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รายงานความยั่งยืน

MMG Sustainability Report 2019



MMG

Moving forward to Sustainability

ก้าวไปสู่ความสำเร็จที่ยั่งยืน

Table of Contents

01 Message from Chief Executive Officer	01
02 Vision and Mission	02
03 Organizational Culture and Value	03
04 General Information of the Company	04
05 Products and Services	06
06 Organization's Management Structure	07
07 Principle of Management for Sustainability	08
08 Operations of Company's Stakeholders	11
09 Important Issues for Sustainable Development	13
10 Sustainability Report Provision	15
11 Risk Management and Internal Control of the Company	16
12 Corruption Prevention and Anti-corruption	19
13 Measures and Channels for Information or Complaint	22
14 Universal Measures and Awards of Pride	23
15 Research, Development and Improvement Project	27
16 CSR and Community and Society Development	29
17 Annual Overall Operation	33
18 GRI Content Index	43



MMG

ก้าวไปสู่ความสำเร็จที่ยั่งยืน
MMG Moving forward to Sustainability



นายพิทยา ตันติพิริยะกิจ
PITAYA TANTIPIRIYAKIJ

PRESIDENT

MUANG MAI GUTHRIE PUBLIC COMPANY LIMITED

This year, the Company commenced operations in the system of FSC CoC (Forest Stewardship Council: Chain of Custody Certification) to express determination in not supporting illegal deforestation or illegal trading related to wood or products. Additionally, the Company will not take any actions that violate fundamental principles of the main convention of the International Labor Organization (ILO) and the principles of fundamental rights in working. Plus, the Company started provision of the occupational health and safety system in accordance with ISO 45001 and environmental management system as per ISO 14001.

Apart from business operation, the Company focuses on operation of corporate social responsibility policy (CSR) such as distributing clean water to drought victims around the factory, granting scholarship etc., for sustainability of the business and the community.

Message from President

In 2019, the economic situation at world and national levels was decelerated continuously leading to the company's business operations encountering challenges, especially for natural rubber industry due to fluctuation of natural rubber price all year long. The price of rubber extremely rose because of the dry weather in the first half of the year while in the second half of the year, the rubber's price declined. For business operation, the Company was committed to operate its business based on sustainability with emphasis on quality, production effectiveness, cost and risk management to be suitable with and in response to changing needs under good and sustainable corporate governance.



วิสัยทัศน์ (VISION)

“
To be a producer of high-
quality concentrate latex,
Skim block and ENR rubber
to respond needs and
satisfaction of customers and
stakeholders
”



พันธกิจ (MISSION)



Manufacture products with higher
quality than general standard



Emphasize and develop
personnel to have potentials
and effectiveness in working



Cooperate with stakeholders
and be responsible for society,
and environment for
sustainable common success



ข้อมูลทั่วไปของบริษัท

(ABOUT COMPANY)

Muang Mai Guthrie Public Company Limited

or MMG was established on 19th March 1996.

The date of public limited company registration is 12th May 2005

Registration No.: 0107548000331



We operate the business of manufacturing and distributing primary processed rubber products, concentrate latex, ENR, skim block and compo block under the trademark “DYNATHAI” with registration of copyright and trademark from the Department of Intellectual Property with registered capital of 340,000,000 Baht. Website: www.mmguthrie.com

Office and location

Head office

9/17, Muang Mai Building, 3rd Floor,
Thep Krasattri Road, Ratsada Sub-district,
Mueang District, Phuket Province 83110
Tel. 076-211332, 076-211407
Fax: 076-215966
Email: mmg@mmguthrie.com

No. 7, Village No. 8, Khlong Cha-un
Sub-district, Phanom District,
Surat Thani Province 84250

Phanom Factory

Thung Song Factory

No. 329, Village No. 2, Tham Yai
Sub-district, Thung Song District,
Nakhon Si Thammarat Province
80110

Muang Mai Guthrie Public Company Limited is a joint venture between a shareholder who is a Thai juristic person which is Muang Mai Rubbers Co., Ltd (holding 51% shares of the company) and a shareholder who is a Malaysian juristic person, which is Sime Darby Plantation Berhad (Holding 49% shares of the Company) being a company in Sime Darby Group (Sime Darby), registered in Malaysian Stock Exchange, operating business of rubbers and concentrate latex as well as operating a business of agriculture with rubber and oil palm farms. In Malaysia, oil palms are cultivated instead of rubber trees and thus, this company expands the rubber production and distribution business to Thailand through business operation of Muang Mai Guthrie Public Company Limited.

As Thailand has considerable rubber cultivation areas with high volume of latex as an important raw material. Sime Darby Group has a policy to provide assistance in terms of marketing, innovation and management for the company for business sustainability.



Established Muang Mai Rubbers Co., Ltd, operating the business of producing STR 5L and the concentrate latex factory in Thalang District, Phuket Province with registered capital of 150 Million baht.



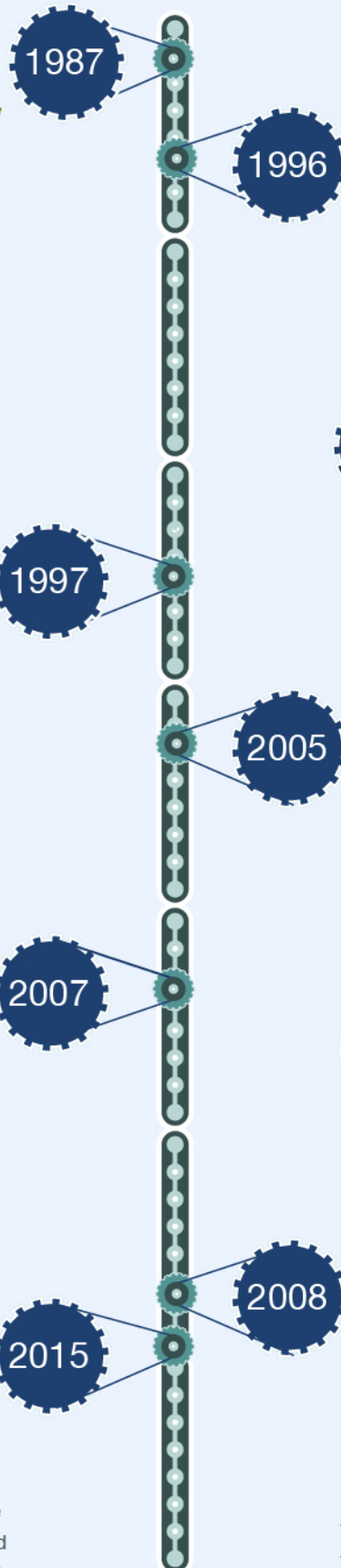
Increased the 2nd factory of the company, located at No. 7, Village No. 8, Khlong Cha-un Sub-district, Phanom District, Surat Thani Province, to operate the business of manufacturing concentrate latex and skim block.



Increased registered capital to 340 million Baht to be prepared for initial public offering and registration in the stock exchange.



2015, Established MMG Polymer Co., Ltd., with registered capital of 20 million Baht. Shareholders are Muang Mai Guthrie Public Company Limited and HAKCYM Polymer BHD from Malaysia to operate business of producing compound latex, pre-vulcanized latex, PSG (Graft Latex) and PE (Evaporated Latex).



Co-invested with Guthrie Industries Malaysia SDN BHD (currently, it is an affiliate of Sime Darby Plantation SDN BHD), with registration of name change to Muang Mai Guthrie Co., Ltd. to enhance potentials of marketing, innovation and management for the company.



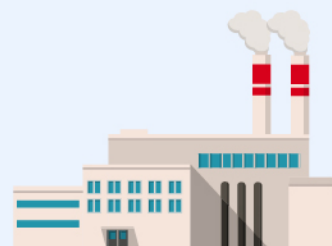
Increased registered capital of Muang Mai Guthrie Co., Ltd. to 300 million Baht to expand production capacity, marketing, technology and factory



Increased production of ENR (Epoxidised natural rubber) at Surat Thani Factory. It is special-grade rubber with innovation and technology from Malaysia.



It was transformed in to public company limited of "Muang Mai Guthrie Public Company Limited" transparently and traceably.



Built the 3rd factory, located at No. 329, Village No. 2, Tham Yai Sub-district, Thung Song District, Nakhon Si Thammarat Province, to operate trade business of manufacturing concentrate latex and skim block.

ผลิตภัณฑ์และบริการ (PRODUCT AND SERVICE)

01 น้ำยางข้น Concentrate Latex

ยางแท่ง ENR Epoxidized Natural Rubber 02

03 ยางสกิมบล็อก Skim Block

ยางคอมโป Compo 04

น้ำยางข้น (Concentrate Latex)

It is latex from processing natural latex from farmers with high-speed spinning machine to separate latex from other substances making latex more concentrated with content of dry rubber less than 60%. Furthermore, chemicals are added to control quality as the customers need. The products in this group are:

- High Ammonia "HA" concentrate latex
- Low Ammonia "LA" concentrate latex
- Low Protein concentrate latex
- Microtex

It is special-grade concentrate latex produced by orders of customers with features of having smaller rubber molecules than general concentrate latex, used for manufacturing condom or very thin gloves or super thin gloves.



"
Made from
Special-
grade latex
"

ยางแท่ง ENR

(Epoxidized Natural Rubber)

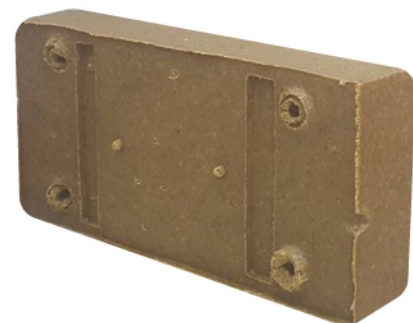
It is rubber product from restructuring molecule of concentrate latex with Peroxy acid, for better properties such as tolerance to oil, heat, corrosion, and anti-skidding. It can be processed in various forms due to similar property to artificial rubber. It is the sole manufacturer in Thailand.

"
Various
processing
"



ยางสกิมบล็อก (Skim Block)

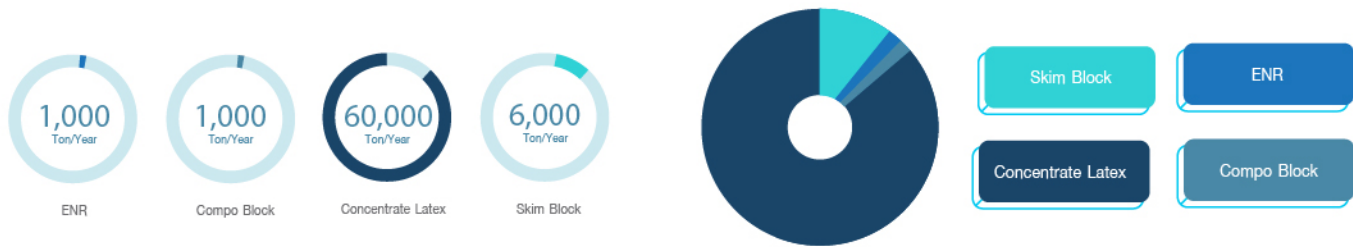
Raw material for producing skim block is skim latex which is byproduct from the concentrate latex production process. The skim latex is removed ammonia and coagulated with acid, oven and baling press machine. The skim block product of the company is used as raw materials for manufacturing products such as shoe soles, shockproof rubber, ooring rubber, and mat etc.



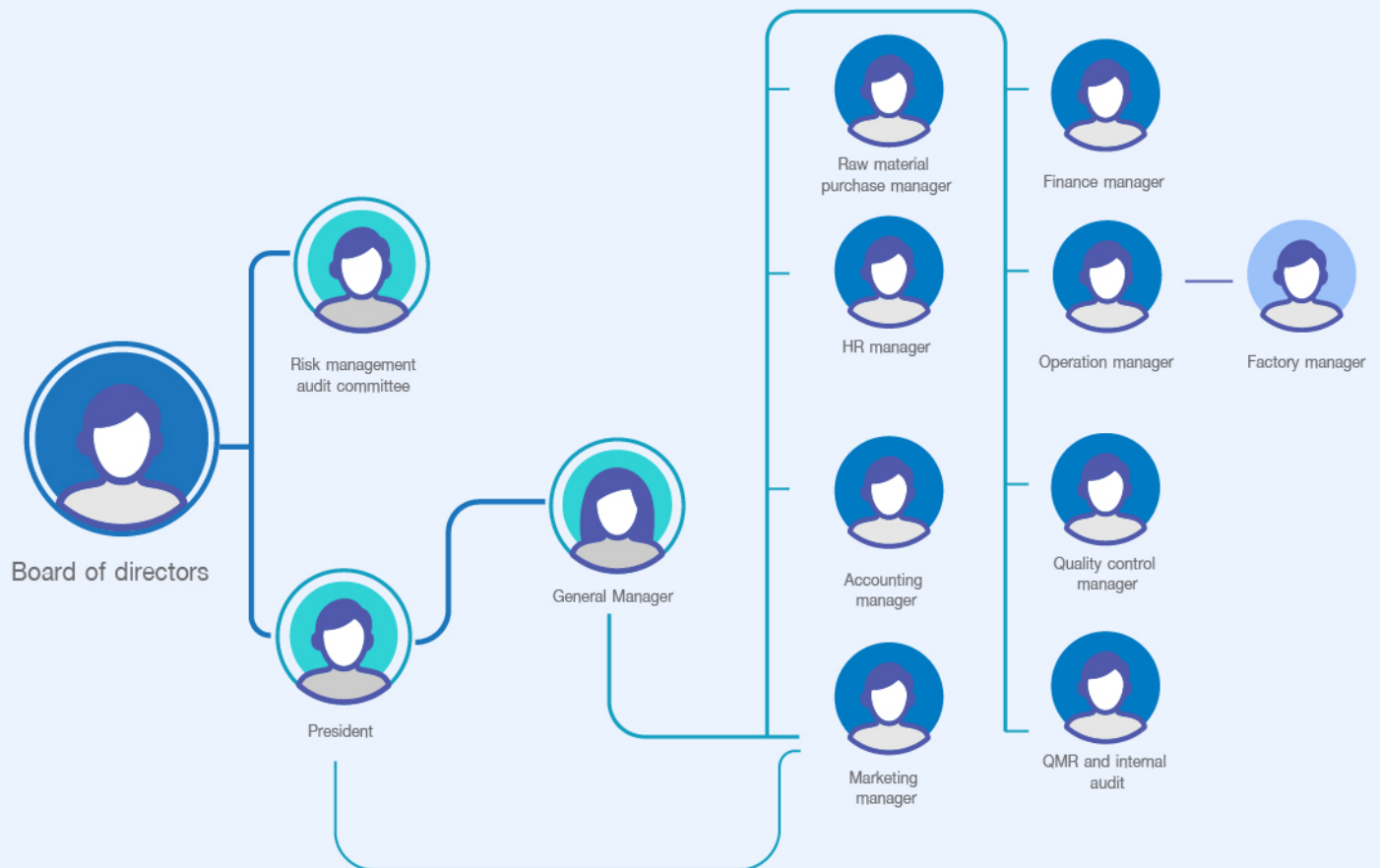
ยางคอมโป (Compo)

It is product from using rubber scraps left from the production process to manufacture compo which can be used as raw material in the rubber block and shoe sole industry etc.

กำลังการผลิตรวมของบริษัท Production Capacities



Organization's Management Structure



Management principle for sustainability and social responsibility of the company

The Company determines a policy and practice about sustainable social responsibility which is a main mission of the company based on 4 items of the principle as follows:



การกำกับดูแลกิจการที่ดี (Good Corporate Governance)



The Company provides a good corporate governance system, and it is committed to adhere to organizational ethics with corporate governance and professional business operation according to the legal principle, laws and business ethics at all time. It is to promote and implant operation standard for the company's employee to follow as expected. The board of directors prescribes the company's policy and guideline of business ethic standard to implant conscious mind, responsibility, transparency and anti-corruption policy as a clear guideline of practice for business operation in accordance with the legal and moral principles, good corporate governance principles and business ethic principles of the Company. To make such policy practical, the Company uses communication channels in the organization such as website,

The Company's PR signs and boards to build up correct knowledge and understanding as well as to enhance recognition of participation for personnel in the company and those related to the company's businesses, leading to construction of anti-corruption organization cultures for good foundation of the organizational and business development in a sustainable way.

การเป็นมิตรกับสิ่งแวดล้อม (Environmental Friendly)



The company's businesses are directly related to nature and environment. So, the Company has a guideline of practices regarding environment strictly as per environmental laws and regulations. The company implements the environmental management system of ISO 14001 as a tool to manage, dene a preventive measure, assess risks and reduce environmental impacts from activities of the Company. It is to construct sustainability from sustainable resource use, water management, water, soil and energy conservation in an effective way, modern tool and machine use, decrease of chemicals that may affect environments and community as per the environmental policy as follows:

นโยบายสิ่งแวดล้อม (Environmental Policy)

The company operates businesses about manufacturing natural rubber products for domestic and international distribution. It is committed to operate environmental works systematically, adheres to environmental requirements and laws, and implements the environmental management system of ISO 14001 as the basis of practices to maintain and improve environments continuously. The top executives and all employees will engage in practices as follows:

Environmental Policy



The company operates businesses about manufacturing natural rubber products for domestic and international distribution. It is committed to and emphasizes occupational health and safety management for the company's business operation in developing, improving and uplifting occupational health and safety performance. It requires communication to executives and employees to have understanding and practice properly for sustainable development as follows:



The company operates and develops management of occupational health and safety suitable and consistent with legal provisions and regulations to be applied with strict compliance.



The Company assesses risks and opportunities and support risk reduction, prevention and improvement of dangers from accidents, illness from working, re, chemicals, electricity, machine and dangers with risk at moderate level and above. It is used to define or review occupational health and safety objectives.



The company support resources adequately and suitably by providing safety tools and equipment based on work condition, supporting development and improvement of work environment and safe work operations, motivating employees to realize dangers that may happen upon working as well as giving suggestion about causes and prevention for safe working.



The company arranges a training to develop knowledge, ability and implant good culture about occupational health and safety to all employees as well as giving advice and participating in activities with employees and their representatives.



The company will improve management and performance of occupational health and safety continuously and will review the policy periodically to ensure that the policy is consistent and suitable with the company.



The company communicates, publishes, educates and constitutes understanding to company's employees and stakeholders and supports trade partners and co-investors to take part in business operation with good occupational health and safety management.

มีอาชีวอนามัย และความปลอดภัยในการทำงาน (Occupational Health and Safe Operation)

The company operates business with responsibility under laws, regulations and requirements related to occupational health and safety of employees and stakeholders. The policy is determined as follows:



มีความรับผิดชอบต่อห่วงโซ่อุปทาน (Responsibility to Supply Chain)

The company is committed to operate business with ethics, morality and compliance with laws according to the corporate governance principle with focus on promoting every employee to follow and use it as a guideline for suppliers to practice. The Company provides a supplier sustainable code of conduct to explain expectation the company has with suppliers, stakeholders as well as supply chain of rubber such as rubber farmers, rubber merchants, customers regarding integrity and ethics in business operation to have good practices

About labor and human right, health, occupational health and safety of relevant persons with good environmental management etc. The Company provides support, health and promotion to supplier and stakeholders by extending such principle to the society extensively for good quality of life and sustainable business operation. If the suppliers fail to comply with the “supplier sustainable code of conduct”, the Company reserves rights to operate work with the suppliers by considering from impacts and damages that arise.





ห่วงโซ่อุปทาน (Supply Chain)



Operation of company's stakeholders

Stakeholders are important to the company in business operation to strengthen the organization in all aspects including economy, society and environment. The company hence emphasizes opinions of the stakeholders with regular contact, communication and relationship maintenance process to study opinions, expectations, needs and concerns in a suitable way. It includes reviewing the needs and expectations of the stakeholders periodically as shown in the below table.



Stakeholders	Communication and participation	Need and expectation	How to respond expectation	Indicator of outcome
 Shareholder	<ul style="list-style-type: none"> - Arrange annual shareholder's meeting - Report overall operation on company's website - Clear all inquiries via phone and email 	<ul style="list-style-type: none"> - Good turnover and satisfactory return - Administration under corporate governance - Regular dividend payment - The business grows stably and sustainably with social and environmental responsibility 	<ul style="list-style-type: none"> - Operate the business with strategy, make profit, and be environmentally and socially friendly - Good, transparent and traceable corporate governance - Disclose information correctly, completely, punctually meeting expectation of shareholders 	<ul style="list-style-type: none"> - The business grows continuously - Dividend every year > 70% of net profit
 Employees	<ul style="list-style-type: none"> - Arrange weekly and monthly meeting - Train as per annual plan inside and outside the company. - Hear opinions and complaints - Provide electronic communication system such as internet, Email, Facebook, Line - Set up welfare committee - Present a project for work, safety and work environment improvement 	<ul style="list-style-type: none"> - Develop knowledge and ability of employees - Pay returns fairly and suitably - Recognize human right and fair and non-discriminating treatment to workers. - Have good occupational health, safety and work environment - Be stable and have progress in work. 	<ul style="list-style-type: none"> - Raise salary suitably in each year - Provide provident fund - Provide shelter and free lunch - Manage safety with ISO 45001 standard - Manage environment with ISO 14001 standard - Organize CSR activities such as sports event inside and outside the factory 	<ul style="list-style-type: none"> - Attachment of employees in organization - Rate of turnover - Statistics of accidents - Rate of complaints in various matters - Number of employees with job promotion and advancement
Stakeholders	Communication and participation	Need and expectation	How to respond expectation	Indicator of outcome
 Raw material supplier, Rubber farmers	<ul style="list-style-type: none"> - Online communication system, telephone, website, email, Facebook, Line - Visit and evaluate suppliers - Give advice about maintenance and quality control - Give correct knowledge about trading and rubber - Organize activities 	<ul style="list-style-type: none"> - Gain correct and updated knowledge. - Gain knowledge about quality maintenance and control - Comply with an agreement fairly for procurement - Transparent and fair price bidding 	<ul style="list-style-type: none"> - Comply with purchase policy, raw material trading procedures and supplier evaluation method - Develop suppliers by giving advice, knowledge and understanding about raw material quality control - Provide anti-corruption policy and promote moral and good practices. 	<ul style="list-style-type: none"> - Supply quality raw materials as agreed - Supply raw materials correctly and punctually - The supplier evaluation result will be noticed and updated.
 Customer	<ul style="list-style-type: none"> - Online communication system, telephone, website, email, Facebook, Line - Survey customer's satisfaction every year. - Evaluate and visit the factory by customer. - Do activities together - Meet the customers for discussion and improvement 	<ul style="list-style-type: none"> - Receive quality goods, products and services correctly, completely, punctually and safely. - Comply with the agreement fairly. - Keep secrets of the customers. - Jointly develop products and goods. 	<ul style="list-style-type: none"> - Universal standard management system such as ISO9001, ISO14001, ISO45001, ECOVADIS/ SMETA - Abide by trade ethics - Research, development and improvement of production for quality products to meet customer's need - Have ethic in keeping the company's secrets - The customers can check and visit the production process all the time. 	<ul style="list-style-type: none"> - Score of customer's satisfaction - Various products with grade or types as the customers need - Continuous orders.

Stakeholders	Communication and participation	Need and expectation	How to respond expectation	Indicator of outcome
 Supplier	<ul style="list-style-type: none"> - Online communication system, telephone, website, email, Facebook, Line - Visit and evaluate supplier every year - Have a meeting together - Join activities with the suppliers 	<ul style="list-style-type: none"> - Provide a standard, transparent and traceable procurement system - Gain clear information about products and services to be procured - Receive product and service cost punctually 	<ul style="list-style-type: none"> - Anti-corruption policy - Comply with procurement policy and business ethics - Provide channels for complaint submission 	<ul style="list-style-type: none"> - Deliver goods and work in time. - Result of annual supplier evaluation - Suppliers know about ethical agreement in business operation and sustainable code of conduct for suppliers together with the company
 Community and Society	<ul style="list-style-type: none"> - Survey area, meet people and make a community survey form to build up understanding and good relationship - Do activities and meet with the community in every 3 months. - Signboard, website, Facebook - Environmental management as specified by law - CSR with nearby community - Accept complaints 	<ul style="list-style-type: none"> - Help and support activities of the community - Do not cause negative impacts on community and society - Be transparent in operations - Hire local people to work - Comply with the principles of humanity and acts against corruption. 	<ul style="list-style-type: none"> - Have a team to survey the area, and have a meeting with the community. - Support the community's activities - Hire local people - Open a factory for the community to visit. 	<ul style="list-style-type: none"> - Provide more than 10 CSR projects to improve and develop community, schools, temples and bed-ridden patients/ year. - Have a budget to support community's activities every year. - Decreased complaints from the community - Acceptance from the community - Employment of local people - Satisfaction from the community
 Creditors / Bank	<ul style="list-style-type: none"> - Meet and discuss agenda - Submit an annual financial statement of the company 	<ul style="list-style-type: none"> - Comply with conditions and agreements 	<ul style="list-style-type: none"> - Comply with conditions and agreements - Clear inquiries when having doubts correctly and rapidly 	<ul style="list-style-type: none"> - The financial institutions are content with the business operation and continue loaning. - Suitable and timely return giving
Stakeholders	Communication and participation	Need and expectation	How to respond expectation	Indicator of outcome
 Governments	<ul style="list-style-type: none"> - Report data as specified by law - Submit legal taxes - Support projects of the public sector - Hear and exchange opinions regularly - Allow visiting the enterprise - Have a meeting with related government authorities 	<ul style="list-style-type: none"> - Comply with rules, regulations and requirements as specified by law in all aspects. - Do not cause impacts on the community and environment. - Provide environmental management system and safety in workplace. - Participate in activities of the public sector 	<ul style="list-style-type: none"> - Comply with applicable laws and regulations - Disclose information of the company transparently - Recognize human right 	<ul style="list-style-type: none"> - Permission for continuous business operation - No impacts on community and society - Result of data according to the report as specified by laws

Importance of sustainable development

The company provides, gathers, reviews and prioritizes importance of significant issues to sustainable development with effects on business operation. It reviews risk issues in all processes including present and potential risks that may affect operations of the company to make a guideline and management plan in a suitable way. This will enable the company to respond needs or expectations of stakeholders in all dimensions and thus determines a guideline of materiality as follows:



Identification of sustainable issues

The company's working team surveys, considers selecting and gathering important information internally and externally from needs, and expectations of stakeholders for sustainability related to economic, social and environmental impacts. To define scope of each sustainability issue depends on impacts from operation and value change that arises.

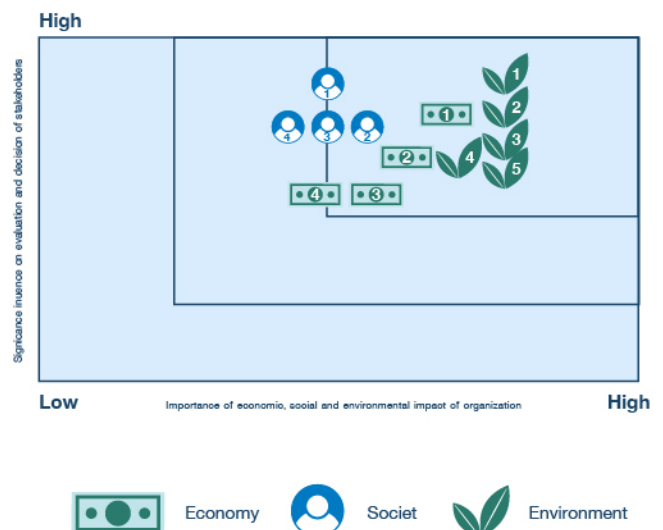
Prioritization of sustainable issues

The company prioritizes important sustainable issues of the organization by using materiality matrix for prioritization through the criteria in 2 perspectives as follows:

- Horizontal axis represents significance of the organization's economic, environmental and social impacts in ascending order.
- Vertical axis represents influence on stakeholder and decisions in ascending order.

Validation of sustainable issues

Important issues from data collection, analysis and prioritization are presented to the sustainability working team and board of directors for approval with following important issues



Important sustainability issues and operation






เศรษฐกิจ Economy



สังคม Society



สิ่งแวดล้อม Environment

Issue	GRI Aspect	Topic in report
 เศรษฐกิจ Economy	<ul style="list-style-type: none"> • Good corporate governance and transparency • Risk management and handling in crisis • Participation with stakeholders and supplier development • Economic overall operation 	<ul style="list-style-type: none"> • Good corporate governance and anti-corruption • Risk management • Sustainable practice for customers • Economic overall operation
 สังคม Society	<ul style="list-style-type: none"> • Supervising and training for employee development • Occupational health and safety in working • Supporting and cooperating with the community • Managing complaints 	<ul style="list-style-type: none"> • Personnel development, human right and personal treatment • Occupational health and safety • Participation in developing community and society • Accepting complaints
 สิ่งแวดล้อม Environment	<ul style="list-style-type: none"> • Environmental policy and management • Water usage • Energy usage • Air quality management • Waste management 	<ul style="list-style-type: none"> • Environmental management • Water management • Electric power conservation • Air pollution management • Waste management

Sustainability report

The sustainability report of Muang Mai Guthrie Public Company Limited in 2019 is provided to disclose information and operation about sustainability management as subject matters to stakeholders of the Company covering economic, social and environmental performance based on corporate governance significant to the company. The sustainability report will be provided continuously.

The sustainability report is provided according to the core of Global Reporting Initiative: GRI which is to disclose information as subject matters and suitable and specific information with the company's business operation. The contents of the report cover duration from 01st January to 31st December 2019.



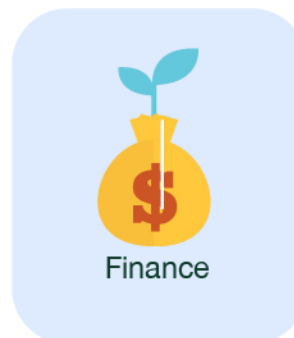
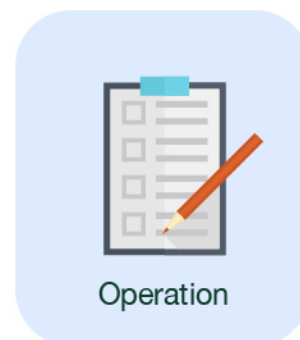
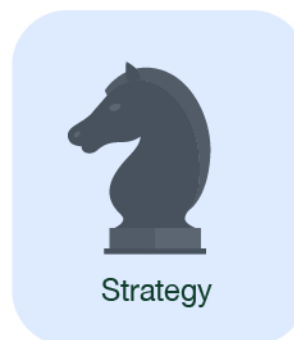
การบริหารความเสี่ยง และการควบคุมภายในบริษัท (Risk management & internal control)

The company emphasizes risk management in all dimensions including society, economy and environment with continuous risk management policy audit and review to be presented to the management committee of the company. It is focused on important risks necessary to business's sustainability because the natural rubber industry is related to nature, environment, community and stakeholders. Therefore, the Company provides risk management system for managing the organization to have potentials, achieve goals, increase business opportunity and add values to the organization as well as strengthening and bringing highest benefits to stakeholders. It is provided according to the good corporate governance principle and strategic plan, action plan along with related laws and regulations.

It is enforced with the board of directors, executives, employees in the organization to realize their duty and responsibility as per the risk management policy.

นโยบายการบริหารความเสี่ยง (Risk Management Policy)

Muang Mai Guthrie Public Company Limited is a company operating business about manufacturing natural rubber products for domestic and international distribution. The company's business is encountering complicated and various risks due to environmental changes for internal and external business operation of the company. To make the company's operation effective and meet universal standard for stable and sustainable growth, it is necessary to build up the foundation of risk management which is good and suitable for preventing and mitigating effects of risk. The board of directors of the company then species the framework of risk management policy, methods and risk management plan to cover main factors in 4 aspects as follows:



It is focused on management of risks affecting objectives and policies as well as reputation and image of the Company by determining the risk management as a part of annual business planning, work management and daily decision.



Risk is managed with highest effectiveness at acceptable level. Every employee shall take part in risk management process, assessing risks of their responsible sector and dening a suitable measure for managing risks and promoting employees in the entire organization to perceive and prevent all potential risks.



Following up, auditing and assessing risk by changing environment from internal and external factors suitably and continuously and reporting the result of risk management to the board of directors in case of crucial factors or events that may significantly affect the company.



Supporting and promoting risk management as a part of the organizational culture leading to development and creation to increase condence, effectiveness and add value to the organization.

Result of risk management



The company assesses risk with emphasis on economy, society and environment with a plan to follow up risk regularly and review it on a yearly basis or when significant changes happen, affecting the risk management plan. It is to build up condence and achieve the goals as follows:

เศรษฐกิจ Economic

Decreased Sales and Prot

Economy

- Price and volume uctuation of natural latex
- Fluctuation of exchange rate
- Credit and risk from customers

Impact

- Increased production cost
- Decreased Sales and Profit
- The customers terminate an agreement with no payment for product cost leading to loss and income loss

Management

- A team manages and keeps update about information and news of rubber price in national and foreign markets including Thailand and Malaysia.
- Determine product price of the company in different forms to diversify risks such as long term contract, short term contract.
- The purchase and management of raw materials is at suitable level.
- A team makes a futures agreement and follows up movement of exchange rate closely.
- Do transactions with reliable customers only and review the credit term.

- Management of supply chain. Shortage of latex which is important raw material due to drought and heavy rain.
- Liquidity

- The latex is not enough, has poor quality in the production, affecting production cost and product quality
- The current capital is not enough that the company cannot make payment in time affecting reputation of the company

- Provide fresh latex through channels such as major, minor and cooperatives and build up network and good relationship in every group.
- A team educates and visits raw material suppliers and make a yearly latex wholesale agreement with the government an cooperatives.
- Maintain adequacy of costs and manage liquidation all the time.
- Make a packing credit agreement from sales and delivery.

สังคม Society



Society

- Related laws and regulation

Impact

- Being ned, defamed and loss of business opportunity

Management

- A sector is responsible for assessing, analyzing and following up practices to be consistent with CSR and environmental team.

- Accidents or emergency

- Safety of employees
- Condence of stakeholders

- Provide a safety policy and plan.
- Make a plan to support emergency.
- Set up a security team.

- Quality and safety of products

- Safety of consumers

- Appoint a team and provide audit system for every production process with quality assurance to meet universal standard.
- A standard testing laboratory in every process.
- Control production, packaging and delivery with standard and effectiveness.
- A brand that brings condence to consumers and customers as per ISO standard

สิ่งแวดล้อม Environment



Society

- Fluctuation of weather and natural environment

Impact

- Catastrophes or natural disasters such as drought, ood affecting volume of raw materials and business operation

Management

- Initiate an energy conservation project with water, electricity and waste management by controlling use volume.
- Improve production process to be environmentally friendly and implement new technology and innovation.

- Management of wastewater and air quality

- Wastewater, odor affecting nearby community which may lead to complaints.

- Provide a treatment system for wastewater and odor from production.
- Monitor and audit continuously.
- Operate community relation works by arranging a meetin with the community for hearing problems and complaints and doing activities to discuss and resolve problems right to the point.



การควบคุมและการตรวจสอบภายใน (Internal control and Audit)

ANTI-CORRUPTION

The company provides a monitor system by operating business with transparency and fairness and it is committed to suppress all kinds of corruption in and out of the company with effective risk management and internal control in accordance with universal standard. It has the independent audit committee to evaluate the internal control system of the company in various aspects such as organization and environment, risk management, control of practices of the management, information system and communication. It also has monitoring system from and external auditor and internal control system of the auditor presented to the board meeting of the company. Moreover, it includes compliance with laws and regulations as well as anti-corruption policy and other policies of the company.

การป้องกัน และการต่อต้านทุจริตคอร์รัปชัน (Anti-Bribery and Corruption)

The Company is committed to operate business with ethics under the framework of good corporate governance based on ethics and morality in business operation with corporate social responsibility for society, environment and stakeholders. It operates the business with integrity, honesty, transparency and fairness with traceability and the company desires to engage in

“Private Sector Collective Action Anti-Corruption”



To express intention and determination to act against corruption of all kinds. The Company denies an anti-corruption policy and code of practice as follows:

นโยบายการต่อต้านทุจริตคอร์รัปชัน (Anti-Corruption Policy)

Muang Mai Guthrie Public Company Limited has determination to operate business with morality under the framework of good corporate governance based on the ethical and moral principles in operating the business. It is responsible for society, environment and all stakeholders and operates the business honestly, faithfully, transparent, fairly and traceably. The Company intends to join “Private Sector Collective Action Anti-Corruption” to express its intention and commitment in acting against corruption of all kinds. Therefore, the company denies an anti-corruption policy and guideline of practice in business operation clearly in accordance with legal provisions, moral principles, good corporate governance and business ethics of the company. To implement such policy, the Company exercises communication channels in the organization to constitute perception of the company’s personnel and those related to business of the company, leading to anti-corruption organizational culture. As a result, a good foundation will be constructed for organization and business development in a sustainable manner.

หน้าที่และความรับผิดชอบ (Duties and responsibilities)



The board of directors has duty to determine a policy and supervise the system in support of acts against corruption effectively for every employee to understand and realize importance and implant it to be organizational culture.



The audit committee has duty to audit financial and accounting reports, internal control, Internal audit system and supervise and audit veracity of compliance with this code of conduct.



Executive committee, managing director and executives have duty to define code of conduct about acts against corruption and review suitability of the system and measures to be consistent with business changes and changes in regulations, stipulations and requirements of laws and communicate to employees and all related persons.



The executive committee, managing director and executives have duty to assess risks related to acts against corruption and review the anti-corruption measure to be adequate and suitable and report overall operations and give suggestion to the board of directors.



Corporate governance committee has duty to supervise, give advice and follow up compliance with ethical policy in business operation as well as anti-corruption policy and measures.

นโยบายและแนวทางปฏิบัติเกี่ยวกับการต่อต้านคอร์รัปชัน

(Anti-corruption policy and practice)

Any kind of corruption is not tolerated, including business and all matters in every related sector. Committee, executives and employees of the company shall strictly comply with the anti-corruption policy and do not get involved with corruption of all kinds directly or indirectly.



Do not behave in any ways conveying intention of corruption, giving or receiving bribe to and from public and private officials or stakeholders related to the company to obtain or retain business or competitiveness or personal or other's interest.



Do not ignore when detecting any action that seems to be corruption about the company. It is a duty to inform a supervisor or responsible person and ask cooperation for further investigation.



The company will treat fairly and protect a person refusing corruption, or informing or reporting corruption to the company as specified in the informant or related person protection measure in the corruption reporting.



Any person that commits any corrupted act is in breach of business ethics, code of conduct and shall be taken disciplinary action according the regulations of employee's discipline of the company and may be subject to legal proceeding if such act is illegal.



The company realizes importance of propagating knowledge, educating and building up understanding with persons to perform duty related to the company or that may affect the company for compliance with the anti-corruption policy such as orientation for newcomers and trainings for company's personnel. It is announced on the company's website and updated for code of conduct as the company sees fit with notification to related persons.



The company provides suitable and effective audit and internal control system by internal and external sectors to prevent corruption.



The Company provides human resource management process, reflecting the company's commitment to anti-corruption measure from recruitment, checking profile, assessing performance, giving returns and promotion.



The Company operates its businesses politically neutrally and does not support or take any acts involved with any political party with objectives to be benefits for the company's business. Every employee is free to engage in any political activity, but shall not claim his/ her employment or use property or equipment of the company in favor of politics. Such involvement shall not be taken that may cause it to be believed that the company supports or gets involved with any political party.



For donation and sponsorship, the company has a clear, transparent and legal code of conduct that a donor or sponsor shall be identified as per the company's regulations and it must be ensured that such donation or sponsorship is not exploited to evade bribery. Nevertheless, such sponsorship shall be aimed for public relation to promote business and create good image of the company, which can be done in different forms such as supporting cultural activities, social activities and corporate social responsibility (CSR), educational and sports activities etc.



Gift and entertainment

The Company realizes that building up good relationship with business allies is important to bring continuous success. So, the Company specifies code of conduct as follows:

- (1) It is not to dominate, induce or return a favor of any person to gain advantage through inappropriate or hidden acts to obtain assistance or benefits.
- (2) It is subject to applicable laws, regulations and principles specified by the company.
- (3) It is to give in the name of the company not the name of an employee and it is open without concealment.
- (4) The type and value is suitable and correct by occasion such as in case of giving while bidding that no gift is not given or entertainment for government officials or company's employees or related sectors.
- (5) It is suitable with circumstance such as giving small gifts in festivals as a custom.
- (6) Directors, executives and employees of the company can accept a gift or benefits festival or custom with value not exceeding 3,000 Baht. Nevertheless, the gift shall not be cash or cash equivalent such as vouchers, gift cards etc. If a gift's value is more than 3,000 Baht and the employee cannot refuse such giving, he/she shall inform the commander immediately and make a list of gift receiving and send such gift to the human resource department to be used as a reward for employees in special occasions or donated to charity as it sees fit.



ANTI-CORRUPTION

มาตรการและช่องทางการแจ้งเบาะแส หรือข้อร้องเรียน

(Measures and channel for submitting complaints and concerns)

The company provides a measure for concern or complaint submission related to illegal acts, acts against business ethics, noncompliance with the company's policy and requirement, or behavior conveying corruption of personnel in the company through various channels. The employees and stakeholders can submit a concern or complaint to the company as they see fit and appropriate through following channels.



Channels for anti-corruption concern or complaint submitting

Post: delivered to the committee chairman,
general manager of

Muang Mai Guthrie Public Company Limited
Muang Mai Building 9/17, Thap Krasattri Road, Ratsada
Sub-district Mueang District, Phuket Province 83000

Email

Email : Admin@mmguthrie.com Human resource department
Email : pitaya@mmguthrie.com Chief executive officer
Company's website: www.mmguthrie.com
Suggestion/ opinion/ complaint box in the company



มาตรการคุ้มครองและ รักษาความลับ

(Measures for protection and confidentiality)

To protect the complaint reporters and informants, the Company will keep name, address or any information that can identify the informants or whistleblowers in secret, which is specifically limited for those who are responsible for investigating the complaints only to access such information. They shall maintain the data, complaints and documentary evidence confidential and shall not disclose any information unless it is specified by law.

In case of complaints about the management, top executives, the audit committee will protect the informants or whistleblowers, witnesses and persons giving information for investigation not to be in trouble related to income or injustice from such information or complaining.

มาตรฐานสากล และรางวัลแห่งความภาคภูมิใจ (International Standards and Awards of Prides)



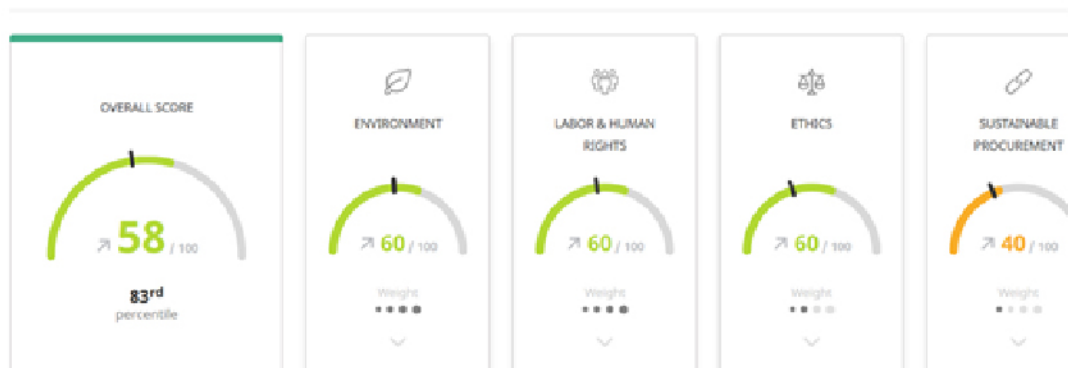
The company operates, integrates, develops and improves economy, environment, society, morality and business operation in a sustainable way with organization's sustainability evaluation by **ECOVADIS SUPPLIER SUSTAINABILITY RATINGS**. In 2019, its score was rated at rank 58 (Silver medal in recognition of CSR achievement) increasing from previous year with score only 46 due to provision of environmental management system as per ISO 14001, occupational health and safety system pursuant to ISO 45001 and FSC CoC (Forest Stewardship Council: Chain-of Custody-Certification). n)



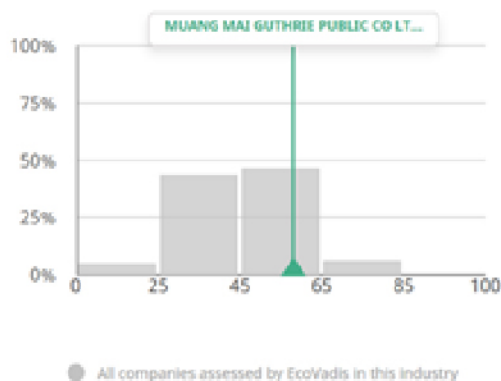
58/100
83rd percentile

ecoVadis
SUSTAINABLE SUPPLY MANAGEMENT

ECOVADIS SUPPLIER SUSTAINABILITY RATINGS
Silver medal in recognition of CSR achievement
MUANG MAI GUTHRIE PUBLIC CO., LTD.



Overall score distribution



Theme score comparison



The company is a member of [SEDEX MEMBERS ETHICAL TRADE](#) which is an organization, initiated from gathering of member groups of leading organizations and established with no prot seeking to make a theory or a tool in driving ethical development and taking responsibility for business operation in the world-class supply chain. It includes the audit of 4 main topics (version 6.0) as follows:

It is focused on preventing injury or illness from working with a security offer to supervise area, good and safe work environment, a shelter, and a rehthing and rst-aid training.



Human right, labor right, labor law, freedom, negotiation, treatment during employment, working hours, leave taking, wage and benets.

Trade ethics, actions against corruption, no bribery, complaint mechanism, condentiality of secret information and intellectual property of suppliers.

Environmental management system as specied by law with pollution prevention, reduction of waste, water use and energy use for highest benets.

The audit of 4 topics meet all requirement, and it is reported to the customers, and displayed in the [Sedex members ethical trade audit report](#)

General Information		Membership Status
Supplier Company Reference ZC403342877	Membership Type Supplier (B Member)	Active
Industry Classification		Edit
Company Information		
Supplier Name (English) Muang Mai Guthrie Public Company Limited	Total Annual Turnover	Edit
Supplier Name (Local Language)	Business License Number/Identification Number 1	
Address Line 1 9/17 Thepkasatthi Road, Rasada, Muang,	Business License Expiration Date	
Address Line 2	Major Markets	

The Company also was granted standard certification

for quality work management system meeting universal standard of ISO 9001 version 2015



On 12th May 2018, to assure quality of the company's production which is the system to ensure that all processes are controlled and auditable through a system identifying work procedures and methods, the personnel in the organizations shall be ensured that they realize their duty and responsibility as well as work procedures through trainings so that they have knowledge and skills related to operations. Data are recorded and the operations are audited whether they meet identification in the system. Additionally, mistakes are resolved and a guideline to prevent recurrence is provided, as well as building up understanding with the organization and organizational contexts along with needs and expectations of stakeholders. As a result, obtained data can be used to manage risks and opportunities and to provide other requirements which are the basis to enable the organization to move forward to sustainable development



Participation with public sectors and organizations with awards from organizations.

The Company has a guideline for participating in operations with external sectors such as government authorities, temples, schools, municipality to constitute cooperation, harmony and care about every sector in the society for economic, social and environmental development. It includes being a member with organizations such as Thai Latex Association, The Federation of Thai Industries, The Federation of Thai Industries, Provincial Chapter, and Thai National Shippers' Council.



National Shippers' Council หอการค้าจังหวัด



Research, development and improvement project

Project : Enhancing safety in loading concentrate latex and decreasing contamination in concentrate latex load

It is a project that the Company create a way to work at height conveniently and safely to prevent dangers to operators and related persons, to reduce procedures for faster and more convenient operation, and to reduce contamination from latex loading pipes, decrease accidents from working at height, and bringing satisfaction to operators.



Before



After



Energy conservation project: reducing power use of roots blower in the wastewater treatment system by installing inverter.

It is the project to reduce long-term electric use with objectives/ aims to save energy from power use of the company according to the company's policy and to comply with factory law by using variable speed drive: VSD, which is electronic controller to adjust speed of electric motors to change by burdens. It is suitably installed with the motor with changing burdens that speed of motors and power use of the motor during low burden can be decreased. It is a way to save electric power and that the company can save electric cost for 667,000 baht/ year with breakeven time of 6 months.



Energy conservation project: Improving power factor in electric system

It is a project to reduce long-term electric use with objectives/aims to save power use of the company according to its policy by surveying and it was found that the transformers' power factor (PF) is relative low. So, the transformers support higher power supply leading to loss in wires and coils of the transformers. Therefore, the company operates a project to improve capacitor to 50 KVAR for 12 units in MDB of the transformers, and adjust power factor to 0.98 from 0.78. So, the Company can save electricity for 92,610 baht/ year with breakeven time for 1.3 years.

Before

After





CSR

(Corporate Social Responsibility)

Participating in development of the community and society

Summary of CSR projects with the society and community in 2019

Children's Day Project

Activity

Giving stationery, gifts and doing activities with children

Result

The children are educated, joyful and happy and receive the gifts from joining the event.



Supporting security guards for community and uniforms for PHVs (Public Health Volunteers)



Activity

The Company supports outts and security equipment in the community as well as uniforms for PHVs (Public Health Volunteers)

Result

The company and community have good relationship. PHVs and community security guards have uniform and equipment for duty performance.

Natural resource and environmental conservation network support project



Activity

The Company supports budgets and engages in conserving natural resources and environment in the community.

Result

A conservation network is initiated with funds for doing activities of the company and community with good relationship and promotion of environmental conservation in the community.

Safe and Clean Playground Project at Ban Champa School

Activity

The Company constructs, improves and repairs the playground to be safe.

Result

The playground is clean, new and safe for children to play and exercise with good health.



Helping people encountering drought



Activity

Providing a water truck to be distributed to the community with shortage of water during drought for 44,600 liters.

Result

The villagers facing drought have water to use, and it is to mitigate troubles of the villagers in the community.

Giving presents to elderly people on Songkran Day for blessings

Activity

Watering for blessings and giving presents to the elderly people in 13 villages.

Result

- The elderly people are happy and relaxed from joining this activity and receiving presents from the company.
- The company and community have good relationship.



Scholarship project



Activity

Granting scholarship to students from 6 schools in Khlong Cha-un Sub-district for 30 scholarships.

Result

Granting scholarship for students to ease burden of their families having low income.

Employee-Community Sports Competition Project

Activity

Giving sports shirts for competition to schools, communities and bidding the employees to join sports competition with the schools and community around the company.

Result

- The students, people in the community and employees joining sports competition are healthier from exercising promotion.
- It is to build up harmony and good relationship between the company, schools and community.



Coffee forum with community and community leader project



Activity

Attending a meeting with the villages and the community leaders to inform information and perceive problems or suggestions.

Result

It is to build up understanding, good relationship and to use obtained information for community development, improvement and support.

Disable people, underprivileged people and bedridden patient aiding project

Activity

Visiting and giving healthy rubber pillows to disabled people, underprivileged people and bedridden patients in the community.

Result

- Visiting and giving healthy pillows for better sleep, better physical and mental health.
- The disabled people, underprivileged people and bedridden patients are pleased and happy for the company visiting and giving things.



Environmental Knowledge for Students Project

Activity

Educating, doing activities and playing game about environment in inventing bags and making a paper dream house.

Result

The students and teachers do activities with CSR ofcers of the company to understand about preventing and decreasing environmental issues and reusing materials.



Village's dam construction and repair Project



Activity

The Company supports budget and labors to help the community to repair the dams.

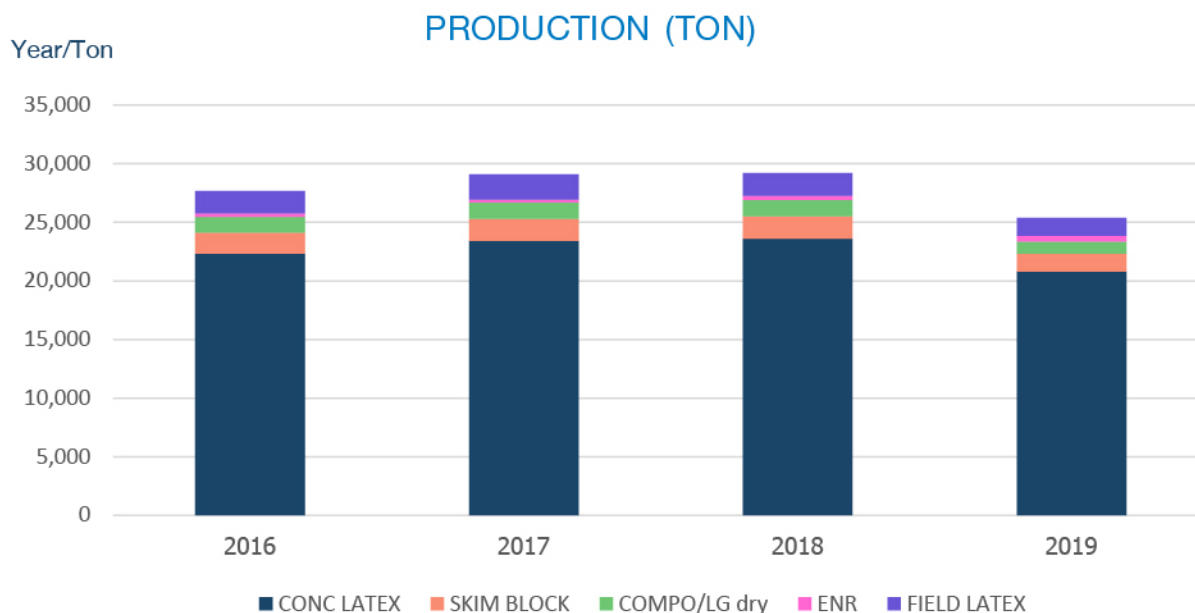
Result

Doing activities with villagers in the community to have water for agriculture all year long. The company and community have good relationship.

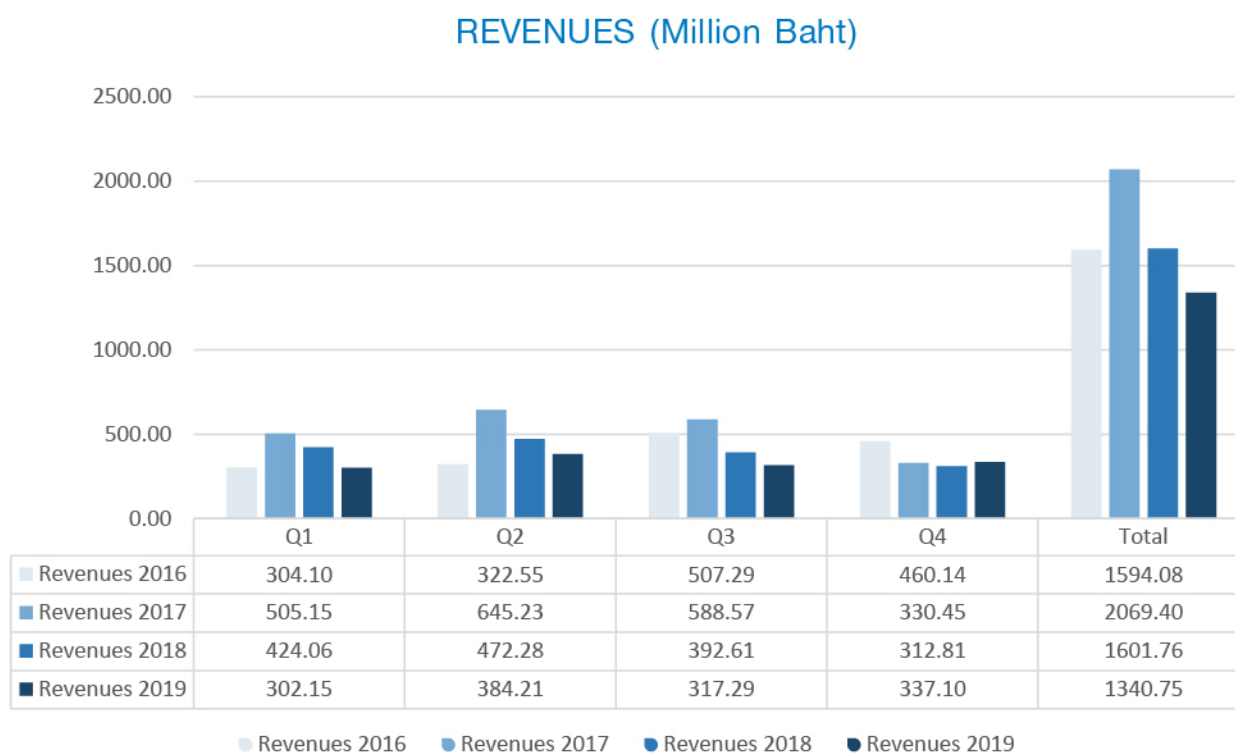


Summary of Yearly Overall Operation

Quantity of natural rubber of the company from 2016-2019
(unit : ton of dry rubber)

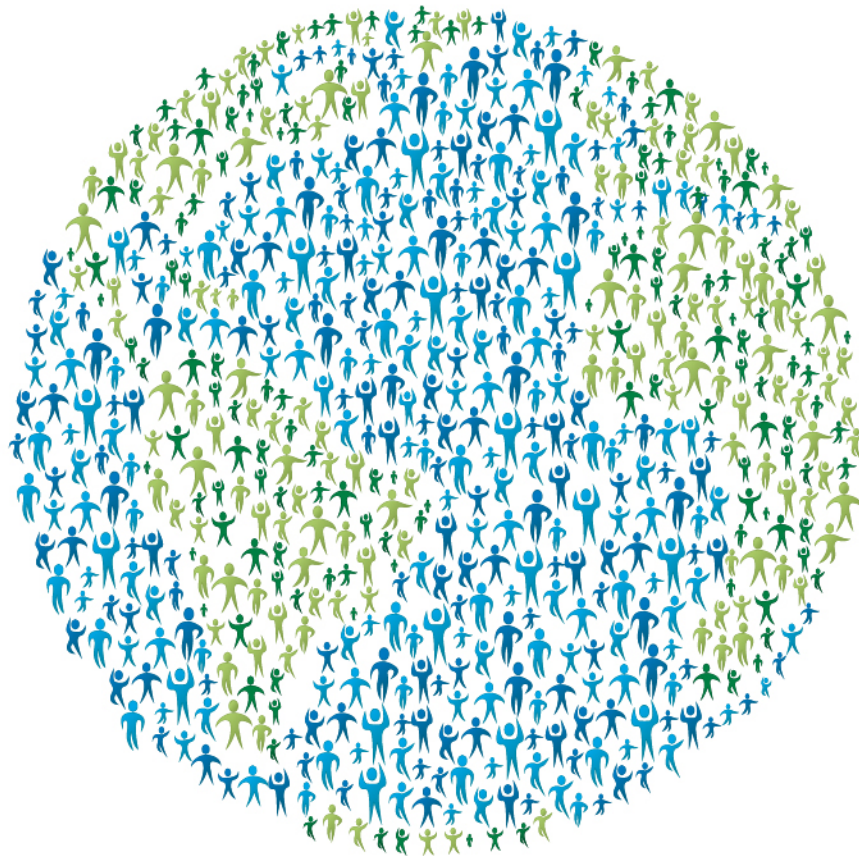


Revenue from total sales in 2016 - 2019 (Million Baht)



Social overall operation

The company emphasizes personnel which are important resources of the organization to enable the organization to achieve its goals and objectives. To bring sustainability to the organization, the Company determines the personnel development policy as follows:



Personnel Development Policy

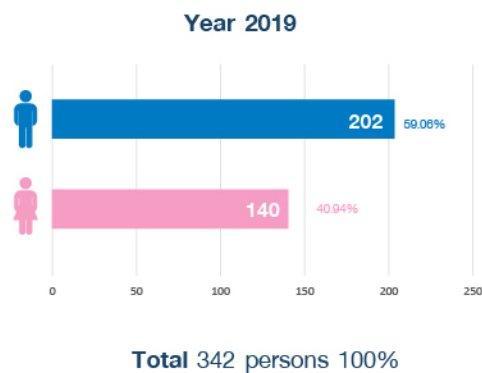
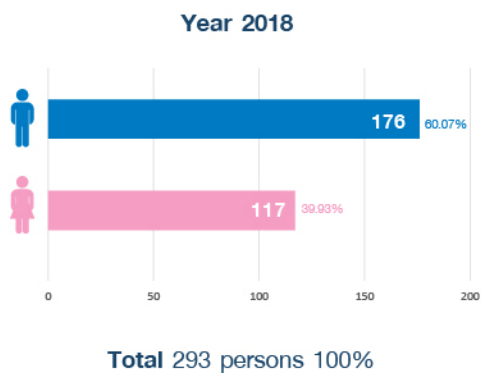
The company emphasizes personnel development which are the most valuable resources of the organization to drive the company to succeed and achieve its goals. So, there is a policy about human right and operation manual with fair and equal treatment to employees in terms of opportunity and return, transfer, appointment, benefit, welfare as well as planning and training for knowledge, ability, potential

and skill development. It is to support operations and growths of the employees and company. In each year, there will be a survey about need for training to define internal and external courses with result monitoring and evaluation for every training and every person. It includes determining work goals for every employee to pass KPI (Work effectiveness and efficiency indicator).

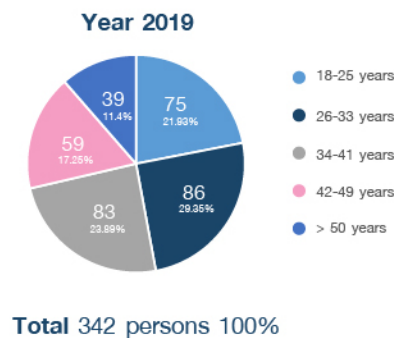
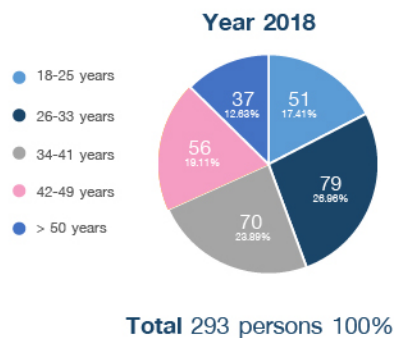
Number of employees: Employees of MMG as of 31st December 2019



Categorized by gender %



Categorized by age



Categorized by level

Year 2018

Level 1-3 manager, executive

16 persons 5.46%

Level 4-5 supervisor

25 persons 8.53%

Level 6-8 operators

252 persons 86.01%

Total 293 persons 100%

Year 2019

Level 1-3 manager, executive

19 persons 5.56%

Level 4-5 supervisor

30 persons 8.77%

Level 6-8 operators

293 persons 85.67%

Total 342 persons 100%

Employees with promotion

Year 2018



5 persons 62.5%

Man



3 persons 37.4%

Woman

Total 8 persons 100%

Year 2019



3 persons 75%

Man



1 person 25%

Woman

Total 4 persons 100%

Resignation rate

Year 2018



Man/month

7 persons 0.20%

Man/day

63 persons 1.79%



Woman/month

9 persons 0.26%

Woman/day

13 persons 0.37%

Total 92 persons 2.62%

Year 2019



Man/month

12 persons 0.29%

Man/day

68 persons 1.66%



Woman/month

8 persons 0.19%

Woman/day

15 persons 0.37%

Total 103 persons 2.51%

Employees with maternity leave and return to work

Year 2018



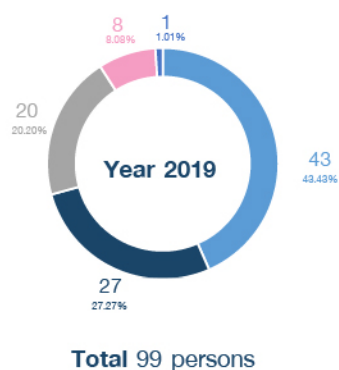
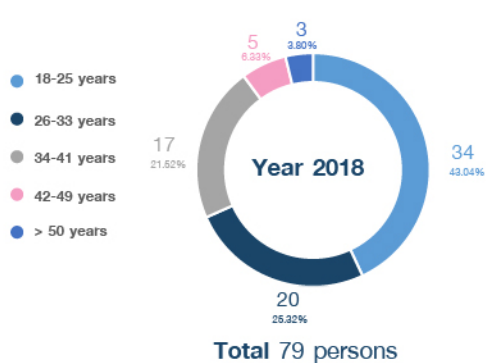
Total 5 persons 71.43%

Year 2019

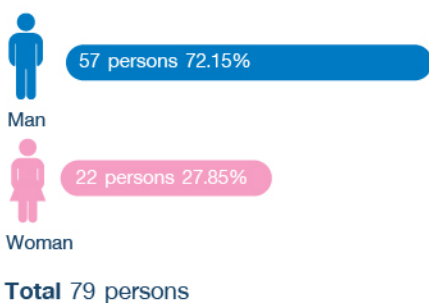


Total 1 person 100%

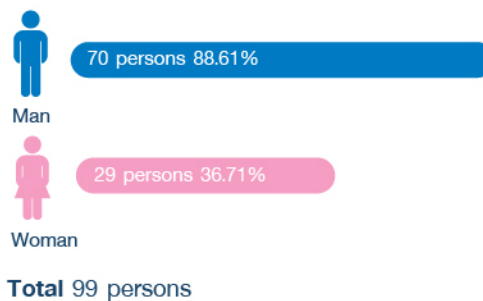
Newcomer



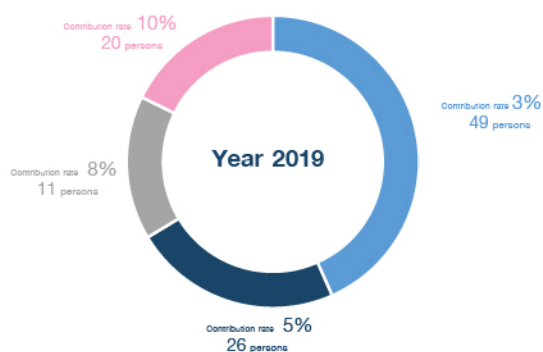
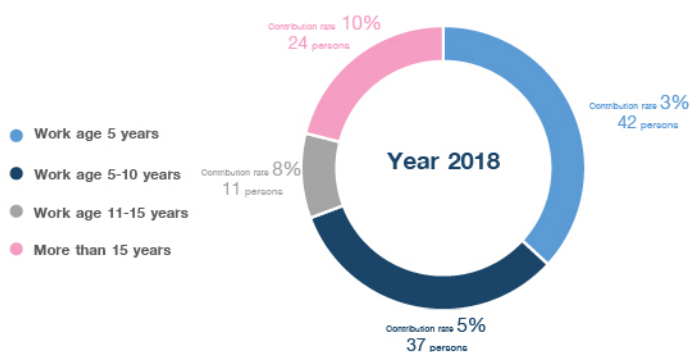
Year 2018



Year 2019



Rate of contribution paid to provident fund

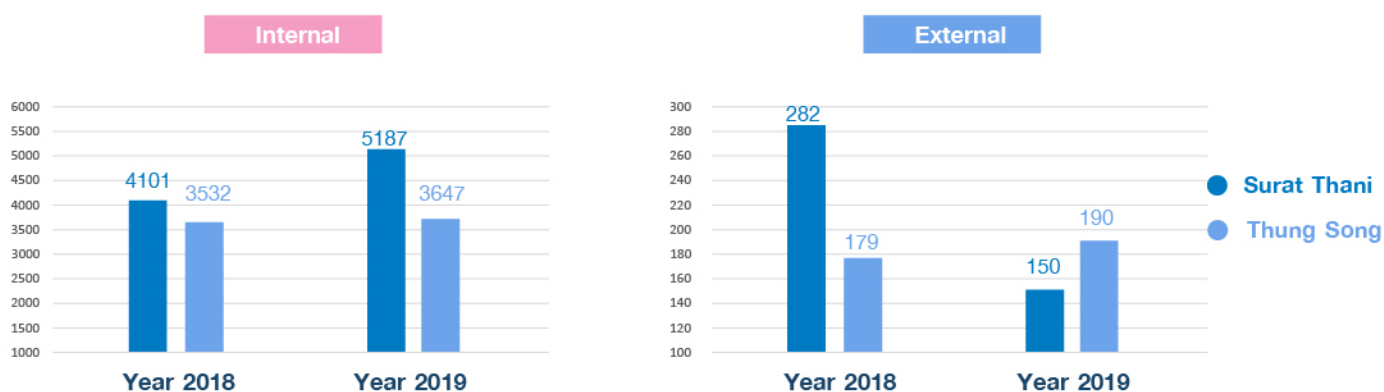


Training hours

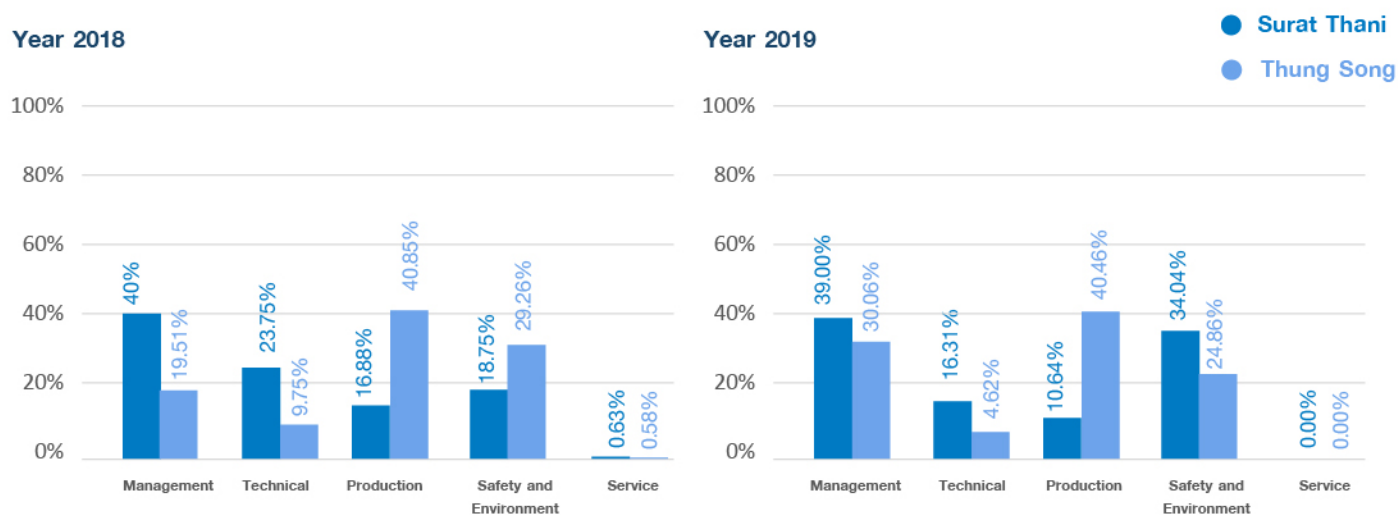
Average yearly training hours (hour/person/year)



Proportion by training type (Including OJT) (hours)



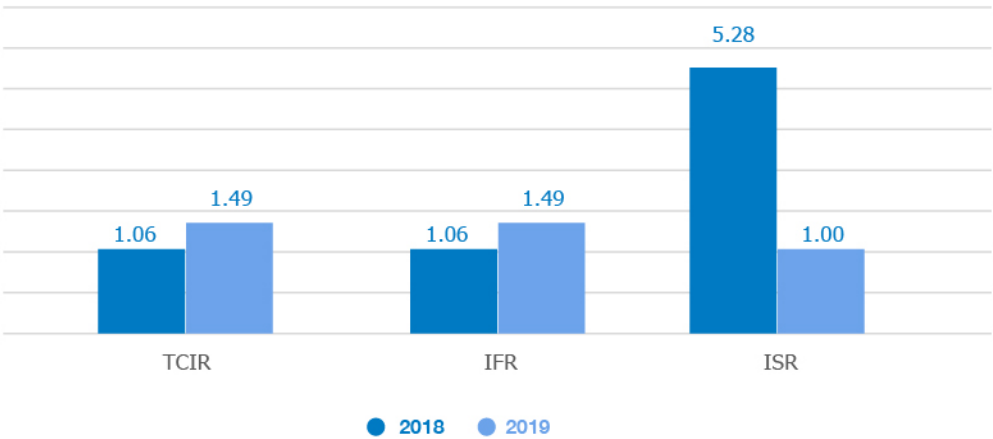
Proportion of training by skill



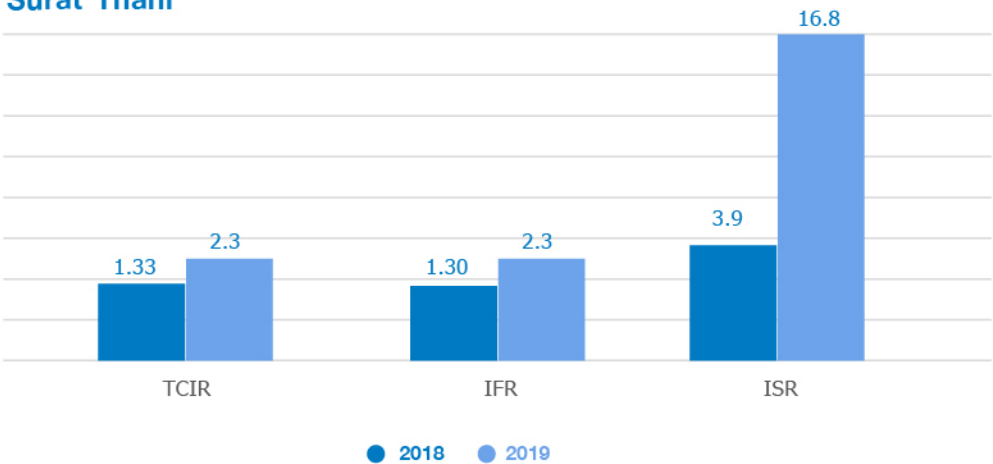
Overall operation about occupational health and safety
Occupational health and safety year 2018 – 2019 (Jan-Dec)



Statistics of accident during 2018-2019 Thung Song

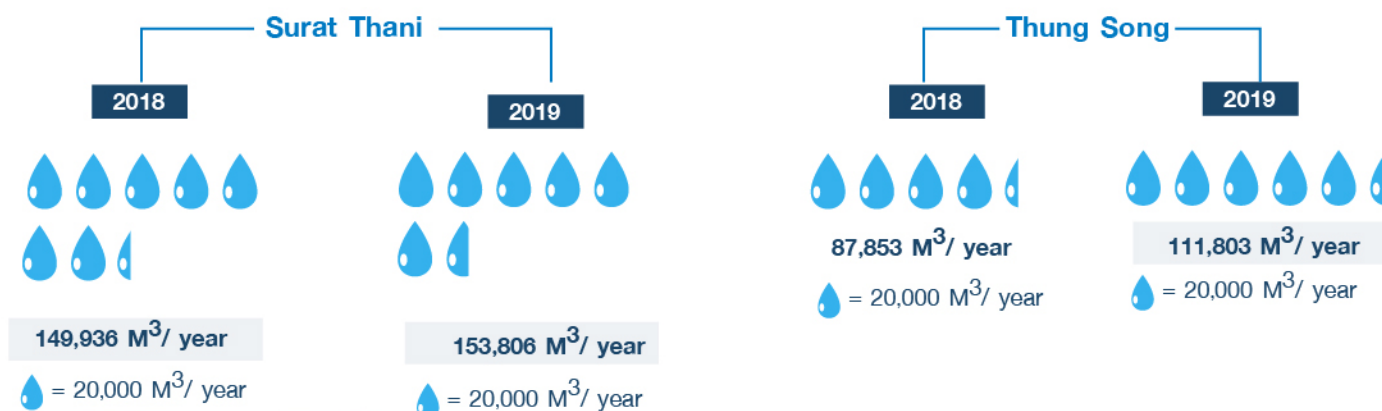


Surat Thani

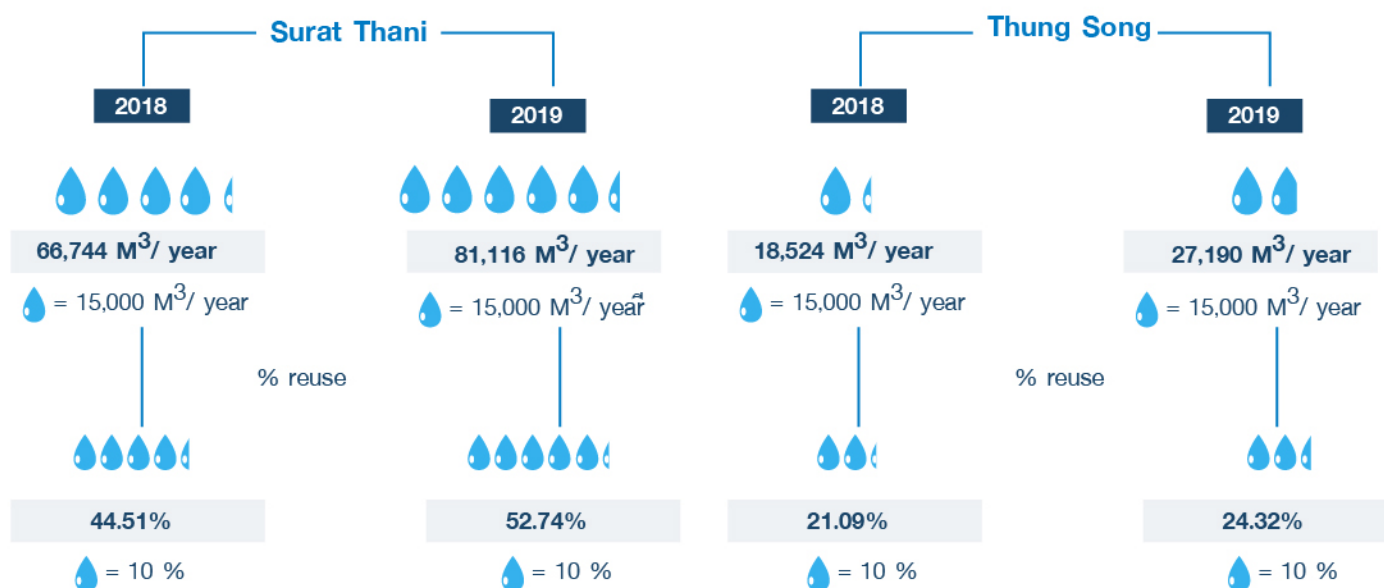


Environmental overall operation

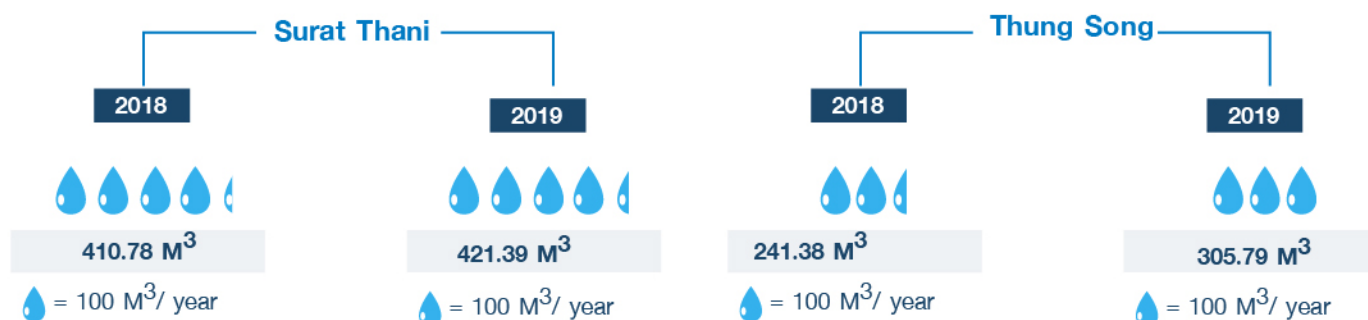
1. Water consumption (m³/ year)



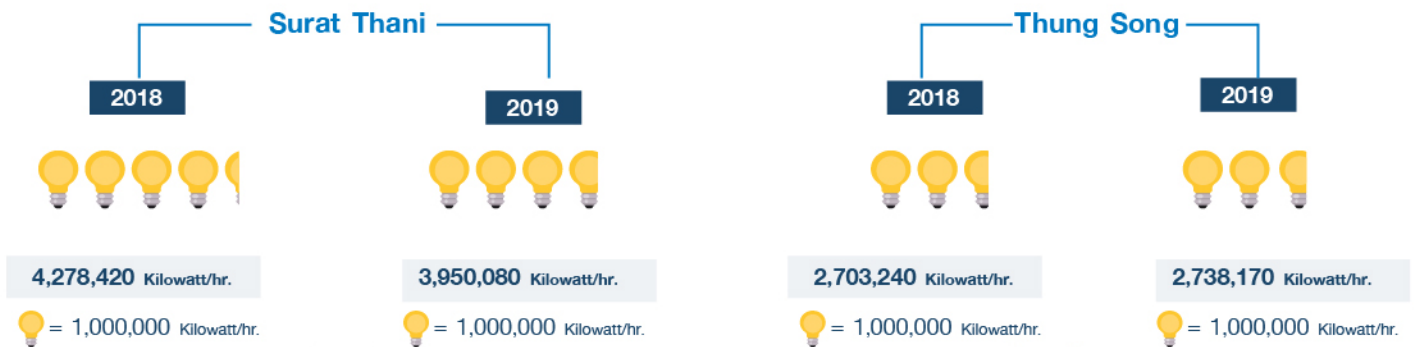
2. Reused water management (m³/ year)



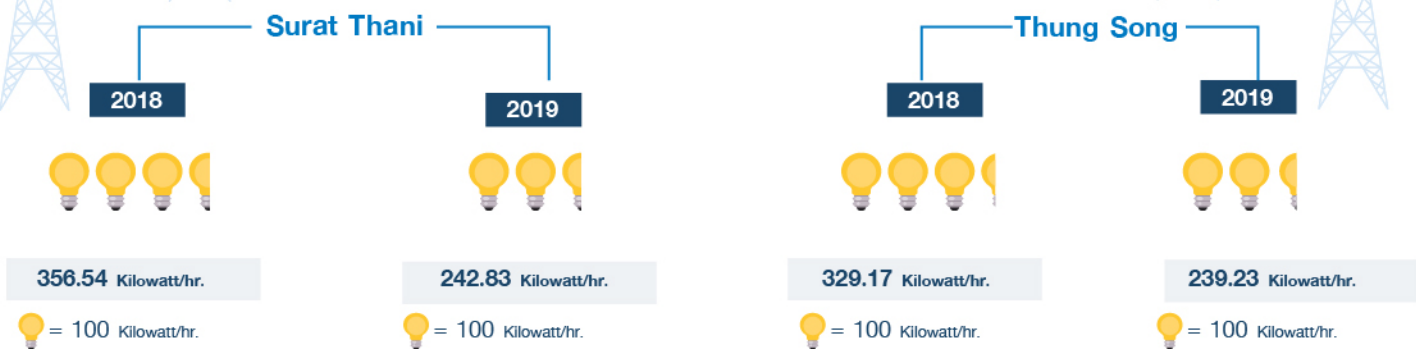
3. Average daily water use (m³)



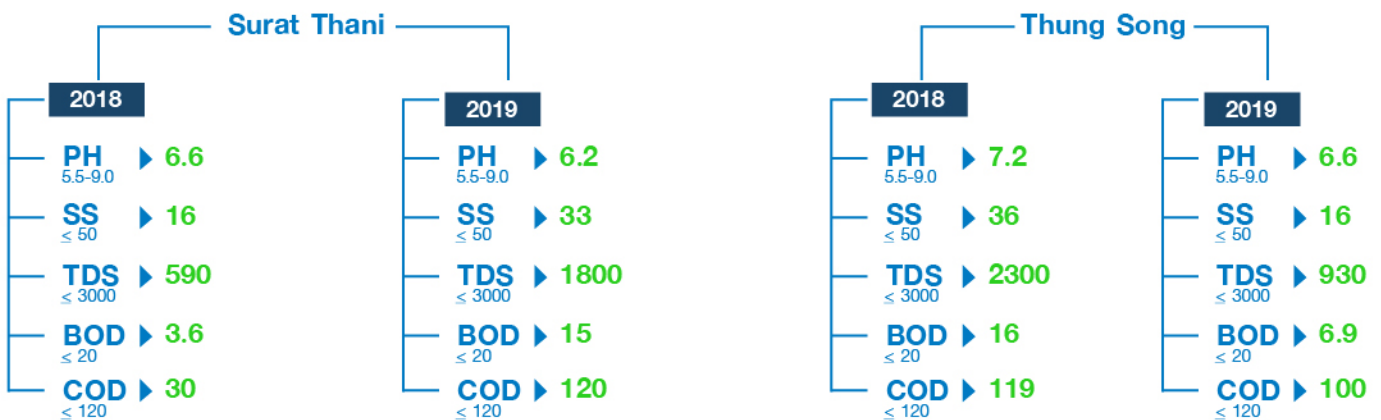
4. Electricity consumption (kilowatt-hour/ year)



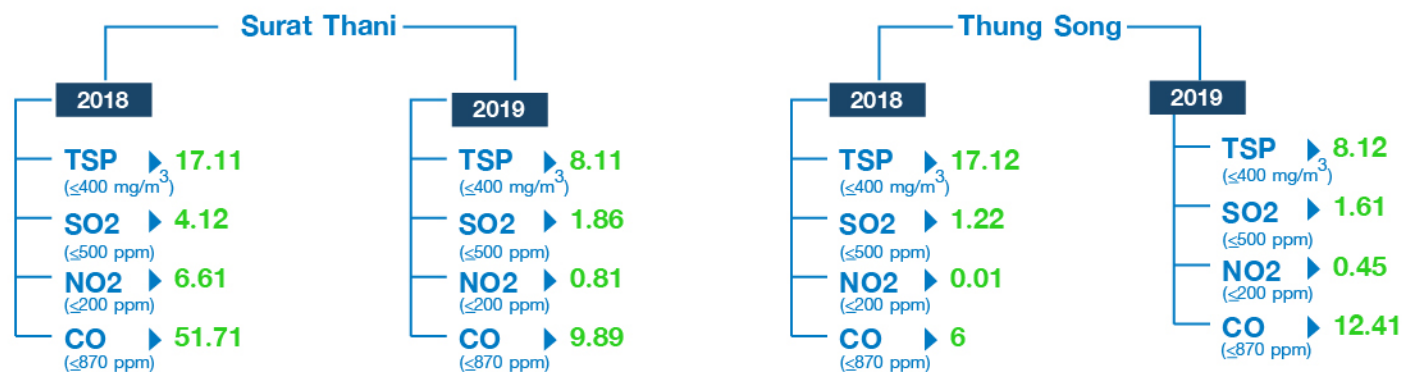
5. Electricity consumption (kilowatt-hour/ ton)



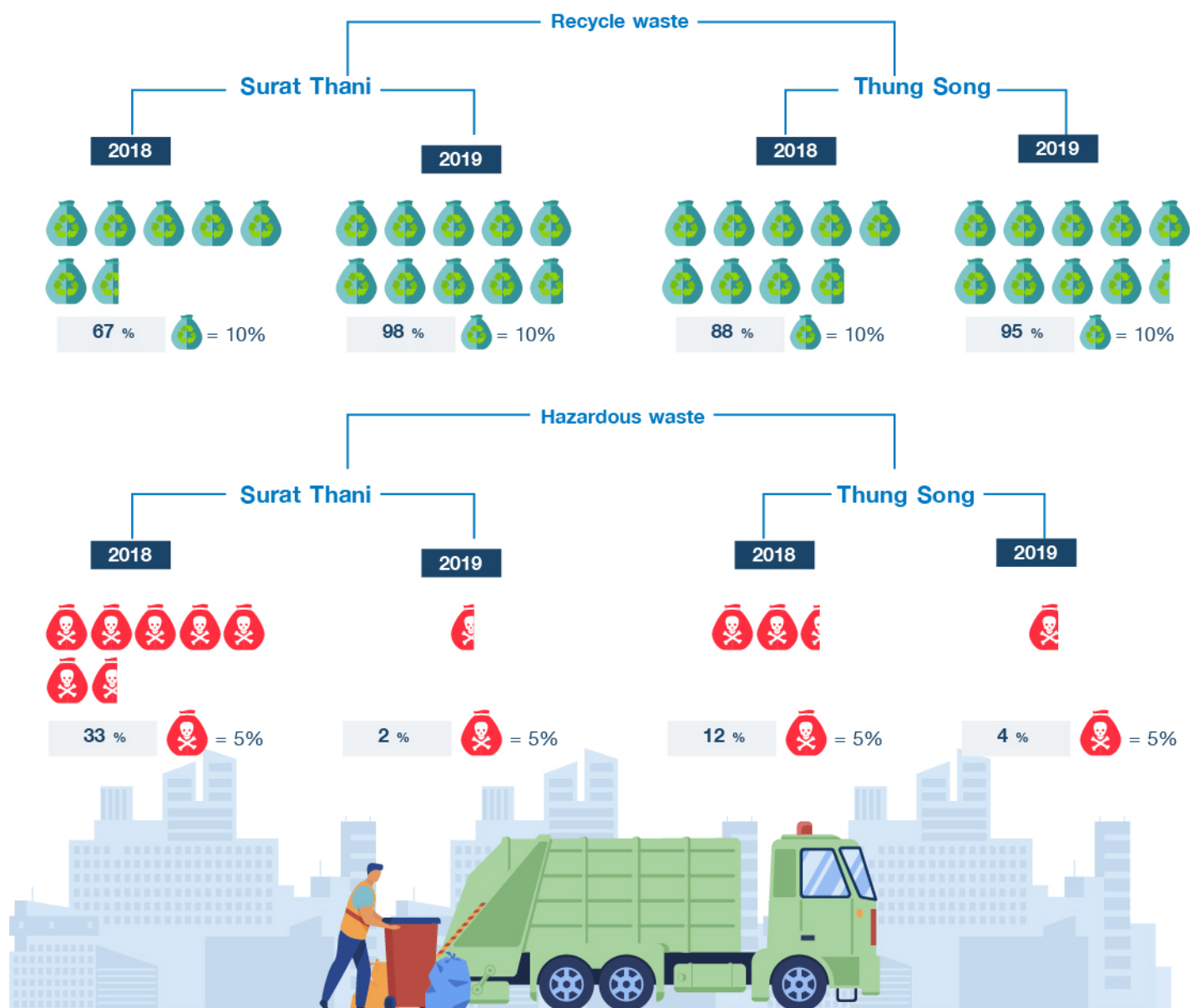
6. Treated water quality check



7. Air quality inspection result



8. Rate of waste from production process by %



GRI Content Index (MMG)

GRI Standard Title	Disclosure Number	Disclosure Title	Page
GRI 101 : Foundation 2016 General Disclosures			
GRI 102 General Disclosures	Organizational Profile		
	102-1	Name of the organization	4
	102-2	Activities, brands, product, and services	4-6
	102-3	Location of headquarters	4
	102-4	Location of operations	4
	102-5	Ownership and legal form	4-5
	102-6	Markets served	6
	120-7	Scale of the or organization	7
	102-8	Information on employees and other workers	34-38
	102-9	Supply chain	10-11
	102-10	Signicant changes to the organization and its supply chain	1
	102-11	Precautionary Principle or approach	16-18
	102-12	External initiatives	8-12, 29-32
	102-13	Membership of associations	23-26
	Strategy		
	102-14	Statement from senior decision-maker	1-2
	102-15	key impacts, risks, and opportunities	13-18
	Ethics and Integrity		
	102-16	Values, principles, standards, and norms of behavior	2-3
	102-17	Mechanisms for advice concerns about ethics	8-14, 19-22
	Governance		
	102-18	Governance structure	7
	102-19	Delegating authority	19-22
	102-20	Exrcutive-level responsibility for economic, environmental, and social topics	8-14
	102-22	Composition of the highest governance body and its commiittees	7
	102-25	Conflicts of interest	19-21
	102-27	Collective knowledge of highest governance body Identifying and	8
	102-29	managing economic, environmental, and social impacts	13-18
	102-32	Highest governance body, s role in sustainability reporting	13
	102-35	Remuneration policies	34
	102-36	Process for determining remuneration	34

GRI Content Index (MMG)

GRI Standard Title	Disclosure Number	Disclosure Title	Page
GRI 102 General Disclosures	Stakeholder Engagement		
	102-40	List of stakeholder groups	11-12
	102-42	Identifying and selecting stakeholders	11
	102-43	Approach to stakeholder engagement	11-12
	102-44	key topics and concerns raised	11-12
	Reporting Practice		
	102-46	Denying report content and topic Boundaries	14-15
	102-47	List of material topics	14
	102-48	Restatements of information	-
	102-49	Changes in reporting	-
	102-50	Reporting period	15
	102-51	Date of most recent report	-
	102-52	Reporting cycle	15
	102-53	Contact point for questions regarding the report	15, 22
	102-54	Claims of reporting in accordance with the GRI standards	43-46
	102-55	GRI content index	
Material Topics GRI 200 Economic Standard Series			
GRI 103 Management Approach	Economic		
	103-1	Explanation of the material topic and its and its Boundary	14
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 201 Economic Performance	201-1	Direct economic value generated and distributed	33
GRI 103 Management Approach	Procurement		
	103-1	Explanation of the material topic and its and its Boundary	10-14
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 204 Procurement Practices	204-1	Proportion of spending on local suppliers	-
GRI 103 Management Approach	Anti-corruption		
	103-1	Explanation of the material topic and its and its Boundary	19-21
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 205 Anti-corruption	205-1	Operations assessed for risks related to corruption	19-21
	205-2	Communication and training about anticorruption policies and procedures	19-21

GRI Content Index (MMG)

GRI Standard Title	Disclosure Number	Disclosure Title	Page
Material Topics GRI 300 Environmental Standard Series			
GRI 103 Management Approach	Energy		
	103-1	Explanation of the material topic and its Boundary	27-28, 40-41
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 302 Energy	302-1	Energy consumption within the organization	40-41
	302-3	Energy intensity	
	302-4	Reduction of energy consumption	
	302-5	Reduction in energy requirements of products and services	
GRI 103 Management Approach	Water		
GRI 303 Water	103-1	Explanation of the material topic and its Boundary	40-41
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
	303-1	Water withdrawal by source	
	303-3	Water recycled and reused	
GRI 103 Management Approach	Emission		
	103-1	Explanation of the material topic and its Boundary	42
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 305 Emissions	305-1	Direct (Scope 1) GHG emissions	42
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-4	GHG emissions intensity	
	Effluents and Waste		
GRI 103 Management Approach	103-1	Explanation of the material topic and its Boundary	9, 40-41
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 306 Efuments and Waste	306-1	Water discharge by quality and destination	40-41
	306-2	Waste by type and disposal method	
GRI 308 Supplier Environmental Assessment	Supplier Environmental Assessment		
	308-1	New suppliers that were screened using environmental criteria	-
	308-2	Negative environmental impacts in the supply chain and actions taken	10

GRI Content Index (MMG)

GRI Standard Title	Disclosure Number	Disclosure Title	Page
Material Topics			
GRI 400 Social Standard Series			
GRI 103 Management Approach	103-1	Explanation of the material topic and its Boundary	9
	103-2	The management approach and its components	29-36
	103-3	Evaluation of the management approach	
	Employment		
GRI 401 Employment	401-1	New employee hires and employee turnover	36-37
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3		
GRI 103 Management Approach	Occupational Health and Safety		10, 39
	103-1	Explanation of the material topic and its Boundary	
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 403 Occupational Health and Safety	403-1	Workers representation in formal joint management worker health and safety committees	10, 39
	403-2	Types of injury and rates of injury, occupational diseases, lost day, and absenteeism, and number of work-related fatalities	
GRI 103 Management Approach	Traing and Education		38
	103-1	Explanation of the material topic and its Boundary	
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 404 Training and Education	404-1	Average hours of traning per year per employee	38
	404-2	Programs for upgrading employee skill and transition assistance programs	
	404-3	Percentage of employess receiving regular performance and career development reviews	
	Supplier Social Assessment		
GRI 103 Management Approach	103-1	Explanation of the material topic and its Boundary	10-12
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 414 Supplier Social Assessment	414-1	New suppliers thant were screened usign social criteria	-
	414-2	Negative social impacts in the supply chain and actions taken	-
GRI 103 Management Approach	Local Communities		29-32
	103-1	Explanation of the material topic and its Boundary	
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 413 Local Communities	413-1	Operations with local community engagement, impact assessment, and development programs	29-32
	413-2	Operations with significant actual and potential negative impacts on local communities	
GRI 418 Costumer Privacy	418-1	Substantiated complanints concerning breaches of customer peivacy and losses of cusromer data	29-32
GRI 419 Socioeconomic Compliance	419-1	Non-compliance with laws and regulation in the social and economic area	-



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