

# Corporate Social Responsibility

Amarin Group has always conducted its businesses in line with its policies on social and environmental care. Guided by the policies that care for the environment, communities, and the society, Amarin Group has had both in-process and after-process corporate responsibility. To date, the group has carried out several useful projects to inculcate in its staff the right conscience. Its human resource development features social responsibility standards and encourages staff to contribute to public benefits in economic, social as well as environmental aspects, which are the basis for Thailand's sustainable development. Such efforts have in turn allowed Amarin Group's business operations to move ahead efficiently and prosper on a sustainable basis. Staffs of Amarin Group, who are valuable assets, have embraced the group's corporate culture in dealing with colleagues, customers and all other stakeholders.

Amarin Group has counted corporate responsibility as a key part of its sustainable development strategy just like its operating results. Its business operations must always be legitimate, transparent and done after taking into account the benefits and impacts of all stakeholders. The group's corporate responsibility also covers good guidelines on shareholders' rights, equal treatment of shareholders, roles of stakeholders, disclosure of information, transparency, and the Board of Directors' responsibility.

In 2020, Amarin Group conducted its businesses in a socially and environmentally responsible manner. The summary was as follows:

## 1. Fair Operating Practices

Amarin Group has placed an emphasis on fair practices. Not taking advantage of others, the group ethically has treated its shareholders, staff, customers, competitors, trade partners, creditors, communities, and society. All groups of stakeholders have received fair and equal treatment from Amarin Group. Guided by its integrity, Amarin Group has given adequate and proper

information/advice on products and services to customers in a timely manner, has delivered quality products to customers in line with agreements on the basis of fair and arm's length transactions, and has also avoided conflict of interest.

## 2. Anti-Corruption Practices

Amarin Group has implemented policies and guidelines against all forms of corruption. Its directors, executives and staff must stay clear of corruption, no matter what forms, and fully comply with Thailand's anti-graft laws/regulations. Also, they must not engage in any conflict of interest. They must not use Amarin Group's assets to pursue commercial benefits for themselves or their cronies. The management of Amarin Group has promoted the right conscience among staff on a continuous basis. New staffs are educated about anti-corruption guidelines. Amarin Group has always informed its staff of whistleblowing channels and protection available for whistleblowers. Moreover, staffs have been briefed about transparent procurement policies. Operated by the group's Internal Audit Unit, monitoring system is in place to ensure staff's compliance with laws. Assessments are also conducted for businesses that risk engaging in corruption. In 2018, Amarin signed an agreement to officially join the Collective Anti-Corruption (CAC).

## 3. Respect for Human Rights

Amarin Group has recognized that respect for human rights is a basis of human resource development. Support has thus been provided to ensure that the group and its staff do not commit any human rights violation. Freedom, equality and peace have been promoted. Amarin recruitment is free from ethnic, religious and sexual discrimination. All are treated as equals. There is neither oppression nor sexual harassment at Amarin Group. Ideological freedom is not restricted for as long as it does not affect or damage the group's reputation.



#### 4. Fair Labor Practices

Amarin Group is committed to raising labor standards and staff's quality of life. Work environment at the group has been constantly improved to uphold occupational safety. In addition, Amarin Group organized several activities in 2020 in line with its concept and mission as follows:

1) **Activities for Good Emotional Health:** These activities are held for employees, their family members, and interested members of the public, including customers and local people. Candle Procession for Buddhist Lent aims at promoting Buddhism and continuing a Buddhist tradition. Via these activities, executives and staff of the Company get opportunities to make merits and bring elaborate candles to temples on Buddhist Lent occasion together. Dharma Lecture, as the Company has seriously promoted meditation among its employees, family members, and customers so as to encourage mindfulness meditation. The practice provides a way to understand the state of mind, to keep pace with one's own thoughts, to understand the mind that is also a source of desires, and to stop holding onto something. The ultimate goals

are to learn to appreciate emptiness and maintain the normal state of mind so that one can live happily.

2) **Activities to Promote Unity and Thainess:** Amarin Valentine's Day has invited executives and staff to write down messages for their colleagues. Offering thanks, moral support, appreciation or good feelings, these written messages are then delivered together with a rose by the Company to intended recipients. Thanks to these activities, employees know more about and smile more at one another. Positive interactions will then increase.



3) **Social-work activities:** Supporting social work on a regular basis, the Company has inculcated public mindedness and social responsibility in its staff through several activities, namely Publication Donations that cover pocketbooks, magazines and all other types of publications by the Company and its subsidiaries with recipients being government agencies that serve the public, such as schools and hospitals so as to spread knowledge and promote reading culture among Thais; Social-work activities: AMARIN Open House has been organized for outsiders, namely university lecturers/students, to explore the Company's work process. For each educational visit to its compound, the Company has prepared a reception and speakers to educate students. Visitors will see the whole process of quality-print production and print integration to new media for digital age, which is designed to respond to every need of customers and deliver valuable



experiences. **Internship Project** offers internship opportunities to university students. Under this project, university students can learn on the job under the guidance of professionals. At the completion of the program, mentors will evaluate interns' performance. For those getting "excellent" scores, Amarin Group will consider hiring them as permanent employees after their graduation; **Jobs for the Physically-Challenged Project** that is conducted based on an agreement the Company has signed with the Universal Foundation for Persons with Disabilities on the hiring of the physically challenged for community/public services; and **Blood and Body Donations** with blood donated three times a year. For more details, please see "Human Resources".

## 5. Responsibility towards Consumers

With commitment to honest and transparent operations, AMARIN Group is determined to win customers' confidence and maximize their satisfaction by offering services and products whose quality is beyond any expectation at a reasonable price. It has also sought to maintain good ties with customers on a sustainable basis by constantly exploring ways to give increasing benefits to customers. In addition, AMARIN Group has taken care of its customers in various other aspects. It has safeguarded customers' secrets, never abusing customers' information for the benefits of other persons. AMARIN Group, moreover, has prepared units/process to gather comments on its products/services. These comments have then been used for product/service development as the Company seeks to respond to customers' needs in an increasingly comprehensive manner.

## 6. Environmental Care

Amarin Group has prepared environmental management process, which includes excellent systems, for its Printing and Packaging Division. Scrap materials and wastewater from its manufacturing process can be categorized as follows:

- 1) Wastewater from the Printing and Packaging Division's manufacturing process is not huge in amount. Each day, the manufacturing process generates about 10 cubic meters of wastewater that is treated in a treatment pond before being discharged into a public detention pond. The Company has implemented the policy to ensure that the discharged water is clean and free from contaminants.
- 2) Scrap materials from the manufacturing process such as paper scraps, film scraps and no-longer-used aluminum plates are sold to buyers who have arranged for recycling.

The Company has also addressed other types of pollution. For example, regarding noise from machinery, the Company has built a large air-conditioned room to contain its printing machines. Such facility proves effective in keeping machine noise inside. Moreover, the Company has chosen chemical products that are safe to staff, users, and readers. The Company has conducted environmental quality checks on a regular basis too. In 2020, its environmental quality monitoring report was submitted on 28 April 2020. The Company passed all criteria sent by the Ministerial Regulation on the Prescribing of Standard for Administration and Management of Occupational Safety, Health and Environment in Relation to Heat, Light, and Noise B.E. 2549 (2006). Clause 15 under this regulation's Chapter 5 stipulates that employers shall monitor and analyze environment in relation to heat, light, or noise within the workplace. The Company, moreover, has checked the quality of its treated wastewater on a quarterly basis. Wastewater treated by the Company has passed all criteria and met all standards on the control of wastewater from industrial operations that are pursuant to the Industry Ministry's Announcement on Wastewater Discharges from Factories B.E. 2560 (2017). Wastewater discharge control is under

the supervision of the Industry Ministry's Department of Industrial Works and health authority of the Taling Chan District Office, the Bangkok Metropolitan Administration,

The Company has also long provided training for staff including new employees. Covering a variety of topics, such training addresses safety measures in handling chemicals. Refresher training has been conducted on a monthly basis too. In 2020, the Company trained a total of 127 employees. Given to staff involved in packaging production/print production and factory engineers, the training presented basic chemical knowledge and guideline on response to a chemical leak with aim to uphold efficiency and safety of both employees and society.

In June 2020, the Company was certified based on cGMP& HACCP standards. Its certification on drug-abuse prevention and solution standard was also renewed. The renewal is a proof that the Company has fully met the standard on drug prevention and solution for enterprises.

## 7. Participation in Community or Social Development

Amarin Group has promoted its happy co-existence with communities and society, through a focus on creating educational and occupational opportunities for not just youths but also the underprivileged so that they receive knowledge and develops self-reliance (For more information, please check content listed under Amarin Group's activities in the Corporate Responsibility chapter). Moreover, Amarin Group has focused on creating and sharing innovations from its operations that demonstrate responsibility for the society, the environment and all stakeholders. Business - innovation development has always won support particularly in regard to process related to the promotion and support for all units to develop business innovations that allow Amarin Group to participate in the delivery of social, environmental and stakeholder-responsible products and services.

## Socially and Environmentally Responsible Activities in 2020

### Reporting Process

Amarin Group has compiled its CSR information as part of its annual report, which is available in both Thai and English languages, for the purpose of distributing concepts and activities related to socially and environmentally responsible activities to shareholders and institutional investors via [www.amarin.co.th](http://www.amarin.co.th).

### CSR Activities

In addition to the aforementioned work process to promote its sustainability, Amarin Group has also carried out various other activities in pursuit of social and environmental sustainability via the following CSR activities:

#### 1. Social Work

Amarin Group has helped the underprivileged, promoted good health, and delivered various other benefits to society. It has shared resources, physical energy, time and courage so as to repay the society in many forms. Recognizing its duty as a corporate citizen, Amarin Group has reached out to people in need. Staff has been taught to serve as good members of society and spread the do-good culture. In 2020, Amarin Group carried out the following activities:





**“Praew Charity 2020”**

Held under the Share the Love for Kids concept, the Praew Charity Project by Praew Magazine has continued since 2003 to help raise funds for the vulnerable, women, children, abused animals, and the environment. To date, the Praew Charity Project has already raised more than Baht 42 million fund for over 56 foundations.

Praew Charity 2020 organized a charity shopping event in which celebrities from across Thailand offered their quality designer products at a friendly price. Parts of the proceeds then went to the Praew Charity Project, which handed over the Baht 8.19 million fund to the Foundation for Children with Disabilities, the Yuvarasak Foundation, the Animal Rescue Foundation of Thailand, the Save Andaman Network Foundation, the Chiang Khong Mekong School on Local Knowledge, and more.



- Baannokkamin Foundation: Baht 200,000
- Mentally Handicapped Babies Home: Baht 50,000
- Issarachon Foundation: Baht 50,000
- Home for Animals: Baht 100,000
- Ban Thammarak: Baht 100,000
- Soi Dog Foundation: Baht 50,000
- Tassanee Home: Baht 50,000
- Save Elephant Foundation: Baht 500,000
- Soldiers/policemen in unrest-plagued southern border provinces: Baht 100,000
- Help Dogs by Phra Phayom: Baht 50,000

**Project to facilitate the acceptance/delivery of donations to disaster victims in the South**

Amarin Television Company Limited, a subsidiary, took up the role of the facilitator in sending moral support and various forms of assistance to disaster victims in the South. Raising Baht 8,550,593.07 in donation, the project spent the fund on procuring relief-item bags, rice, dried foods, medicines and life jackets to flood victims as well as flooded schools. All items have already been delivered to intended recipients.



## 2. Educational Activities

### 3<sup>rd</sup> Year of “Sending Knowledge, Creating Happiness”

Amarin Group has promoted education via various activities. Recognizing the importance of reading, which is an important foundation for learning, Amarin Printing and Publishing Company Limited in its capacity as Thailand's multimedia leader has joined hands with Thai Beverage Public Company Limited and allies in launching the “Sending Knowledge, Creating Happiness” project, which has been carrying out for three years, with aim to encourage children to read books at least 15 minutes a day. It has been proven that such reading stimulates brain development and efficient learning among children. Supported by the Ministry of Education and the Office of the Basic Education Commission, this project seeks to raise children's and youth's awareness of reading importance.

### Naiin Donates 5,000 Books to the World Vision Foundation of Thailand

As Naiin (Amarin Book Center Company Limited) produced “The Watcher” commercial with aim to engage readers in giving culture, it offered to donate one book to the World Vision Foundation of Thailand every time the commercial was shared on social media. In other words, when a reader shared the commercial clip, he or she played a role in this book-donation campaign. The maximum number of books to be donated under this campaign was 5,000. The World Vision Foundation of Thailand will distribute these books among the underprivileged people who have lived in remote areas so



as to spread knowledge, happiness and positive energy in line with Naiin's mission. Naiin aims to serve as a hub of knowledge and ideas, while promoting love for reading among Thais because the reading habit is always fundamental to human development, social development, and national development.

## 3. Activities for Environmental Care

Activities in this category are conducted for environmental care such as energy conservation, environmental rehabilitation, reduced consumption of resources, and campaigning for environmental protection. These activities are in line with Amarin Group's mission to sustainability. Amarin Group is committed to promoting green mind among all its members, who are encouraged to sustain the good environment for the future generations.