

Sustainability Report

This Sustainability Report for 2017, the information in which lasts from 1 November 2016 to 31 October 2017, is in accordance with Global Reporting Initiative (GRI-G4) of Core Level in respect of the following issues.



Environment

Energy

Aggregated Energy consists of heat energy and electricity energy used in the area of the Company or the factory. The data of heat energy is collected from quantity of fuel recorded in accounting or from meter multiplied with heat conversion. Data of electricity usage is collected from electricity invoice submitted by the provider.

Greenhouse Gas

The amount of GHG means the released quantity of GHG in the operation that is calculated according to the guideline for evaluating carbon footprint provided by the Greenhouse Gas Management Organization (Public Organization) revised the first time on 1 October with the following scope of report.

- GHG with direct occurrence (Scope 1) is generated from activities within the Company's control e.g., boiler, vehicles used in Company transportation.
- GHG with indirect occurrence (Scope 2) is generated from the purchase of electricity from external sources.

The report of quantity of GHG (Scope 1) and GHG (Scope 2) uses the quantity of used fuel multiplied with the parameter of released GHG based on the Greenhouse Gas Management Organization (Public Organization).

Emissions

Dust, Sulphur Oxide and Nitrogen Oxide are calculated by using the concentration measured pursuant to the law multiplied with the flow rate of wind and working hours of machinery.

Water Withdrawal

The volume of water withdrawal is the withdrawal of water from various sources to be used in the Company's activities. The data is collected from invoices. The water sources consist of surface water and underground water.

Waste

Waste is divided into two types, namely, hazardous waste and non-hazardous waste pursuant to the Notification of the Ministry of Industry on the management of waste or non-used materials B.E. 2548. The quantity of waste is reported from the weighing of waste.



Safety

Information regarding employees and business partners which is collected from company's staff, outsourced workers and contractors.

Aggregated Accident rate occurred in formation to **200,000** hours per person



The recording of safety data consists of

1. Aggregated accident rate means the number of accidents which occur in each 200,000 hours per person.
2. Accident rate resulting in stoppage of work means the number of accidents which results in stoppage of work which occur in each 200,000 hours per person.
3. Rate of Stoppage of work from accident means the number of stoppage day resulting from accidents which occur in each 200,000 hours per person.
4. Rate of Leave means the number of days of leave resulting from accidents and sick leave due to work, not including leave for rest and leave to give birth which occur in each 200,000 hours per person.

Procedures of reporting issues of sustainability materiality (G4-18)

The group of companies has prescribed three significant issues on sustainability for the first time this year (between the fiscal year starting from 1 November 2015 to 31 October 2016), namely, economic, social and environmental issues and has prescribed important sub-issues together with the hearing form stakeholders with these steps.

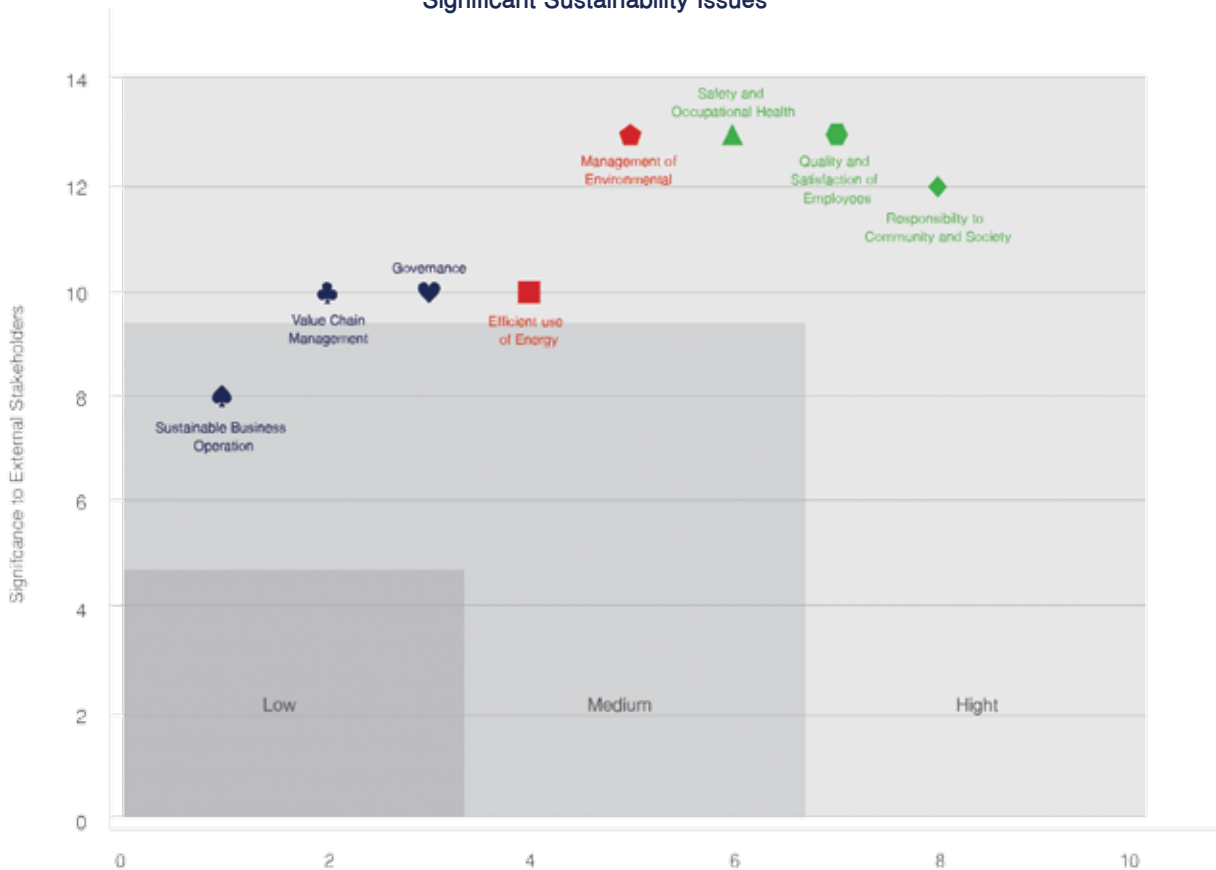
Step 1 Important issues are prescribed to be consistent with the Company’s vision, mission, strategies, risks and the stakeholders’ perspectives in accordance with the standard indicators used in Global Reporting Initiative (GRI).

Step 2 Prioritize the materiality of the issues obtained in Step 1 by assigning the relevant units to select the important issues within the framework which requires the priority of issues pursuant to the sustainable development of the group of companies and the benefits of the stakeholders.

Step 3 Re-check the materiality of the issues obtained in Step 2 by assigning the relevant units to present the issues which are reviewed in Step 3 to the Executive Board for approval the reporting of these sustainability issues to public.

Step 4 The Company assigns the internal audit office to recheck the procedures of evaluating material issues, collection and processing of data, participation of stakeholders, operation in respect of society, safety and environment so that the information is correct and complete.

Significant Sustainability Issues



- Economic**
- Environmental**
- Social**
- ♠ Sustainable Business Operation
- Efficient use of Energy
- ▲ Safety and Occupational Health
- ♣ Management of Value Chain
- ◆ Management of Environmental
- ◆ Quality and Satisfaction of Employees
- ♥ Corporate Governance
- ◆ Responsibility to Communities and Society

Scope of the Report (G4-17)

The information regarding sustainability as hereby reported belongs to the group of companies which are value-chain related to each other, namely, the companies that operate sugar business, biomass electricity business and ethanol business, dividing by branches where the factories are located.

Company	Environment					Safety	Human Resources
	Energy	Greenhouse Gas	Emission	Water With- drawal	Waste	Accident	Training
Khon Kaen Sugar Industry PLC (Nampong Branch)	●	●		●	●	●	●
Khon Kaen Sugar Industry PLC (Wangsapung Branch)	●	●		●	●	●	●
Tamaka Sugar Industry Co., Ltd.	●	●	●	●	●	●	●
New Krung Thai Sugar Industry Co., Ltd.	●	●		●	●	●	●
New Kwang Soon Lee Sugar Factory Co., Ltd.	●	●	●	●	●	●	●
Khon Kaen Power Co., Ltd. (Nampong Branch)	●	●	●	●	●	●	●
Khon Kaen Power Co., Ltd. (Wangsapung Branch)	●	●	●	●	●	●	●
Khon Kaen Power Co., Ltd. (Boploy Branch)	●	●	●	●	●	●	●
KSL Green Innovation Co., Ltd. (Nampong Branch)	●	●		●	●	●	●
KSL Green Innovation Co., Ltd. (Boploy Branch)	●	●		●	●	●	●
Headquarters	●	●	●	●	●	●	●

Corporate Governance Structure (G4-34)

The Corporate Governance Committee is the body which has roles and duties as reported in topic at 49 at page Scope of Duties and Responsibilities. The mentioned roles and duties include the mission to supervise the Company to implement the policy regarding environment and society because apart from the good corporate governance to steer the operation with transparency, integrity, accountability

and conscience, the policy also requires the Company to take into account the protection of environment and social development, risk assessment and impact on environment and safety before investment, compliance with laws concerning environment and natural resources, production management to minimize impact on environment and natural resources.

Material Issues and Scope of impact inside and outside the Company (G4-19,G-20,G4-21)

Sustainability Issues of the group of Companies		Sustainability Issues pursuant to GRI (G4-19)	Scope of Impact (G4-20, G4-21)		
			on internal units of the Company	on stakeholders outside the Company	related external stakeholders
1. Sustainable business operation	<ul style="list-style-type: none"> proper strategies risk management and internal control 	<ul style="list-style-type: none"> strategy making process corporate governance 	●	●	shareholders, creditors, farmers
2. value-chain management	<ul style="list-style-type: none"> raw materials procurement procurement of goods and contractors 	<ul style="list-style-type: none"> evaluation of farmers and suppliers regarding environment aspects, labor protection and human rights 		●	farmers, suppliers, contractors
3. Corporate governance	<ul style="list-style-type: none"> corporate governance business ethics measures against fraud and corruption 	<ul style="list-style-type: none"> implementation of corporate governance policy and Manual on measures against fraud and corruption recognition of integrity corporate culture formulation 	●	●	shareholders, staff, farmers, suppliers, customers, society
4. Efficient use of energy	<ul style="list-style-type: none"> reduction of energy use optimization of energy use 	<ul style="list-style-type: none"> measurement of used energy energy management 	●	●	Community, government units
5. Environmental management	<ul style="list-style-type: none"> reduction of emission management of industrial waste 	<ul style="list-style-type: none"> environment standard community grievances 	●	●	Community, government units, customers
6. Occupational Health and Safety	<ul style="list-style-type: none"> safety of staff safety of machinery and equipment emergency management 	<ul style="list-style-type: none"> occupational health and safety checking of machinery and equipment safety manual compliance handling emergency 	●	●	Staff, suppliers, government units
7. Quality and Satisfaction of staff	<ul style="list-style-type: none"> Personnel Development Keeping of personnel and recruitment benefits and welfare 	<ul style="list-style-type: none"> training staff recruitment succession plan for high ranking staff relationship management between employer and employee 	●		Staff, customers
8. Responsibility to community and society	<ul style="list-style-type: none"> good relationship with community solution of problems to community 	<ul style="list-style-type: none"> steady relationship building increase of quality of life to community 	●	●	Farmers, community, government units, customers



Stakeholders related to the group of companies (G4-25)

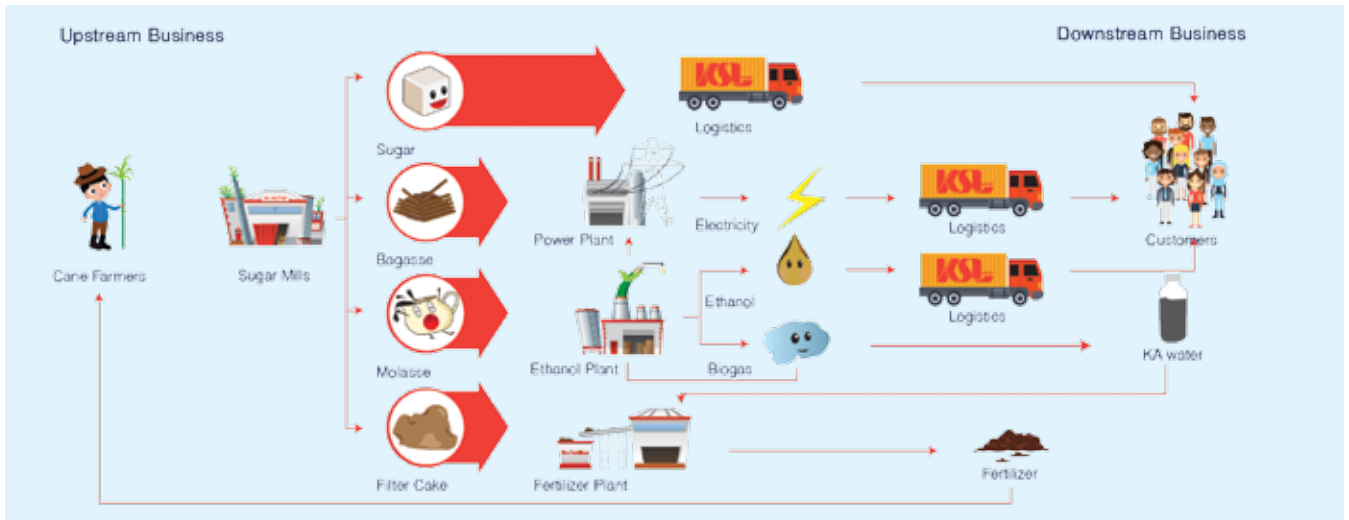
The group of companies has categorized the stakeholders both inside and outside the companies into 8 groups, namely, cane farmers, shareholders, suppliers/contractors, customers, financial institution creditors, community/society, government units (including government agencies and local administration) which are consistent with the group of stakeholders as prescribed in the Corporate Governance Policy (1st revision). Each group of stakeholders has different expectation and receives different impact from the operation of the companies. The group of companies has considered the matters thoroughly in formulating sustainability information that is shown in the Annual Report.

Table of Stakeholders (G4-24, 26, 27)

Groups of Stakeholders (G4-24)	Behavior/incidents of interest (G4-26)	Issues received from the stakeholders (G4-27)
cane farmers 	<ol style="list-style-type: none"> 1. farmer visit 2. farmer meeting 3. invitation to company ceremony or activities 	<ol style="list-style-type: none"> 1. more promotion in terms of technology and revolving fund 2. rapid discharge of sugar cane at the factory 3. farmers' cooperation
shareholders 	<ol style="list-style-type: none"> 1. Annual General Meeting 2. Annual Report 3. disclosure of information to Stock Exchange of Thailand 4. Quarterly meeting with analysts (Opportunity Day for investors) 5. communication to various channels e.g., telephone, emails, website 6. inquiry or complaints through provided channels 	<ol style="list-style-type: none"> 1. appropriate and steady return of investment 2. prudent investment 3. transparency and accountability
Suppliers / contractors 	<ol style="list-style-type: none"> 1. meeting and seminars communication to various channels e.g., telephone, emails, website 2. complaints through provided channels 3. attending activities of the companies 	<ol style="list-style-type: none"> 1. fair and transparent procurement 2. timeliness of job reception 3. timeliness of payment for goods /fee 4. work safety
customers 	<ol style="list-style-type: none"> 1. visiting customers 2. inviting customers to visit factories 3. survey of customers' satisfaction 4. communication to various channels e.g., telephone, emails, website 5. complaints through provided channels 	<ol style="list-style-type: none"> 1. acknowledgment of customers' need 2. quality improvement of products 3. improvement of delivery 4. improvement of after sale service 5. compliance with human rights principles, environment standard and labor standard
Financial institution creditors 	<ol style="list-style-type: none"> 1. Annual Report 2. Financial statements 3. disclosure of information for credit analysis 	<ol style="list-style-type: none"> 1. timeliness of payment 2. use of appropriate financial service
staff 	<ol style="list-style-type: none"> 1. Newsletter 2. intranet ,video-conference 3. meeting / seminar / training 4. annual division meeting 5. meeting between supervisors and staff 6. annual employee evaluation 	<ol style="list-style-type: none"> 1. competitive benefit and remuneration 2. promotion through career path 3. self- development 4. recognition from supervisor and colleagues
Community / society 	<ol style="list-style-type: none"> 1. regular interaction with community 2. attending community's activities 3. advice on occupational opportunity to community 	<ol style="list-style-type: none"> 1. reduction of impact form factory to community 2. support to community's activities 3. elevation of community's living standard
Local administration / government units 	<ol style="list-style-type: none"> 1. attending and supporting activities 2. coordination with government agencies 3. permission or license seeking as required by law 	<ol style="list-style-type: none"> 1. compliance with laws 2. cooperation with government agencies for local development 3. abolition or reduction of environmental impact on community



Economy Aspects



1. Sustainable Business Operation.

The Company is well aware that, in doing business sustainably, there must be a good balance between business stability (including yearly profit and long-term growth of business) and care of environment, society and corporate governance.

As for business stability, the Company has operated its business in line with the vision and strategies and reviewed or solved the problems to respond to the goals within the framework of corporate governance. The Policy has set a clear path that the Company's business process must not create environmental and social problems and shall promote activities that help protect environment and develop society simultaneously.

2. Value-chain management (G4-12)

The Group regards the significance of major value-chain, consisting of cane farmers, manufacturing standard and customer's need.

Cane Farmers

The group of companies produces sugar from main raw material - sugar cane. The Companies, therefore, regard cane farmers very important stakeholder. Since 2015, the group had developed iCane Project to manage cane farming and procurement which aimed to benefit both the cane farmers and the mills.

Project iCane consists of four sub-projects, namely, iFarm, iMap, iForm and iCash. The project is meant to develop quality and efficiency of promotion for farmers and cane growing by applying information technology innovation to improve the process so as to be able to respond the farmers' need and to enhance the efficiency of service for the farmers.

Imap and iForm projects have been implemented and the equipments are used by the staff to do the task more efficiently.



iForm project is an innovation bringing technology to develop the work process of staff by reducing working steps and increasing convenience to farmers.

Previous pattern

1. Use paper forms for farmers
2. Bring papers to process in office
3. 5-14 days for total work process

New pattern

1. Input farmers' information to tablets
2. Upload information for consideration
3. 2-6 days for total work process

The use of technology makes the work convenient and rapid and reduces unnecessary work process. The farmers can manage their time and receive quick service while the staff can solve problems immediately.



iMap project concerns the use of similar technology to iForm but focuses on the management of cane farm information, ranging from planting areas, maintenance, harvesting, logistics, monitoring as well as anticipation the time to harvest. It helps manage the cane farms more effectively by reducing the waiting time to load sugar cane at the mills. The sugar cane is thus of better quality.

Apart from the above-mentioned, the group has renders organic cane project and CCS project.

Organic Cane Project is aimed to plant sugar cane with organic agriculture by using organic fertilizer in the farm to produce 100 per cent from nature sugar cane and to keep the soil surface. The sugar cane price shall be higher. By average, the sugar cane using organic fertilizer get 1-2 % higher price than those grown with chemical fertilizer.

CCS in cane Project is a cooperation among Yamaha, the Office of Cane and Sugar Board and KSL group of companies to experiment the use of Yamaha air plane to put the fertilizer in the farm to increase CCS scale in sugar cane. The Project aims at higher value of sugar cane at the same quantity. The farmers shall get higher price from high CCS sugar cane. The sugar mills shall get good quality of sugar cane to produce good quality sugar to their customers.

Quality Policy:

“Quality Sugar with **highest efficiency,** on-time delivery, **customer’s confidence,** **consumer’s safety**”

Production standards and customer requirements.

Manufacturing Standard

Manufacturing standard includes accepted manufacturing process in the mills. As all of customers are industrial customers, the companies deem manufacturing standard as high priority. The products must comply with the customers’ standards or internationally or domestically accepted standards.

The group of companies have corporate governance policy and guidelines in respect of customers in a Chapter on Roles of Stakeholders such as the use of international standard, quality management , TIS 56-2552, etc.

Apart from the said corporate governance policy, the group emphasizes on sustainable business operation throughout the value chain. The world class standard regarding sustainable production of agricultural goods in cane and sugar industry, namely, Bonsucro, is adopted. The standard applies to the production process, starting from the growing of sugar cane in the farm, the production of sugar in the mills to the delivery of goods to customers. As such, the standard integrates sustainability of the economic, social and environmental aspects. It helps reduce cost, develop quality and quantity of production, comply with labor standard and human right protection, conserve environmental balance as well as develop the cane farmers’ quality of life.

At present, buyers in the world market accept Bonsucro standard in respect of sustainability ranging from upstream to downstream and have procurement policy to use raw materials that pass the production process under certified sustainability standard. This is a further step of the Company to build up sustainability and to increase competitive edge in the world market.

Customers’ need

To respond to customers’ highest satisfaction regarding quality and product standard, the Company deems very important to deliver the goods on time, to extend international standard service and to maintain customers’ confidential information as well as to exercise business ethics in respect of responsibility and relationship with the customers in the long run.

The Company communicates with customers through various channels and makes customer visits to acknowledge customers’ needs and to convey useful information to customers.

By the same token, the Company invites customers to visit and to audit the work process of the Company and the factories so that the customers can consider the Company’s potential and capacity to supply the products as per the customers’ standard. The Company also surveys the customers’ satisfaction annually and takes into consideration the customers’ comments to improve the Company’s service and production process.

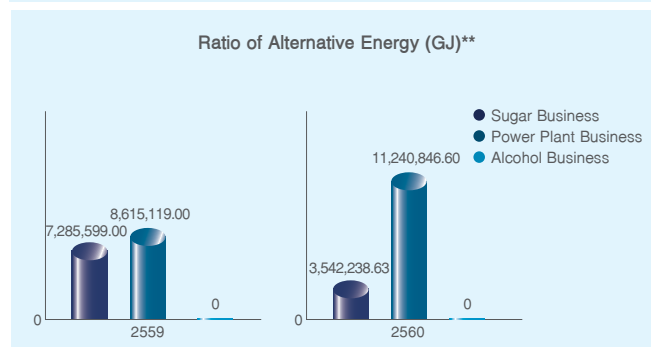
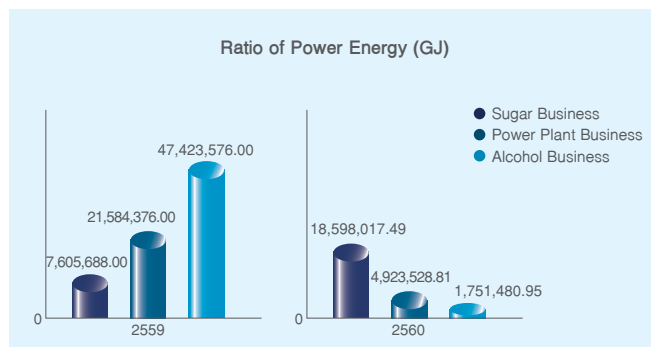
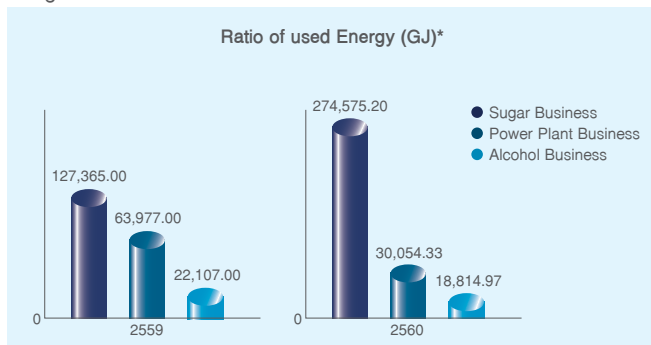
3. Corporate Governance

The Company considers the corporate governance an essential mechanism for the Company to administer a good relationship with all stakeholders, namely, shareholders, staff, farmers, suppliers, customers, communities and government agencies. The Company therefore has a clear policy of corporate governance regarding each group of stakeholders so that the operation shall be subject to transparency, accountability, efficiency and responsibility to society and environment.

This report alludes to the Corporate Governance Policy and the governance at 38

4. Efficiency in Energy Use (G4-EN4)

The group of companies regards the management of energy and climate change as important matters to prevent any effect to community, environment and costsaving related to energy. Furthermore, the stakeholders also emphasize in issues related to climate change and global warming caused by greenhouse gas emission.



Note

*Diesel/Benzene (Litre) x Conversion rate (Megajoule)

1000

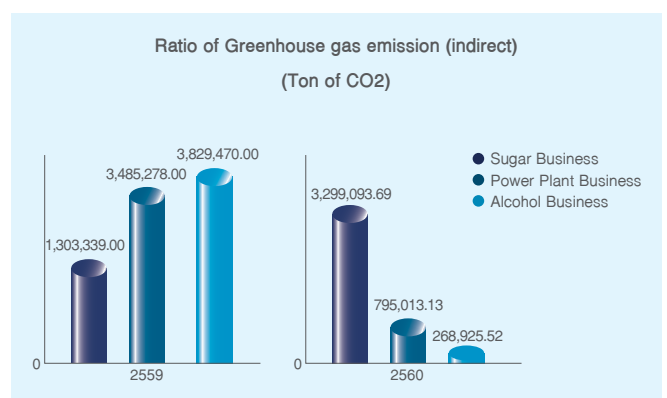
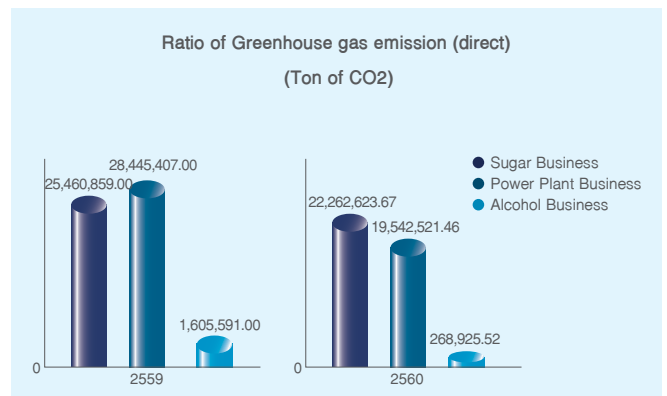
**Alternative Energy is bagasse derived from sugar production process

***Bagasse (Ton) x Low Heating Value

0.004186

Greenhouse Gas Management (G4-EN 15,G4-16)

The group of companies conducts measures to reduce greenhouse gas, both direct and indirect, to reduce energy use in sugar manufacturing process and in office. Also, there is a promotion to reduce energy use along with increasing area for containing greenhouse gas by increasing green area in factory, reforestation and to promote activities related to community forest across country by cooperation with government agencies and other organizations.



Note

* Direct Greenhouse Gas Emission is the volume of diesel/benzene/LPC (litre) x Emission factor = Ton carbon dioxide

* Indirect Greenhouse Gas Emission is the volume of electricity bought from external source (Megawatt / Hour) X Emission factor = Ton carbon dioxide

* Emission Factor is referred to Thailand Greenhouse Gas Management Organization (Public Organization)

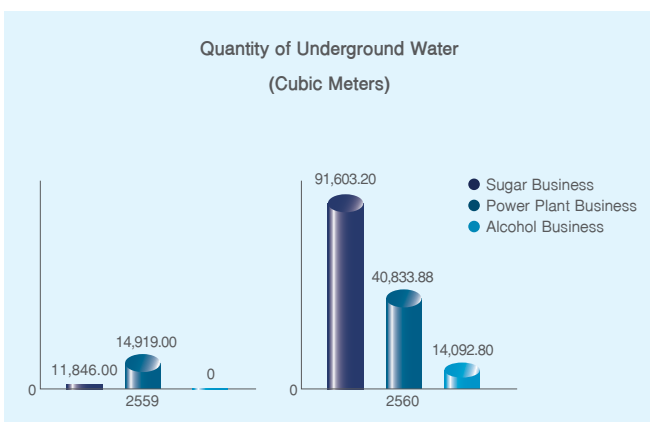
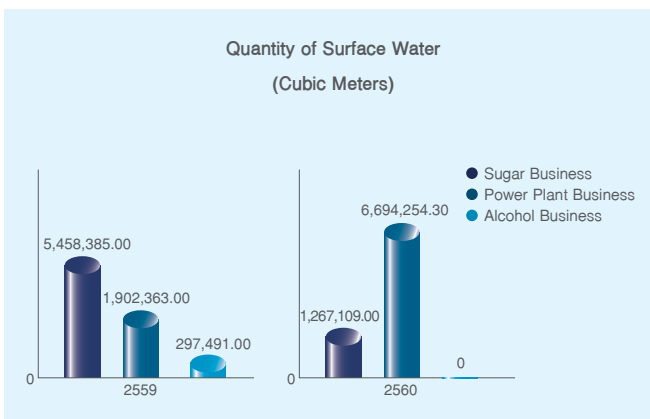


5. Environment Management

Water Management (G4-EN-8)

Water pumping from raw water source is classified into 2 portions, namely water in manufacturing process and water in office. Wastewater from sugar manufacturing process is mainly water from cooling system used in exchanging temperature. Wastewater will be transmitted into treatment system by sedimentation and deposition and then reduced temperature approximate with nature, before emission from factory, in order to ensure water quality as emitted in line with required standard such as standards of Royal Irrigation Department and Ministry of Industry. The process is meant to prevent adverse effect to biological diversity of water source. For water used in office, after standard treatment, the treated water will be used in watering system, agriculture demonstration plot and wetlands.

Water from outside water sources outside of 2016



The group of companies has measures to control quantity of water for best utilization by applying with 3R as follows;

Reduce Reducing quantity of using water in factory during crushing period, by using condensate water (water derived from condensed steam) in manufacturing process to reduce the use of soft water, controlling proper blow down rate of steam boiler and controlling the use as necessary of soft water to reduce using chemical/water.

Reuse Reusing water/using water effectively; water from cooling system (condenser water) will be used with water system to get rid of ash from steam boiler, to wash boiler, to clean floor of factory; reusing water from cooling system of operating room; taking blow down water from cooling tower to blend with condenser water system.

Recycle used water will be treated and used in condenser cooling system, fire protection system, spraying bagasses, spraying truck parking ground to prevent dust and watering trees and green areas to ensure limitation of quantity of drainage out into environment as necessary, The group of companies installs treatment system suitable with wastewater in each type to be effective in treatment system and to get post-treatment quality water in order to prevent effect to water source and utilization by the community.

Submerge Aerated Fixed Film Project (Reused Water)

Each year, there is condensate water of approximately 400,000 - 600,000 cubic meter (varying to the crushed sugar cane volume). The group of companies is aware of this waste and attempt to treat the waste water so that it can be reused for utmost benefit and shall not cause adverse effect to community and environment. The project is accordingly designed.

The objectives of the project are

1. To treat and to reduce the sugar which is mixed in the condensate water and to reuse the water
2. To reduce the shortage of raw water to be used in the mills
3. To reduce environmental impact

Goals of the project

Control sugar value before release to raw water pond to 0 ppm. Increase the amount of raw water to be used in the plant 100%

Increase the amount of raw water. **100%**

Control sugar before release to raw water pond to be at **0** ppm.



Note The information regarding awards belongs to Tamaka Sugar Industry Co., Ltd.

Benefit from the project

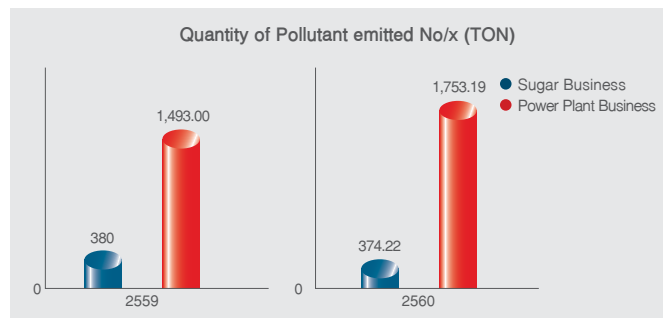
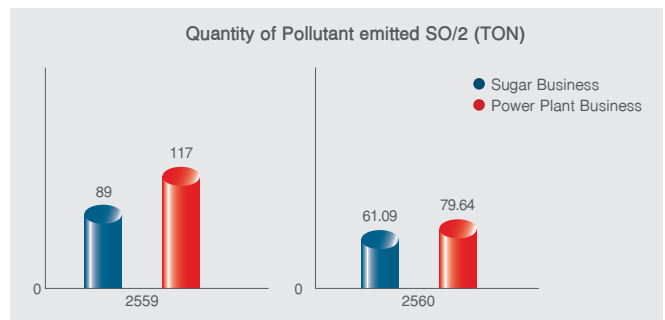
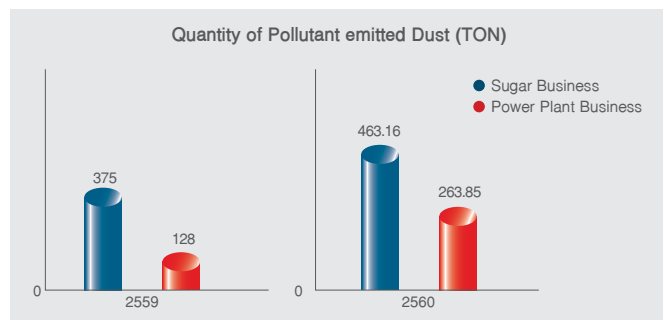
1. 100 % reuse of water
2. Reduce the discharge of waste water to environment to zero waste which no effect to community and environment

Note The Information as to Submerge Aerated Fixed Film (SAF) belongs to New Krung Thai Sugar Factory Co., Ltd.

The group also receives awards in respect of environment such as Green Industry Level 3, Award on Waste Management in accordance with 3Rs, Clean Technology Award, Environmental Governance Award, CSR-DIW Continuous Award, Conservation and Rehabilitation of River Award (Ministry of Industry), etc.

Air Pollution Reduction (G4-EN21)

The group of companies materializes the reduction of impact occurring from operation and also realizes the importance of being with community surrounding the factory by closely measuring the amount of gas emission as required by law, inspecting operation related to environment aspects to be in line with plan and target to ensure that the impact on the surrounding community shall be minimized and the operation shall be respectively improved.



* no report of ethanol business because of no burning process

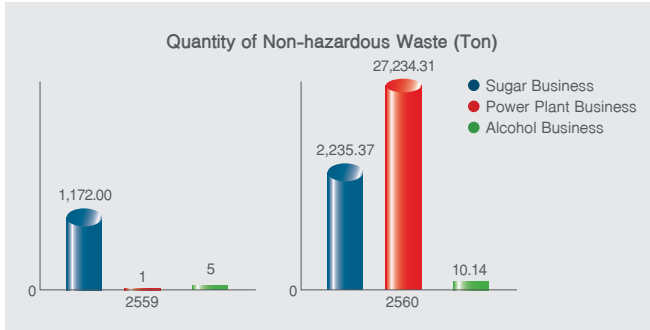
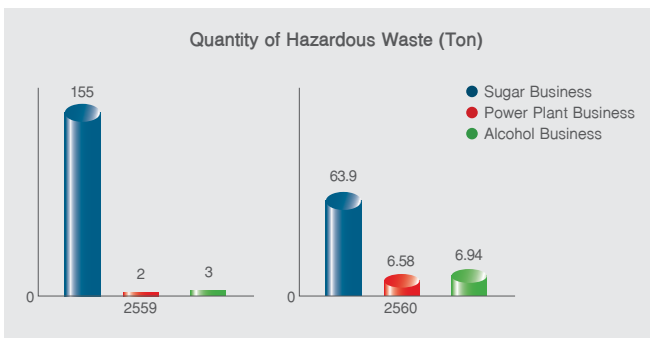
Industrial Solid Waste Management (G4-EN23)

To ensure least quantity of remains from manufacturing and maintenance process to be disposed, the group of companies controls the use of raw materials and equipments for maintenance effectively and selects the method of disposing remains with minimal effect against environment. Each factory is careful about selecting the waste management provider and its careful disposal method which must be in compliance with the laws. Furthermore, the factory keeps monitoring the disposal of the waste management provider to ensure that the waste will be managed correctly and properly, in accordance with standard Ministry of Industry.

Creative Industrial Development Project

Tamaka Sugar Industry Co., Ltd. In cooperation with the Department of Industry has developed a process to compress the bagasse left from manufacturing process to make environment-friendly cup saucer.

The project originated by the Department of Industry is created to increase competitive capacity for industrial entrepreneurs and SMEs, to build business and investment opportunity, to solve environmental problems concretely so that the pollution shall be managed effectively.





Social Aspects



activities

“ **SAFETY Health and ENVIRONMENT (She DAY)** ”

6. Safety and Occupational Health (G4-LA6)

The Company regards the importance of safety and hygienic conditions in the workplace both at the office and factories and sets up a Committee on Safety, Occupational Health and Environment in the factories to take care of the safety and hygienic conditions of the employees by examining the safety in the workplace regularly, installing alarm system within the premises, providing fire extinguishers and fire exit, scheduling annual fire evacuation. The factories additionally build work environment which is safe for employees, contractors and visitors with controlling measures as well as provide training for security staff to build confidence to the stakeholders.

Safety is priority. The group of companies, therefore, sets a target to be the organization without any accident to employees, contractors and all interested parties to prevent any losses to life and property.

Kiken Yoshi Training (KYT) activities- Training for Alert

KYT activity is training for awareness of hazard. It is a group activity to have work safety by training the anticipation of hazard with the concept of quick and accurate cooperation by pointing fingers and verbal repeat. The training covers technical knowledge, sensitivity of hazard awareness including concentration, enthusiasm, unity building and all in one coordination.

KYT activity emphasizes on self-problem fixing by promoting the uncompelled activity by the staff. The activity is important to build discipline, unity and enthusiasm that are all useful in the workplace.

KYT activity keeps the staff alert of human error before start working as the accident may happen at any time and may cause unpredictable damage.

It is the activity that the operating staff shall participate by thinking of imminent danger in the work and warn themselves by applying “finger pointing and keep saying” method.

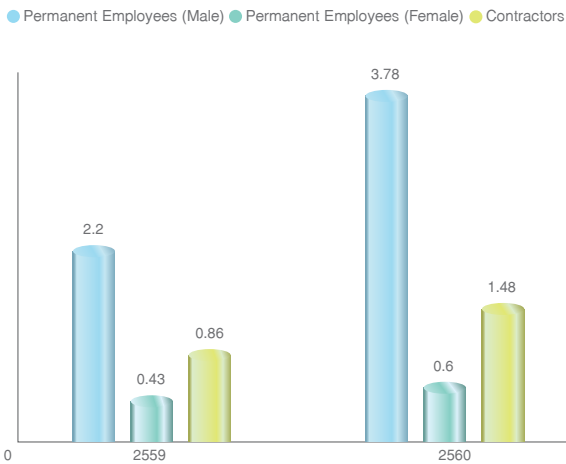
The conditions of KYT activity is that everyone must speak out with sincerity and must listen to opinions of others. It needs serious co-thinking or brainstorming. It is well aware that the order for safety of the supervisors is not enough because the staff would practice only when they get the order which sometimes does not match with the on-site problems.



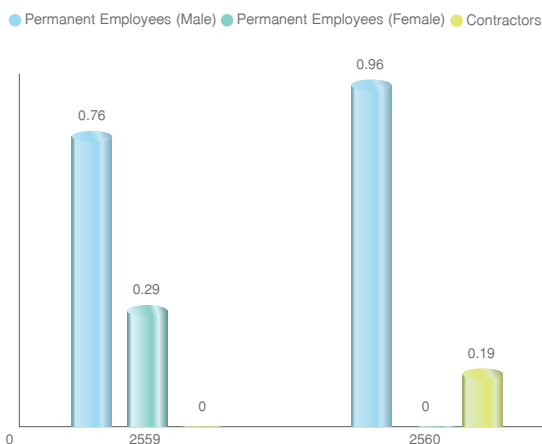
Safety, Health and Environment Activity (SHE Day)

SHE day activity is the activity that the group organized in June of every year in order to make the employees aware of work safety. The activity focuses on educating the staff in respect of using safety equipments. The expert in each field shall be invited to teach the employees. There is a monthly safety check in each section in the factory so that the staff shall be repeatedly warned of work safety with a valuation by giving marks to employees. The employee who gets the highest mark shall be awarded and complimented as a good example for other employees.

Injury Rate (IR) (Time)



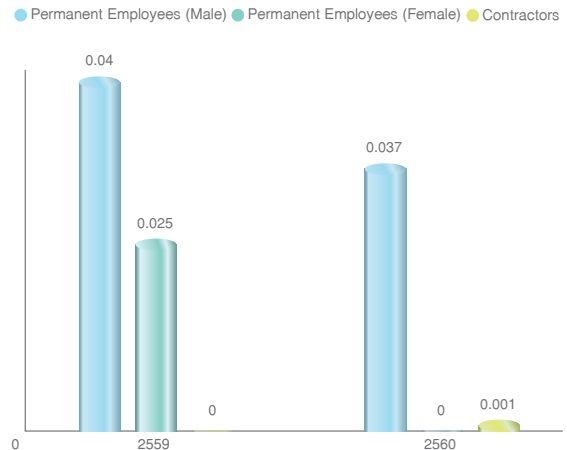
Occupational Diseases Rate (ODR) (Time)



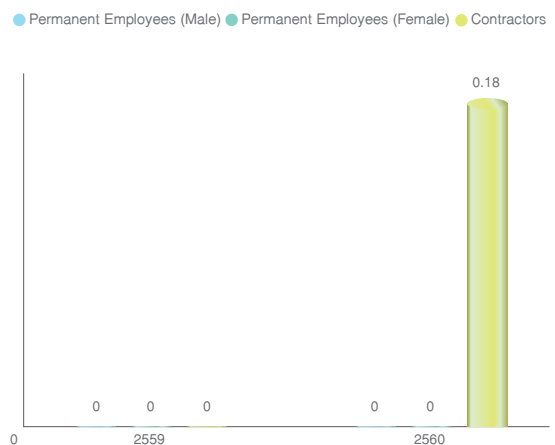
Note

- Accident Frequency Rate is the index to measure accident in the organization which is calculated from the number of persons who incur accident comparing with the standard of 100 employees, working 8 hours a day in 250 days per year which is equivalent to 200,000 man-hour per year
- Information regarding contractors are from two companies — Khon Kaen Sugar Industry PLC (Wangsapung Branch) and Khon Kaen Sugar Power Plant (Wangsapung Branch)

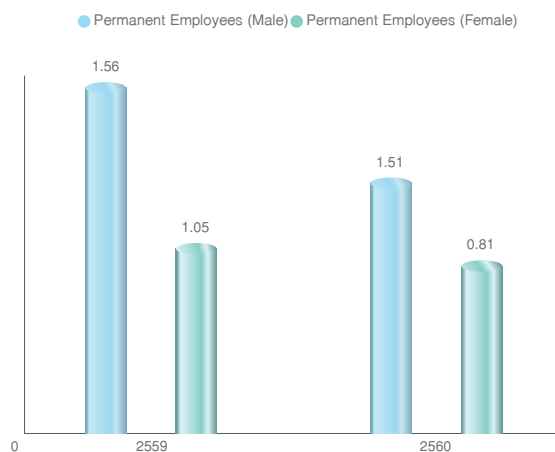
Lost Day Rate (LDR) (Day)

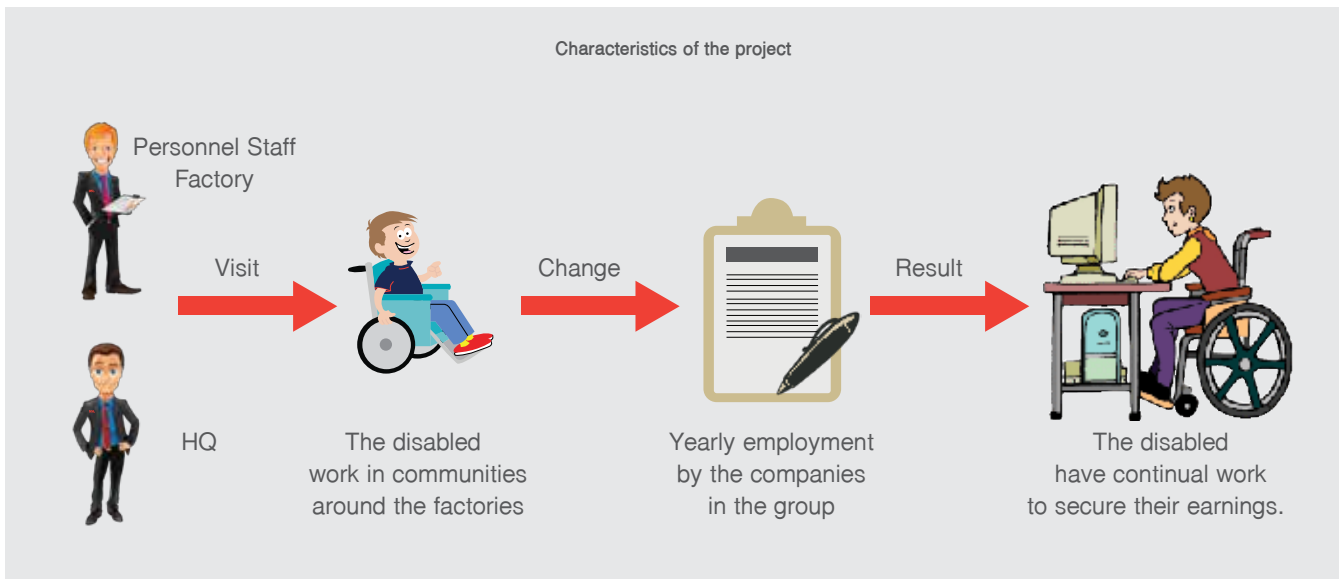


Fetalities Rate (FR) (Person)



Absentee Rate (AR) (Day)





7. Quality and Satisfaction of Employees

Employee is a starting point to drive business towards success. Therefore, the group of companies adheres for human resource management by promoting employee potential throughout working period including active recruitment for qualified employees ready to help propel the organization to sustainable growth. The group of companies also focuses on management and personnel development to make the group of companies the organizations at the top ranking which people want to work with.

The group of Companies uses recruitment channels to solicit both insiders and outsiders by appropriate testing and interviewing to ensure that the companies would have persons suitable to the jobs on the basis of capability and right qualifications and non-discrimination against race, nationality, tribes, religion, social status, gender, age, disability, political thought and marital status. The group of companies promotes the employment of disabled persons to give them opportunity of suitable employment. Every new employee has to acknowledge in writing as to the goals and the key indicators of the tasks. The employees who have knowledge and capability shall be promoted in their career path with high expectation in them to be strong cadre of the entity.

It is true that there is a trend in industry to replace workers with machinery and technology to reduce production cost. Nonetheless, human workers are still important mechanism to propel business particularly in sugar industry which still needs workers in each process ranging from sugar planting, sugar cane harvesting, transportation, production and export. The group of companies is aware of the importance of human resource, therefore, it operates the business with respect to labor rights and human rights.

The group has originated employing the disabled with cooperation from the Social Innovation Foundation that help select the disabled to work with the group at suitable positions in order to support the disabled to have equal dignity and to live with others in the society with pride.

Khon Kaen Sugar Industry PLC and its subsidiaries receive a Certificate in Honor for the Project on New Dimension to build work and occupation for the Disabled in 2017

The Project on New Dimension to build work and occupation for the Disabled is a society supporting project originated with the cooperation of the Social Innovation Foundation and Khon Kaen Sugar Industry PLC to support continual work for the disabled instead of the payment to Disabled Supporting Fund previously done by the Company.

The group envisages the value of social employment through the cooperation with the Social Innovation Foundation and the Ministry of Labor that organize the convergence of the disabled and the potential employers. These disabled persons have been working in social units in some positions such as nanny for disabled children in welfare places, cleaners in hospitals, data recording staff in provincial units. The Company is interested in employing the disabled while the information shows that in 2017 the group has a quota to hire 41 disabled employees but has hired less number. Therefore, instead of paying a fee to the Fund as previously done, the companies choose to employ the disabled who are working in social units around the factories to work with the companies.





Interview

Khun Rachanon Charnnavy

HR, Head Office

“Employing the disabled to work in the surrounding areas of the company and in the factory is a way to assist and to create social opportunity for the disabled to work and gain secured income which is better than the previous method where the disabled are employed subject to the entity’s budget that is uncertain, dependent on the size of budget and the support at a specific time. This project is good for helping and caring the society together.”

The change from fee payment to the Disabled Supporting Fund to direct employment is a way to create human value to the disabled so that they can have their own earning to rely on themselves and live among others with dignity. The adaptation of selection process and potential development to decrease social inequality are deemed a creation of social value that is consistent with the Sufficiency Economy Principles of the late King Rama IX.

Such administration brings about the award of Honor Certificate from the Social Innovation Foundation and the Ministry of Labor to the group’s six companies, namely, Khon Kaen Sugar Industry Plc, New Kwang Soon Lee Sugar Factory Co., Ltd., New Krung Thai Sugar Factory Co., Ltd., Khon Kaen Power Plant Co., Ltd and KSL Green Innovation Plc. The employment is on yearly basis; the employers shall conduct evaluation for the next year employment.

It is an opportunity to expand corporate social responsibility in the coming years. In case an employee becomes crippled due to sickness or accident and is not able to do the normal work and dismissed, he could be further supported by doing this yearly work instead. This could be an extension of the project to benefit the members of KSL family.

The Company and all related parties put effort to render policy and implement various practices to help develop the employees’ quality of life and, at the same time, to build a better standard of corporate social responsibility.

The commitment of the Company to maintain its Thai labor standard has been recognized by being awarded Thailand Labor Management Excellence Award 2017 as it keeps maintaining the standard for 10 consecutive years.



The group of companies provides welfare and benefits for all level of employees more than those required by law with the purpose to elevate quality of life and stability of the employees, e.g., provident fund, group insurance and accident insurance, welfare loan and supporting fund. The companies promotes the work-life balance of the employees by providing leave varying to years of work with the companies.

As for right and liberty, the group of companies communicates to employees through intranet so that the employees shall get useful information and updated operation of the companies thoroughly and rapidly. The employees are encouraged to express their opinion or to negotiate various matters and take into account their opinions and suggestions which are useful for the employees and the companies.

Employees of all levels are important to the companies no matter of race, religion, gender. All employees are equal and are treated equally. They are entitled to welfare without discrimination. The promotion is done by a committee which consists of executives from different units to ensure transparency and fairness. Besides, the Company encourages the acquisition of knowledge through internal and external trainings so as to cope the future growth. The Company establishes a provident fund for employees.

The group pays serious attention to the Thai labor standard because the compliance with the standard is the respect to basic human rights and is well accepted by all stakeholders. **The result also benefits the employers, employees and the nation.**

Employers' benefits

1. Goods and services are accepted that they are generated from a source that is reliable and trustworthy as to fair management of labor and social responsibility regarding labor standard
2. Marketing mechanism for competition in both domestic and international markets
3. Good image that fosters creative public relations
4. Support and respect internationally-declared human rights
5. Good relationship between employers and employees

Employees' benefits

1. Good morale and work security through human right protection
2. Protection of employees' rights not less than that provided by law
3. Freedom to collective bargaining
4. No employment discrimination due to differences in nationality, race, religion, age, gender, attitude and disability
5. Safety, occupational health and good working environment

Nation's benefits

1. Competitive edge to develop economy with equality to integrate with world economy
2. Elevation of the country's image regarding quality of goods and services under standard criteria, fair labor management and corporate social responsibility

The commitment of the Company to maintain its Thai labor standard has been recognized by being awarded Thailand Labor Management Excellence Award 2017 as it keeps maintaining the standard for 10 consecutive years.



Management and Personnel Development (G4-LA9)

The Company sets target to have personnel trained in line with the directions and strategies of the Company so that the employees have potential and efficiency in handling the work and have opportunity to progress in their career paths. The internal training by internal or external facilitators covers matters which are related to the work as well as ethics. The employees may attend external training or seminars to enhance their knowledge. The Company establishes training plan and budget each year and encourages the transfer of knowledge among employees in the group of companies.

The Company regards that an important part of personnel development is to create courses that are necessary for the employees which consist of mandatory courses and courses for potential development.

Mandatory course is either the course that requires all employees to attend or the course that is specially designed for specific group of employees.

New Employee Orientation

This course provides basic knowledge about sugar cane industry and the Company’s history, culture, structure, management system, and products. With this knowledge, new employees can understand the KSL’s work environment and begin to work with their colleague smoothly.

Work Place Safety

This course provides knowledge on workplace safety. It will make employees aware of hazardous areas in the workplace and learn how to work safely and prevent dangerous accidents. The Company also created a committee to ensure health and environmental safety according to the required standard of 2543.

Quality Management System (ISO 9001: 2008)

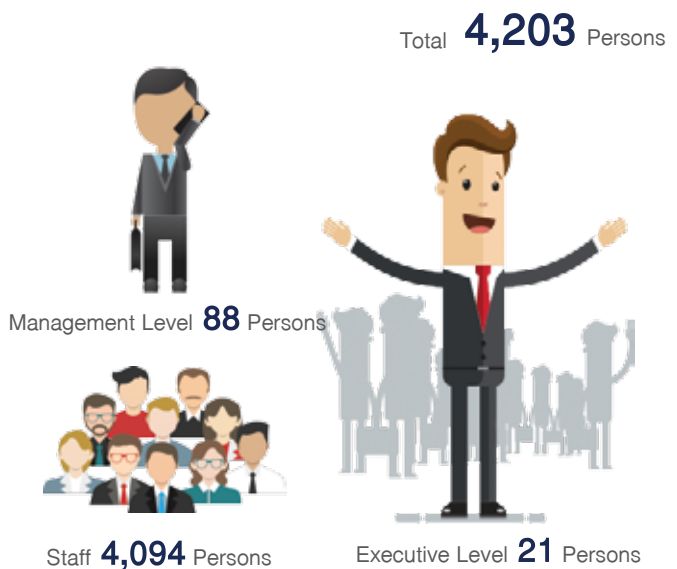
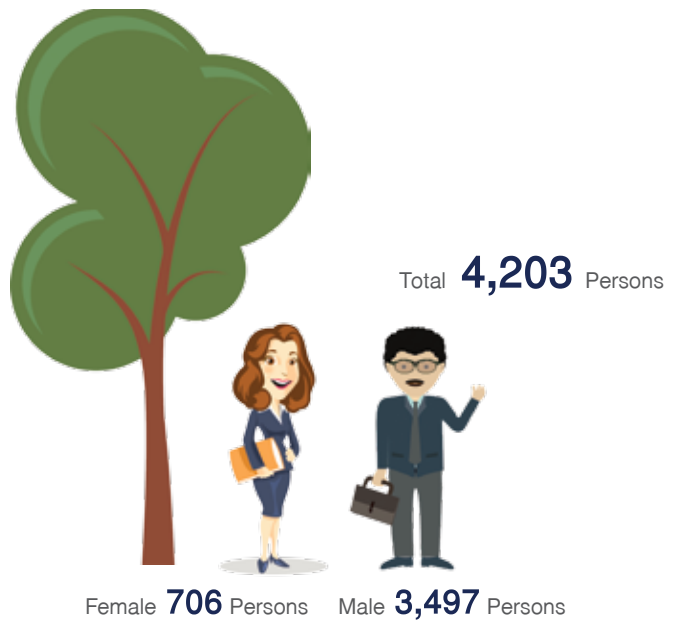
This course provides relevant employees with knowledge and understanding of the ISO 9001:2008 quality management system. Employees shall learn to master their assigned tasks and responsibilities and follows the required production and quality standard so that customers can have confidence in our products that are managed and produced under internationally accepted standards.

Food Safety System (FSSC 22000)

This course provides relevant employees with knowledge and understanding of Food Safety according to the FSSC 22000 standard. Employees shall learn and plan to prevent food contamination to ensure customer’s confidence in our products.

Thai Labor Standard (TLS 8001-2553)

This course is to provide employees with knowledge and understanding of Thai Labor laws and standard such as freedom of expression,



non-discrimination practice, respect for human rights, and workplace health and safety regulations.

Training Curriculum: Increase Potential with the King’s Disciplines

The training is held at KSL’s Natural Agricultural Center, River Kwae, during July-November 2017. This curriculum is aimed to develop the employees by learning and applying the Working Principles and Sufficiency Economy of the late King Rama IX. The target is to educate the employees the ways to be self-dependent by reducing expenses and increasing family income with suitable activities.

Courses for Potential Development

The Company recognized the importance of continuous improvement of its employees' skills and knowledge and therefore provides training courses to enhance those skills and knowledge so that the Company can increase work effectiveness and efficiency of employees at all level.

Executive Level

The development courses and training for executive level focuses on new management knowledge and techniques so that the executives can set future direction for the Company, make strategic plan to achieve future goals and in time for the rapid changes in the competitive environment. Examples of courses are: Strategic Thinking and Executives, Directors Strategic Workshop, and Risk Management Workshop.

Management Level

The development courses and training for management level emphasizes on general management to make better and more efficient management plan and leadership development for sustainable growth. Examples of courses are: Mini MBA for KSL, HR For Non-HR, The Leader as Coach, Competency for Executive Management, Effective Performance Management System, and Business Continuity Management System.

Supervisor Level

The development courses and training for supervisor level focuses on increasing their personal skill sets, knowledge of the job operation, art of communication, and team work to improve work effectiveness and efficiency as well as to create positive attitude towards the Company. Examples of courses are: Effective Presentation Technique, Negotiation for Results, KSL Excellence Team, and writing courses for reports and for formal correspondence with government agencies and other businesses.

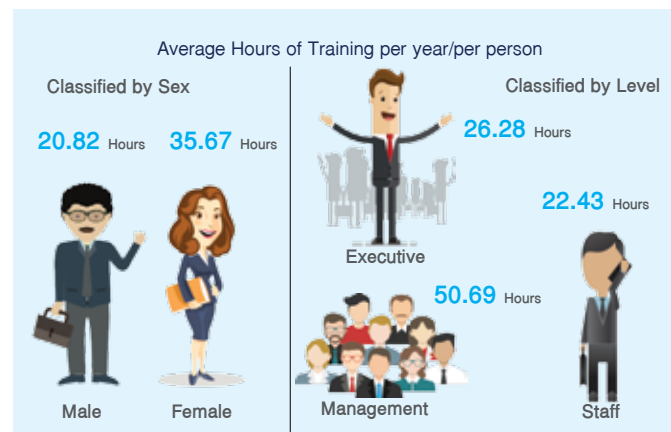
Operation Level

The development courses and training for operation level emphasizes on increasing employee's knowledge of their skills and work responsibilities as well as the tools that can help them increase their efficiency. Examples of courses and activities are: 5 Sor, QCC, Workplace Safety, Anti-Corruption and Anti-Bribery Policy, etc.

One Point Knowledge (OPK) and One Point Lesson (OPL) and One Point Sharing (OPS) Programs

OPK, OPL, and OPS programs are the Company's knowledge management tools. The employees share knowledge in different areas of operations as they learn them through their jobs and outside meetings, conference, and seminars. The written reports submitted by each employee are stored and shared with colleagues within the department and when relevant, shared with the entire organization. These tools are implemented to encourage learning and sustainable organizational improvement that would help the Company's realize its goals more efficiently.

The Company requires all managers to plan a budget and training courses for employees under their supervision as well as to monitor and to make assessment after each course.



Succession Plan

The Board of Directors is well aware that the prosperity and development of the entity shall depend upon the personnel of capability and conscience. The Board assigns the management to regard the management and development of personnel as an important matter.

The Company properly selects a person to fill an important administrative position of each level to ensure that the Company will have an executive of competence who is suitable to the position and is capable to manage the work smoothly and to replace another person appropriately. The Board of Directors assigns the Selection and Remuneration Committee collects information and contacts professional institutes to give advice to the succession plan project. The Company has prescribed the succession plan as follows.

1. Identifying important or principal position
2. identifying potential or competence of a principal position
3. analytical process to identify a successor
4. individual development plan



Building corporate culture for growth with sustainability

The group commits to achieve its vision with sustainable growth. Core values of desired characteristics are established and communicated to all employees so that they know, understand and practice continuously with the expectation that the core values shall soon be developed to the corporate culture. The core values are D-I-S-C, consisting of:

D - **Dynamic** which is broadly defined as energetic and prompt to changes for the better. The meaning is elaborated to include the following characters.

- Ability to change and to adapt including to evaluate strategies, plans and work process to cope with the change of surrounding circumstances
- Ability to obtain knowledge in the work and the business, to develop skills and expertise as necessary for the future
- Ability to decide in appropriate time and on sufficient information.

I - **Integrity** means, in the broad sense, honesty, keeping one's words and doing the right things. The meaning is elaborated to include the following characters.

- Commitment to honesty, transparency, accountability and promise keeping
- Treating people with equality, non-discrimination and respect to others' dignity
- Adherence to good governance, business ethics and social responsibility
- Punctuality and communication with correct information at the right time with no distortion or concealing the facts that should be disclosed including expression of useful opinions

S - **Synergy** means coordination, combination of strength to make multiple impacts. The meaning is elaborated as the following characters.

- Co-thinking, co-working and sharing of knowledge
- Clear communication of duties, responsibility and expectation
- Creative conclusion and recommendations

C - **Creativity** is meant to include development and application of new things to reality. The meaning is elaborated as the following characters.

- Development of work methodology, new products or services
- Making decision and implementation subject to acceptable risk level through risk assessment, monitoring the success and failure for further improvement.

KSL Innovation Award 2017

The award program is launched in 2017 for the first time. The Award is aimed to promote the core value, C-Creativity within the organization. Employees are invited to present their creative work, both in category of software and hardware. Each category is divided into three levels, namely, conceptual, prototype and commercialized.

Several projects are submitted in accordance with the criteria announced in advance. The appointed committee selects the projects that are useful and applicable to the business. In 2017, there are 18 projects that are granted the awards.

The committee organizes the Innovation Awards 2017 to present the awarded projects in details to executives and colleagues and to confer awards to the winners.

To communicate the core values to all employees of the group of companies, the Company appoints

KSL Brand Ambassador to perform the task of introducing the meaning of core values for acknowledgement and understanding. The Brand Ambassador cadre also helps organize various activities that induce the understanding and familiarity with the core values in each work place, such as morning talk, signage and standee, in-house voice broadcasting, orientation and training, voting for idols who have characters of D, I, S and C, KYT activities, Safety, Health and Environment Day activities, etc.

Responsibility to Community and Society

The Company supports the organizing of activities and plays a part in supporting activities, concerning charity or community development, so as to create good relations with the communities and to also upgrade their quality of life, particularly those living in the areas under operations by the Company. Such supports may be in the form of donations of money or articles according to suitability of each activity, taking in consideration the need of the receivers and according to local traditions and customs.

The Company and subsidiaries in other provinces which are in Nampong district, Khon Kaen province; Wangsapung district, Loei province; Tamaka and Boploy district, Kanachanburi province; Panusnikom district, Chonburi province, participated and supported activities and community development to upgrade their quality of life. Activities are giving knowledge of sufficient economy philosophy for job, making bio fertilizers, plan on saving money, etc.



Besides, the Company and subsidiaries participated and supported activities, concerning charity to create good relations with the communities. Activities are created small dams, donated money, sugar, and rice to schools and temples, money donation for children education, donated and built roofs for temples and sport field for school, donated books and sport equipment to schools, donate blankets to communities, volunteer with hospitals for villagers health check-up.



The activities of sufficiency economy toward communities



Baan Samnak Yen Sufficiency Economy Learning Center

KSL continues the royal wish in terms of unity

Ban Nong Mai Kaen Sufficiency Economy Learning Center, located at Moo 8, Nong Lan Sub-District, Tamaka District, Kanjanaburi Province. This center was initiated by Mr. Wanchai Yatkham, village headman, who studied the philosophy of sufficiency economy at KSL River Kwai Agri- Nature Learning Center and brought it to his village and turned the empty land into the community learning space with the collaboration of community, temples, schools and Khon Kaen Sugar Industry Company Limited. The space becomes the learning space of the sufficiency economy of the community and people from outside of the village. Moreover, Nong Mai Kaeng Community is also the learning space for the senior social and health clubs. It is currently able to welcome more than 1,500 visitors per year.

1. Tamaka Sugar Industry Company Limited

Baan Samnak Yen Sufficiency Economy Learning center (Baan Samnakyen women initiative recycling group), located at Moo. 1, Pratan Sub-District, Tamaka District, Kanjanaburi Province, led by Miss Thamruethai Pratan and 20 members of the group applied the royal wish in terms of unity to organize and manage their group until it becomes well-known and lots of organizations and cohort groups come to visit them and learn from them. This builds up the unity and fraternity in the community and also makes more incomes for the local people in the community. The learning space is consisted of 2 zones which are

1. Waste management, segregation and value added learning
2. Self-dependence learning space regarding the philosophy of sufficiency economy supported by Khon Kaen Sugar Industry Public Company Limited which used the space in the households to plant, burn charcoal, feed worms and make bio fertilizer. Moreover, it is also used as a place where the women initiative recycling group makes products such as herbal soap bar, chips and tea. The space is also used for rice farming, poultry farming and Thai buffalo preservation. This is a role model for the other communities, so there are more than 2,500 visitors come visit each year.



Ban Nong Mai Kaen Sufficiency Economy Learning Center

KSL continues the royal wish in terms of responsibility





Wat Mo Thao Sufficiency Economy Learning Center

KSL continues the royal wish in terms of education

Baan Donrak Sufficiency Economy Learning Center, located at Moo 6, Pratan Sub-District, Tamaka District, Kanjanaburi Province, is the learning space of worm feeding and breeding and vermicomposting. The center sells these products in cheap prices. Mr. Suthon Malai opens his house as a learning space and always volunteers himself in the community services of Baan Samnak Yen. Nowadays, there are more than 1,500 visitors come visit the space per year.



Baan Donrak Sufficiency Economy Learning Center

KSL continues the royal wish in terms of sacrifice



Tharuapittayakhom School Sufficiency Economy Learning Center

KSL continues the royal wish in terms of education

Tharuapittayakhom School Sufficiency Economy Learning Center, located at Tha Rua Sub-District, Tamaka District, Kanjanaburi Province, was initiated by the collaboration between Tharuapittayakhom School and KhonKaen Sugar Industry Public Company Limited. Teachers and students joined the training of quality of life development regarding the philosophy of sufficiency economy and brought knowledge from the training to develop their school such as catfish farming, charcoal and Pyroligneous acid making. The students gain more extra money from selling these products. The center has more than 1,000 visitors per year.



Baan Rai Sufficiency Economy Learning Center

KSL continues the royal wish in terms of frugality

Baan Jong Jaroen Economy Learning Center, located at Lum Rang Sub-District, Bo Phloi District, Kanjanaburi Province, led by Mr. Wasan Trakun-osod, village headman and cane agriculturist. In 2012, he studied about the philosophy of sufficiency economy at KSL River Kwai Agri-Nature Learning Center. He brought knowledge back to his village and turned his house into the community's learning center by the support of Khon Kaen Sugar Industry Company Limited (New Krungthai Sugar Company Limited). It is the learning space that provides the knowledge on reducing costs in cane farming by using bio fertilizer instead of chemical fertilizer etc. They also have a group which produces the products for reducing the household expenses. There are more than 2,000 visitors come visit this center per year.



Baan Wangthong Sufficiency Economy Learning Center

KSL continues the royal wish in terms of agricultural career

2. New Krung Thai Sugar Factory Company Limited

Baan Rai Sufficiency Economy Learning Center, located at Ban Rai Pattana, Lum Rang Sub-District, Bo Phloi District, Kanjanaburi Province, is owned by Mr. Sarai Ora-iam. It has 40 Rai of farming area which consists of cane, pineapple, corn, vegetable and herb and households. The activities include charcoal and bio fertilizer making and livestock. Sarai can reduce the expenses in his household more than 2,000 Baht per month and has regular incomes all year. He has 1,200 visitors per year come visit his house to learn about his lifestyle.



Baan Jong Jaroen Sufficiency Economy Learning Center

KSL continues the royal wish in terms of sufficiency economy

Baan Wangthong Sufficiency Economy Learning Center, located at Lum Rang Sub-District, Bo Ploy District, Kanjanaburi Province, led by Mr. Chuchart Klahan is the self-dependence area. People do cane farming with less chemical fertilizer, rice farming and backyard gardening. Not only consuming in their households but they also sell these products and gain more money. They get supports from the livestock company to make use of the animal waste, to produce effective microorganisms. So, they can reduce chemical products which cause health and environmental problems.





Baan Nong Hoi School Sufficiency Economy Learning Center

KSL continues the royal wish in terms of sufficiency economy

Mr. Sompit Saotong is one of the employees of Agro & Trading Company Limited who studied the theory of sufficiency economy at KSL River Kwai Agri-Nature Learning Center and he currently takes care of the activities of Baan Hua Chang sufficiency economy learning space (KSL AGRO) located at 83 Moo 2 Wattana Nakorn Sub-District, Wattana Nakorn District, Sra Kaew Province. In the learning space, there are 2 ponds which are used as a source of water storage. Moreover, there are also organic fertilizer and animal waste fertilizer making workshops which can reduce costs and expenses in household and farming. Also, feeding catfish in the plastic pond in the backyard, feeding hens, sprouting Bhutan mushroom and making charcoal help maximize the efficiency of space management and local people also consume their own products and sell them to gain extra income. Later, more people are interested in this model, try to learn and imitate this model in order to have better quality of life. People in the community also learn together and help each other.

3. New Kwang Soon Lee Sugar Factory Company Limited

Baan Nong Hoi, located at Pha-ka Sub-District, Wattana-nakorn District, Sra Kaew Province, applied the theory of sufficiency economy with school management and curriculum in every course including local studies in order to embed the ideas of sufficiency economy to students. Moreover, it could make students have appropriate knowledge and be more logical, organized and ethical.

The integration of academic activities and sufficiency economy activities to support the student lunch project is initiated by growing organic vegetables, sprouting mushroom, feeding catfish and foresting etc. The products from this project are normally used as ingredients for student lunch. The school got supports from New Kwan Sun Lee Company Limited (KSL). The company provided the initial funding of 32,000 Baht to the school and sent some specialists to give trainings and execute the project.

As a result, students had good and hygienic food which made them healthier and have better academic performance. The school also had an excellent achievement of being the role model in sufficiency economy learning of 2016 and passed the evaluation from the minister of education.



Baan Hua Chang Sufficiency Economy Learning Center

KSL continues the royal wish in terms of sufficiency economy

New Kwang Sun Lee Sugar Company Limited (KSL) supports Baan Kud Muang Sufficiency Economy Learning Center, located at 98 Moo 6, Ban Dan Sub- District, Aranyaprathet District, Sra Kaew Province, which has 30 members. They applied knowledge from the theory of sufficiency economy in their daily life such as making an account for saving up and not being too extravagant, growing plants on their land and feeding animals. Province, which has 30 members. They applied knowledge from the theory of sufficiency economy in their daily life such as making an account for saving up and not being too extravagant, growing plants on their land and feeding animals.

Recently, Baan Kud Muang Sufficiency Economy Learning Center welcomes a lot of visitors and gain more income. Their learning space consists of 2 areas.

1. Banana farm and banana processing area
2. Animal such as insects, local hens, fish and beautiful doves
3. Vegetable and fruits in the backyard garden such as chili, eggplant, galangal, lemongrass, papaya, mango and guava

Recently, there are more than 1,000 visitors per year.



Baan Kud Muang Sufficiency Economy Learning Center

KSL continues the royal wish in terms of sufficiency economy



Baan Nong Hua Chang Sufficiency Economy Learning Center

KSL continues the royal wish in terms of sufficiency economy

Mrs. Thongyun Chansak, 61 years old, is an agriculturist who does sugarcane farming regarding the theory of sufficiency economy and also makes the daily household account. She grows a various kinds of plants and feed animals in order to gain more income for the family in between waiting for the harvest season of canes. During that time, KSL was building the sufficiency economy learning center. So, Mrs. Thongyun joined the project. She shared some areas in sugarcane farming for fish ponds and also growing a various kinds of plants such as mango, jackfruit, bamboo, lime, papaya, banana and also feeding pigs and hens. These become the food source of the household and neighbors and also learning space of the community.





Bodhivijjalaya College Sufficiency Economy Learning Center

The college of sufficiency economy for community strengthening and natural restoration regarding the sufficiency economy theory of H.M. the late King Bhumibol

Srinakharinwirot University sees the benefit and importance of the theory of sufficiency economy and other theories that lead to sustainable development. It also gives academic services to the society by building Bodhivijjalaya College at Sra Kaew province by the collaboration of academic alliances, government sector and private sectors, social organization, press and citizens. The memorandum of agreement about the sufficiency economy for alternative energy and watershed was signed on March 30, 2007 at the Sra Kaew provincial government center. One of the key idea of this MOA is to establish Bodhivijjalaya College, Sra Kaew province.

On November 25, 2016, the dean of Bodhivijjalaya College met Mr. Chamroon Chinthammit, Chief Executive Officer and President of Khon Kaen Sugar Industry Company Limited to receive more donation of 18-Rai land (previously, the company donated 81 Rai in 2008). In total, it is 99 Rai and the funding of 1,500,000 Baht. This is to support the center business and operation. The center also initiated a lot of activities and built up many infrastructures such as fish ponds, chicken coops, cow and goat barns, vegetable and fruit gardens, organic cassava and sugarcane farming, clay house building workshop, charcoal making. The college used the products from these activities as ingredients for student lunch. So, they can save a lot of money and spend more on learning space development.

Voluntary Education Center is the place for hosting the 10 voluntary camps of the university per year from both academic service and student development sections (students are from 19 colleges, 250 students per camp). This is a part of general education course called 'Sufficiency Economy Theory'. Also, it is a learning space for the community under the project 'reduce the study time, increase the play time' of Sra Kaew province and it is also opened for general visitors. The income gained from all activities goes to poor students who need additional financial aid. Moreover, it is the center for hosting and initiating academic activities and projects in the community. Recently, 4,000 visitors, per year, consisted of students and general visitors visit and study at the center.

4. Khon Kaen Sugar Industry Public Company Limited

Baan Kham Bon Sufficiency Economy Learning Center, located at Ban Kham Bon, Bua Ngern Sub-District, Nam Pong District, Khonkaen Province, led by Mrs.Chidapha Phinit and 10 more members of the group applied the royal wish in terms of persistence to search for the innovation to develop its products such as mulberry tea, cocoon soap bar, etc. The space becomes the learning center of the community by the support of Khon Kaen Sugar Industry (PLC).

The enterprise group recently gains 10,000 Baht per month and 5,000 visitors come visit every year.



Baan Kham Bon Sufficiency Economy Learning Center

KSL continues the royal wish in terms of persistence

Khok Sung Prachasan School Sufficiency Economy Learning Center, located at Ban Khok Sung, Nam Pong Sub-District, Nam Pong District, Khonkaen Province, led by Mrs. Wiboonrat Bussarraka, school director and other 5 teachers work on the project.

Khon Kaen Sugar Industry Public Company Limited supports on building up 5 learning stations to be as a learning space for the community and general visitors who are interested in sufficiency economy theory. The project consists of 2 sections as follows:

1. The learning center which consists of chicken coops, wild pig barn, vegetable garden, forest planting and solar cells.
2. 4-Rai organic sugarcane is a demonstrating farm to the sugarcane agriculturists

The sufficiency economy is included in the curriculum, so students can apply their knowledge to their family farm. The center also welcomes local folks and general visitors who are interested in the sufficiency economy theory. There are more than 500 visitors come visit per year.



Khok Sung Prachasan School Sufficiency Economy Learning Center

KSL continues the royal wish in terms of education

Baan Jumpha Hua Bong School Sufficiency Economy Learning Center, located at Baan Jumpha Hua Bong, Sai Moon Sub-District, Nam Pong District, Khonkaen Province, is supported by Khon Kaen Sugar Industry Public Company Limited. Teachers and students are interested in the activities related to the theory of sufficiency economy such as sprouting Bhutan mushroom, growing banana trees, vegetables in order to make organic food source for student lunch. Moreover, it can serve as teaching and learning tools for students and their parents. There are 200 visitors come visit per year.



Baan Jumpha Hua Bong School Sufficiency Economy Learning Center

KSL continues the royal wish in terms of education

Mrs. Suchada Nongyotha leads Baan Khok Sung Sufficiency Economy Learning Center, located at Baan Khok Sung, Khok Sung Sub-District, Ubolratana District, Khonkaen Province. She is an agriculturist who has been trained in quality of life of community development regarding the theory of sufficiency economy at Ruknam Rukdin Sufficiency Economy Learning Center. The center runs all activities in 20-Rai land which consist of the integrating farm of rice and sugarcane and the learning center by the support of Khon Kaen Sugar Industry Public Company Limited. The center has a lot of learning station for the visitors who are interested and want to



Baan Khok Sung Sufficiency Economy Learning Center

KSL continues the royal wish in terms of sufficiency economy



Baan Muang Wan Sufficiency Economy Learning Center, located at Baan Muang Wan, Muang Wan Sub-District, Nampong District, Khon Kaen Province, organized by Mr. Somkid Kaoma, a cane farmer of the Company. This learning center is in area of 30 rai which consists of sugar cane cultivation area, rice cultivation area, cassava cultivation area, and sufficiency economy learning center area (supported by KSL). This learning center disseminates knowledge to community more than 600 people per year.



Baan Muang Wan Sufficiency Economy Learning Center

KSL follows Royal wish: Sufficiency Economy



Baan Sang Seng Sufficiency Economy Learning Center

KSL follows Royal wish: Sufficiency Economy

Baan Nong Seang Sufficiency Economy Learning Center, located at Baan Nong Seang, Takraserm Sub-District, Nampong District, Khon Kaen Province, organized by Mr. Boonlai Auddoddorn, who was a rice farmer and changed to a cane farmer of the Company. This learning center area is divided into 3 zones which are cane field, chili field, and mix agriculture. This learning center disseminates knowledge to community more than 500 people per year.



Baan Nong Seang Sufficiency Economy Learning Center

KSL follows Royal wish: Agriculture and Environment

This Sufficiency Economy Learning Center is located at Bann Hua Bung Jampa, Moo. 11, PangTui Sub- district, Nampong District, Khon Kaen Province, organized by Ms. Suvimol Mulsadu (Nang teacher), a retired teacher. She donated her area 5 rai to be a learning center. Community can cultivate this area. KSL has supported activities in this area, for example, cane planting, chicken farming, and household saving. This learning center disseminates knowledge to community more than 1,000 people per year.



Baan Sum Chareon Sufficiency Economy Learning Center

KSL follows Royal wish: Saving

This Sufficiency Economy Learning Center is located at No. 55, Baan Nong Hin Tang, Moo 10, Nalao Sub-District, Nawang District, Nong Bua Lam Pu Province, organized by Mr. Wuttichai Saengpitak with 6 members and 6 speakers. They follows Royal Wish: Diligent and Unity. KSL has supported additional more knowledge under a project in total of six stations to do different tasks, as follows: To make charcoal and others, To produce household appliances for reducing household expense and for selling, To product bio-fertilizer liquid and Composted fertilizer, To plant Non-Toxic Vegetables for consumption and selling, To process rice, To raise ducks and chicken and buffalo. This learning center disseminates knowledge to community more than 1,500 people per year.



Rak Din Rak Nam Sufficiency Economy Learning Center (Water and Soil Conservative)

KSL follows Royal wish: Unity

This Sufficiency Economy Learning Center is located at No. 48, Moo 6, Pa Kao Sub-District, Pa Kao District, Loei Province, organized by Mr. Satit Tangduang and his member family. They follows Royal Wish: saving and sufficiency economy for their living by KSL supported. Area of 12 rai is agriculture for cane, forest, mulberry, fruit and vegetable, animal farming: chicken, fish, frog. Household income is more than 15,000 baht per month.



Pa Rak Nam Sufficiency Economy Learning Center

KSL follows Royal wish: Diligent and Unity





Baan Mueng Beng Sufficiency Economy Learning Center

KSL follows Royal wish: Education

This Sufficiency Economy Learning Center is located at Moo 3, Sri Songkram Sub-District, Wansapung District, Loei Province, organized by Mr.Meg Promsri and his family. Supported by KSL, this family divided area 3 parts from cane planting, rubber planting, corn planting into cane planting, vegetable and fruit planting, animal farming. This learning center disseminates knowledge to community more than 300 people per year.



Suan Rung Thip Sufficiency Economy Learning Center

KSL follows Royal wish: Development

This Sufficiency Economy Learning Center is located at Moo 18, Nong Ya Plong Sub-District, Wangsapung District, Loei Province, is organized by KSL and teachers/ students who are interested in sufficiency economy in school. There are many activities such as flowers planting for flower weaver, banana tree planting for craft, wicker works for additional income. Baan Mueng Beng school is knowledgeable place to teachers, students, and parents for more than 500 people per year.



Baan Noon Sawang Sufficiency Economy Learning Center

KSL follows Royal wish: Agriculture and Environment

This Sufficiency Economy Learning Center is located at Moo 6, Pak Puan Sub-District, Wangsapung District, Loei Province, organized by Ms.Rungthip Tanka and her family. Supported by KSL, this area is for cane planting and using dung instead of chemical fertilizer, animal farming, vegetable planting. This learning center disseminates knowledge to community more than 200 people per year.

This Sufficiency Economy Learning Center is located at Moo 18, Nong Ya Plong Sub-District, Wangsapung District, Loei Province, organized by Mr. Tub Visetya and his family. Supported by KSL, 30 rai of his area is cane planting, fruit planting, bamboo and others and making bio-fertilizer liquid. This learning center disseminates knowledge to community more than 200 - 300 people per year.



Rai Visetya Sufficiency Economy Learning Center

KSL follows Royal wish: Diligent

Empower Training Project (The King's Philosophy)

Empower Training Project (The King's Philosophy) held July - November 2017 in KSL River Kwai Natural Agriculture Center followed the philosophy of His Majesty King Bhumibol Adulyadej including sufficient economy philosophy such as self-reliance to reducing household expense and increasing household income by activities of Sufficient Economy Learning Center to factory (employee's houses).



Empower Training Project (The King's Philosophy) proceeded to factory:

1. Tamaka Sugar Industry Co., Ltd.

Sufficiency Economy Learning Center to factory (employee's house):
Self-Reliance

Mr. Jirapong (Top) Prasongsuk, KSL's employee, lives with his mother and nephew. In the past, he made additional income by selling fighting fish. After he learned more about sufficiency economy, he then joined sufficiency economy learning center to factory (employee's house). KSL supported chicken breeding and frog. He learnt many things such as planting, growing and harvesting organic fruits and vegetables. He can reduce household expense 1,200 baht per month.



2. New Krung Thai Sugar Factory Co., Ltd.

Sufficiency Economy Learning Center to factory (employee's house):
Self-Reliance





3. New Kwang Soon Lee Sugar Factory Co., Ltd.

Sufficiency Economy Learning Center to factory (employee's house):
Self-Reliance Fish farming and organic vegetable

4. Khon Kaen Sugar Industry Public Company Limited (Nampong Branch)

Sufficiency Economy Learning Center to factory (employee's house):
Self-Reliance

5. Khon Kaen Sugar Industry Public Company Limited (Wangsapung Branch)

Sufficiency Economy Learning Center to factory (employee's house):
Self-Reliance

Chicken/duck farming, organic vegetable planting, bio-fertilizer liquid and composted fertilizer production



Sustainable business with Coca-Cola for woman farmers

This session is coordinated with Tamaka Sugar Industry Co., Ltd., New Krung Thai Sugar Factory Co., Ltd., KSL Agro and Trading Co., Ltd. and Coca — Cola for woman farmers to enhance knowledge — basic income account, basic financial management for farmers.



Life Quality Development for Community with sustainable economy philosophy (9-12 October 2017)



Life Quality Development for Handicaps with sustainable economy philosophy



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