

Corporate Social Responsibility (CSR) after Process

Activities for social and community responsibility and activities to help local communities, societies and government agencies in 2018 are as follows:

- **Chong Sarika Nai Temple, Lopburi:** The Company has provided refrigerators and gifts from merit making of employees of the Company total value of THB 6,000, and gave 60 packs of drinking water (THB 2,100) to contribute to charity activities and gilded with pearl in front of the Buddha image in the temple on 5 February 2018. In addition, the Company has joined the activity of making merit for good relationship with the villagers by donating 40 packs of drinking water (THB 1,400) and collecting money for making merit of the Company and employees in the amount of THB 30,000.



- **Children’s Day, Chong Sarika Sub-district, Phatthana Nikhom District, Lopburi:** On 13 January 2018, the Company has provided food and present (bicycle) total value of THB 9,000 to children and attendees for eating during the activity.



- **Project for improving the quality of life and income by having a school-centered (School Bird Project):** To promote and reform education. Create a school for the community. Applying sufficiency economy principles to make practical use and arrange the school to be a center for providing basic agricultural knowledge. Resulting in the development of economic and social quality. The director of Ban Nong Pho School is having a lemon planting project in the pit pond, making mushroom cultivation for the villagers and those who are interested can apply the knowledge obtained from the school to apply in life according to the principle of sufficiency economy. The Company considers that this project to be a support for agriculture and able to give knowledge to the villagers. Therefore, the Company provided 3 cars of crushed rock (total value of THB 8,100) to adjust the area to Ban Nong Pho School which will facilitate the project.



- **Project for developing and repairing road**

- 1) The main entrance road in front of the factory and the road behind the factory was a pit which may cause accidents. The Company has coordinated to request for permission to repair roads with the Chong Sarika Subdistrict Administration Organization. In the repairing of this road, the Company brought the remaining concrete mortar from the construction work come to fill the road hole. After completion, employees, villagers and route users are more convenient and safer to use the road which can help reduce road accidents.



- 2) Entrance - Exit road of Soi 17 Sai 2 left side, Amphoe Phatthana Nikhom, Lop Buri had a low appearance when it reached the rainy season causing flooding. Students travel to a school difficult. The Company therefore arranged the car and under side stone to the school. With nearby villagers were bringing a tractor to help repairing surface of the road to be able to travel easily and safely.



- **Project for New Year's gift to Phatthana Nikhom Provincial Police:** The Company has supported prize budget as fans and rice cookers in order to participate in the New Year Party event of Phatthana Nikhom Provincial Police. By thanking police officers who had perform their duties during the New Year festival and to take good care of the Company.



- **Project to support an event of King Narai, Lopburi:** For the people of Thailand and both Thai and foreign tourists together to honor the King Narai and conserve the good culture of the local area. The event was held between 10-18 February 2018. The highlight of the event was the dressing of the entire Thai city. An exhibition simulating the atmosphere back to the glory of King Narai. Have organized performances in local arts and culture in order for the people to visit. The Company recognizes the importance of organizing activities of the province and support tourism. Therefore, the Company provide money to support the budget so that the province can continue to organize good activities.



- **Supporting community activities by providing money in appropriate**

- 1) Songkran Festival at Chong Sarika Sub-District Administration Organization, Lopburi: The Company provide money to do activities; Project of development elderly quality of life and inherit the Songkran Festival at the multipurpose building, Chong Sarika Sub-District Administrative Organization.
- 2) Improving the auditorium, Chaloem Phra Kiat District, Saraburi.
- 3) Songkran Festival, pouring scented water onto our parents' and grandparents' hands at Khao Khao Nuea Community, Phra Phutthabat District, Saraburi.
- 4) Songkran Festival, Moo 11 Chong Sarika Subdistrict, Lopburi.



- **Project to helping Khao Khao Nuea Community which living beside the factory of the Company, Na Phralan Branch:** The Company has given rice to the villagers to create a good friendship with communities in the vicinity around our factory.

February 2018 - given rice 15 kilogram, totaling 52 bags (@THB 530/bag), total value of THB 11,960
 August 2018 - given rice 15 kilogram, totaling 52 bags (@THB 530/bag), total value of THB 11,960
 November 2018 - given rice 15 kilogram, totaling 52 bags (@THB 530/bag), total value of THB 11,960



- **Project for the Meeting of the Thai Sustainable Community Project**

The Company went to the Meeting and provided drinking water to villagers who attend the Meeting of the Thai Sustainable Community Project, Huai Pa Wai Sub-district. By the team of operating sets of working groups (12 people) to drive the development of the country according to the Thai Sustainable Community Project, Huay Pa Wai Sub-district, has driven the 1st stage activity, the confession stage, the friendship at the multi-purpose hall, Sri Chom Thong Temple, Baan Tinnon Tai, Moo 11, Huai Pa Wai Sub-district. By the operating team inquired about the life and occupation of people in the area, analysis of problems for households/individuals, find needs of the people/villages as well as exploring needs/problems, prioritize problems to find guidelines/measures/proposals/projects/activities and budget from relevant agencies to solve problems/needs for people in the area. There were 96 people attending the Meeting. The Company provided 30 packs of drinking water (total value of THB 2,000).



○ **Project to support drinking water for other charity work**

- On 10 March 2018: Charity Run Mini Haft Marathon, Phra Ramesuan Stadium, Lopburi. The Company provided 2,400 bottles of water (total value of THB 7,000) for runners and participants. The CSR team participated in this charity run also.



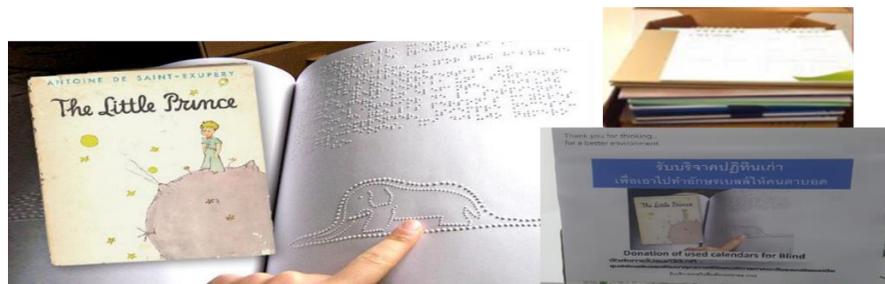
- On 11 April 2018: The Company provided drinking water at public service point, the secondary inspection point in front of the municipal office, Huai Pa Wai Subdistrict and the Sai Si intersection, Chong Sarika Sub-district to support the campaign to prevent and reduce accidents on the road during the Songkran Festival between 12-16 April 2018. The Company provided 90 packs of drinking (total value of THB 3,150).



- **Participate in construction of dam to slow down water, continuing the royal initiative in accordance with the principles of sufficiency economy:** The Company provided 2 cars of underside stone to technician team from Chong Sarika Sub-District Administrative Organization for construction of weir to slow down water at Tor-yang House, Moo 6, Chong Sarika Subdistrict, Lopburi. At the same time, the volunteer staff of the Company joined the construction of the dam with the Chong Sasika Subdistrict Administration Organization, village headman and villagers in the community. In addition, the Company has provided 42 packs of drinking water (total value of THB 1,470) to those who participate with.

○ **Activities for Environment**

- Employees of the Company has compiled old calendars of the year 2017 to Institute for the Promotion and Development of the Blind Northeast to make the bell letter to blind people.



- Employees of the Company has collected glasses of hard plastic used and sent to the Sirinart Rajini Ecosystem Learning Center for use in breeding wetlands.



- Organize a charity event to the King Bhumibol Adulyadej, King Rama IX, on the occasion of the anniversary of the demise on 13 October 2018 and together swept temple yard on Friday 12 October 2018 at Phasukmanee Chak Temple. The Company made merit and purchased cleaning equipment total value of THB 5,258.



○ Activities for Employees

Annual staff health check-ups

Health of staff is important for working effectively and efficiently. Originally, the Company provided annual health check-ups based on risk factors in working. But in this year, the Company added a health check-up program for the employees aged 40 years or more due to possible risk of having underlying diseases because of age such as diabetes, kidney disease, heart disease or certain cancers. The purpose is to allow this staff group at risk to watch over health.

Labor Relations Management.

The Company aims to build a sense of unity among employees and executives to work as a team, love and generosity like a family member, and understanding and positive thought. Particularly, there is a conflict or misunderstanding between colleagues, leaders and followers, executives and employees, this will help reduce such issues. If everyone in the company works together with good attitude and positive thought, care and helping each other, it will create happiness and pleasure at work.

Thus, the Company organizes various activities to build healthy relationships between employees at all levels, include:

We are the same family

Family is the employees' source of happiness, as a part to boost employees' morale. If employees feel safe and secure, the employees will dedicate to produce higher quality work.

- The Company has provided the family welfare for family, who lost a family member (employee), included in the group life insurance. In the event of an employee death, his/her family will receive compensation

from the provided life insurance company. This compensation can be used to support the family, occupational investment for the family security.

- The Company arranges a team to visit their employee whose absence due to illness. The supervisors and their colleagues/HR team will bring some gifts for the patient at home or at the hospital to cheer up and help follow-up the treatment continuously. This will help prevent the feeling of abandonment and create a positive impression with his/her colleagues.

- The Company provided grants for cremation work for family members who died which to bring money to help organize the cremation work.

Building healthy work relationships

In order to successfully create the understanding, positive attitudes and behavior changes in the shared working environment, accept other people difference, develop the potential in people, open up to each other, and build good relationships with colleagues, the employees should have opportunities to participate in the joyful activities to build good relationships with each other. Therefore, the Company provides the “Building healthy work relationships” activities on annual basis, including New Year's Day, Songkran Festival, Outing, to enable employees to join and feel relaxed from their roles and duties.

New Year's Day

The Event of New Year's Day is one of the activities to engage employees from all of departments. This event allows employees get to know each other throughout the following activities;

- o *The Merit Making Ceremony with Monks* in the Morning which all employee can joint to make a merit for their own sake for New Year.



- o **New Year Night Party**, in this year, the activity turns into an evening to match the winter atmosphere. It made happiness, smiles and impresses to all executives , employees and all participants.



Ongoing Training

The Company has provided an annual training plan and domestic and overseas observation tours for employees as necessary and appropriate, in order to enhance their skills needed to execute job duties and increase more training courses for employee improvement.

Type of Training	2018	2017	2016
Public Training (Hours)	690	309	300
Number of Courses	34	16	25
Number of Persons	58	40	41
Average training hours per persons	11.90	8	7
Training Expenses (THB)	200,000	90,300	47,900
In-house training (Hours)	2,349	2,093	2,736
Number of Courses	9	9	9
Number of Persons	212	249	256

Type of Training	2018	2017	2016
Average training hours per persons	11.08	8	11
Training Expenses (THB)	58,500	103,000	70,600
Total Number of Courses	43	25	34
Total Number of Persons	270	289	297
Total of Training Hours	3,039	2,402	3,036
Average training hours per persons	11.26	8	10
Total training Expenses (THB)	258,500	193,300	118,500

Training Course	Training Houses		
	2018	2017	2016
Language and Communication	225	420	570
Productivities & Efficiency	714	12	498
Rules, Regulation and Laws	84	153	51
Health Safety & Environment	762	1092	637
Personnel Management	30	0	339
Preventive Maintenance	0	138	90
ISO standard: Requirement and Risk Assessment	540	12	468
Specific on the job skill via purchasing, Forklift	552	12	324
Accounting & Financial & BOI tax benefit	36	15	30
Directors Course, CG, Anti-corruption, IR, Disclosure, CSR, DAP, DCP etc.	96	36	28.5
Others (Specific on the job skill)		512	
Total Hours of Training	3,039	2,402	3,036

○ Organization and Innovation Development

The Company has the vision to be a leader in production and distribution of lime and calcium carbonate by developing technology and manufacturing innovation knowledge management in the organization to meet the needs of customers. On the basis of giving importance to society and environment including the interests of those who have been involved.

The elements of driving the organization into an organization of innovation comprising the following 5 important dimensions:

Dimension 1: Strategic Dimension

Focus on clear perspectives in setting goals for innovation including strategies for transferring innovation goals to internal departments to understand the importance and be able to formulate guidelines for innovation development in line with the business goals of organization.

Dimension 2: Structures

Focus on strategies for learning and commitment to building a mutually beneficial business including cooperation in the operation, communication between personnel and decentralization in administration and operation within the organization.

Dimension 3: Support

Focus on supporting innovation development in terms of finance, time, technology as well as creating and distributing knowledge and skills for people in the process of innovation management.

Dimension 4: Climate

Focus on the process of managing and developing human resources in order to support the perspective and understanding of the connections of job characteristics in different departments in the organization by nurturing

the development of models for assessing the potential of human resources and creating an atmosphere that is conducive to the development of creativity within the organization.

Dimension 5: Culture

Focus on encouraging employees in the organization to think outside the box and focus on creating new ideas, such as setting challenging goals, dare to accept risks and can accept errors arising from the development of innovation, considered as part of the learning process, accepting comments and feedback from employees and rational arguments along with the preparation process for future changes.

The Company has been promoted and sponsored by Carmeuse and GP Group, a group of major shareholders of the Company in the functional structure. By exchanging knowledge with each other including working with affiliates of the Company and various external agencies

The Company promotes innovation development which can be summarized as follows:

- Reducing gas and waste generation from the lime production process by burning lime with high temperature (Hard Burnt Lime)
- Develop new product to create value added for the lime by applying lime kiln dust which is a waste from the production process to develop into a brick.
- Improving and modifying autoclaved aerated bricks to meet the needs of customers.

In addition, the Company has established a subsidiary company, Golden Lime Engineering Company Limited (GLE) for engineering consulting services and drawing designs production and distribution of the machinery and equipment including advisory services and advice to customers in order to generate income other than the production and distribution of lime only.

In 2018, the Company joined project organized by the National Innovation Agency (Public Organization) together with the Stock Exchange of Thailand which the project submitted for consideration is the development of lime kiln in the brand EOD, which the Company has developed the design including the production of such kiln parts for sale on behalf of Golden Lime Public Company Limited and has already sold 2 kilns, including the development of parts production and the installation of the EOD (K7) 1 kiln to use inside the plant, which has been considered to be awarded with the certificate of innovation development ability and innovation organization.



In addition, the Company aims to develop a design of 300 tons of lime kiln per day which will be a new innovation for the Company and to increase the number of products sold to customers in the future from the past that the Company having only 150 tons of kilns per day. By this new innovation, in addition to being a larger size kiln, there are also improvements in the production control system. Which a larger furnace can allow customers to receive economies of scale, which is an advantage that occurs when customers are able to produce a greater number of products, resulting in higher average production costs lower units can be added. This innovation will also increase the remote control, which can greatly reduce the production cost of the factory and at the same time improve the quality of the lime compared to the conventional production control.

