

รายงานประจำปี 2561
ANNUAL REPORT 2018



STEELABILITY STRUCTURE OF
INNOVATION

บริษัท ค้าเหล็กไทย จำกัด (มหาชน)
THAI METAL TRADE PUBLIC COMPANY LIMITED

Corporate Social Responsibility Report



Corporate Social Responsibility Policy :

The Company conducts its business with concern of all consequences which impacts to all stakeholders on the basis of good morality and business ethics as well as human rights respect. The Company strives to produce and deliver the best quality products and services along with environmental and social responsibility which is not just only complies to those related laws and regulations. The Company also realizes that continuity of improvement and development will establish the sustainability of business and social responsibility.

Corporate Social Responsibility Operations :

The Company has deployed the guideline of corporate social responsibility policy into all business operations as the following;

1. Fair and good governance conduct

The Company commits to conduct its business in compliance with principles of good corporate governance based on responsibility, transparency and honesty according to the Company's business code of conduct which is the guideline for Directors, Executives and all staff to treat all parties such as

customers, staff, business alliances and competitors, community, society and environment safely and fairly. This policy and code of conduct have been delivered and communicated to all staffs for their daily operation compliance.

2. Anti-Corruption

All the Company's staff including Directors and Managements has to perform their duties and responsibility in accordance with good corporate governance conduct and strictly comply with the relevant laws and regulations. All staff must not participate or involve in any fraud or corrupted transaction directly or indirectly and also will not provide or accept any benefits or offers that value much more than the good moral traditional practice.

In year 2018, Anti-Corruption Committee has deployed the policies and measures which was scheduled to report to the Audit Committee and the Board as follows;

Item	Report to the Audit Committee and Board
1. Summary of the policy implementation	Every Year
2. Summary of the donation of gifts and supports	Every Year
3. Summary of the receipt of gifts and supports	Every Year
4. Summary of the issues from whistle-blowing and complaints (including corrective action or punishment).	Report Immediately
5. Other related issues	Every Year

Which the details of its implementation are as follows;

1. Provided training courses and communication for all level of staff to clarify the best practice to prevent and act against corruption, and also provide a self e-learning system for employees. In 2018, the training was provided for new employees 492 people.
2. Reviewed the corruption risks and improve the procedures for internal control and preventive corruption risks.
3. There are no complaints or Corruption case in 2018.
4. Reported summary of the donation, gifts and supports, both give and take transactions to the Audit Committee and the Board.

TMT has been certified a membership of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) on August 18, 2017

3. Human Rights Respect

The human rights respect is a part in business code of conduct which promotes the Company to concern and respect the human rights of all employees as well as avoiding any actions that may cause human rights violation such as illegal employment, non-permitted alien workers and child labor, or any supports that may cause the illegal or immoral action.

4. Fair Employment and Treatment

The Company has an employee benefits policy for short term and long term. The short term benefits are considered according to the employment conditions, competency and job responsibility comparing fairly and properly with the operating

result and other companies in the same industry. By the way, the provident fund is also provided as a long term benefits. In 2018 the Company approved to increase the provident fund rate for the employer's portion into the employee's provident fund according to the service years of employees and revoked the ineligible employee's provident fund membership of whom had already redeemed its fund in the past can re-apply for a new membership.

5. Responsibility to Customers

The Company delivers its products and services to customers with reliable responsibility that it must meet the customer's expected value and quality. Meanwhile, the information for customer's decision should be provided correctly and properly as well as the business conditions and commitment must be fulfilled and maintained. Therefore, the Company always emphasizes on quality control and verifies its products and services that should be handled through the most reliable production process and complied with agreed standards.

6. Environmental Responsibility

The environmental responsibility is a part of business conduct that must be taking care along with the business operations. The Company promotes and educates its employees this responsibility should be a part of daily operation and life, avoiding any actions that may cause the pollution or inefficiency in energy usage and must be strictly complied with environmental laws and regulations.

7. Community and Social Development

The Company prioritizes the social responsibility as a major role which must be conducted along with its normal business functions. Any activities which benefits and values to the nearby community will be supported and also be encouraged to the employee to share and participate in order to create and establish the mutual sustainability of well-being society.

8. Innovation and its sharing from the operation of social responsibility

Innovation is one of major key successes in business sustainability which will create and improve the competitiveness. With this belief, the Company promotes and encourages all staff to challenge its innovative ideas which values and create efficiency in job operation, with or without tools. In 2018, TMT has introduced our new product, STAY FLAT, using state-of-the-art stretcher leveling technology from USA. It's a new era of excellent flatness of steel sheet which was completed in the fourth quarter of 2018 and increase production capacity by 60,000 tons per year.

Stakeholders of Social Responsibility

The company has reviewed and analyzed the impact of stakeholders on a regular basis. In year 2018, the Company has considered that the stakeholders who will be affected from its operation were categorized as the followings;

Customers : The Company recognizes that Customers are the key influencer of success and growth of the business, therefore, the customer satisfaction is an important priority to respond. In year 2018, the customer satisfaction for quality and services survey resulted of 84.40% and 85.80% respectively, which respondents were satisfied at high to highest level. For those, if any, results which were not at the target level or any recommendations from the survey, the Company will explore the cause and improve or develop further to meet with their expectations. The Company also provided the trainings to Customers for steel knowledge to apply for their proper steel usage according to the industrial standards.

Employees : As of 31 December 2018, the Company has a total of 1,116 staffs; 770 Male and 346 Female, increased of 101 or 9.95% from last year. As a valuable resource, the Company promotes and supports all staff to achieve a better quality of work life and opportunity for career progress. Recruiting staff is considered based on qualification, skills, knowledge, ability and attitude which is qualified and suitable for the job and organization. The improvement for staff welfare was implemented such as; TMT Scholarship for Employee's children Program, TMT Market place for employees to buy good quality products at a cheap price from local suppliers which promote the suppliers in nearby community and assist the disabled person in selling their products without any cost.

Shareholders : The Company realizes that the rights of shareholder, as the Company's owner, should be treated in compliance with the principle of good governance. Besides the communication through the Annual General Meeting of shareholders, the Company also discloses all important information through the SET network and TMT's website as well as the channel to reach the independent directors and IR contact person directly. The analyst meeting was also convened in every quarter of the year to share the business information for investors' view.

Trading Partners : Trading Partners are the important parties in TMT business supply chain, providing valuable materials and services that assists TMT to deliver the best solution to the industry. The success key factors to build the sustainable relationship among the partners are Fairness and Reliability which are always the way of TMT's operation. The Code of Conduct for Trading Partners also provides for the best practice and understanding of doing business together as well as the direct channel to send the recommendation or any complaints which may have through the web site to assure the independency and sustain the best relationship.

Community and Society : The Company has supported activities and equipment that benefit the community and society. In 2018, the Company organized activity of “TMT RUN for Determination 2018” by donating all incomes (without deducting of any expenses) to Wang Noi Hospital. “TMT Charity for Life” project for employees to donate their blood with National Blood Service Office, Lopburi province. Supporting the prize for children in the National Children’s Day activity for Tambon Lam Sai, Wang Noi District NIE Centre. Sponsoring structural steel for Chula rural development club to use in construction of general purpose building for Wat Sripracha school and Wat Yommana tamtham school.

Environment : The Company has operated its business by mainly emphasizing on the environment, supported and promoted to take part in natural resources and energy conservation. In year 2018, the Company has environmental activities as follows;

- the Company completed the Solar Rooftop project on an area of 21,200 square meters, capable of producing 2.5 megawatts of electricity and reducing carbon dioxide emissions by 2,065 tons per annual
- Provided the examination of air quality, wastewater quality and noise levels from all production process, the results of these investigation are in accordance with the legal standards.
- TMT has been certified “Green Industry” third level : Green System from Industrial Ministry for the Company who performs systematic environmental management, including the monitoring, evaluation and review for continuous improvement.
- TMT has been certified standard of Carbon Footprint from Thailand Greenhouse Gas Management Organization (Public Organization) as to be a part of private organization who reduce the greenhouse gases emission from all activities directly or indirectly in order to

utilize an effective power consumption and environmental protection. TMT also received the Carbon Footprint Certification Mark for black steel sheet, C-Channel, cold formed steel rectangular pipe and cold formed steel black steel pipe.

As the result from its activities of Corporate Social Responsibility, in 2018, the Company received the CSR-DIW Continuous Award 2018 from Department of Industrial Work. The awards and certificates were given to the Company that has developed and maintained the Corporate Social Responsibility activities continuously which was the fifth consecutive year.

Activities for society and environment (After process) : “National Children’s Day” (Jan 18)

The Company celebrated 2018 National Children’s Day by supporting the activities for children together with local governmental authorities. This year, TMT joined the activities with Tambon Lam Sai, Wang Noi District NIE Centre, Wat Sripracha school and Wat Yommana-tamtham school.

“Waste creates Merit” (Jan 18)

The Company encourages employees to be aware of public responsibility and environmental care by promoting the waste separation and keeping into its proper storage which not only builds the cleanliness in workplace but also can easily sell the waste and returns these money back to support disable people, elderly person, bed bound patient and the poor in nearby community.

“TMT Scholarship for Employee’s children” Project (May 18)

The Company has supported and provided the educational opportunities for employee’s children which in 2018, 11 scholarships were given to qualified employee’s children, divided into 5 scholarships for elementary education level, 4 scholarships for secondary education level and 2 scholarships for high school level.

Structural steel sponsor for Chula - Rural Development Club (Jun 18)

To build a multi-purpose building for Bannasadao School at Nonghee Subdistrict, Nakhonphanom Province for promoting the importance of education as well as creating the benefit for the society.

Collaboration between TMT and Lopburi Technical College (Jun 18)

TMT has signed a memorandum of understanding with Lopburi Technical College to promote bilateral vocational education and providing the working experience for those student to learn in a real workplace.

Sports equipment support for Wichian Klinsukhon Uppatham School (Jul 18)

TMT Provided sports equipment support to students for using in the sport day 2018.

TMT Charity for Life 2018 (Apr and Aug 18)

TMT has organized the 2nd year of TMT Charity for Life 2018 project to encourage its executives and employees to donate blood for helping society with the National Blood Service Office, Lopburi Province.

Safety Week (Aug 18)

This activity was held with the Committee of Occupational Safety to encourage and support employees for safety awareness in work and life to secure them from any accidents or unexpected risks

TMT RUN for Determination 2018 (Sep 18)

This activity represented the unity and power of TMT Staffs by walking and running together to show the core value of Determination and participate in making merit by donating all income from this event (without deducting any expenses) to Wang Noi Hospital.

Annual Health Check-Up (Dec 18)

The Company realizes that staff of the company is one of the most important key success. Therefore, the Company provides many welfares as well as annual health check-up for its employees together with health care guides by the doctors.

“Chak Rongrian Soo Rong Lhek” (From School to Steel) (In 2018)

Professor and Students from Faculty of Architecture of Kasetsart University, Faculty of Law University of the Thai Chamber of Commerce, Faculty of Science and Technology of Phranakhon Si Ayutthaya Rajabhat University, Faculty of Engineering Khonkaen University, Tha Luang Cement Thai Anusorn Technical College Saraburi, Faculty of Medicine Thammasat University, Faculty of Architecture Silpakorn University, Rajamangala University of Technology Krungthep, Department of Industrial Technology and Department of Industrial Education and Technical Education Lopburi Technical College and Sirindhorn International Institute of Technology Thammasat University visited TMT Knowledge Center and production plants. The objective is to understand the production process under TISI standard, international standard practice for testing procedure in laboratory and also occupational health and safety care management.

Training for student interns (during the year 2018)

TMT strives to be a learning center for the Educational Institution and other local communities and authorities. In 2018, there are students from several institutions joined a training program with the Company, and expected that they will be able to deploy in their study and working effectively in the future. In 2018, there were 120 student interns; 29 interns from bachelor level, 88 interns from high vocational level and 3 interns from vocational level.



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