packed with fully refined pigment particles with nourishment		19.0
KATHY ONSTAGE PERFECT SKIN POWDER	World-class innovative power puff* from Kathy Amrez (Innovations researched and published in C&T magazine, a world-class cosmetic science magazine) with the LUMINOSTAR POWDER innovation, a light reflecting powder that enhances skin's natural radiance, blending seamlessly into the skin with PROLIPOSOME extract technology		7.3
B. menopause HYDRATING DAY CREAM	An overnight nourishing moisturiser developed for Menopausal skin. With microalgae technology and peptides to improve skin tone and elasticity, this cream helps to plump and hydrate skin whilst you sleep.		1.16 Reduce water =0
B. menopause COMFORTING SLEEP CREAM	A cooling hydrating gel cream developed for Menopausal skin. With peptides to boost hydration to restore supple skin and Niacinamide to even skin tone and texture, this day cream will help to soothe and plump skin.		2.67 Reduce water =0
DR.ILL ADVANCED ANTI-MELASMA CREAM	Anti-Melasma Cream in 14 days skin looks brighter with ingredients winning world-class innovation awards and does not contain dyes, parabens, mercury, silicone, bleach, steroids, and no oil		17.33
PINKYMAKEUP SUPER EASY MAKEUP REMOVER	Innovative Gel-to-Oil-to-Cleanser 3 in 1 formula facial massage cream that thoroughly removes waterproof makeup - Makeup remover - Face Cleanser - Facial Massage		0.5

PRODUCT	DESCRIPTION	PICTURE	SALES (MB)
SANCTUARY SPA GOLDEN SANDALWOOD NATURAL OILS THREE - PHASE SHOWER OIL	Innovative bath products with a unique three-phase texture formula create a new experience with 97% natural origin ingredients, keeping skin moisturized for up to 3 days after use.		3.3
LOME SUN PROTECT PLUS ULTRA SPF50+ PA++++	Light sunscreen with Aercos technology helps reduce oil, leaving skin comfortable and non-greasy while providing high skin protection		0.75
RADFORD BUFF THE EXFOLIANT	Exfoliating scrub with innovative fiber texture with cellulose scrub in special packaging helps gently remove dead skin cells, leaving skin softer and smoother		0.42

3. An award-winning cosmetic innovation both nationally and globally

New product innovation that the company **Has invented and developed** Received both national and global awards in 2023,

A total of 9 awards. Generating Sales 440.7 MB

Examples of Innovation

AWARDS	DESCRIPTION	PICTURE	SALES (MB)
- Asian Technology Excellent Awards 2023 - Outstanding Health Product Quality Award 2023 - Chairman awards 2023 Product Awards, 1st runner-up	MISTINE AQUA BASE ULTRA PROTECTION MATTE & LIGHT FACIAL SUNSCREEN PRO SPF50+ PA++++ Weightless sunscreen that does not make your skin oily with Aqua matte technology and a unique sunscreen system design combined with red jasmine rice extract from Thai plant research.		316.0
ELLE Best of Beauty 2023 #BESTPICK BEST SUNSCREEN 2023	MIZUMI UV WATER ACTIVE SPORT SPF 50+ PA++++ Sport technology model, serum-to-silk texture, soft, sheer, non-greasy, water-resistant at the Ver Water Resistant level.		10.0
Chairman awards 2023 Product Awards ,3rd Place	1.THE BODY SHOP ALOE SOOTHING CREAM CLEANSER 2.THE BODY SHOP VITAMIN E BI PHASE MOISTURE SERUM SUSTAINABLE SKINCARE: GREEN, CLEAN & ETHIC - Vegan formulation, cruelty-free, no ingredients tested on animals, and no animal testing		28.0

AWARDS	DESCRIPTION	PICTURE	SALES (MB)
The Best Heat Protectant: SELF healthy beauty awards	Hair Proud All Inclusive 5 in 1 Protection Milk		1.70
SILVER AWARD and BEAUTY STEAL	Charles Worthington Moisture Seal Shampoo and Conditioner Moisture seal, Duo moisturizer with encapsulated richy oil complex		3.5
Chairman awards 2023 Honorable mention	PS Illuminating Foundation High coverage with lightweight And Illuminated skin. Talc free & SPF 20 with Coral safe sunscreen		60.0
Chairman awards 2023 Honorable mention	TBS Pep talk refillable lipstick 80% Natural Origin lipstick And 12 hours moisturization		21.5

4. Business Innovation for Society/Environment

S&J Company has developed innovative sunscreen products further using extracts from red jasmine rice, resulting in winning awards in innovation both domestically and internationally. This red jasmine rice extract has been found effective in neutralizing free radicals and enhancing efficiency in protecting the skin from sunlight. Combined with Aqua matte technology under the concept of combining physical, chemical, and biological activities with coral-safe sunscreen, it developed a well-soluble sunscreen system, along with a specific mixing process to deliver light, non-sticky texture sunscreen products that meet consumer needs and are environmentally friendly

ASIAN TECHNOLOGY EXCELLENCE AWARDS 2023



Outstanding NRCT Entrepreneur Award, 3rd Place, who has put agricultural research results to good use



In 2023, the Mistine Aqua sunscreen SPF50+ product used red jasmine extract as an ingredient

Generating Sales 316 MB



Development and Improvement of Production Technology

Development and Improvement of Production Technology is the development of production in terms of efficiency and productivity, while also enhancing the quality, speed, and complexity of production to meet the diverse needs of customers. These various aspects include

- **The quantity of production**
- **Type of production**
- **Characteristics of products being produced**
- **Variety**
- **Other relevant factors**

Therefore, the Company needs to evaluate the need to develop the production process and the duration it needs to be developed. This can be considered from production standards and comparing current standards with other variables such as standards of competing factories with similarity, its own standards in the past, or the planned standards before the start of production. The concepts that should be given importance for consideration are :

- **The sufficiency to meet demand**
- **Standard of production**
- **Production flexibility**
- **The complexity of production**

Strategy for developing competitive production processes

Given the company's policy that gives importance to product quality that meets customer requirements and consistency in 4 strategies, which are:





Hand Free

is the concept of designing and building machines to perform tasks that require the use of hands, such as applying stickers



Magic Eye

is the concept of designing and building machines that use vision sensor technology to detect Lot code, Barcode, and Artwork as a system to prevent human errors or negligence



Homemade

is the concept of designing and building machines based primarily on the needs of users and assigning a team of skilled and innovative engineers to design and create machines to meet the needs, easy to use and suitable for our work activities



Machine Solution

is the concept of designing and building machines to help employees work safely, easily, and conveniently, reducing work-related accidents.

Examples of Machine : Multi Surface Labelling Machine

Hand Free

Opportunity Creativity Solution

• ทำไมต้องติดด้วยมือ?
• ทำอย่างไร ถึงจะเร็วกว่านี้?
• ทำเป็น Line Continuous ได้ไหม?

Examples of Machine : Multi Surface Labelling

Magic Eye

Before After

Detection by Human Detection by Vision System

• Lot Code
• Barcode / Artwork

Examples of Machine : Multihead Gripper Capping Machine



Examples of Machine : Install Light Curtain Sensors

Don't touch me

Machine Solution

Install Light Curtain Sensors

Benefit

- Reduce accidents
- Reduce employee injuries

At the bottom of the slide, there are icons for a 'STOP' sign, a first aid kit, and four hands showing different injury types (burn, cut, bruise, laceration).

The result of the concept of developing and improving production technology according to such a strategy

can be used to build machines or used as a device to inspect products that do not meet quality standards. This helps minimize product defects while also reducing customer complaints and building trust and confidence among customers. [Other benefits derived from using automated tools or machines for quality control include :](#)

Reduce Variability	Increase Efficiency	Ensure safety
increasing consistency in the production process	enhancing efficiency in the production process	improving safety at work

SUPER “S” TO SUCCESS

Corporate Staff Engagement Policy

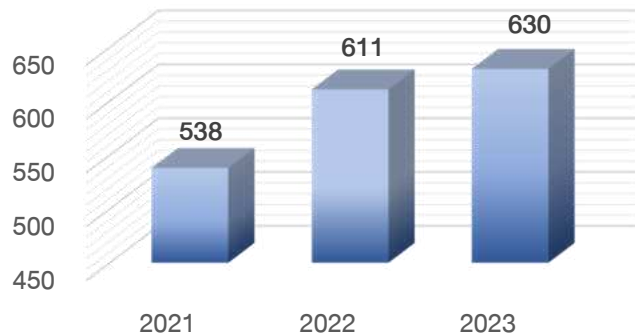
The Company places great importance on creating an engagement culture of employees at all levels through various projects, especially the operational staff level. The Company provides employees the opportunity to participate in suggesting new ideas to work in the field of 5S, safety working, resource efficiency, and energy conservation, as well as ideas to improve work processes through the "SUPER “S” TO SUCCESS" project, which is an extension of the feedback writing project in the former system to be covered with more comprehensive topics. The objective is to create a preventive work culture and encourage employees to take the initiative and participate in systematic feedback. In every single year, there is a feedback contest to create incentives to continuously improve the work and expand the results to further innovation



Target Activities

Indicators	Target 2023	Performance	% Achieve
1. Amount Suggestions	≥ 630 Suggestions	630 Suggestions	100%
2. Reduce waste	≥ 2 Ton	2.2 Ton	110%
3. Reduce production costs	≥ 2.4 MB	4.14 MB	173%

Number of Suggestions 2021-2023



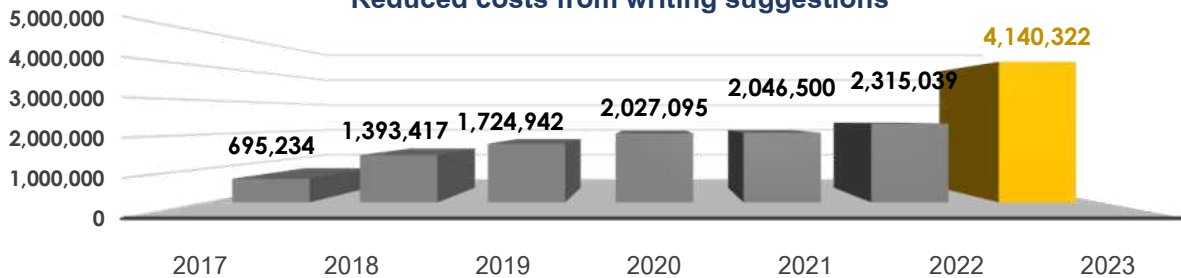
Category suggestions

Category	Improve operational practices	Improve/modify equipment or machinery	Improve production technique	Improve the safety	Improve the environment
Amount (suggestions)	235	180	96	70	49
Total	630 suggestions				

Amount of feedback suggestions project

Quality & Efficiency		Safety		Environment	
Machine Improvements	97 Machines	Reduce Incident	70 topics	Reduce waste	556 kg
Production process	28 product			Reduce paper	369 kg
SOP/SPI/Form	49 lists			Reduce water	236 kg
KM	45 topics			Reduce plastic	1,003 kg

Reduced costs from writing suggestions



Suggestions Examples

S&J INTERNATIONAL ENTERPRISES PUBLIC COMPANY LIMITED

ชื่อ : PILLING Moddy mold เครื่องสำอาง Mascara

แนวคิดที่นำมาปรับปรุงในทางที่ดีขึ้นเพื่อลดต้นทุนและเพิ่มประสิทธิภาพการผลิต

Concept
ใช้วัตถุดิบที่มีคุณภาพสูง

Before

Mold เครื่องสำอาง Mascara เครื่องสำอาง

ใช้วัตถุดิบเกรดต่ำ

ต้นทุนรวม 19 ล้านบาท

After

Moddy mold

ทำเองไม่ใช้เกรดต่ำ

Moddy mold ใช้วัตถุดิบเกรดสูง

ต้นทุนรวม 2,400 บาท

ได้แนวคิดจากองค์กร: กรมส่งเสริมการค้าระหว่างประเทศ

ผลที่ได้รับ

- ลดต้นทุน: 17 ล้านบาท
- เพิ่มคุณภาพ: 100%
- เพิ่มประสิทธิภาพ: 100%
- เพิ่มความปลอดภัย: 100%
- เพิ่มประสิทธิภาพการผลิต: 100%

S&J INTERNATIONAL ENTERPRISES PUBLIC COMPANY LIMITED

ชื่อ : ปรับปรุงกระบวนการผลิตเครื่องสำอาง Mascara

แนวคิดที่นำมาปรับปรุงในทางที่ดีขึ้นเพื่อลดต้นทุนและเพิ่มประสิทธิภาพการผลิต

BEFORE

ใช้วัตถุดิบเกรดต่ำ

ใช้เครื่องจักรเก่า

ใช้แรงงานคน

ต้นทุนรวม 10 ล้านบาท

AFTER

ใช้วัตถุดิบเกรดสูง

ใช้เครื่องจักรใหม่

ใช้แรงงานคน

ต้นทุนรวม 2 ล้านบาท

ผลที่ได้รับ

- ลดต้นทุน: 8 ล้านบาท
- เพิ่มคุณภาพ: 100%
- เพิ่มประสิทธิภาพ: 100%
- เพิ่มความปลอดภัย: 100%
- เพิ่มประสิทธิภาพการผลิต: 100%



Supply Chain Management

Supply Chain Management Policy

The Company is committed to managing its supply chain responsibly through a process that is transparent, fair, and accountable. It takes into account the ethical framework while working with partners throughout the process, from selecting partners, managing risks for partners in the areas of environment, social, and good corporate governance, and announcing the use of ethics manual and guidelines for suppliers (Supplier Code of Conduct) and upgrading and developing the potential of suppliers. The company has defined guidelines as follows:

1. The Company establishes criteria for procuring products and services, considering quality (Q), price (C), and delivery (D)
2. There is a system in place to select partners in the supply chain (Value Chain) who conduct business according to the law, consider human rights and children's rights, adhere to occupational safety and health standards, treat its trading partners on the basis of fair competition, equity, and mutual respect, and manage under the comprehensive principles with ESG
3. Keep trade partners secrets or information completely confidential without being exploited wrongfully for personal or a related person's benefit
4. Build good relationship and understanding with trade partners, exchange knowledge for the development and value addition of products and services in order to achieve mutual growth
5. Adhere to trade agreements and provide accurate information. In case that non-fulfilment is imminent, negotiations shall be arranged with the trade partners immediately in order to reach a solution and prevent any damages
6. Never solicit or accept any assets or other benefits outside the terms of trade agreements

Strategies and Guidelines for Supply Chain Management

The Company values its supply chain management strategy :



SUPPLIER CODE OF CONDUCT AND GUIDELINE





Business Ethics

- Compliance with Laws and Regulations
- Maintaining Trade Secrets
- Corruption and Judgment
- Disclosure
- Rewarding, Gifts



Society

- Occupational Health and Safety
- Working Conditions
- Equal Treatment
- Contribution to the Community
- Child Labor



Environment

- Environmental Management
- Waste
- Energy Efficiency and Climate Change
- Chemical and Hazardous Substances

Trade Partner Treatment

The company is aware of the sustainability factors in supply chain management and has therefore determined various issues. Relevant dimensions of the economy and governance, society and the environment (ESG) are integrated into the supplier management guidelines. Focusing on transparency and accountability through the process as follows:



1 Supplier Sourcing

The Company adopts a system for selecting partners based on productivity that meets customer demand for products, quality literacy, production capacity, work standards, promptness of services and transportation, occupational safety and health, including supplier business operations in response to the society and environment. Questionnaires are used as a preliminary assessment tool, results of which shall be monitored to ensure sufficient management capability and credibility.

Criteria for evaluating and selecting trading partners

New trading partners

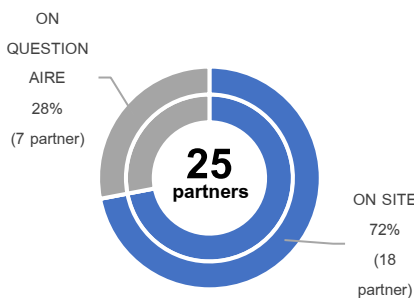
Evaluation and Selection Criteria

- Product quality (Quality)
- Appropriate production and cost management (Cost)
- Ability to deliver and service (Delivery & Service)
- Comprehensive operations following sustainability principles (ESG)

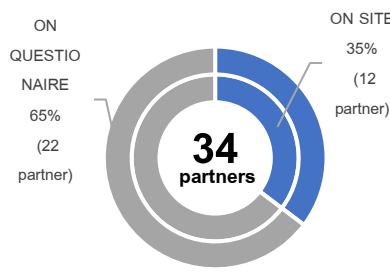
Existing trading partners

The Company has criteria for evaluating existing trading partners in both the Raw Material group and the Packaging group based on product quality, risk factors, and operating results, including an assessment of comprehensive sustainability management including ESG

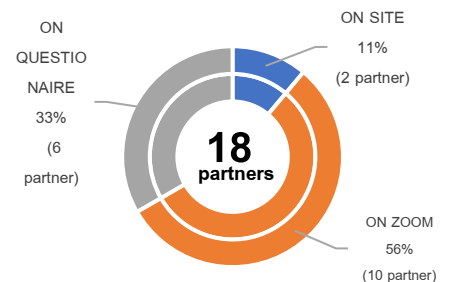
RAW MATERIAL



DOMESTIC PACKAGING



IMPORTED PACKAGING



2 Approve Vender List

The selected entities shall be registered as the Company's partners

3 Classification and risk assessment of Trading Partners

3.1 Classification of Trading Partners

To help assess risks and prepare appropriate action plans with each group of trading partners

Important trading partners (Critical Tier 1) **Criteria for consideration**

- Partners with a trading volume with the Company of Baht 10 million or more.
- Partners with significant business implications that could potentially severely impact customers and have a high or very high level of risk.
- Partners for products that are difficult to find substitutes, both raw materials and important packaging

Important trading partners who do not directly do business with the Company (Critical Non-Tier 1)

Criteria for consideration : is an important partner that provides products and services to main trading partners.

3.2 Doing Business with Partners

The Company sets guidelines for conducting business with trading partners by preparing a "Purchase Agreement" that details various operations, such as terms of sales and purchases, delivery, product delivery, and product returns, to be a standard for working together. [The Company has set a payment period for partners of up to 30 days](#) to ensure partners' financial liquidity and ability to continue business.

3.3 Risk Assessment

The Company prioritizes trading partners by evaluating their importance based on the product group and trading value. It also assesses the level of risk in the supply chain and its impact on the Company's revenue to [ensure that business operations run continually without interruptions.](#)

Analysis of Supply Chain Risk

The Company categorizes key trading partners into 2 groups: Raw Material Group and Packaging Group.

The Company considers it important to evaluate the risks associated with its trading partners, especially those major partners with a trading volume of Baht 10 million or more. There is an assessment of trading partner risks from potential chances and impacts that may arise, covering areas of environmental, social, and good corporate governance (ESG). In addition, the Company conducts on-site visits to its business partners' establishments (Site Visit) to gain confidence in conducting business together. The results from ESG assessments and site visits are considered for planning further development and improvement in collaboration with trading partners.

Trading partners undergoing sustainability audits (ESG) in 2023

Partners	Target	Result	On Site	On Zoom	On Questionnaire
Raw Material Group	25 partners	25 partners	18 partners	-	7 partners
Packaging Group					
- Domestic Packaging	34 partners	34 partners	12 partners	-	22 partners
- Imported Packaging	18 partners	18 partners	2 partners	10 partners	6 partners
Total	77 partners	77 partners	32 partners	10 partners	35 partners

Assessment of Trading Partner Risks

Partner Level (Grade)	Assessment Score	Interpretation of Results
A	90-100	Very Good: Pass
B	75-89	Good : Pass
C	60-74	Fair : Pass
D	0-59	Need Improvement

Trading partners with assessment results at D level, which scores between 0 and 59 are classified as high-risk.

Trading Partners Risk Issues : The Company has summarized risk issues in each area as follows :

Economy : Regarding the concentration of trading partners, the Company has implemented a risk management plan over the past few years by increasing number of new business partners while also prioritizing the development of existing business partners to maximize their potential in terms of quality, delivery, and service.

Results : In the past year, the Company has gained more new trading partners, while existing partners also increased their production capabilities delivering good product quality and timely delivery.

Society/Environment : Regarding non-compliance with social/environmental requirements the Company has extended the results on the development and selection of new trading partners to conduct business with social and environmental care. It has created a knowledge development plan for trading partners and added a topic on evaluating both new and existing partners, particularly key trading partners that cover ESG assessment and development. (More details can be found in the development of trading partners' section.)

Summary of Risk Issues in 2023 The overall trading partner risk issue is at a low level. However, the Company plans to continue development programs on the topics mentioned above.

4 Performance Evaluation

The Company has evaluated the capabilities of its trading partners for their quality systems and business ethics on a quarterly basis and provided information on the evaluation results and recommendations to partners regarding their strengths and areas in need of improvement, and together worked collaboratively with their partners to develop projects for improvements.

5 Building Relationships and Developing Partners

The Company places importance on the development and enhancement of the skills of its trading partners in production and product delivery, along with encouraging them to be socially and environmentally responsible. The Company has organized training, study visits, and meetings with its trading partners, as well as conducted annual audits to minimize the risks associated with doing business together. The guidelines for developing trading partners (Supplier Development Program) are as follows:

1. Corporate Governance

As the Company's declaration of intention to conduct business transparently and in accordance with the principles of good governance, it has organized seminars for key trading partners to "expand the coalition of trading partners against corruption towards sustainable development." **In 2023, the Company expanded its declaration of intention to trading partners with a 100% completion.**



2. Business Ethics

In 2023 the Company provided knowledge and advice to trading partners in requesting certification of the Thai labor standards system/ SEDEX:SMETA standards to reduce risks in business operations related to social, particularly those related to human rights and child labor.

The 4 pillars of a SMETA



Sedex members ethical trade audits

Year	2020	2021	2022	2023	Total
Supplier (person)	49	9	10	11	79

3. Environmental and Safety aspects

Expanding alliances in environmentally friendly packaging with the concept of Circular Economy

The Company has been expanding its business alliances to develop environmentally friendly packaging since 2018. In line with its policy on Green Packaging in 2023, it encourages Local Packaging Converter to produce packaging from whole bottles of PCR pellets, jars, and tubes. This is considered part of the Circular Economy concept, which is based on three important principles, namely, designing products and services that focus on preserving natural resources, increasing efficiency in using resources to the maximum benefit by circulating raw materials and products and reducing waste generation and negative environmental impact as much as possible

Examples of Green Packaging developed with partners



Examples of Green Packaging developed with partners

3.1

Reduce Plastic (Slim Cap and Shoulder less)

3.2

Carbon Black Free Packaging

3.3

Ocean PCR

3.4

Mono Material Sacht

In 2023, the Company invited trading partners, Contractors, Outsourcing to attend policy clarification sessions regarding environmental and safety regulations

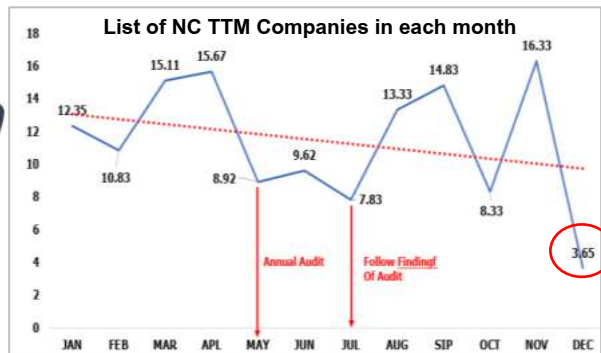
Quantity : 204 companies 309 people



Partner Development

Based on the purchasing data in 2023, the top three stores with the highest orders have a combined total purchase of over Baht 600 million and over 8,000 ordered items. However, these companies not only have a high number of purchases but also have incurred NCs at a high level, of which details are as follows:

Shop	Total Purchase (MB)	Ordered Items	Number of NCs found
A	458	4,695	NC 11.4 %
B	145	2,224	NC 8%
C	72	1,333	NC 7%



Results of Partner Development

As a result of continuous development and improvement, the average NC of trading partners in December **Decreased to 3.65%, from the average of 11.4%.**

Examples of issues developed

1. Function of use	does not meet specified standards
2. Aesthetics	Color and printing are not up to standard
3. Dust	that clings to the workpiece

Guidelines for Development

1. The Company has analyzed the causes of each issue and given advice on joint solutions, such as designing dust-blowing equipment in the production process
2. The Company follows up on the results of problem-solving and arranges meetings with stores once a quarter



Customer Relationship Management

Customer Relationship Management Policy

The company focuses on creating value and developing relationships with customers. to build trust with customers This is a strategy that leads to sustainable business success ,The Company adopts guidelines for strengthening relationships with customers as follows :

- Present and product development to respond to consumer needs. Using drivers of innovations
- One Stop Service & Solution Provider
- Survey of customers' information in various fields was made, especially consumer behavior data and market competition information, to ensure that the manufactured products could compete in all dimensions
- Various news services had been provided, whether regarding Regulation Compliance or new arriving trends, including ready to participate in activities with customers continuously and ready to share new trends that occur and predict / evaluate various events for customers to be aware of trends or the direct and indirect effects Demand and Supply will have on customers in each market.
- Help and guide customers to optimize sales This Including the brand image from a more sustainable perspective
- Increase joint activities between customers Showing the importance of sustainable product development

The Process of Earning New Customers

The important Key Success Factor is the essence of creating a plan to acquire new customers that have expanded both domestically and internationally, both online and on-site



- Mailing lists
- Virtual Business Matching
- Social media Eg. LinkedIn
- Virtual Innovation Day
- Referrals from customers who have worked with us and are still impressed by working with us

- Organized 3 exhibitions in the country
- Organized 4 exhibitions abroad in Asia. Western Asia Europe and America
- Organize road trip visits to customers in Europe, Asia, America.

NEW CUSTOMERS 2564-2566

ZONE	ACTUAL 2564		ACTUAL 2565		ACTUAL 2566	
	Customers	Total	Customers	Total	Customers	Total
Domestics	9	17.6 MB	8	30 MB	11	19.6 MB
Asia and Japan	10	31.5 MB	8	10 MB	4	7.11 MB
EU,UK	4	40 MB	1	1 MB	1	3.27 MB
US	6	4 MB	4	5 MB	5	21.9 MB
TOTAL	29	93.4 MB	21	46 MB	21	51.87 MB

CUSTOMER PERSPECTIVE

	2564	2565	2566
Customer Retention %	99%	87%	83%
Customer Satisfaction %	86%	86%	86%

Creating engagement with customers for sustainability



Understanding

Clean & Green Products

Consumers are increasingly looking for products with an eco-friendly concept, whether it is a product with new formats that promote the reduction of chemical use in formulas or the reduction of water resources consumption. Currently, we use this concept as a foundation for presenting various products to our customers and offering competitive prices while also considering the benefits to both customers and consumers.

The sales generated amounted to Baht 52 million



Access

Dupe cosmetics

The idea of selling affordable products that are of good or better quality than expensive ones. Impacts on the economy are one of the factors that urge the Company to plan to offer solutions that will satisfy customers' needs during this economic situation. In 2023, the Company co-invented products using the Dupe concepts

The sales generated amounted to Baht 300 million.



Develop Together

The Company has worked with customers in the design and selection of raw materials or packaging that are environmentally friendly, including :

1. The production formula in Zone Europe has been developed to use RSPO Grade, which is a sustainable source of palm oil production

The sales generated amounted to approximately Baht 250 million



In 2023, S&J Company participated in seven exhibitions both domestically and abroad. Every event focused on the concept of sustainable beauty, which communicated to customers that the entire organization has a strong focus on sustainability. The Company passed through information about internal and external activities and various products that have been developed and encouraged customers to participate in developing sustainable products for both business and the environment

Foreign

Domestic



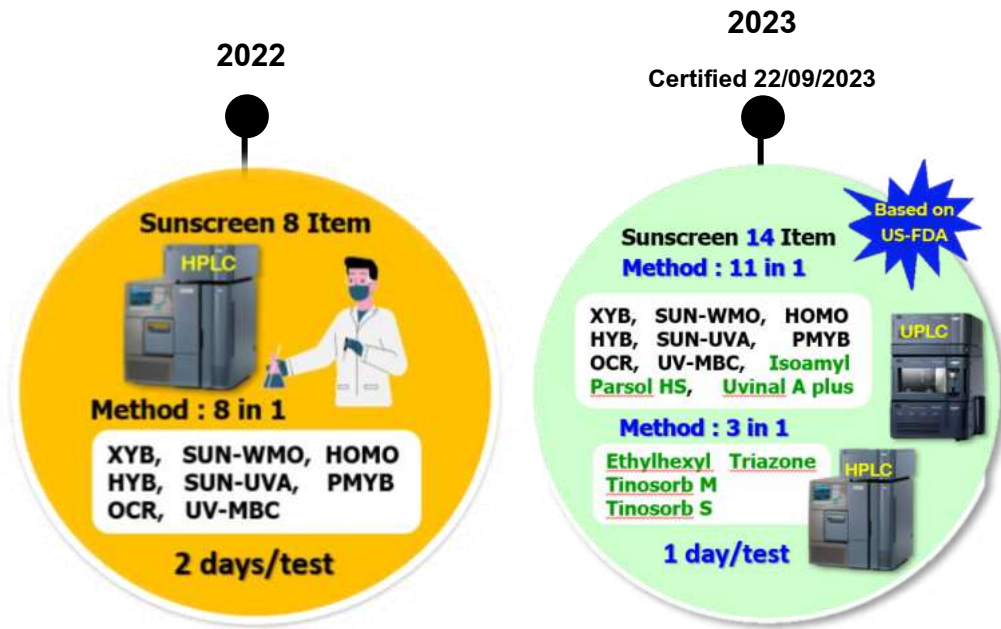
The Company places great importance on building good relationships with customers. the company also creates products that meet the needs and desires of consumers, resulting in maximum sales to customers. As a result, we will also receive awards for companies that can produce the highest sales from Watsons customers.



Extending the scope of ISO/IEC 17025 certification of methods for analyzing the content of 14 sunscreen substances

Objectives :

1. The scope of ISO/IEC 17025 certification of methods for analyzing the content of sunscreen substances, is extended from 8 to 14 contents, to certify the laboratory's ability to analyze sunscreen products and OTC products.
2. Reduce the amount of time to analyze
3. Reduce the amount of chemicals used and discarded to reduce carbon dioxide emissions.



Examples of improvement results



Customer Satisfaction Assessment

The Company builds relationships with customers through systematic satisfaction assessments and actively listens to feedback and suggestions from customers as guidelines for continuous development of products and services in the right direction and can serve customer needs timely and efficiently. The Company conducts a satisfaction survey once a year, with the evaluation topics as follows.

Topic for Assessment	Satisfaction Assessment Result	
	2022	2023
1. Innovation	85%	85%
2. Research & Development	85%	85%
3. Packaging Sourcing & Development	81%	81%
4. Product Delivery	97%	95%
5. Product Quality	88%	98%
6. CSR & Sustainability	89%	88%
7. Service	87%	85%



Target satisfaction score

85%

Performance

86%

Performance	2020	2021	2022	2023
Domestic customers	88%	88%	90%	90.5%
International customers	85%	84%	85%	84%

Issues Found

The topic that received the least satisfaction is Packaging Sourcing & Development, which is impacted by external factors such as foreign partners with limitations in developing products and delivery.

Nevertheless, the Company needs to continue to implement corrective actions systematically as per the planned operations

Guidelines for Development

Relevant departments throughout the supply chain have collaborated to come up with solutions. In addition to taking a proactive approach with the development plan of a Packaging Library Timeline since 2022, which offers customers the option to choose products that have ready samples, in 2023, the Company developed with partners to create a Localize Partner Strategy. This strategy helps customers get products at cheaper price and faster due to no shipping costs from abroad and reduce pollution from transportation. It is also a development of domestic trading partners to be ready to meet the needs of various markets more effectively

Packaging Library Timeline



2022
(Initiation & Planning)

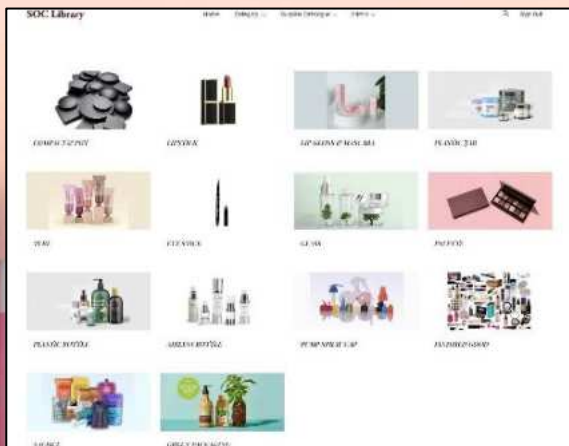
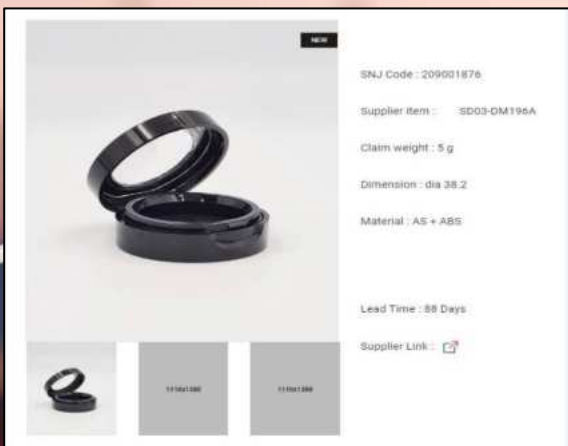
- Project Kick off
- Supplier engagement and information
- Input data
- Program development - Sourcing website

2023
(Execution & Close)

- Execution plan
- Golive - March, 2023
- Lesson Learned
- Improvement
- Close - July, 2023

2024
(Focus Group)

- Focus Group by Customer
- Trend analysis
- Internal workshop (S&J)
- External workshop (S&J vs Customer)





Product Quality Management

Product/goods quality management is an operation that consists of planning, managing, assigning, and controlling processes with a common goal of delivering products that meet standards of customer needs and satisfaction

To create customer satisfaction, apart from the product itself, building confidence and trust from customers is a way to create sustainability in business operations

Guidelines for managing the product quality

- Commitment to producing products to meet standards and meet customer needs
- Production of goods that conform with relevant laws both domestically and internationally and are safe for consumers
- Establish a quality management system that meets diverse customer standards.

Commitment to producing products that meet the standards, meet the needs and are safe for consumers

The Company has policies and goals to produce products that, in addition to compliance with quality system requirements and customer expectations, also consider meeting consumer protection requirements. This is to ensure confidence in the management of product quality. These policies and goals have been communicated to all employees in the organization to ensure that everyone understands and is working towards the same direction

Quality policy : In regard to the Company's performance to be consistent with the quality policy, the Company therefore set quality goals by requiring each department has guidelines for practice as follows:



Topic	Target
1. % Customer satisfaction survey	85%
2. % Delivery operations (OTIF)	
2.1 NPД	100%
2.2 EXSISTING PRODUCT	98%
3. Number of complaints received from customers	0.3%

Production of products with quality that comply with laws and protect consumers

In addition to applying a quality management system that meets international standards and customer standards, the Company's production operations must comply with all relevant laws, both domestic and foreign, in the destination country where we sell our products.

The Company has strict measures to produce products in compliance with the Cosmetic Act and other laws that protect consumers, from selecting safe raw materials, certifying the efficiency of key active substances, providing usage instructions and cautions on product labels, preventing contamination, production with hygiene, storage, distribution, receiving product complaints to product recalls if it is found that products are at risk of being harmful to consumers.

The Company's responsibility for product quality extends from the design and development of products, production, distribution, and after-sale quality care. The Company establishes a policy in case of product recall to ensure confidence in doing business with customers. Even if a product recall is not necessary at present, the Company have simulated a mock recall situation to ensure our recall efficiency in the unlikely event of problems.

Product Recall Policy

The Company is committed to being responsible for the quality of its products. In the event that a product is damaged or product defective due to issues with raw materials, packaging, production, or transportation processes that cause dissatisfaction to consumers or from products not conforming to the agreed production standards, the Company is willing to take full responsibility to facilitate product returns and replacements to ensure that customers receive safe, high-quality products that meet their specified needs.

International standards that the Company requests certification

ASEAN GMP

ISO9001: 2015

ISO 22716 : 2007

In addition to the standards we already adhere to, to ensure confidence in the quality management system (Quality Management System), the Company therefore seeks certification of various international standards to meet the requirements of customers in different countries

HAS23000 (HALAL)	Qualsi drugs	CGMP (21 CFR part 210 and 211)
To support the production of products for sale to Muslim customers	To support the production of products for sale to customers in Japan	To support the production of products for sale to customers in the United States.

In 2024, the company will receive permission to produce medical devices and has prepared a production site for the manufacture of cosmetic products that use anti-disinfectant chemicals and household products.

Raising awareness of producing quality products

In ensuring that the production process meets quality standards and conforms to other required standards, the Company conducts regular knowledge reviews, creates an understanding with employees in the details of the standards, and reviews customer requirements to ensure that these standards are properly and consistently implemented. Important standards which are reviewed annually include GMP standards, quality system standards, and safety and environmental standards.

Modern Quality System Management

From the request for CGMP (Good Manufacturing Practice) standard certification for the production of Over-The-Counter (OTC) products, the Company has developed a quality management system using the Modern Quality concept according to the USFDA system to comply with the standards at a higher level than the production of cosmetic products. This system setup considers various factors that may occur and impact every process, not just the production process, and requires relevant departments to work together to find ways to prevent/resolve problems before they occur. It is the process that applies multiple thinking skills, including Analytical thinking, Critical thinking, and Systematic thinking, to analyze and organize information and implement the Modern Quality concept through quality risk management (Quality Risk Management), as follows :



The Company employs the risk management concept as the basis for its daily operations (Daily Management) so that every employee has the concept of work risk management thinking systematically (Risk-Base Thinking). This leads to developing a quality management system and building credibility in the organization's work, enabling the Company to produce products and services that comply with regulations and to achieve its desired goals when risks are managed appropriately.

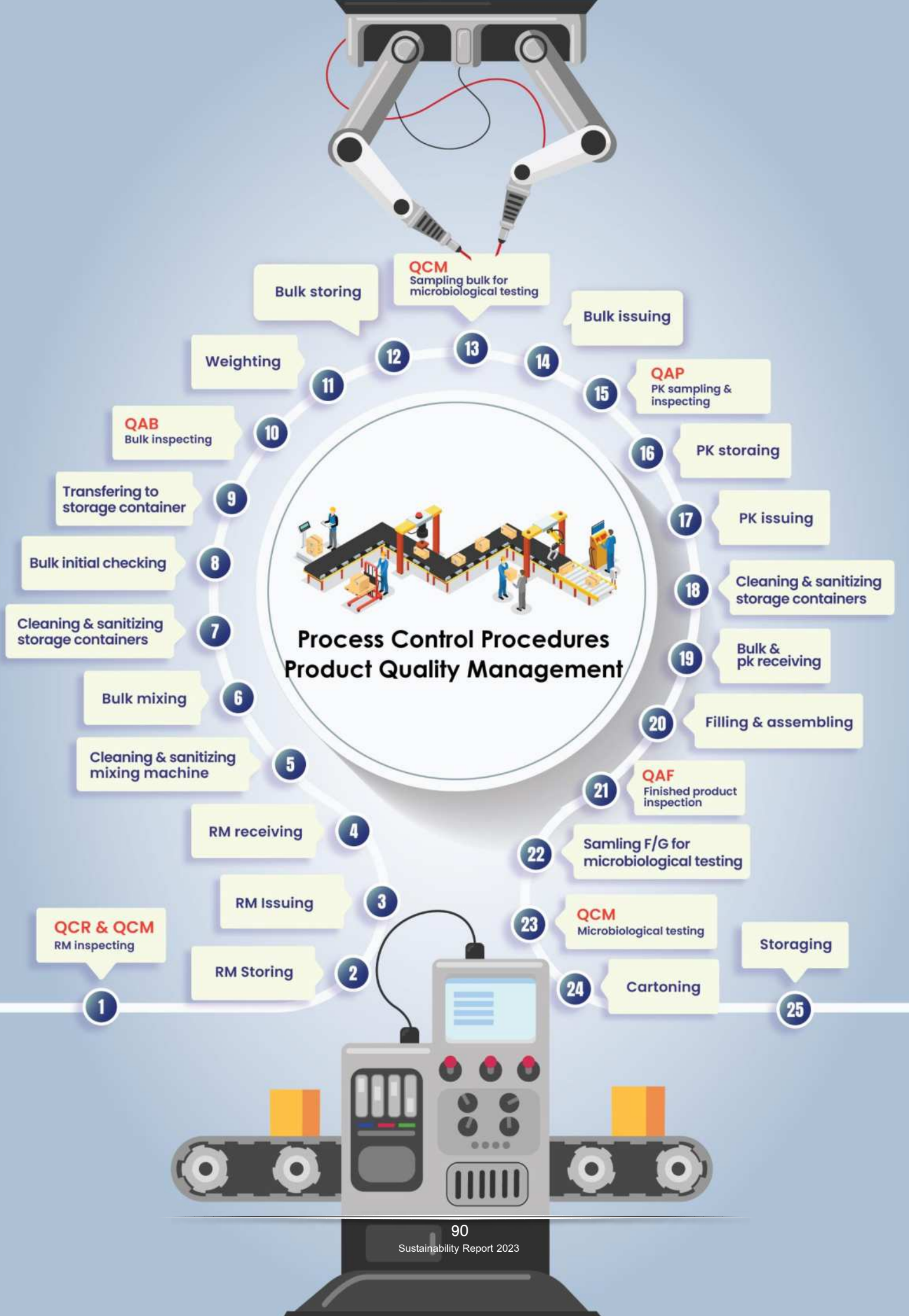
Evaluating the effectiveness of the quality management system

Consideration of capacity and effectiveness of the Company's quality system to ensure that the quality management operations are consistent with specified objectives. The evaluation of the effectiveness of the quality management system using feedback from customers and consumers on various topics

- Namely customer satisfaction
- Success in delivering products to customers on time
- Complaints from customers and consumers

The Company conducts an annual follow-up and reports the results of the follow-up every month to promptly carry out improvements if the target is not met. In addition to monitoring the performance of quality system management, applying the standard system correctly and meeting all specifications is another important matter that the Company focuses on. Therefore, it arranges internal auditing of all standards strictly according to the process approach, with an emphasis on correctly interpreting the requirements and interconnecting systems instead of examining the application of specific departments. This approach reflects the overall picture of the system's effectiveness. In this regard, the internal audit team is selected from employees who have knowledge of the job, understand the overall business, and have passed internal audit training from certified organizations, namely ASEAN GMP, ISO 22716, ISO 9001, HAS 23000, CGMP, and others

Process Control Procedures Product Quality Management





Consumer Responsibility

Consumer Responsibility Policy

S&J Company is dedicated to manufacturing high-quality and safe products. The Company adheres to strict guidelines according to various consumer protection regulations and standards. It has studied, developed, and researched knowledge to create new innovations while maintaining product safety and quality.

In addition, the Company is committed to operating marketing communications in a responsible manner, where it caters to consumers of all genders, ages, races, religions, and social statuses, including children and the elderly, based on respect for relevant laws and regulations. The Company also considers the rights of consumers and the process to promote consumer awareness of the benefits of the products and ensure they have a clear understanding of how to use them safely.

2018

Develop efficacy testing of herbal extracts

- Anti-aging effects
- Free radical scavenging effects

Set standards for product development, oriented to consumer safety

- Testing vitro eye irritation test

2019

- **Develop products that have properties to protect skin from pollution** (anti-pollution)
- **Develop a method to test the effectiveness of skin protection** will use the Scalar Video loop camera

2020

- **Develop cosmetic products with longwearing property without staining face masks**
- blue light protection

2021

- **Development of products in the Anti-bacteria group** to keep skin healthy and free of bacteria
- **Discontinue the use of perfumes containing** substances that cause irritation
- **Development of products** in the Vegan friendly group
- **Irritation testing for sensitive skin products**

2022

Clean beauty product development

- PEG Free
- SLES Free

2023

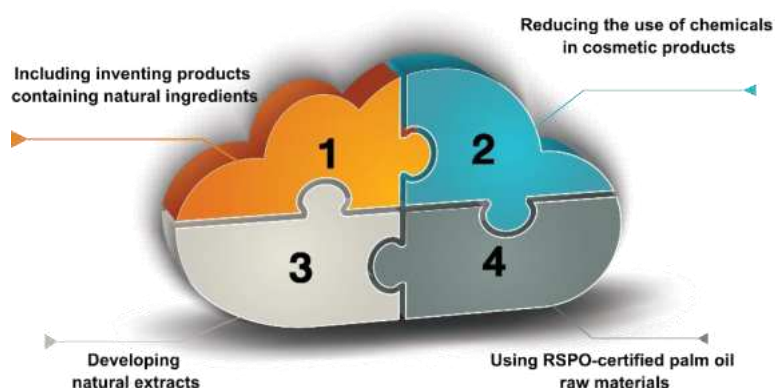
- Development of phenoxyethanol-free products for preservative-sensitive consumers
- Evaluation of eye irritation symptoms in sunscreen products

Counseling services to consumers who may have experienced adverse reactions from using the product To know how to take care of yourself and use cosmetic products correctly by a pharmacist.

In 2023, they provided guidance on the safe use of cosmetic products to **11 consumers**.

Developing products that are safe for consumers and environmentally friendly

The Company aims to research and develop products that are friendly to nature to minimize the impact on the environment throughout the life cycle. The Company has guidelines that it operates under continuously



1. Reduce hazardous chemicals

Being socially and environmental responsibility, the company uses natural economic plants instead of raw materials to meet the policy of research and development of products that are safe for consumers from the implementation of such activities since 2011 until the present

The use of hazardous chemicals has been reduced by 614,457 Kg



Target : Eliminate the use of hazardous chemicals in all products by 2030

List	2011	2015	2016	2017	2018	2019	2020	2021	2022	2023
Amount of hazardous substance used	100,118	65,872	47,048	43,027	36,121	32,658	28,187	26,094	6,027	1,571
Decreased amount (kg) against 2011		34,246	53,070	57,091	63,997	67,460	71,931	74,024	94,091	98,547
Decreased amount (%) against 2011		34.21	53.01	57.02	63.92	67.38	71.85	73.94	93.98	98.43

2. Reduce the use of irritative substances	The Company has used lower amount of irritative substances in Lyrall perfume Developing replacement formulas since 2020
3. Reduce the use of plastic beads	The amount of use of beads in the product group Polyethylene scrub (plastic beads) to 0 kg since 2020
4. Usage of Sustainably Grown Palm Oil	In 2020, the Company was granted the CERTIFIED SUSTAINABLE PALM OIL to reflect corporate commitment to business operations with environmental concern by using palm oil from sustainable plantation process



New products that have received RSPO Certified product certification
Totaling 22 items

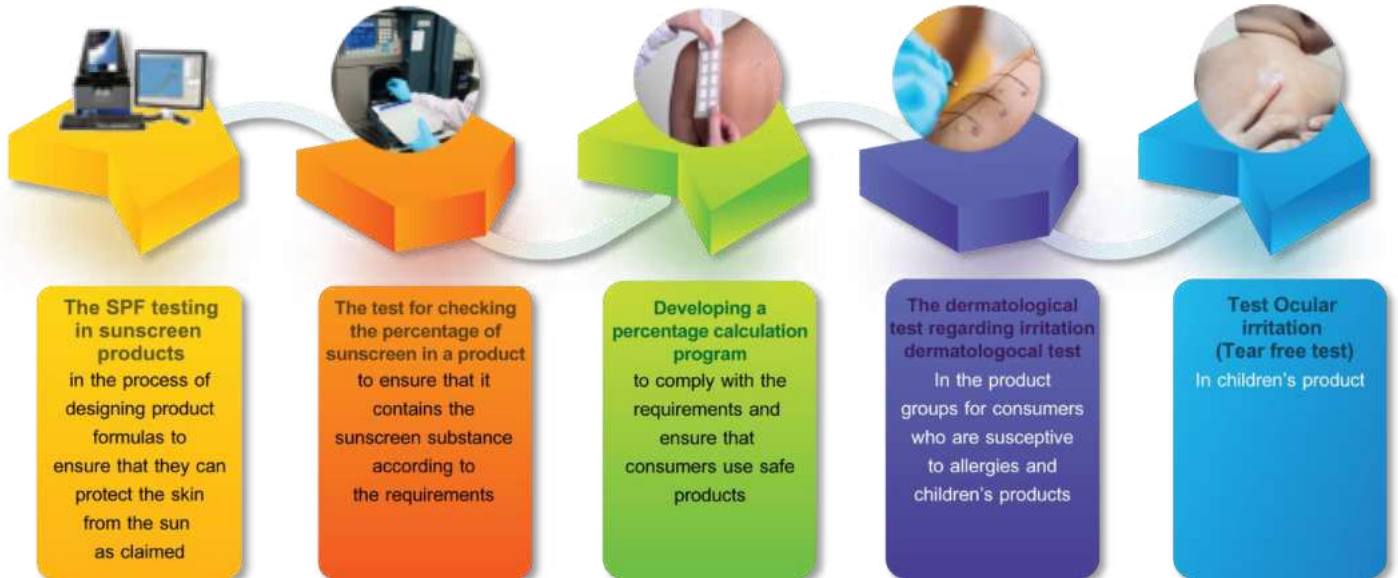
Products developed using RSPO certified ingredients in the formula

Totaling 95 items



Consumer Responsibility (Products and Services)

Regarding the development of new products, the Company considers the safety of consumers with a study to develop testing methods and formula design procedures to be in accordance with the requirements of cosmetic production to ensure that consumers are confident in the goods/product that is safe with reliable quality



In addition, the product label will provide information on properties, methods of use, and constituent substances and also specified warnings on the label so that users have to use it carefully and know what to do when an allergic reaction is found

Samples of sunscreen products for children with Dermatologically tested and Ocular irritation (Tear free test), including instructions for use and appropriate precautions



Product label



Green initiative Policy



The Company recognizes the importance of business undertaking in tandem with environmental conservation, especially efficient use of natural resources which is a crucial element in driving sustainable economic and social development. Hence, S & J has laid down policies and guidelines for operations along the value chain, starting from formula design and development process, raw material procurement, manufacturing, and eco-friendly delivery, to use resources most efficiently for maximum benefits.

Sustainability Vision

“Our goal is building Sustainability lives and work by through awareness that sustainability matters, we committed to optimize our actions such that all Sustainability pillars are fairly supported”

GREEN COSMETIC

S&J places great value on product design under the Sustainable Development Goals, taking into account the impact on economy, social responsibility, and maintaining natural balance so that customers can feel confident in using products that meet the safety standards and care for the environment

GREEN FORMULA

PRODUCT	2020	2021	2022	2023
Natural origin products	11 items	24 items	77 items	63 items
Coral safe	N/A*	8 items	20 items	29 items
Product used RSPO	1 items	22 items	106 items	117 items
Waterless formula	8 items	9 items	6 items	11 items

NATURAL ORIGIN PRODUCTS



WATSONS Cream Body scrub



MISTINE Yogurt Body Lotion



Living Nature lipstick coral sea

CORAL SAFE PRODUCTS



Mistine Aqua Sunscreen Pro SPF 50



MIZUMI Active Sport SPF 50+



AVIANCE UV Expert SPF 50+

RSPO CERTIFIED PRODUCT



SUPERDUG Cleansing balm



SAINSBURY NUDE



SUPERDRUG ME+ Hydrating spf 50+

WATERLESS FORMULA



SANCTUARY Shower oil



NUTRIMETICS Gentle pore refiner



PINKYMAKEUP easy remover

CLEAN BEAUTY

PRODUCT	2020	2021	2022	2023
PEG Free products	3 items	10 items	37 items	6 items
SLES free products	2 items	5 items	6 items	16 items
Talc free products	25 items	15 items	42 items	43 items
Aluminum free products	0 items	2 items	0 items	0 items

PEG FREE PRODUCTS



BOOTS Aqua hydrating moisturizing gel



AVIANCE UV Expert SPF50+ PA++++



4U2 Skin primer

SLES FREE PRODUCTS



Boots Ingredients Shampoo



Arome by Watsons Botanical Shampoo



Boots Nature's series shampoo

TALC FREE PRODUCTS



E.L.F. 83314 Powder blush palette

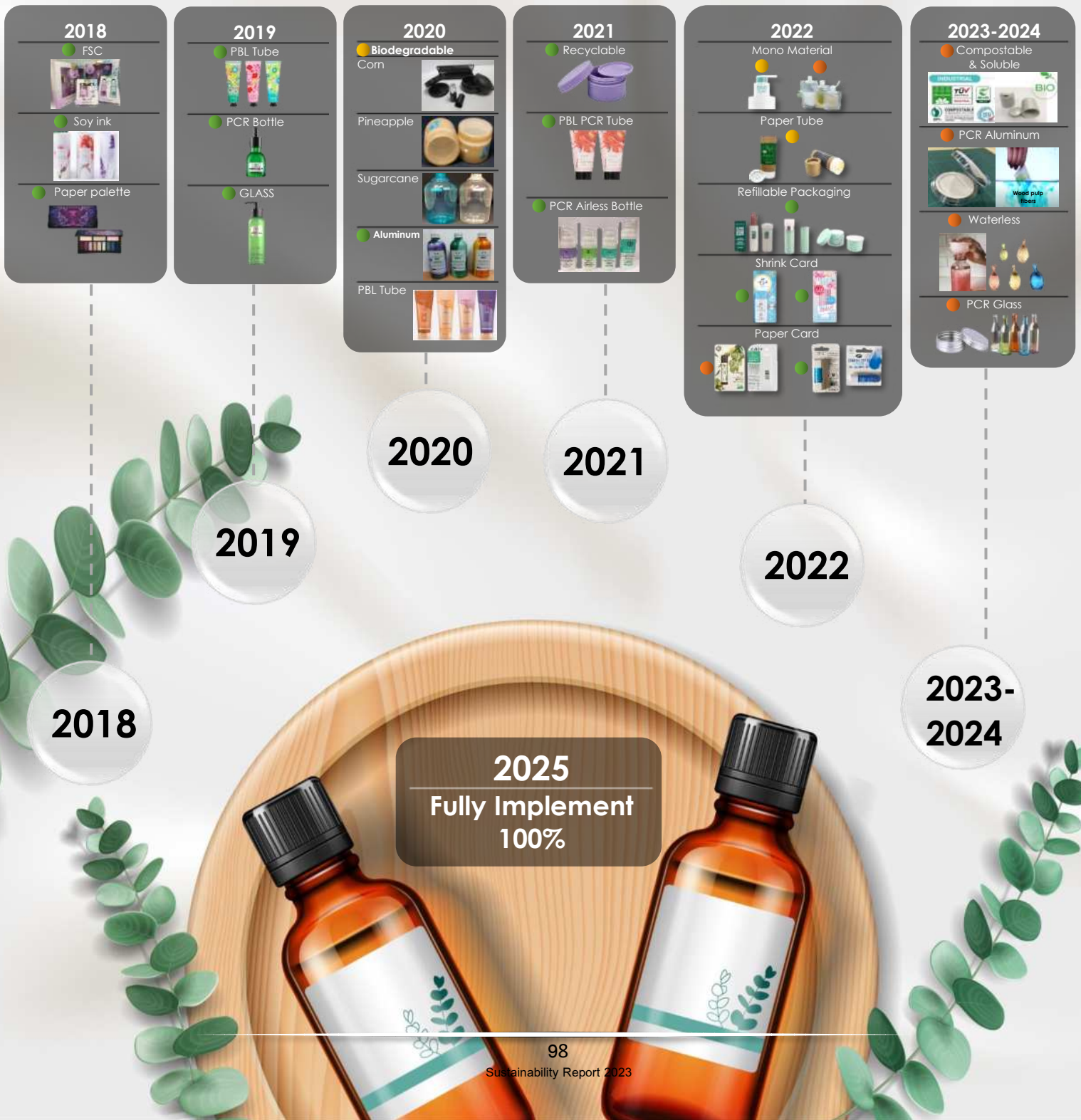


PS Illuminating foundation-Porcelain

GREEN PACKAGING

From the business approach to the Green Initiative, The company supports the design of cosmetic products that use environmentally friendly "Green Packaging" or natural packaging that can be reused and not harmful to human and animal health and does not affect the environment

Road map of Green Packaging from 2561-2568





Operation process Green Packaging

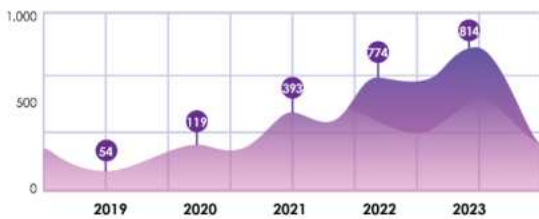


Performance Green Packaging



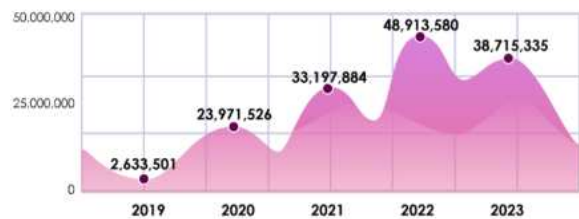
ITEM

Target 790 Item ,Result 815 Item
(Increases 103%)

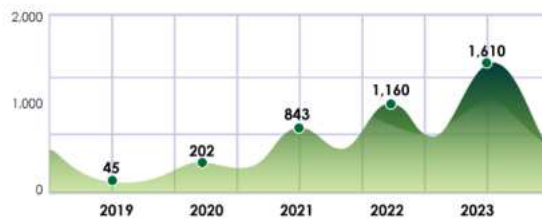


QUANTITY (PCS)

(Increases -20%)



PRODUCT AMOUNT GREEN PACKAGING YEARS 2019-2023



Green Packaging : Supplier lists

Years	Local (lists)	Oversea (lists)	Total (lists)
2020	73	52	125
2021	51	17	68
2022	8	23	31
2023	2	23	35

GREEN OPERATIONS

Awareness of sustainable business operations

Based on the Company's policy and vision for sustainable business operations, environmental management in factories (Green Operation) is an essential matter in running the operations to help connect and support each other throughout the supply chain, from upstream, midstream, and downstream under the "Green Initiative" policy. The main objective of this policy is to raise awareness in conducting business that is responsible and cares for the impact on the environment, as well as climate change



Green Operations

is the implementation of various activities in every process to reduce greenhouse gas emissions. There are 4 subgroups of operations, which are

- Energy Saving
- Solar Energy
- Resources Management
- Waste Management

Commitment to Environmental Management

Environment policy

S&J International Enterprises Public Company Limited aim to produce high quality product. The operating business is based on environmental & resource awareness which include source of materials, production process, storage, deliverable, end user. All these will concern for Environment as state:

1. Comply with, both existing and forthcoming, the laws, customer requirements, environmental treaties and standards
2. Put management focus on prevention, reduction, reuse and recycling, including disposal of environmental pollutants
3. Continuously improve and enhance environmental capability in support of environmental sustainability
4. Promote life cycle development to maximize efficient use of resources
5. Promote the reduction of the use of resources and products that affect greenhouse gas emissions (GHG)
6. Foster employees' awareness and engagement in preventing environmental problems



Short-term Goal

TARGET :

Reduce Co2 emission activity Etc.

> 14,000 Ton CO₂/ Year

Result :

2023

Carbon Neutrality

24,069 Ton CO₂ / Year



Long-term Goal



Carbon Neutrality in **2040**








Carbon Net Zero in **2050**

Defining Environmental Issues

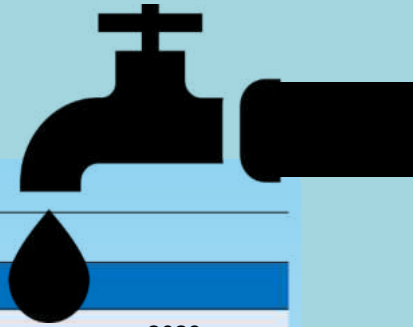
Work Unit	Environmental Issues	Operational Approach	Performance 2023
Research and Development	Formula Design	- Formula design and select environmentally friendly ingredients	<p>Green Formula Product</p> <p>20 ITEM IN 2020</p> <p>↓</p> <p>220 ITEM IN 2023</p>
Procurement	Packaging Design	<p>- Reduces the use of plastic in packaging design.</p> <p>- Using packaging that can be recycled</p>	<p>The number of friendly packaging with the environment</p> <p>54 ITEM IN 2020</p> <p>↓</p> <p>814 ITEM IN 2023</p>
Production	Various Energy Consumption in the Production Process	- Energy Conservation Project (reducing electricity consumption)	<p>Power consumption (per product)</p> <p>10% decreased comparing to 2020</p> <p>Decreased 5.36% in 2023</p>
		-Water Management Project (reducing water consumption)	<p>Water consumption (per product)</p> <p>5% decreased comparing to 2020</p> <p>Increased 6.25 % in 2023</p> <p>RO Reject Water Reuse</p> <p>Target = 17,000 m³</p> <p>Result = 18,706 m³</p>
		- Solar Cell Project	<p>Usage percentage of electricity from Solar Cell (SJI1)</p> <p>Target : Increase 100% the usage ratio of solar cell during the daytime.</p> <p>increased 100% in 2023</p>
		- Greenhouse gas emissions cover all areas (GHG Scope 1+ Scope 2)	<p>% Greenhouse gas emissions</p> <p>Target : 5% reduction compared to 2023 base year (starting in 2024)</p>
		- Prepare Land Fill Project	<p>Waste incineration in cement kiln.</p> <p>Target is zero</p> <p>Year 2023 is zero</p>
	Amount of Industrial and Various Wastes		

Green Initiative project performance in 2023

Categories	Topic	Target (Ton CO ₂)	Result (Ton CO ₂)
Green Operations			
 Energy Saving	Electricity Saving	800.00	1,260.30
	Steam Saving	450.00	377.10
	Fuel Saving	50.00	135.30
 Green Energy	Solar cell	6,000.00	10,990.00
 Waste Management	Land fill (Industry waste)	-	-
	Fuel Blending (Industry waste)	50.00	4,778.80
	Recycle (Industry waste)	1,200.00	1,046.60
	Soil fertilizer from sludge	120.00	3,010.70
	Garbage in Canteen	10.00	6.30
 Resource Management	Water Saving	10.00	14.80
	Paperless	2.00	0.44
	Chemical Reduction	400.00	653.70
	Material Reduction	1,000.00	217.90
Green Cosmetic			
 Green Process	Green Manufacturing (Personal care)	50.00	47.90
	Green Manufacturing (Make up)	5.50	6.20



Environmental Management



1. Conservation of water resource Project

1.1 Water usage in the production

Comparison of the water consumption in the production process

Water consumption /year(m3)	2021	2022	2023
Sriracha factory	161,834	162,185	222,997
Pinthong factory	41,440	48,667	57,651
Total	203,274	210,852	280,648

Comparison of the water consumption / piece product (Intensity)

Water consumption /piece product (m3/pcs)	2021	2022	2023
Sriracha factory	1.70	1.70	1.90
Pinthong factory	1.30	1.20	1.40
Average	1.50	1.50	1.70

1.2 Wastewater management (Volume of wastewater entering treatment/Wastewater analysis)

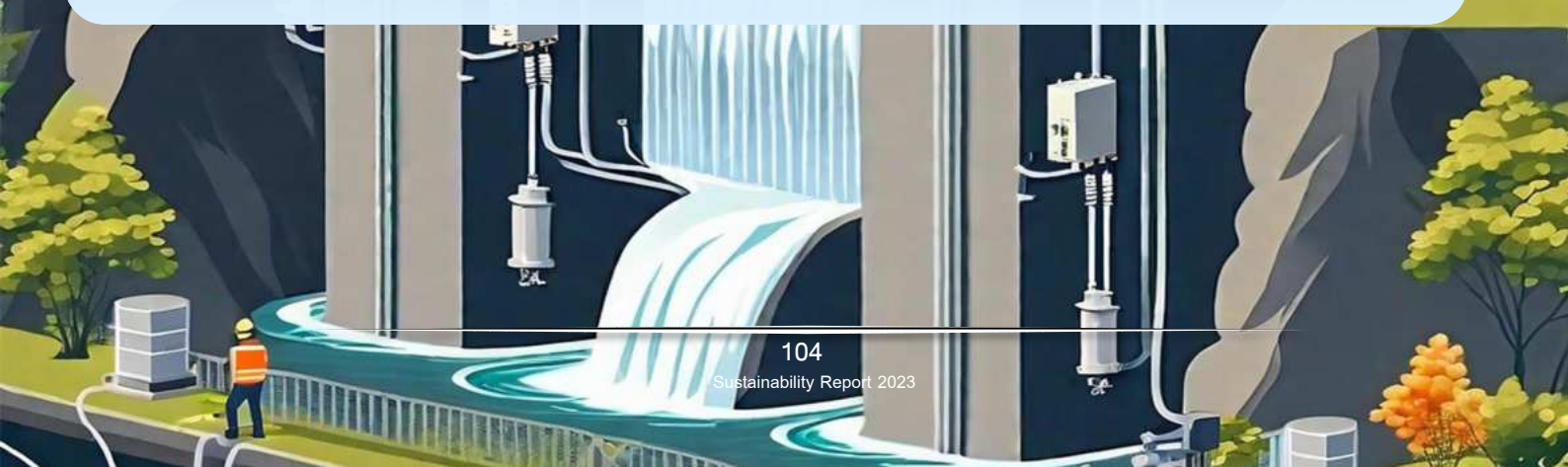
Wastewater Discharged

Wastewater Discharged (m ³)	2021	2022	2023
Sriracha factory	88,819	82,686	84,741
Pinthong factory	26,655	33,681	43,125
Average	115,474	116,367	63,933

Analysis of wastewater discharged from the company

Wastewater Discharged (m ³)	Standard**	2021	2022	2023
Biochemical Oxygen Demand : BOD				
Sriracha factory	< 120 mg/l	21.3	12.8	80.70
Pinthong factory		4.9	6.3	3.56
Chemical Oxygen Demand : COD				
Sriracha factory	< 500 mg/l	122.7	99.9	130.28
Pinthong factory		36.8	42.5	45.96

** Standard is set according to Sahapat & Pinthong industrial group



1.3 Water Conservancy Project

The Company has organized various projects as follows :

Project	Consumable quantity (m3 / year)		Quantity of CO2	
	Target	Quantity reduced	Target	Quantity reduced
Sriracha Factory				
1. Reusing RO Reject water	17,000	18,707	4,378	4,781
2. Recycling Three roller mill cooling water	3,000	6,894	773	1,775
3. Controlling the flow of tap water at the point of use	1,500	1,696	386	437
4. Reusing Back Wash water replacing tap water at the Vacuum system	7,500	6,474	1,931	1,667
5. Utilizing Drain water from AHU and Dehumidifier	1,700	2,270.40	438	584
Pinthong Factory				
Reusing RO Reject water	4,800	7,433.80	1,236	1,914
Reduce cold water dispensing to the front valve, Vacuum 15 HP system	5,200	2,940	1,339	757
Reduce the use of tap water from the Flow Test Line (Fire Pump) to fill raw water wells	2,800	2,948	721	759
Reduce the use of tap water by filling Backwash water to fill raw water wells	1,800	735	464	189

2. Energy Management

2.1 Electrical energy usage information

Comparing Electrical consumption

Electricity consumption/year (kwh)	2021	2022	2023
Sriracha factory	10,274,551	11,338,254	13,071,855
Pinthong factory	3,617,266	4,403,266	4,855,453
Total	13, 891,817	15,741,520	17,927,308

All electrical energy usage information separated by items in 2023

List	Sriracha Factory	Pinthong Factory
Electricity consumption (Fossil)	18,138	4,723,480
Electricity consumption from Solar Cell	12,848,143	-
Electricity consumption from Solar Roof Top	205,574	131,973

Proportion of electricity consumption in each item in 2023 compared to total electricity consumption

List	Sriracha Factory	Pinthong Factory
Electricity consumption (Fossil)	0.1	97.3
Electricity consumption from Solar Cell	98.3	-
Electricity consumption from Solar Roof Top	1.6	2.7

2.2 Comparing Electrical consumption per each product (Intensity)

Electricity consumption/piece product (kwh/pcs)	2021	2022	2023
Sriracha factory	0.098	0.096	0.102
Pinthong factory	0.118	0.110	0.119
Total	0.102	0.100	0.106

2.3 Energy Conservation Project

Project	Consumable quantity (kWh/year)		Quantity of CO ₂ (Kg CO ₂)	
	Target	Quantity reduced	Target	Quantity reduced
Sriracha factory				
Renewable Energy				
1. Using electrical energy from Solar cell for use in electrical equipment : OFF Grid	40,000	46,063	16,400	18,886
2. Using electrical energy from Solar system for use in production : ON Grid	6,300,000	12,177,772	2,583,000	4,992,887
3. Using electricity from Solar Rooftop distributed to MDB 2 cabinet	200,000	227,760	82,000	93,382
4. Using electrical energy from Solar Rooftop size 840 KW	600,000	1,062,083	246,000	435,454
Pinthong factory				
Electric Saving				
1. Reduce electrical energy use from all departments	200,000	2,154,699	119,320	1,341,140
2. Reduce air pressure in the Air Compressor system from 7 bars to 6.2 bars	12,000	14,141	7,159	7,933
3. Reduce the electricity usage for Air Chiller when not in use and/or holidays	150,000	166,954	89,490	93,171
4. Replace light bulbs (SRM) to LED bulbs (30 bulbs)	20,000	309	11,932	173
5. Reduce the use of AHU No.5 SRM room	100,000	122,640	59,660	68,801
6. Install an inverter to reduce the work of tap water pump	25,000	31,317	14,915	17,569
7. Install an inverter to reduce the work of soft water pump	20,000	29,364	11,932	16,473
8. Install an inverter with ventilation system to reduce electrical usage	28,000	27,257	16,705	15,291
Renewable Energy				
1. Lighting system for the fence Solar Cell system (150W)	10,000	1,226	5,966	3,382.89
2. Using electrical energy from Solar Cell	190,000	127,007	113,354	71,251
3. Lighting system for garage and walk way Solar Cell system (150W)	5,000	1,971	2,983	1,106
4. Replace the lighting around the factory to use solar energy (400W)	40,000	15,768	23,864	8,846

3. Air quality management

3.1 Gas Emissions (other than GHG)

The Company has focused on preventing air pollution other than GHG by installing a capture system with a cycle to measure the quality of released air in order to meet the standards set by the law

Plant	Type of average	Standard according to Law	2021	2022	2023
Sriracha factory	Dust control (mg/m ³)	<400	0.35	0.40	0.6
Pinthong factory ***	CO (ppm)	<690	0.4	0.3	0.6
	NOx (ppm)	<200	32.3	36.4	<1.0
	SOx (ppm)	<60	<1.3	<1.3	<1.3
	Dust control (mg/m ³)	<320	1.9	1.0	0.3

3.2 Reduce Greenhouse Gas Emissions

Requesting certification of Carbon Footprint of Organization in 2023

The Company has applied for Carbon Footprint of Organization Certification with the Thailand Greenhouse Gas Management Organization (TGO) at the Limited Level of Assurance, whereas the level of materiality = 5%

Objective

1. To verify the conformity of the organization's carbon footprint report with the carbon footprint assessment guidelines of the TGO
2. To distribute certified information to corporate stakeholders
 1. 600/4 Moo.11 Sukaphiban 8,Nongkharm,Sriracha,Chonburi 20230
 2. 789/159 Moo.1 Nong kho-Leamchabang RD., Nongkharm,Sriracha,Chonburi 20230
 3. 2 Narathiwat Rajanagarindra RD., (Soi 10), Tungwatdon,Sathorn,Bangkok 10120
 4. 19/43 Moo 7 Bangna-Trad Road,KM.17, Bangchalong,Bangplee,Samutprakan 10540

The agency that verifies the Company's greenhouse gas emissions data : V Green KU Company Limited



Indicators	Unit	2022	2023	% Difference
1. GHG Emissions	TonCO2eq			
GHG Emissions Scope1	TonCO2eq	1,091	1,068	-2.11%
GHG Emissions Scope2	TonCO2eq	4,663	4,955	6.26%
GHG Emissions Scope3	TonCO2eq	14,117	19,577	38.68%
Scope1+2	TonCO2eq	5,754	6,023	4.68%
Scope1+2+3	TonCO2eq	20,489	25,600	24.95%
Piece Production	pcs	155,744,924	169,438,338	8.79%
GHG Emissions per product Unit (Scope1+2)	TonCO2eq/pcs	0.000037	0.000036	-3.78%
GHG Emissions per product Unit (Scope1+2+3)	TonCO2eq /pcs	0.000131555	0.000151087	14.85%
2. Energy Consumption	Kwh			
Energy consumption	Kwh	25,476,065.86	27,860,032.51	9.36%
Amount of energy consumption per product Unit	Kwh/pcs	0.1635755773	0.1644257895	0.52%
3. Water consumption	m³			
Water consumption	m ³	249,455.27	290,283.46	16.37%
Water consumption per product Unit	m3/pcs	0.0016	0.0017	6.96%
4. Amount of industrial waste sent for disposed	Tons of waste			
SJ11	Tons of waste	910.54	1,119.45	22.94%
SJ12	Tons of waste	230.94	253.32	9.69%
BKK	Tons of waste	37.09	44.64	20.36%
DC	Tons of waste	1.29	1.07	-17.06%
Amount of industrial waste disposed	Tons of waste	1,179.86	1,418.47	20.22%
Amount of industrial waste disposed per product unit	Tons of waste/pcs	0.007575562	0.008371629	10.51%

Target of Greenhouse Gas Emissions Reduction

Based on the greenhouse gas emissions information analysis in each scope, it was found that

Scope	Significant Emission Source
Scope 1	LPG used in the boiler
Scope 2	Electricity consumption
Scope 3 19,577 Ton Co2	Acquisition of Raw Materials/Packaging

Remarks : The year 2022 was the starting year for defining activities to reduce greenhouse gas (GHG) emissions to minimize environmental impacts and monitoring and measuring activity performance. However, due to increased production, the volume of packaging used has also increased, resulting in an increase in GHG Scope 3 compared to the base year.

Therefore, in 2023, the Board of Directors agreed to set greenhouse gas emissions reduction target. The target is set at 5% reduction compared to the 2023 base year (in part of GHG Scope 1,2), which the Company will be able to report comparative information in 2024.

4. Waste Management

Guidelines for managing industrial waste in the Company

Sorting Garbage at the Source Project

• In 2023, the Company continued to follow the waste management standards implemented at the factory, that is the sorting out of garbage at the source, which has started since 2022. This involves identifying the source of waste, determining its types, sorting the garbage, collecting within local areas and delivering to a central collection point, and disposing of garbage appropriately in accordance with legal requirements through the Green Initiative Project. In addition, the Company arranged training for all employees through e-learning



• Projects added in 2023 was “Sorting Garbage in Canteen”

The development of a waste management system in the canteen focuses on sorting waste at the source to put waste to efficient use and reduce the amount of waste left behind, by creating awareness of the daily food waste problem in the canteen and establishing a waste sorting system that is consistent with waste disposal patterns. There are 3 types of waste in the canteen, which are

1. Solid waste sent to the municipality for disposal.
2. Food waste eliminated by using in animal food.
3. Recycle waste which is offered for sales and proceeds go into to the “Friends Help Friends” project.

Waste recycling has introduced trash bins divided into three compartments: 1. Glass 2. Plastic and 3. Aluminum. The Company also promotes among employees twisting bottles before disposing of them to reduce the accumulation of contaminants, prevent the breeding of disease carriers, and make it easier to collect and reuse waste before it is sold.

Sorting Garbage in Canteen



Amount of waste recycled in 2023

Waste recycling	Sriracha factory	Pinthong factory
1. Glass (kg)	1,218	506
2. Plastic (kg)	477	271
3. Aluminum (kg)	21	13
Total	1,716	778

Amount of waste generated in 2023

List of waste	Sriracha factory	Pinthong factory
Industrial waste (kg)	512,872	80,140
Sludge from wastewater treatment systems (kg)	118,390	40,860
Industrial waste recycles (kg)	288,317	106,770
Solid waste (kg)	194,480	24,768
Waste in the canteen (kg)	1,716	778
Total	1,115,775	253,316

Amount of Waste per Product Unit (Intensity) in 2023 :

Amount	Sriracha factory	Pinthong factory
Industrial waste per product unit (kg/pcs)	0.4	0.2
Sludge from wastewater treatment systems (kg/pcs)	0.1	0.1
Industrial waste recycles (kg/pcs)	0.2	0.3

Requesting certification of environmental standards (Environment)

1. Green Industry Project

The green industry is an industry that commits to conducting business operations in an environmentally friendly manner to achieve sustainable development. This involves continuously improving production processes and environmental management, as well as taking social responsibility both inside and outside the organization throughout the supply chain. These activities are aimed at enabling the industrial sector to coexist with society, communities, and people in a sustainable manner according to the government policy and the determination of the Ministry of Industry that states, "We committedly create, trust in the community, Transparent industry, and move forward together."

- **Sriracha Factory** On 28 April 2023, the Company received a Level 4 Green Industry Certificate, Green Culture, from the Ministry of Industry. This award is a testament to the collective efforts of everyone in the organization to operate in an environmentally friendly manner across all business operations, moving towards a green industry and continuous and sustainable development

Accredited Institutions : The Management System Certification Institute (Thailand) or MASCI, ISO Certification Institute.



- **Pinthong Factory** On 12 December 2023, the Company requested a level comparison to the Green Industry Level 3 Green System from the Ministry of Industry by having a systematic environmental management, monitoring and evaluation, and review for continuous development.



2. Higg Facility Environmental Module หรือ Higg FEM

is an environmental performance assessment tool for each organizational facility that provides an accurate assessment of environmental impact and a transparent report on sustainability performance.

The Company has requested Higg FEM certification with the following objectives :

1. Strengthen our commitment to conducting business responsibly throughout the supply chain
2. Identify the scope of improvement in the operational guidelines for the environmental performance of the factory
3. Track the progress year-over-year towards achieving environmental goals.
4. Support business partnerships regarding environmental efficiency
 - Sriracha Factory received Verification Finalized (VRF) on 26 October 2023.

Verification Agency is SGS.



Managing risks arising from climate change and mitigating global warming

Climate Management Policy

The Company recognizes the significance of climate change due to its various activities and operations from upstream to downstream. Therefore, it has established business guidelines to prevent, reduce or alleviate global warming, as follows.

1. Use natural resources sustainably, with ECO-Efficiency principles for energy use (water, electricity).
2. Develop business processes throughout the value chain to comply with the Green Initiative policy.
3. Create awareness and encourage employee participation to reducing greenhouse gas emissions in alignment with environmental policy.
4. Analyze the impacts to identify and assess risks, including any opportunities that may arise both inside and outside the company, and take environmentally friendly technology factors into consideration to ensure the Company's climate change management, which is linked to strategy execution risk, investment risk, and policy and regulatory change risk, is carried out efficiently.

In this regard, the Company has appointed a Business Continuity Management Team (BCMT) and working group, which comprises the Executive Committee and representatives of each function at the division, section, and department level, or individuals assigned and appointed by the Managing Directors, to evaluate the current situation and devise effective strategies for managing the recovery of the organization. The objective is to ensure that business operations can continue uninterrupted as follows:

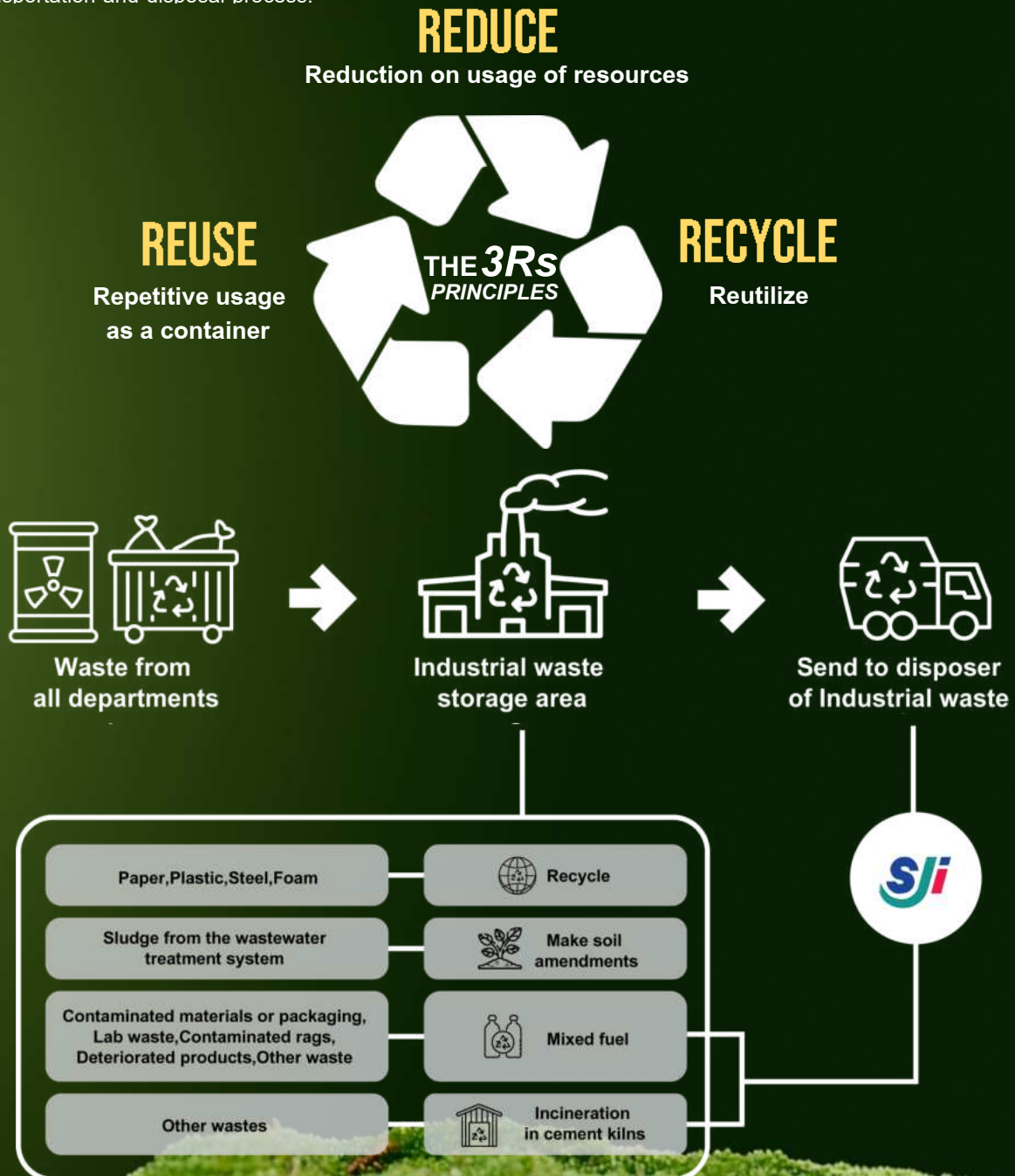
- Capable of producing and delivering products and services according to customer requirements.
- Capable of reducing losses and mitigating financial problems.
- Capable of adhering to agreements or contracts with trading partners.
- Capable of supervising employees to work safely.
- Capable of dealing with emergencies and disasters with an understanding of the priorities of business activities that must be carried out first or last.

Waste and Industrial Waste Management

The company has a policy to manage waste and industrial waste. by focusing on the efficient use of resources Reduce the amount of waste to a minimum In order to reduce the burden of eliminating the waste that occurs

Strategy & Guidelines for managing industrial waste

The company uses the 3 RS (Reduce Reuse Recycle) principle to manage waste and industrial waste through improving work processes to reduce the amount of waste generated to a minimum and be able to reuse it as much as possible. By instilling and creating awareness among employees starting from the complete separation, storage, transportation and disposal process.



Performance & Results 2023





	Target	Result
1. Incineration in cement kilns	0	0
2. Industrial Waste Landfills	Since in 2566	0
3. Community complaints Regarding the impact of the garbage problem	0	0

Industrial Waste

Comparison of Industrial Waste Quantity 2021-2023

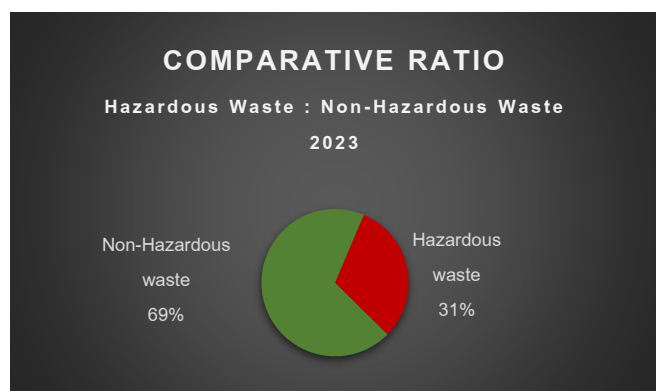
	Unit	2021	2022	2023
Industrial Waste	ton	670	779	1,003

Types of Industrial Waste Disposal

	Unit	2021	2022	2023
 Landfill	Kg	0	0	0
	%	0	0	0
 Energy Recovery	Kg	117,578	341,895	518,989
	%	21.06	51.80	51.73
 Recycle	Kg	219,120	306,532	356,183
	%	39.26	1.76	35.50
 Production of Soil Conditioner	Kg	221,493	306,532	128,120
	%	39.68	46.44	12.77
Total (Kg)		558,191	660,067	1,003,292

Ratio Hazardous Waste: Non-Hazardous Waste 2023

Target	Ratio Hazardous Waste < Non-hazardous waste
Result	Hazardous Waste < Non-hazardous waste (31 : 69)



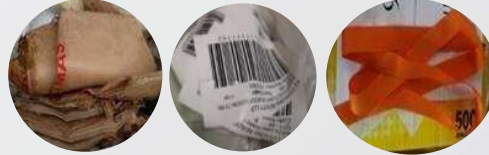


Mixed fuel
51.73%



Mixed fuel

In 2022, the Company took 518,989 kilograms of industrial waste to produce mixed fuel



Recycle
35.50%



Recycle

The Company sold 356,183 kilograms of recyclable industrial waste to reduce industrial waste management costs and increase revenue for the Company



Soil amendments
12.77%



Soil Amendments

The Company used sludge from the wastewater treatment system as a raw material to produce soil amendments to improve the company's landscape in the amount of **128,120 kilograms**



Incineration in cement kilns
= 0



Incineration in cement kilns

The Company managed industrial waste by incineration

= 0 (Since the year 2023)

Landfill
= 0



Landfill

The Company managed industrial waste by reducing landfill

= 0 (Since the year 2021)



SUSTAINABLE DEVELOPMENT GOALS



GOOD SOCIETY

**CREATING AN ATMOSPHERE AND CONSCIOUSNESS OF
COEXISTENCE AMONG PEOPLE IN A SOCIETY WHO
CARE ABOUT NATURE AND THE SURROUNDING**

- 1. CORPORATE SOCIAL RESPONSIBILITY STRATEGY**
- 2. S&J AND THE DEVELOPMENT OF RELATIONSHIPS WITH THE COMMUNITY**
- 3. PROJECTS THAT PROMOTE AND DEVELOP COMMUNITIES**

Community and Social Stewardship



Community Participation Policy

S&J places importance on creating an atmosphere of coexistence among people in society, that is the **internal society** which means employees in the organization, by treating them equally in accordance with Thai labor standards, building good relationships between employees and employees, employees and supervisors, and employees and the organization, and the **external society** that means civilians or people in the community near and far. In addition, the company has a policy of cultivating awareness of community members in the context of sustainability to learn about self-reliance, helping one another, and cooperation to solve problems together and continually improve the community

Management Guideline

The Company maintains a commitment as a 3-life organization that values both business growth and the sustainable development of communities and society while preserving the surrounding environment. The Company has established the corporate social responsibility department that is responsible for addressing **social aspects both externally and internally**. The external social aspect deals with community/society and involves building relationships and planning various projects in response to issues raised through community dialogues. **The internal social aspect** pertains to employees and is managed by the Labor Relations Department. The Company has integrated the United Nations Sustainable Development Goals (SDGs Goals) framework in various areas such as **good health, quality education, gender equality, reducing inequality, in-land ecosystems, marine ecosystems, peace and a peaceful society**.

Corporate Social Responsibility Strategy

The Company has a strategic framework for social responsibility in alignment with the United Nations Sustainable Development Goals (Sustainable Development Goals) (SDGs) to meet expectations and develop the growth of communities and society in conjunction with the company's business operations by adhering to the following principles.

1. **A project that can respond to the expectations of the community.**
2. **A project that can associate and align with the company's business operations.**
3. **A project that can foster community involvement and self-reliance.**

5 Strategies for Community and Social Development

Strategy	Budget (Bath)
Strategy 1. Education	2,691,486
Strategy 2. Environmental Development	108,421
Strategy 3. Animal Care and Assistance	410,074
Strategy 4. Continuation of Buddhism	141,702
Strategy 5. Community Development	474,496

Strategies for Community and Social Development

1. Education

- Mobile Science Project
- The Smart Science Teacher Project
- Project to upgrade local innovators to the international level
- Innovative Teacher Development Project
- Scholarship Program for Scientists
- Development of recognition device for visual impaired youth Project
- Hometown Development Volunteer Project

2. Animal Care and Assistance

- Elderly Elephant Conservation Project
- Project to reduce the population of stray dogs and cats

3. Environmental Development

- Community Reforestation in a Low-Carbon Society Project
- Coral Conservation and Restoration Project

4. Disadvantaged / Elderly People

- Bedridden Patients Care Project
- Smile Sharing Creating Happiness The School for Elderly Project
- You Can Save Project

5. Continuation of Buddhism

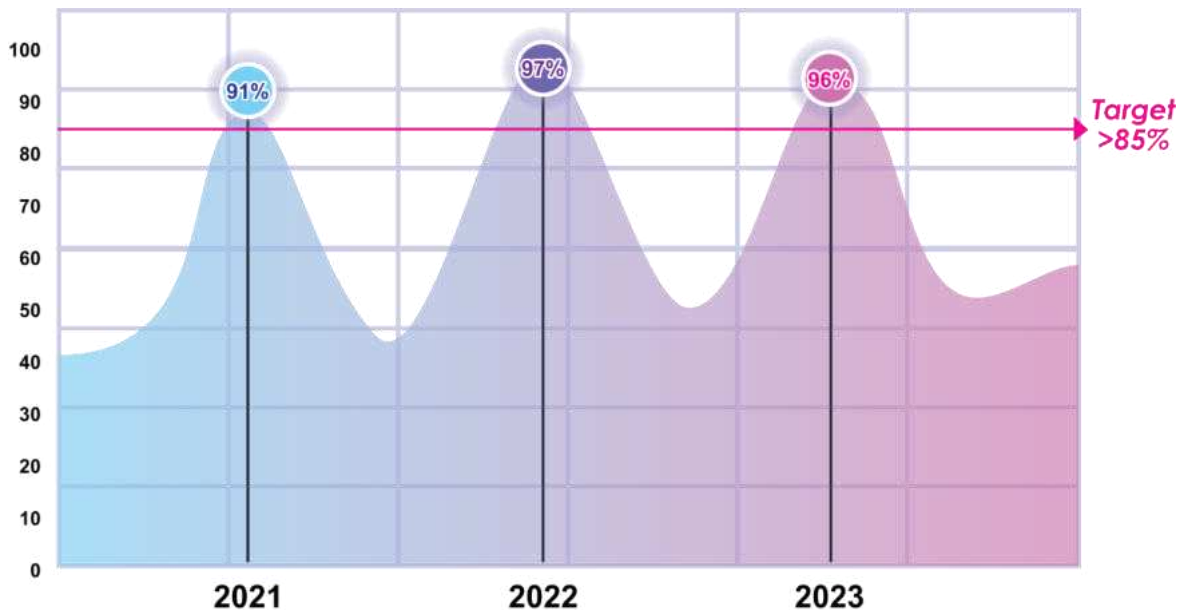
- Merit Making on Special Occasions
- Kathin Samakki Project

**Create value for society
3,826,179 baht**

Performance & Results

Indicators	Target 2023	Results 2023
1.Number of projects that aim to promote community development and participation	15 Projects / Year	15 Projects
2.Budget of projects that aim to promote community development and participation	3,750,000 Bath	3,826,179 Bath
3.Community Satisfaction Assessment Score	>85%	96%

Community Satisfaction



S&J and the development of relationships with the community

The Company commits to responding to the needs of communities and society, which is one of the key stakeholder groups that are important to the organization's business operations. To maintain good relationships with the community and understand their expectations, the Company has conducted a survey of community needs for use as a guideline in planning and implementing projects that cater to the needs of communities and society. In 2023, the Company received a community satisfaction assessment score as high as 96%, which exceeded the target. This satisfactory score is an indicator reflecting that the Company is still maintaining good relationships with the communities and is accepted by them.

1. Social and Environmental Issues

(affected by business operations)

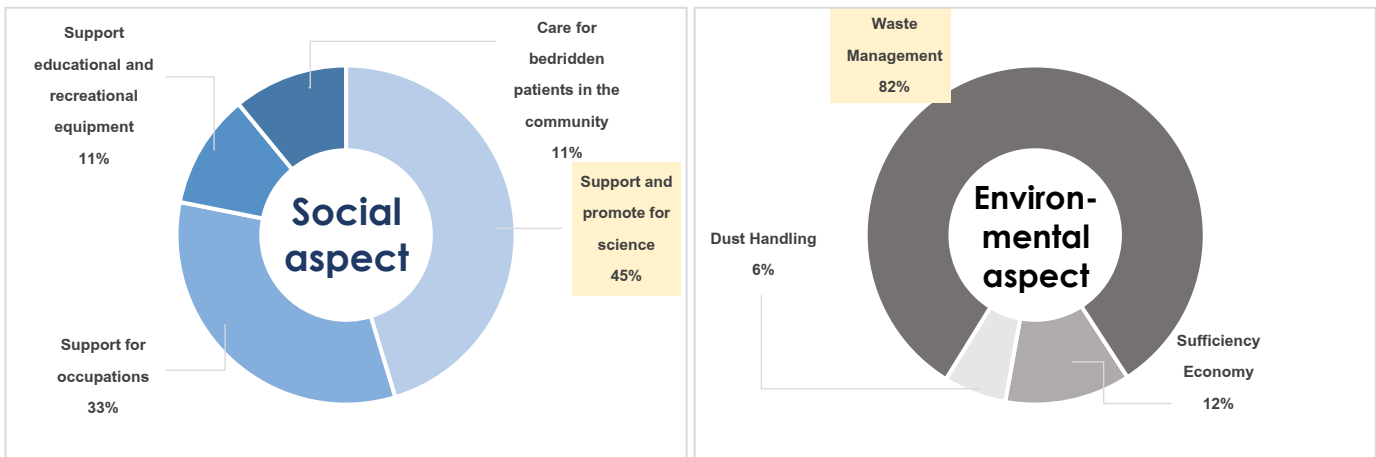
- Wastewater or effluent that is discharged from the Company without undergoing proper treatment.
- Garbage and industrial waste that is not systematically managed.
- Air pollution and dust that affects the environment within the community.
- The level of noise that exceeds the limit permitted by law.

Survey Results



Impact = 0

2. Expectations of the Community and Society for achieving sustainable coexistence



The Company has used and analyzed the results of the survey to provide community projects that cater to the community needs as follows:



Project	Target Group
Environmental aspect	
Collaborating to an environment for the community project (waste management)	Community, School
Social aspect	
Upgrading science education project	School

1. Education



S&J Company has consistently placed importance on developing the science education of young people, which is considered a crucial fundamental subject. The Company has established a strategy and implemented the youth educational project in science subjects since 2014. To date, the Company has expanded its project operations in many dimensions. This includes developing mobile vehicles for teaching, training teachers, and developing knowledge that can be enhanced into business innovations.

Short-term strategies and goals for 2014-2015

1. Science Day Project

Organize activities to promote and stimulate learning in science subjects at the primary and secondary level.

2. Science Classroom Project

Improve the science classroom in schools in the community with sufficient and ready-to-use equipment to facilitate learning.

Target : 5 school

Result : 5 school

Target : 2 school

Result : 2 school



Borisat Thai Kasikorn songkrow School



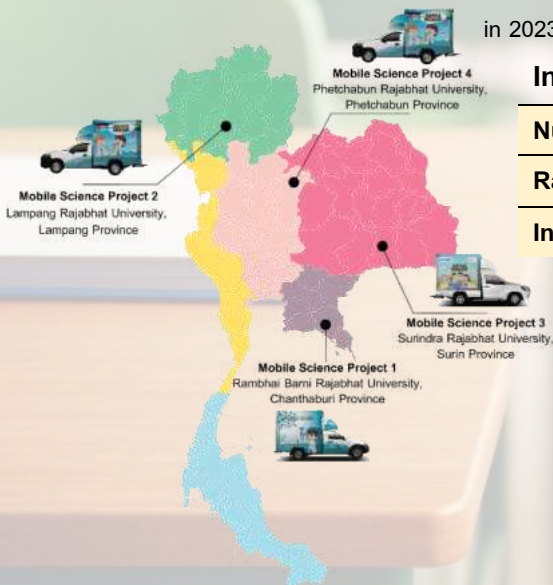
Wat Ban Na (Fin Witthayakom) School

Long-term strategies and goals for 2016 to present

“2016 - Present”

1. Mobile Science Project

Expand the results of science mobile vehicles from the first one to the 2nd to 4th vehicles in 2023, covering eastern, northern, upper and lower northeastern regions.



Indicators

Number of Mobile Vehicles Expansion	1 Vehicle per year
Rajabhat universities participating in the project	1 University per year
Innovation from project implementation	15 works

Benefits for Society

1. Students have the opportunity to access Active Learning teaching, with over 6,000 students benefiting from it each year.
2. Students receive funding to support innovation for over 30 schools per year.

Benefits for Business

Innovation in cosmetics and health

90 Products

2.The Smart Science Teacher Project

This project is an extension of Mobile Science Project aimed at developing the skills of science teachers in Active Learning approach.



Developing 70 science teachers in Active Learning teaching



3.Innovative Teacher Development Project

Innovation for Cosmetics Product



70 teachers attended the training
18 schools received knowledge transfer

4.Project to upgrade local innovators to the international level

The Company gives emphasis on the development of young people. It supports students in learning how to become innovators through the scientific and research process with an aim to originate local innovations that meet international standards under the theme of “Cosmetics & Health Products”. The process involved



1 Providing training to impart knowledge about innovation.



2 Selecting the best innovative products in the first round from 94 works to 30 works



3 Selecting the best innovative products in the second round to 18 works



4 finally announcing the top three winners of the competition



The Winner of Innovation Award
“Love Patch”
Phukhieo School, Chaiyaphum Province



The first-runner up of Innovation Award
“Nano-THANAKA waterless beauty”
Samakhiwitthayakom School, Chiang Rai Province



The second-runner up of Innovation Award
“Healthy Drink from Jackfruit Seeds”
Bansuanjananusorn School, Chonburi Province

Benefits for Society	Benefits for Business
Support the development of technology, research, and innovation at the national level	1. New Innovations created by young innovators in cosmetics and health, totaling more than 90 works
	2. Potential to be further developed and expanded into future product lines by more than 15 works

5.Scholarship Program for Scientists

Education plays a vital role in creating social opportunities and driving sustainable progress in society and the country. However, many talented young individuals lack the necessary funds to pursue their educational aspirations. Therefore, the Company has initiated a scholarship program to support the education of science teachers and scientists. The aim is to produce skilled professional with knowledge, ability, quality, and professional standards in their respective fields



The program offers one scholarship at Rambhai Barni Rajabhat University



The program offers three scholarships at Lampang Rajabhat University



The program offers one scholarship at Petchabun Rajabhat University

Totaling 5 scholarships
amounting to Baht 133,000 per year

6.Development of recognition device for visual impaired youth Project

S&J Company and Mahidol University Foundation have collaborated to develop a recognition device for visually impaired youth to donate to schools for the blind across the country. In 2023, the Company has donated 20 recognition devices to Pattaya Redemptorist School for the Blind in Chonburi Province



Total 120 devices
amounting to Baht 600,000 / year

Target 6 Projects
amounting to Baht 139,200

7.Hometown Development Volunteer Project

Objective : To encourage employee participation and raise awareness of the love for their hometown



Public Utilities	Public Health	Sport Equipment	Educational Equipment
 <p>Support drinking water dispensers at Kutsrawittayanukul School in Roi Et Province, worth Baht 20,000</p>	 <p>Renovate bathroom at Ban Ya Kha School in Nakorn Ratchasima Province, worth Baht 36,000</p>	 <p>Support sports equipment at Si Samoson Withthaya School in Chainat Province, worth Baht 20,000</p>	 <p>Support 31 student desks and 5 fans at the Children Development Center, Bueng Kan Province, worth Baht 20,000</p>  <p>Support 2 smart TVs at Khlong Song Kratiang School in Bangkok, worth Baht 20,000</p>  <p>Support 18 sets of tables and chairs at Buanoiwittaya School in Srisaket Province, worth Baht 25,200</p>

2. Animal Care and Assistance



1. Elderly Elephant Conservation Project



Under the slogan "Hungry & Sick Elephants, Helper is S&J"

The Company has a policy of redeeming the lives of elderly elephants who have worked hard and have health problems so that they can live happily toward the end of their lives without constraints. This policy also promotes the culture and careers of local mahouts in the community to have a career in raising elephants. In 2023, the Company expanded its network for the conservation of elderly elephants by partnering with companies in the Sahapat Group, whereby three companies have joined the network. Presently, there are five elderly elephants in the project



Namely Top
redeemed lives in
2022



Namely Boon Ruam
redeemed lives in
2022



Namely Mee Sith
redeemed lives in
2022



Namely Duangta
redeemed lives in
2023



Namely Duangjai
redeemed lives in
2023

Benefits for Society	Benefits for Business
Create career opportunities for mahouts in the community, starting in 2021, for more than 10 people	Indirectly promote the image and increase sales when doing business with foreign customers

2. Project to reduce the population of stray dogs and cats



The Company has implemented a project to reduce the population of stray dogs and cats, and reduce reproduction by providing sterilizing vasectomy and birth control injections. In addition, they also promote the health of pets in the community to receive vaccination against rabies and provide medication and supplements to ensure they stay in good health



Benefits for Society

- Reduce the population of stray dogs and cats by sterilizing vasectomy and birth control injections totalling 75 lives
- Vaccination against rabies totalling 175 lives

Category	Target 2023	Result 2023
1. Elephant		6
2. Cow/Buffalo	100 lives /year	48
3. Dog/Cat	200 lives/year	299
4. Poultry	1,500 lives /year	1,461
Total	1,800 lives /year	1,814

3. Environmental Development



1. Community Reforestation in a Low-Carbon Society Project : Terrestrial Ecosystems

In 2023, the Company collaborated with the Royal Forestry Department and local communities to undertake a reforestation project that focused on preventing forest encroachment and creating green space around the community. The project carried out the forest plantation on an area of 14 rai at Phu Kao-Phu Phan Kham National Park located in Nong Bua Lamphu Province



The 14-rai forest can help reduce CO₂ gas emission by **9.5 ton**

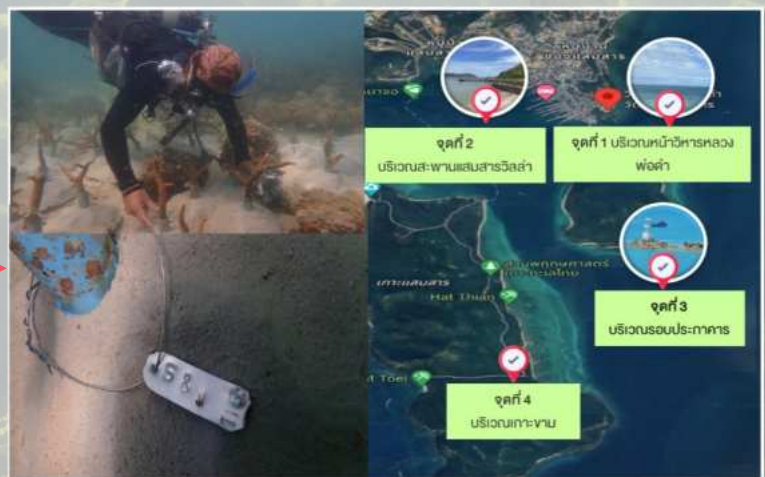


Benefits for Society	Benefits for Business
Sustainable community forest conservation	Greenhouse gas emissions reduction

2. Coral Conservation and Restoration Project : Marine Ecosystems



The Company has collaborated with the Marine Science and Conservation Camp in Samae San Subdistrict, Sattahip District, Chonburi Province since 2021 to carry out a project for coral conservation and restoration. The goal of this project is to restore the coastal coral reefs that play a vital role in the ecosystem. It is a nursery for marine life and a habitat for underwater creatures. **In 2023, the project has restored 900 coral reefs along the coast**



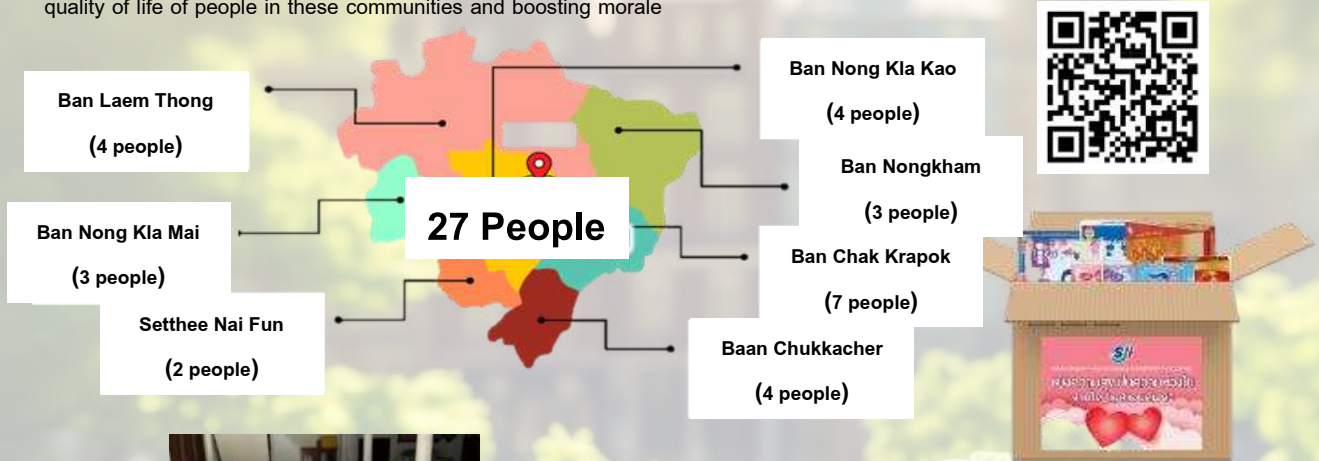
Benefits for Society	Benefits for Business
A balanced marine ecosystem can be developed into an eco-tourism village	Increased sales were achieved by addressing the needs of the marine ecosystem. (Sunscreen Sales > Baht 316 million)

4. Disadvantaged/ Elderly People



1. Bedridden Patients Care Project

The Company has organized activities to visit bedridden patients in the community and provide support to communities around the Sahapat Group. They have reached out to a total of 7 communities, for a total of 27 cases, with the aim of improving the quality of life of people in these communities and boosting morale



Benefits for Society
27 bedridden patients received donations worth Baht 50,000

2. Smile Sharing Creating Happiness The School for Elderly Project



The Company has provided support to the Rai Nueng Community School for the Elderly located in Sri Racha District, Chonburi Province. The project aims to provide lifelong learning, strengthen the community, and integrate its primary mission in academic services, social, teaching, and conservation



Benefits for Society
The elderly have equal access to education
>100 people / year

3. You Can Save Project

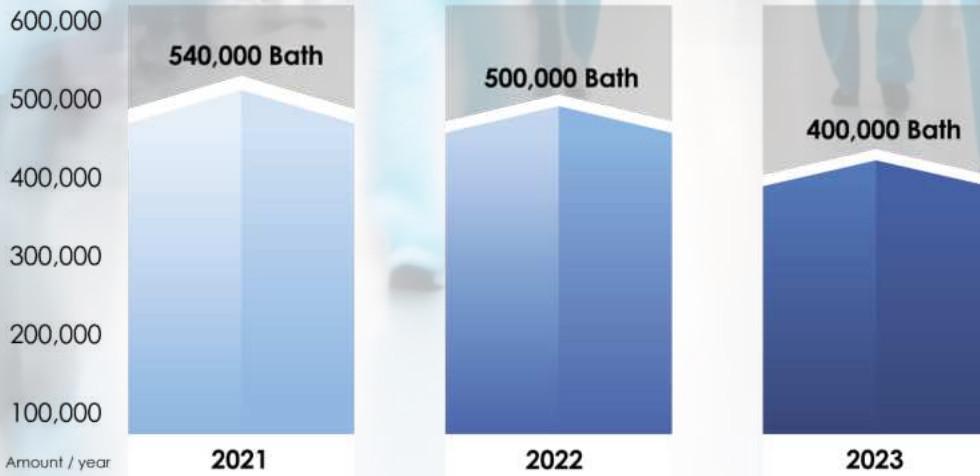


The Company has supported the budget for the purchase of medical equipment and appliances community hospitals, To reduce inequalities in health which has increased the access to medical equipment for the elderly in the community hospital area

The Company has provided support to hospitals since 2021-2023



Total donation is amounted since 2021-2023



Benefits for Society

Opportunity to have equal access to medical care for underprivileged patients **>500 patients / year**

5. CONTINUATION OF BUDDHISM

Buddhist activities are one of the activities that the Company collaborates with to provide employees the opportunity to make merit and enhance the spiritual growth. It also fosters awareness of generosity and the continuation of Buddhist teachings

1. Merit Making on Special Occasions

Songkran Day



Mother's Day



Navamindra the Great Day



Father's Day



2. Kathin Samakkhi Project

The Company participated in the Kathin Samakkhi ceremony at Wat Pa Wang Nam Yen Temple located in Ban Khok Sa-at, Hor Kham Subdistrict, Mueang Bueng Kan District, Bueng Kan Province. The purpose was to contribute to the groundwater drilling and installation of water storage tanks, along with a water pipe system within the temple



Total Donation of Baht 592,372



GRI
Content
Index

GRI content index

Indicator	Descriptions	Page
GRI 102 : General Disclosures		
Organizational profile		
GRI 102-1	Name of the organization	3
GRI 102-2	Activities, brands, products, and services	3
GRI 102-3	Location of headquarters	3
GRI 102-4	Location of operations	3
GRI 102-5	Ownership and legal form	8
GRI 102-6	Markets served	3
GRI 102-7	Scale of the organization	3,6
GRI 102-8	Information on employees and other workers	3,19,20
GRI 102-9	Supply chain	7
GRI 102-10	Significant changes to the organization and its supply chain	B,75
GRI 102-11	Precautionary Principle or approach	58-63
GRI 102-12	External initiatives	55-57
GRI 102-13	Membership of associations	55
Strategy		
GRI 102-14	Statement from senior decision-maker	A-B
GRI 102-15	Key impacts, risks, and opportunities	58-63
Ethics and integrity		
GRI 102-16	Values, principles, standards, and norms of behavior	4,51-54
GRI 102-17	Mechanisms for advice and concerns about ethics	51-57
Governance		
GRI 102-18	Governance structure	8
GRI 102-19	Delegating authority	-
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	51-54
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	10-12
GRI 102-22	Composition of the highest governance body and its committees	8
GRI 102-23	Chair of the highest governance body	A-B
GRI 102-24	Nominating and selecting the highest governance body	51-54
GRI 102-25	Conflicts of interest	1-Report
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	51-54
GRI 102-27	Collective knowledge of highest governance body	51-54
GRI 102-28	Evaluating the highest governance body's performance	53
GRI 102-29	Identifying and managing economic, environmental, and social impacts	58-63
GRI 102-30	Effectiveness of risk management processes	58-63
GRI 102-31	Review of economic, environmental, and social topics	4-6
GRI 102-32	Highest governance body's role in sustainability reporting	51-54
GRI 102-33	Communicating critical concerns	48-49,60-61
GRI 102-34	Nature and total number of critical concerns	-
GRI 102-35	Remuneration policies	33
GRI 102-36	Process for determining remuneration	33
GRI 102-37	Stakeholders' involvement in remuneration	33
GRI 102-38	Annual total compensation ratio	6
GRI 102-39	Percentage increase in annual total compensation ratio	-

GRI content index

Indicator	Descriptions	Page
Stakeholder engagement		
GRI 102-40	List of stakeholder groups	10
GRI 102-41	Collective bargaining agreements	-
GRI 102-42	Identifying and selecting stakeholders	10
GRI 102-43	Approach to stakeholder engagement	11-12,110
GRI 102-44	Key topics and concerns raised	13-15
Reporting practice		
GRI 102-45	Entities included in the consolidated financial statements	3
GRI 102-46	Defining report content and topic Boundaries	9
GRI 102-47	List of material topics	14
GRI 102-48	Restatements of information	9
GRI 102-49	Changes in reporting	9
GRI 102-50	Reporting period	9
GRI 102-51	Date of most recent report	9
GRI 102-52	Reporting cycle	9
GRI 102-53	Contact point for questions regarding the report	9
GRI 102-54	Claims of reporting in accordance with the GRI Standards	9
GRI 102-55	GRI content index	119-121
GRI 102-56	External assurance	-
GRI 200 : Economic		
GRI 201 : Economic Performance		
GRI 103 :	Management Approach	13
GRI 201-1	Direct economic value generated and distributed	13-14
GRI 205 : Anti-corruption		
GRI 103 :	Management Approach	55-57
GRI 205-3	Confirmed incidents of corruption and actions taken	55-57
GRI 300 : Environmental		
GRI 301 : Materials		
GRI 103 : Management Approach		
GRI 301.1	Materials used by weight or volume	101-107
GRI 301.2	Recycled input materials used	101-107
GRI 302 : Energy		
GRI 103 : Management Approach		
GRI 302-1	Energy consumption within the organization	101-102
GRI 302-3	Energy intensity	102
GRI 302-4	Reduction of energy consumption	101-102
GRI 303 : Water and Effluents		
GRI 103 : Management Approach		
GRI 303-3	"Water withdrawal"	102-103
GRI 303-4	"Water discharge"	102-103
GRI 303-5	Water consumption	102-103

GRI content index

Indicator	Descriptions	Page
GRI 305 : Emissions		
GRI 103 : Management Approach		
GRI 305-1	Direct (Scope 1) GHG emissions	103
GRI 305-2	Energy indirect (Scope 2) GHG emissions	103
GRI 305-4	GHG emissions intensity	103
GRI 305-5	Reduction of GHG emissions	101
GRI 306 : Effluents and Waste		
GRI 103 : Management Approach		
GRI 306-1	Water discharge by quality and destination	102-103
GRI 306-2	Waste by type and disposal method	104-107
GRI 306-5	Water bodies affected by water discharges and/or runoff	102-103
GRI 307 : Environmental Compliance		
GRI 103 : Management Approach		
GRI 307-1	Non-compliance with environmental laws and regulations	-
GRI 308 : Supplier Environmental Assessment		
GRI 103 : Management Approach		
GRI 308-1	New suppliers that were screened using environmental criteria	76-77
GRI 400 : Social		
GRI 401 : Employment		
GRI 103 : Management Approach		
GRI 401-1	New employee hires and employee turnover	19-20
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	33
GRI 403 : Occupational Health and Safety		
GRI 103 : Management Approach		
GRI 403-4	"Worker participation, consultation, and communication on occupational health and safety"	42-47
GRI 403-5	"Worker training on occupational health and safety"	45
GRI 403-9	Work-related injuries	42-43
GRI 404 : Training and Education		
GRI 103 : Management Approach		
GRI 404-1	Average hours of training per year per employee	22
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	22
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	22-26
GRI 406 : Non-discrimination		
GRI 103 : Management Approach		
GRI 406-1	Incidents of discrimination and corrective actions taken	34-38
GRI 414 : Supplier Social Assessment		
GRI 103 : Management Approach		
GRI 414-1	New suppliers that were screened using social criteria	77-78
GRI 419: Social Economic Compliance		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	-





SJi S&J INTERNATIONAL
ENTERPRISES PUBLIC
COMPANY LIMITED