



3.3 Environmental Sustainability Management

3.3.1 Environmental Policy and Practices

The company is aware of its responsibility, considering the environmental impacts affecting employees, communities, and stakeholders. Therefore, it has established policies to control and mitigate environmental impacts on natural resources, energy, and society. This ensures that all managers, employees, and stakeholders participate and adhere to the following practices:

1. Promoting and supporting environmental awareness among all personnel in the organization, emphasizing their duty to protect, conserve, and reduce environmental impacts on all stakeholders and communities.
2. Promoting and supporting compliance with laws, standards, and regulations related to the environment diligently.
3. Managing, operating, controlling, monitoring, improving, reviewing, and developing relevant areas for environmental conservation regularly and consistently.
4. Promoting and advocating for the efficient use of resources and energy within the organization to maximize benefits for sustainable business, society, and the environment.
5. Supporting various resources to promote awareness and instill a sense of responsibility for environmental protection within the organization and among stakeholders.

Although the Company's business operations may not directly impact the environment, it does not overlook these concerns, which are sensitive issues in society. Therefore, it places importance on environmental protection and energy conservation throughout its operations.

3.3.2 Environmental Performance Results

Energy Management

Our company efficiently manages energy resources, including the Intelligent Tumbler Dryer system. In the year 2023, we undertook the following improvements:

- Upgrading the Intelligent Tumbler Dryer system to increase production efficiency and reduce energy wastage by 103,345.92 kilowatt-hours.
- Installation of a Solar Cell system to reduce electricity expenses within the organization, resulting in a reduction of 610,970.46 kilowatt-hours.

These initiatives led to a cost reduction in electricity usage amounting to 3,439,971.84 Baht compared to the year 2022.

Waste Management and Pollution Control

Our company acknowledges the challenges posed by waste and understands that improper waste disposal processes can lead to environmental pollution, affecting both wildlife and human health in the long term. Therefore, we actively promote awareness among our employees regarding responsible waste disposal. We strive to cultivate a thorough understanding of waste management practices, emphasizing the importance of proper disposal methods to mitigate environmental impact.

Waste Management and Disposal in 2023

Recycle waste



Plastic
6,620 kilograms



Cardboard
3,599 kilograms

Waste Disposal



Infectious Waste
36,265 kilograms



Industrial Waste
540 kilograms



Hazardous Waste
1,477 kilograms



Management to Reduce Greenhouse Gas Issues

The company prioritizes management efforts to mitigate greenhouse gas emissions. It has identified that the activities contributing most to greenhouse gas emissions are electricity usage in production processes, air conditioning in factories and offices, and fuel consumption from organizational vehicles. Therefore, the company has implemented measures to reduce electricity consumption from the city grid by installing solar power systems, upgrading air conditioning systems, and installing energy-saving equipment.

3.4 Social Sustainability Management

The company establishes policies and practices regarding human rights, including those related to the treatment of employees, customers, society, and the company itself. Additionally, the company continues to develop the potential of its employees to align with changes in the business, while ensuring a high quality of life for its employees.

3.4.1 Social Policy and Practices

1. Respect for Human Rights:

the company is committed to conducting business with integrity, adhering firmly to social responsibility and the interests of all stakeholders according to the principles of corporate governance and ethics. It will comply with laws rigorously to ensure that its business operations are free from human rights violations. The following are the established practices concerning human rights:

- 1) The company will treat employees and partners throughout the supply chain with utmost respect for human rights, including the respect for freedom and without discrimination based on race, nationality, skin color, religion, gender, disability, social or economic status, culture, marital status, and other characteristics.
- 2) It is dedicated to maintaining a fair and exemplary working environment in business operations and other areas, aligned with human rights principles, such as the prohibition of child labor and forced labor.
- 3) Employment practices will ensure fairness, providing every employee with opportunities for career advancement and equal benefits from the company.
- 4) Training on human rights will be provided to management and staff to understand basic human rights and freedoms, helping to mitigate the risks of human rights violations in business operations.
- 5) Employees are encouraged to provide suggestions, opinions, or complaints to the company through established channels, and protection will be given to employees who report misconduct with integrity.
- 6) The company will not support or promote suppliers of raw materials involved in human rights violations in the sourcing of its materials.

2. Fair Treatment of Workers

In order to ensure that products manufactured by DOD Biotech Public Company Limited, originate from labor that is legally respected in terms of human rights, employees must be physically and mentally prepared to work happily, resulting in efficient work. Therefore, the company will treat employees fairly and equally, without discrimination in hiring, compensation, promotion, training, and development, without distinguishing gender, age, education, ethnicity, and religion. Additionally, the company supports the employment of disadvantaged groups, such as persons with disabilities, to create opportunities, careers, and stable incomes, contributing to sustainable development goals locally and globally. The following are the practices in place:

- 1) Child Labor: The company will not hire or support the hiring of child labor, or employ individuals under the legal age limit.
- 2) Women's Labor: The company ensures gender equality, providing equal opportunities and advancement in careers. Additionally, measures are taken to prevent harassment, abuse, and support the safety and working environment of pregnant female employees.
- 3) Forced Labor: The company will not engage in or support forced labor.
- 4) Health and Safety: The company provides a safe working environment and ensures the health of its employees.
- 5) Freedom of Association and Collective Bargaining Rights: The company respects employees' rights to form associations or join labor unions and respects their collective bargaining rights.
- 6) Non-Discrimination: The company will not engage in or support any form of discrimination in hiring, compensation, overtime work, training, promotion, termination, or retirement based on race, nationality, ethnicity, religion, disability, gender, sexual orientation, union membership, political affiliation, marital status, pregnancy status, physical appearance, HIV status, age, or other fundamental characteristics.
- 7) Disciplinary Measures: The company will not engage in or support the use of physical or psychological punishment or coercion.
- 8) Working Hours and Overtime: The company sets working hours in accordance with the law and relevant industry standards.
- 9) Compensation: The company must pay employees at least the minimum wage rate as required by law or the minimum industry standards.

These practices are aligned with the company's commitment to sustainable development goals locally and globally.

3. Human Resource Management

The company recognizes the importance of its personnel, considering them a critical factor in measuring business success. Therefore, efforts are made to develop knowledge, skills, and expertise to enhance job proficiency alongside creating a motivating work environment and providing good living conditions for employees. These factors contribute to fostering potential in work performance and overall quality of life. The company has laid a foundation for sustainable growth in line with the vision set forth, based on employee participation to ensure that the organization has employees who demonstrate behavior supportive of the organization's goals. This involves instilling the organization's core values, or true essence, which include:

- 1) Human Resource Management aligned with the company's vision, mission, and organizational policies.
- 2) Personnel management adhering to labor standards, core organizational values, and relevant laws.
- 3) Establishment of systematic recruitment and selection processes, facilitating the hiring of qualified individuals.
- 4) Planning of workforce allocation to ensure balance with job responsibilities, avoiding overstaffing or understaffing.
- 5) Implementation of measures to retain employees for long-term commitment to the organization.
- 6) Provision of appropriate benefits and incentives to enhance motivation and job performance.
- 7) Implementation of performance evaluation systems to fairly adjust salary rates and promotions.
- 8) Establishment of salary structure and periodic wage surveys to align compensation with current economic and social conditions.
- 9) Training and development programs to enhance employee skills, efficiency, and readiness for future responsibilities.
- 10) Conducting labor relations activities to foster a positive relationship between the company and its employees.
- 11) Efficient internal communication at all levels of the organization.
- 12) Ensuring workplace safety, occupational health, risk reduction, accident prevention, and minimizing work-related accidents.

4. Occupational Health, Safety, and Environmental Care in the Workplace

The company considers all employees to be the vital cornerstone of its operations, valuing them as invaluable assets. Recognizing that managing safety, occupational health, and environmental conditions in the workplace is integral to the company's business, it is deemed a critical responsibility to ensure the well-being and safety of employees alongside production and product quality. This commitment underscores the company's dedication to prioritizing accountability and continuous improvement in safety, health, and environmental management practices. The company pledges to adhere to the following principles:

- 1) The company adheres strictly to regulations, directives, announcements, orders, and standards regarding safety, occupational health, and environmental conditions in the workplace, as stipulated by government authorities.
- 2) The company consistently supports and promotes safety, occupational health, and environmental aspects in the workplace by providing continuous training, knowledge reinforcement, and drills, as well as organizing various activities to instill a continuous safety consciousness among employees and ensuring constant preparedness.
- 3) The company prepares and provides quality personal protective equipment tailored to the nature of work and job requirements for employees.
- 4) The company conducts regular inspections and rigorous enforcement to ensure that employees comply with company safety regulations, including diligent monitoring and enforcement of the use of personal protective equipment as prescribed.
- 5) The company elevates and develops the internal environment within the company, maintaining cleanliness throughout company premises to ensure safety and a conducive environment conducive to the well-being and good health of employees, thereby enhancing overall work quality and employee well-being.

At all levels of the company's management, there is a commitment to serve as examples in the development and maintenance of quality management systems, occupational health and safety, and environmental management. This includes supporting sufficient resources so that all employees can participate in implementing policies. Additionally, it involves communicating the results of quality, occupational health and safety, and environmental management practices comprehensively to relevant stakeholders.

5. Responsibility towards customers:

The company conducts its business with integrity and a commitment to customer responsibility in every aspect. We prioritize providing customers with high-quality products and services, firmly believing in meeting their needs with the utmost fairness. Our dedicated team ensures the production of internationally standardized quality dietary supplements, meticulously controlling quality at every stage to deliver products punctually. We are dedicated to ensuring maximum customer satisfaction by continuously developing products that meet and exceed customer expectations, utilizing resources, time, personnel, capital, materials, machinery, equipment, technological data, and efficient methods. We uphold the highest standards of occupational health, safety, and environmental responsibility, maintaining mechanisms and customer service systems for rapid response to customer inquiries and complaints. We are an organization that sets standards for the production of dietary supplements with a commitment to environmental and social responsibility, guided by ethics concerning customer responsibility as follows:

- 1) Meeting customer/consumer needs with high-quality products and excellent services.
- 2) Providing complete and accurate information about products and services to customers, without distortion of facts.
- 3) Guaranteeing products and services under appropriate terms.
- 4) Not delivering products or services to customers knowing that they are defective, damaged, or may pose a risk to customers, and not delivering products or services below standards to customers.
- 5) Establishing mechanisms and customer service systems that allow customers to conveniently voice complaints about products and services and responding promptly to ensure the highest level of customer satisfaction.
- 6) Striving to minimize production costs while maintaining the quality of products and services to standard.
- 7) Continuously seeking ways to increase benefits for customers without interruption.
- 8) In cases where it is impossible to fulfill any agreement with customers, promptly informing customers in advance to jointly consider solutions to problems and prevent losses.

6. Management of Business Partners

The company procures goods and services in accordance with established procedures, conducting transactions fairly, reasonably, transparently, and verifiably, with no conflicts of interest. It treats business partners consistently, competing fairly and transparently. The guidelines for these practices include:

- 1) Adhering to agreements with business partners; in cases where compliance is not possible, promptly negotiating with partners in advance to find mutually agreeable solutions and prevent any losses.
- 2) Providing accurate and complete financial information in accordance with reality.
- 3) Not soliciting, accepting, or providing any benefits that are not fair to business partners. If there is information about the provision of unfair benefits, engaging in fair and prompt discussions with partners to address and resolve issues.

7. Responsibility towards the Community and Society

The company conducts its business with a sense of responsibility towards the community and society, prioritizing support for community and social activities and maintaining continuous care for the environment. It fosters a collaborative spirit with relevant stakeholders, aiming to build and nurture positive relationships based on mutual acceptance and trust. The company considers the potential impact on stakeholders and society, including shareholders, employees, local communities, customers, business partners, governmental agencies, and the nation as a whole. Moreover, the company seeks to instill a culture of responsibility and accountability among employees. The following are the guiding principles:

- 1) Conduct business according to ethical principles and with a sense of social responsibility.
- 2) Respect the rights and treat all stakeholders fairly.
- 3) Support activities for public welfare, social causes, and environmental conservation, while also promoting public or private organizations that contribute to the betterment of society and the environment.
- 4) Encourage and involve employees at all levels to participate in company activities and initiatives with a sense of social responsibility. Additionally, promote and support employee participation in volunteer work and community service activities.



3.4.2 Social Performance Results

1. Respect for Human Rights

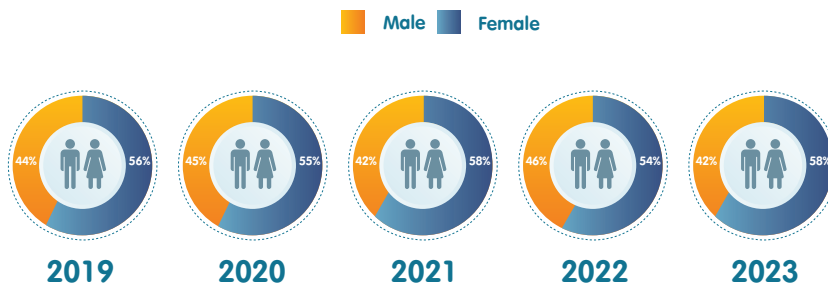
The company demonstrates a commitment to and adherence to both domestic laws and international standards regarding human rights. Consequently, in the year 2023, the company received no complaints regarding violations of human rights.

2. Fair Treatment of Employees

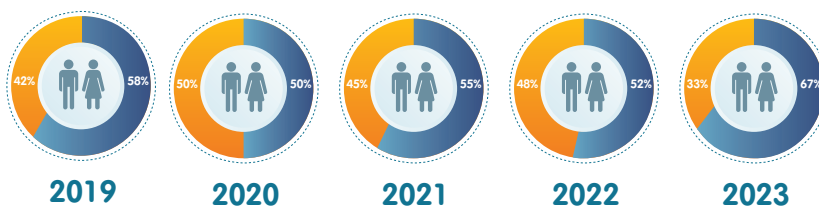
The company practices fair treatment towards its employees, ensuring equity in employment, compensation, and benefits, as well as access to training, promotion opportunities, and quality of life. In the year 2023, the company executed significant operations as follows:

- 2.1. Establishment of a welfare committee comprised of elected employee representatives to oversee and provide recommendations mutually.
- 2.2. Implementation of fair selection criteria for employment, focusing on the competence and experience of applicants. In 2023, the company hired 118 new employees without receiving any complaints regarding the hiring process.
- 2.3. Implementation of disciplinary measures in accordance with the law and international labor standards, including avenues for grievance redressal. In 2023, there were no complaints regarding labor issues, whether direct grievances or complaints filed through dispute resolution processes.

Non - discrimination in Gender in Employee Recruitment : Male Female Employee Ratio, 2019 - 2023 (Compared to the total number of Employees)



The proportion of male and female executives, 2019 - 2023 (Compared to the total number of executives)



From the labor data, it is evident that there are more female employees than male employees, and there are more female executives than male executives. However, considering the total number of male and female employees and male and female executives, the proportions do not differ significantly, except that there are more female executives than male executives. Additionally, there is a higher rate of employment for persons with disabilities than the legally required rate. Currently, there are 6 persons with disabilities employed compared to the total number of employees at a ratio of 85:1 (85 regular employees to 1 person with disabilities).

3. Human Resource Management

The company always recognizes that every employee is a valuable resource. Therefore, the company aims to retain them within the organization for a long time, focusing on improving their quality of life and commitment to the organization. At the same time, these employees must have efficient work skills to compete in an increasingly competitive globalized era. In 2023, the company conducted human resource management as follows:

3.1 Employee Development

The company conducted training for employees in 49 courses, with a total of 540 employees participating, representing 100% of the total workforce (including employees who joined or left during the training year).

3.2 Quality of Life Enhancement

The company also provides benefits beyond legal requirements, such as free meals, accommodation facilities, employee transportation, retirement savings plans, and more.

3.3 Building Organizational Commitment

Throughout the year 2023, the company organized a ceremony to offer robes to monks at Pa Charoen Than Temple, Udon Thani Province, on March 26, 2023, to strengthen the bond between the company and its employees, as well as among the employees themselves.

4. Occupational Safety, Health, and Environmental Care

The company prioritizes business operations alongside workplace safety, aiming to ensure that all employees work in a safe environment and maintain good physical and mental health. In 2023, the company conducted various activities related to occupational safety, health, and environmental care, including:

4.1 The establishment of the Occupational Health, Safety, and Environment Committee consists of representatives from both the employer and employee sides of the company to facilitate the smooth operation of safety-related tasks.

The committee's operations have consistently complied with legal requirements, fostering collaboration between employers and employees in managing occupational safety, health, and environmental aspects in the workplace. Monthly meetings have been held to identify and address safety issues and to monitor the progress of various initiatives aimed at continuous improvement in occupational safety, health, and environmental conditions.

4.2 Safety Patrol Activities

Regular safety patrols are conducted to inspect workplace safety and review reports of unsafe working conditions on a monthly basis in each area. The findings from these inspections are used to implement improvements and corrections to enhance safety measures.

4.3 Health Checkups and Risk Factor Assessments for All Employees

Regular health checkups and assessments for risk factors are conducted for all employees to monitor potential health issues that may arise from work-related activities. This initiative serves as both preventive measures and encouragement for employees. Health checkups are scheduled annually for all employees.

4.4 Safety Talk Sessions

Safety talk sessions are organized to raise awareness among employees about hidden dangers in the work environment and to foster a positive safety mindset. These sessions aim to instill safety consciousness as a habit among employees and to cultivate a safety culture within the organization. The Safety Talk sessions are led by the Safety Committee, together with department heads or supervisors of respective units.

4.5 Basic First Aid Training

Basic first aid training is essential for all employees in the organization to be prepared for various emergency situations. The company prioritizes readiness among its employees, thus organizing basic first aid training sessions.



4.6 COVID-19 Disinfection Spraying within the Company

Due to the increasing spread of the COVID-19 virus, the company is mindful of the need for preventive measures. Therefore, disinfection spraying to combat the COVID-19 virus is conducted within the company premises.



4.7 Fire Prevention Training and Annual Fire Evacuation Drills

Industrial accidents are considered serious hazards that every industrial factory, workplace, and building should prioritize. When industrial accidents occur, they often result in significant damages. Recognizing this importance, the company has organized this activity to increase knowledge and understanding of basic firefighting practices and important fire evacuation drills. This is essential for preparing and preventing dangers from fire incidents in the workplace, aiming to maintain safety and control situations in case of emergencies. Training in firefighting and fire evacuation helps employees become familiar with the use of firefighting equipment and basic techniques for safely evacuating from hazardous areas in emergencies. Such training and drills are crucial parts of risk management and accident prevention in the workplace, enabling employees to effectively and safely respond to emergency situations. Additionally, these training activities serve as evaluations and opportunities to enhance knowledge and understanding of standards and procedures for firefighting and fire evacuation within the organization.



4.8 Chemical Management Training and Emergency Response Drills for Chemical Leakage Incidents Annual Activity

Training on chemical management and conducting emergency response drills for chemical leakage incidents is conducted annually to ensure preparedness and enhance safety measures within the company. This activity aims to provide employees with the necessary knowledge and skills to effectively manage chemicals and respond promptly to emergencies. The key components of this annual activity include:

- 1. Accident Prevention:** Training on chemical control and compliance with safety measures reduces the chances of accidents, especially those resulting from explosions or hazardous chemical releases.
- 2. Legal Compliance:** Following laws and standards related to chemical storage and use reduces the risk of legal action and ensures continuous improvement in compliance.
- 3. Increased Knowledge and Understanding:** Training increases knowledge and understanding of handling hazardous chemicals, including the use of firefighting equipment and emergency notifications related to chemicals.
- 4. Emergency Preparedness:** Emergency response drills related to chemical incidents prepare employees to effectively and confidently handle emergency situations, increasing efficiency and confidence.
- 5. Safety Culture Enhancement:** Training and emergency response drills help cultivate a safety culture in the workplace, crucial for creating a safe environment and supporting efficient work practices within the organization.

By conducting training on chemical management and emergency response drills, it confirms that employees are prepared to handle emergencies related to chemicals at all times.



4.9 Safety Data

The company prioritizes accident prevention in the workplace to ensure safety for all employees and that everyone returns home safely. In the year 2023, work-related accidents decreased significantly, with only 4 incidents remaining. The company conducted investigations to determine the causes and implemented corrective measures to prevent reoccurrences in the future. The highest record of days without accidents resulting in work stoppage was 180 days. The company believes that workplace safety and correct work practices are the responsibility of all employees and supervisors at every level, who are required to adhere to and take responsibility for safety measures.

5 Customer Responsibility

The company continuously develops products and services to meet customer satisfaction, emphasizing responsibility, honesty, and ethics. In 2023, there were no legal complaints from customers regarding the quality of the company's products and services.

6 Supplier Management

The company procures goods and services in accordance with established procedures, ensuring fairness, transparency, and non-conflicting interests. It conducts fair competition with suppliers and maintains transparency in transactions. In 2023, there were no complaints from suppliers regarding lack of transparency in procurement.

7 Responsibility to the Community and Society

The company conducts its business with a sense of responsibility towards the community and society, emphasizing the reduction of environmental impacts and avoiding operations that may negatively affect the quality of life in surrounding communities. In 2023, there were no complaints from the community regarding social or environmental issues.

Furthermore, the company also contributes to improving the quality of life and promoting community involvement. In 2023, the company engaged in activities with the community and society, including:

No.	Organization	Activity	Amount (Baht)
1.	Food and Drug Administration Foundation	Charity Golf Tournament	50,000
2.	National Defence College	Charity Golf Tournament	50,000
3.	Support the Thunhoon's newspaper's section to benefit the Siriraj Hospital Foundation under the Royal Patronage	The 20 th anniversary event	10,000
4.	Po Thong Temple	Donation for charity	8,000
5.	Pa Non Khomin Piphatthiphararam Temple	Charity Fundraising	100,000

Additionally, further details about sustainability initiatives can be found in the “Sustainability Report,” which is publicly available on the company’s website at www.dodbiotech.com under the “Sustainability” section.