

Corporate Social Responsibilities (CSR)

With the Corporate Social Responsibility policy in place, STARFLEX has directed on conducting business with regard to stakeholders, economy, society and environment while adhering to morality, ethics and code of conduct. The Company believes that running business under the social responsibility will bring about benefits to the public jointly with the business growth. The Company's Corporate Social Responsibility policy comprises 7 articles as follows.

1. Fair Business Operation

STARFLEX conducts its business based on honesty, fairness and morality, paying attention to compliance with relevant laws and abstaining from any manners that in the contrary to fair competition. With a respect to the right of intellectual property of other person, it is the Company policy that the employees must comply with the law or regulations on intellectual property rights. For instance, using copyrighted and legal computer programs.

In addition, the Company recognizes the importance of operating business taking into consideration good corporate governance to reach sustainable growth. The Company emphasizes on a good relationship with the customers and all trade partners, as well as standard and quality of products and punctual delivery of products.

2. Anti-Corruption

The Company manages its business with the foundation of transparency, morality, adhering to corporate governance and compliance to the law related to prevention against and anti-corruption. It is the Company's written policy that directors, executives and employees must not commit any corruption whether directly or indirectly, in terms of offering, giving, promising, requiring, requesting, demanding or receiving and giving of benefit, persuading to illegal action or demolishing trust or any other action which is considered corruption. The Anti-Corruption policy is post for acknowledgment and comply with by employees and executives. At present, the Company has not yet joined the Collective Anti-Corruption (CAC).

3. Respect to Human Rights

STARFLEX has a policy that supports and respects protection of human rights and implement by treating stakeholders whether they are employees, communities and surrounding society with a respect to their value of human being, taking into consideration the equality and freedom that everyone owns. The Company does not infringe basic rights and abstains from discrimination toward races, nationality, religions, languages, color, genders, education, physical condition or social status. The Company always ensure that its business does not involve violation of human rights. For instance, child labor, sexual harassment.

The Company recognizes and respects personal right of every employee. No personal information, medical history, family background, salary is disclosed to the irrelevant party unless such is necessary to disclose as required by law. The Company always inspect to prevent its business being involved in violation of human rights both directly and indirectly. All employees are allowed to claim or report corruption information within the Company.

4. Fair Treatment to Labor

Realizing the importance of labor and every employee related to business operation of the Company, every employee is counted as a factor that adds value to the business and enhance competitiveness and sustainable growth of the Company toward the future. For this reason, the Company has determined policy and practice as follows.

- 4.1 Respects the rights of employees in accordance with human rights principles and comply with labor laws;
- 4.2 Establish fair employment procedures and condition, including compensation and promotion based on work performance under integrity performance assessment procedures;
- 4.3 Promotes personnel development by providing training, seminars, orientation including sending personnel to attend seminars and academic training in various fields related in order to improve



- 4.3 Promotes personnel development by providing training, seminars, orientation including sending personnel to attend seminars and academic training in various fields related in order to improve knowledge, skills, potentiality and to cultivate positive attitude with morality, ethics and concept of team work;
- 4.4 Provide welfares for employees as required by law. For instance, social insurance and other than stipulated by law i.e., health insurance, life insurance and accident insurance. Contribute to supporting fund, for instance, loan for education purpose, education scholarship for employees' child, working life award and funeral contribution.
- 4.5 Provides annual health check-up to personnel at all levels by considering the risk factors by age, genders and working environment of each employee.
- 4.6 Arrange safe and hygienic work place for employees by implementing accident prevention measures, promote awareness on safety among employees. Arrange training course and promote hygienic consciousness among employees. Ensure employees have sanitation at work place that meet occupational health at all times.
- 4.7 Allow employees to express their opinions or make a claim on unfair treatment, inequality, welfares and provide protection for employees as stipulated by law.

5. Responsibility to Customers

The Company focuses on manufacturing quality products which are safe and meet packaging standard to create highest satisfaction of our customers. With transparency of procedures in managing customers' complaints, the Company has put its effort to diminish errors that could occur by concentrating and maintaining stable relationship with customers. The Company also determines performance assessment index that cover all aspects based on customers' satisfaction and legal conformity as a principle.

6. Caring for the Environment

To take social responsibility in preserving environment as well as natural resources, the Company has proceeded and controlled the production process in line with the law related to natural resources and environment preservation strictly. Followings are our practices.

- 6.1 The Company has designed and developed production process, machinery and equipment to control and manage pollution and/or minimize pollution which cover wastewater, dust, gas and other wastes under systematic management.
- 6.2 The Company has assigned a person whose duty relating to production process, controlling machinery and equipment to prevent impacts on environment not to exceed the standard, and to control the use of natural resources and cost-effective management of energy.
- 6.3 With strong determination to minimize solid waste or waste and to coordinate in disposal of solid waste or waste by correct procedures that meet the standard.
- 6.4 The Company will conduct risk assessment and impact analysis on the matter related to environment, health and safety before investing or entering into any joint venture. The Company runs its business under the concept of taking care and preserving environment, society and community.
- 6.5 The Company has prepared the practice guidelines for conservation of natural resources and environment and prevention against impacts on the ecosystem.

7. Participation in Society and Community Development

With awareness on responsibility to communities and societies, the Company always participates in community development to aid, proceed activity regarding education, religion, sport, family, health with an intention to strengthen communities and societies sustainably.

8. Having an innovation and disclosure of the innovation derived from business operation with responsibility on society, environment and stakeholders.

The Company advocates to have an innovation in internal working procedures and inter-corporation procedures which means setting up things with brand new ideas and it could include the change of the way of thinking, producing to add value to the inventive target. In other word, altering the perspective to positive thinking to lead the changes of things into an improved direction, generating more productivity and maximum benefits to the society.

When all the countries around the globe highlight the importance of environment issues caused by an excessive amount of plastic waste, either does Thailand. Despite of no management of plastic waste is implemented into a solid policy, the Office of Natural Resources and Environment Policy and Planning, Ministry of Natural Resources and Environment has prepared environmental quality management plan by promoting not to use or stop using foam boxes, plastic bags or difficult biodegraded materials, and development of bioplastic and other environmentally-friendly material for a reuse to support cost-effective reuse of bioplastic. Accordingly, the Company has formulated new ingredients for raw material to accommodate the changing use of plastic packaging to meet environment conservation trend. For instance, developing Organics Biodegradable film which can be biodegraded by gems in the proper environment, developing film for a smooth reuse by MDO (Machine Direction Orientation) procedures and Biaxial Orientation, developing plastic grain and resin from recycling process to be able to mix with pure plastic grain and resin.

