

Corporate Social Responsibility (CSR)

Electric transformer manufacturing (industry) epitomizes an ongoing industry associated with the use of electric power, taking into consideration that a transformer is an electrical device that transfers energy between two or more circuits through electromagnetic induction, as well as the fact that electric power is fundamental and indispensable to a myriad of nations worldwide, itself signifying one of the basic necessities to the modern-day livelihood and a country's economic development.

Always aware of its importance and great benefits towards Thai society, 'Tirathai' therefore remains resolute in playing a vital role as an integral part to producing and handing over an ongoing, sustainable series of electric energy to Thailand while actively taking part as a distinguished member of our society, operating upon a basis of corporate social responsibility with great care taken of our local communities, society at large and environment, as well as promoting public participation by stakeholders and the general public to ensure the sustainable development. TRT's Corporate Social Responsibility may be illustrated as follows:

1. Good Governance (Corporate Governance)

We conduct our business by observing law and order associated with our operations, thus holding up high the virtue of transparency by ethically revealing significant pieces of information, all of which are verifiable. TRT also remains true to the principle of corporate governance by taking into account the benefits of our shareholders, employees, communities and society, trade partners, customers, competitors, creditors and stakeholders.

The year 2014 witnessed the company's great success as usual in terms of being awarded a "good" CG score while proudly enjoying our prestigious standing through the outstanding performance evaluation score at 93.5% given by our shareholders.

2. Fairness in Business Practice

The company believes in conducting business with fairness. Therefore, we always remains adhered to the aforementioned principle and thus treat our trade partners with fairness and equality. In addition, we highly regard the value of integrity while respecting that of intellectual property, promoting importance of exercising political rights as well as earnestly being in compliance with our obligations to the stakeholders while remaining fair to all parties involved.

2.1 Fairness in Business Competition

TRT Approach

1) All terms and conditions, as well as contractual obligations upon all of which are being agreed by both parties (the company and the customer), are to be honored; they are to be practiced with respect to fairness in business practice for the benefits of contractual obligations to the customer in question. In the event that obligations may not be fulfilled, the customer is to be informed as soon as possible so that problems be resolved in joint efforts by the company and the client.

2) Critical (necessary) pieces of information and intelligence are to be provided for customers; in addition, professional consultancy is to be given in sufficient, accurate and timely manner in regard to the company's products and services.

3) Customers' needs and wants, as well as their expectations, are to be addressed with good comprehension in suitable and timely manner.

4) Delivery of quality products are to be made in accordance with the agreements with customers at reasonable prices.

2.2 Promotion of CSR Value among Our Trade Partners

This particular item pertaining to the topic of promoting CSR value among the stakeholders within the so-called business chain has yet to be further discussed, if any, prior to taking any actions.

2.3 Respect to Corporate Property

TRT Approach

1) Both executive officers and staff members in general are to be encouraged to make good (efficient) use of the company's assets and property so as to enhance corporate competitiveness and to allow for better services to be provided for our customers; in addition, copyrighted products and services are to be used and any misconduct in terms of violating the legal premise of intellectual property (copyright law) is to be discouraged.

2) The company remains resolute in protecting our intellectual property to prevent from being violated or used without our permissions while paying respect to others' as well.

2.4 Political Involvement with Responsibility

TRT Approach

1) The company conducts businesses while remaining politically neutral, thus, with our non-partisan approach, not taking part in political activities for or against any political groups and/or their prominent members/leaders in particular whether it be in a direct or indirect manner.

2) The company, though being collectively non-partisan, encourages our employees to freely exercise their political rights, which means that we will not influence, intimidate or force them to participate in any political activities in which they may initially have not taken interests.

3. Measures against Corruption (Anti-Corruption Activities)

Following the Board of Directors meeting (1st/2015) dated February 18, 2015, the directors have passed a resolution to make corporate declaration and intention in instrumentalizing preventive measures against corruption, whereby the sub-committee, comprised of the following three members, that is, Mr. Singha Nikompun, Mr. Upakrom Thaweepoke and Mrs. Sunan Santichotinan, is set to take actions in light of the issue as follows:

1. Working in establishing in policy the preventive measures against corruption.

2. Announcing the enforcement of the aforementioned policy.

3. Announcing the corporate intention in participating in the Collective Action Coalition against Corruption (CAC).

The company is expected to attain the goal of being awarded the "anti-corruption progress indicator" status, **level 2 Declared** in particular, by the 2nd quarter of 2015.

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4. Respect to Human Rights and Fair Treatment to Labor Force

The company promotes the preponderance of respect to human rights, respect to human dignity of each and every one of our staff members, the element of which is fundamental to the principle of human resources development, the latter by all means providing for value-added business. Human resources are important to our business in terms of added-value creation and enhancing the productivity; therefore, it is considered as our time-honored 'corporate culture' to ensure that the company's working environments be suitable and continually improved when required, our employees be pleased with their qualities of life while being provided an opportunity to professionally rise to the occasion, themselves receiving proper training and skills development, etc.

TRT Approach

1) The company realizes the importance of human rights; we do not violate basic rights, nor do we make any discrimination in terms of race, religion, age, gender, disability, financial status, education or focusing on certain educational institutes; therefore, we provide employment without taking into account the notion of race, religion, age, disability, education, etc.

2) The company provides fair treatment for our employees in terms of employment, remuneration, job transfer and promotion, ethical education (development) and skills development, while maintaining that our employees be competent under the payroll and righteous as society members; furthermore, in addition to fair employment and providing good financial incentives, the company discourages forced labor and child labors while taking good care of female employees during the period of pregnancy in terms of health and safety.

3) The company takes good care of safety and hygienic sanitation of both staff members and those professionally involved by promoting good conscience in light of work environment, occupational hazard prevention and occupational health, our goal being to impose measures against loss from accident, illness at work, etc., by drawing up an accident-prevention plan, promoting staff's participation, putting to an end the risk-prone areas, as well as continual improvement accordingly, so that both employees and those involved follow suit in adopting such corporate culture (safety):

3.1 The company assigns a specific workgroup to carry out the tasks of safety control, occupational health and work environment, as well as establishing Health, Safety and Working Environment Committee, which holds monthly meetings, once a month, in which professional suggestions and strategies pertaining to the aforementioned topics, as well as the matter of risk analysis and risk evaluation, be discussed prior to follow-up sessions and the likes in next time round.

3.2 The company conducts Health Risk Assessment (HRA) to understand the risk-prone levels at work; the assessment is intended so as to ensure that all operators (employees) be confident that good care is being taken and that physical examinations being conducted in accordance with the relevant risk factors, this including blood check for 'lead', urinal check for narcotic substances, manganese check, pulmonary condition, hearing capacity. Note that according to the year 2014 HRA result, there were no irregularities being detected save for the hearing capacity section, where 6 employees were identified accordingly all of who, however, upon the next check-up, have proven to be effective enough for their respective assignments and private lives despite their own clinically certified predicaments; in addition, the company has also imposed preventive measures against occupational hazard by providing for protective tools and noise-control devices at work all the time, as well as ensuring that the work environment meet the criteria, all of which are to be implemented on annual basis. (The company has also established "Hearing Preservation" project for those employees with clinically certified hearing disability as well.)



3.3 The company has established "Safety" campaign program in light of monitoring and following up with our safety operations so as to remain adhered to the stipulated criteria, the company's rules and regulations, etc.; the year 2014 witnessed the company meeting with great success in regard to attaining the safety-related goals.

3.4 The company had established an annual event called "Safety Quality and Green Week", whose title has changed in 2014 to "Sustainability Week"; the latest, namely, the Sixth Sustainability Week (2014), was being held on January 27, 2015 in aims at creating the sustainable development of safety at work within the organization. The event highlighted a lecture on the topic "Happy at Work" by Acharn Surawong Wattanakul, as well as presenting trophies during the Safety Campaign ceremony and Kaizen Award ceremony segments in addition to a horde of exhibitions in light of corporate social responsibility, drug prevention campaign, safety-related photography contest, increasing productivity, etc.



4) The company focuses upon promoting and developing our personnel in all levels into a group of experts and specialists who regard as high the value of teamwork and quality, a sense of morality and customer-served minds; the company expects sustainable development and ongoing expansion will be born of such commitment. In addition, in light of human resources development, the company has conducted a wide variety of training sessions for our

employees depending upon the years of their professional association, positions being held, duties and responsibilities, such as executive groups, management team, engineers and heads, operation-level officers, etc.

Of 522 company employees, year 2014 witnessed 460 members of whom successfully underwent a variety of training sessions, accounting for 88.12%. Of the aforementioned number (460) of our employees, 98 of whom belonged to the executives, middle management team and supervisory personnel, all accounting for 18.77%, and the rest of whom, thus 362 persons, were in operational level, accounting for 69.35%.



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5) The company has provided for a number of fringe benefits such as group life insurance, accident insurance including loss of bodily organs from accident, health insurance, provident fund, free transportation during workplace commutes, lunch, overtime-period dinner, health examination in accordance with risk factors, etc. In 2014, the company has provided financial aid for employees' parents' funeral service amounting to Baht 75,600 in total, from which 13 staff were reported to receive benefits accordingly. In addition, thanks to "Tirathai Family Care" project, the company has managed to provide for pregnant female employees and those with illnesses, accounting for 32 persons, with goods worth Baht 48,989.

6) The company provides support for employees in all levels in terms of education, thus drawing out guidelines for the corporate education leave petition in accordance with Year 2008 Personnel Administration Regulations, to ensure that our staff members are given the opportunity to learn and develop their potentiality, to enhance their qualities of life -- our employees are allowed to be on educational level on both short- and long-term basis.

7) The company provides an opportunity for monetary saving in conformity with His Majesty the King's Sufficiency Economy; thus, the company has established Tirathai Savings Co-operative on March 29, 2006, the membership of which at present accounts for 322 members, with its share capital worth Baht 26,576,750 in total.

8) The company treats employees' complaints with fairness in accordance with the 2008 articles of association to ensure healthy rapport and better labor relations between the company and its employees, as well as among the workforces themselves. Thus, complaint procedure has been established, as well as the interrogation and deliberation guidelines, arbitration, and complainer protection program (and that of those involved), etc.

The number of employees for the company and its subsidiaries as of December 31, 2014 and December 31, 2013 can be shown as follows:

Company Name	Number of Employees (persons)			
	December 31, 2014		December 31, 2013	
	Male	Female	Male	Female
1. Tirathai Public Co., Ltd.	375	147	393	159
2. Thai Fin Co., Ltd.	59	14	67	12
3. Tirathai E&S Co., Ltd.	29	7	15	2
4. L.D.S Metal Work Co., Ltd.	220	64	221	57
Total	683	232	696	230
Number of Employees According to Employment Types	Male	Female	Male	Female
Full-time Employees	676	228	685	227
Contractual/Outsourced Employees	7	4	11	3

9) The company respects freedom of speech so that our employees are given the opportunity to provide their opinions upon a basis of the company's laissez faire; the company also participates in employees' benefits committee to enable the dissemination of operation-related information and the company's status towards the direction of our staff members on regular basis, as well as promoting professional discussions and cooperation with the aforementioned committee in aims at improving the quality of our employees' professional lives.

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5. Responsibility for the Consumers

The company takes as our policy the high value of customer satisfaction, to ensure that our product buyers and those who directly receive services from us be provided with quality products and exceptional services according to international standards and at fair prices. The company values our customers' opinions and thus strives for the best in terms of catering to their needs, wants and expectations in timely and suitable manner; furthermore, we take good care of utilizing pieces of important intelligence so as to improve the quality of our products and services to continually win trust and confidence of the general public.

TRT Approach

5.1) Quality Control and Product Safety

Each and every one of our transformers have undergone testing and monitoring of electric properties prior to use. Note that a transformer is a high-voltage device; therefore, the existence of defects could denote disastrous events and loss in terms of assets and properties, lost business opportunity, as well as physical harms to users and those involved. Taking into account the gravity of the situation in case something unfortunate should happen, thus the company ensures in every single step that both safety and quality be our top priority. From the process of designing to manufacturing, the latter of which includes that of testing and monitoring, 'Tirathai' has proven to impeccably fulfill the entire process, especially that of testing and monitoring; this covers the routine test, type test and/or special test according to IEC60076, IEEE C57.12.90 and 'Mor Or Gor 384-2543' standards -- only the products required to pass the short-circuit withstand test are to be dispatched to KEMA laboratories in the Netherlands. In addition, our products are also certified by ISO 9001, OHSAS/TIS 18001, ISO 14001 and ISO/IEC 17025 standards, as well as being subjected to electrical test and comparison test in the laboratory, to ensure that the design quality, manufacturing, as well as our ability to test the products all meet international criteria prior to delivery.

5.2) Confidentiality and Rights of Our Customers

The Company invests immensely in terms of protective measures so that sensitive information belonging to our customers remains confidential such as technical information, the results of testing, other information, etc. We have established the standard procedure of information storage, information dissemination and the likes based upon the notion that our customers' information is of utmost importance, as well as ensuring that our customers' rights be protected such as allowing them to inspect the witness test on their products in return for their confidence. Note that the year 2014 witnessed such privilege being enjoyed by a number of our distinguished customers in light of the witness test of the power transformer in 104 times in total and that of the distribution transformer in 80 times in total, respectively.

5.3) Providing Sufficient and Accurate Information for Our Customers

The transformers under 'Tirathai' brand that pass the test each will have nameplate attached to the tank so that each individual product is equipped with specifications in accordance with IEC60076-1 standard and Mor Or Gor 384-2543 standard. A nameplate typically includes the following details for the user: the type of transformer, certified standard number, name of manufacturer, product's serial number issued by its manufacturer, year of manufacturing, number of phases, weight, impulse insulation level, power factor, percent impedance, frequency, voltage and tap ratings, etc. In addition, user's manual is usually available as well as training (how to use, cautions and product maintenance) prior to using.

5.4) Customer Training

In year 2014, the company has dispatched groups of engineer specialists to provide training for customers, domestically and abroad. There were 285 trainees from 19 different organizations participating such as Provincial Electricity Authority, Bahn Khao Lak Power Station (Phang Nga), JUWI Renewable Engineering Thai Co., Ltd. (Ubon Ratchathani), FMC (Thailand) Co., td. (Rayong), Provincial Electricity Authority, Sri Boonruang Power Station (Nong Bua Lamphu), Water Distribution System (Royal Irrigation Department (Chanthaburi)), Provincial Electricity Authority, Chon Daen Power Station (Phetchabun), Sarawak Energy Berhad (SEB) (Malaysia), etc.

5.5) Dissemination of Engineering Knowledge

The company has issued the non-profit-oriented publication titled "Tirathai Journal" with the objectives to provide engineering knowledge for those who are interested, the information thereof exempt from copyright and thus allowed to be further distributed. Everyone in the Editorial Department, including the Editor, is company employee. At present, Tirathai Journal is in its 4th year of publication (11th issue), providing the content of electrical engineering knowledge, dissertations of note in such discipline by university students, how-to and maintenance tips, as well as administrative philosophy not included in any curricula, etc. In addition, it is worth noting that, with user- and environment-friendly properties, the publication is strategically made of agricultural leftovers through the non-toxic process, with its printing ink made of soybean oil. In year 2014, the publication was distributed to employees, customers, university libraries, Electricity Generation Authority of Thailand, Metropolitan Electricity Authority, Provincial Electricity Authority, as well as the general public, annually accounting for 12,000 issues in addition to online information dissemination on website: www.tirathai.co.th.

5.6 Opinions and Feedbacks

Site Inspection: To ensure customers' confidence in the processes of designing, manufacturing and testing, as well as soliciting feedbacks and opinions while exchanging knowledge with our customers and education institutes so that pieces of advice and suggestions are analytically put into good use for the benefits of further enhancing customer satisfaction, the company invite those involved for site inspections. The year 2014 witnessed 91 visitors, domestic and abroad, gracing us with their appearances, including those from Mass Rapid Transit Authority of Thailand (MRTA), Electricity Generation Authority of Thailand, Electricite du Laos (EDL), both Druk Green Power Corp. Ltd. and Electricite du Cambodge (EDC) as accompanied by Provincial Electricity Authority for the inspection of TRT's transformer's quality, etc.

Customer Satisfaction Survey: The company conducts survey on customer satisfaction in terms of witness-test inspection, sales representatives' business conduct, product testers, product satisfaction, as well as surroundings. In year 2014, the survey yielded an optimal result with the score of 80% as forecasted.

Complaints: The company provides for a number of channels through which complaints and petitions regarding product quality and services may be made, such as telephone system (30 automatic lines), online and facsimile correspondence; in addition, we can be reached 24 hours a day so that complaints and petitions are addressed immediately.



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6. Community and Social Development

Resolute in continually representing a distinguished member of Thai society, the company always conducts businesses with a sense of corporate social responsibility by sharing a portion of its profit with communities and society at large so that all parties can grow together and remain in sustainable development through instrumentalization of the following activities:

TRT Approach

Promotion of Traditional Sport of Takraw/Rattan Ball

With utmost importance placed upon the Thai traditional sport of Takraw rattan ball by the company from the beginning, "Tirathai Takraw/Rattan Ball Club" was founded in 1999. Each year our club actively participates in competitions. Particularly, the year 2014 witnessed our corporate Takraw sportspersons taking part in the time-honored event titled "Princess Cup" (26th Princess Cup 2014) for the Her Royal Princess Maha Chakri Sirindhorn's trophy.

Donation of Transformer

On December 2, 2014, the company has donated a 100 kVA transformer set worth Baht 100,000 to Hin Gong Temple, Nong Kham, Si Racha, Chonburi to be utilized at the monastery's disposal; in addition, the company's executive officers and its employees have jointly made an off-season Buddhist offerings to the temple also to be utilized at the monastery's disposal worth Baht 24,450.

Extracurricular Education

The company promotes the policy of extracurricular education whereby students could additionally learn and obtain more of Thailand's transformer engineering knowledge in terms of the manufacturing process of distribution transformer and power transformer. The recent project has proven immensely successful whereby in year 2014 there were 86 students from a variety of education institutes, such as Kasetsart University, Sukhothai Thammathirat Open University, King Mongkut's University of Technology North Bangkok, etc., taking interest and paying visits for site inspection of the transformer manufacturing process, quality assurance, safety and environmental systems.

In addition, the company has presented an instrument of agreement on providing supports in terms of knowledge, tools and equipment for the setup of the high-voltage electricity laboratory for the Faculty of Engineering, Princess of Naradhiwas University, Narathiwat, to the university's Faculty Associate Dean Assistant Professor Rittivut Bhuvapat in aims at promoting the education of high-voltage engineering on campus. The company has also provided the aforementioned university students with the cooperative educational and on-the-job training program onsite at Tirathai Public Co., Ltd.



In cooperation with Bang Pu Industrial Estate office, the company has participated in the mangrove forest cultivating activity at the Army's Nature Study Center in Commemorating Her Majesty's 72nd Anniversary, Bang Pu Mai, Mueang Samut Prakan, Samut Prakan, on July 25, 2014.



On November 10, 2014, in cooperation with an SET-listed company "maiA", the company has donated stationery including pencils to be used at disposal by Bahn Toonluang Wattanakarn School, Pang Mapha, Mae Hong Son.



TRT's Public Activities

On March 21, 2014, the company has provided the Disaster Prevention Center (Pol Ror 11 (Front Section)) with drinking water supplies and heat-preventive gloves worth Baht 19,000 during the time of its fire extinguishing activities at a waste disposal pit, Phraeksa, Mueang Sumut Prakan, Samut Prakan.

On December 12, 2014, in cooperation with an SET-listed company "maiA", Technology Promotion Association (Thailand-Japan), and Thai Health Promotion Foundation, the company has held Five-S activities at Boromsatol Temple (Wat Don), Yannawa, Bangkok under the Happiness with Buddhism campaign.



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7. Environmental Management

Environmental management must be implemented along with business operation; thus, the company ensures that, with its environmental management policy, any impacts created by related industrial activities and/or the process of manufacturing be mitigated by means of environment-friendly instrumentalization while strictly observing the law of the land, as well as rules and regulations, in the name of sustainable development among the organization, communities and Thai society.

TRT Approach

1. Inspected and audited by independent appraisers/auditors, the company is ISO 14001-certified in all corporate "areas" conceivable; in particular, the latest inspection conducted in 2014 has satisfactorily yielded no result in either major or minor non-compliance at all.

2. The company has managed to operate in compliance with environmental laws while monitoring the environmental impacts that otherwise could have taken place. With great success, we have met with environmental standards as follows:

Air Pollution

The company utilizes the bag house filter in light of air pollution treatment whereby dust residues derived from the process of insulation paper manufacturing are being controlled by means of air quality assessment. The system covers not only the insulation paper manufacturing step but also others within the entire process -- all for the benefits of pollution-free environment while observing legal stipulations.

Water Pollution

The company utilizes water treatment and controlling system whereby consumed water supplies are to undergone the process. In addition, waste water released from the treatment is to be assessed once a month in terms of pH value, BOD, COD, oil and grease, SS, TDS, TKN, etc. in accordance with the law.

Noise Pollution

The company ensures that the sound level be measured. The origins of the sound are derived from machineries. Sound level is measured so as to monitor any acoustic impacts on the operators on site and neighborhood outside the company's premises. Sound level measurement is to be carried out at least once a year based upon legal requirements, gauging the average of eight-hour working day impacts.

Industrial Waste

In implementing the industrial waste management, the company first allocates types of waste into (1) organic waste, (2) recyclable waste and (3) hazardous or harmful waste. In dealing with hazardous waste, the company makes use of professional services provided by the licensees authorized by Department of Industrial Works in such segments as collection, transportation and treatment according to its kind. For instance, to ensure that all requirements be met by the aforementioned outsourced agencies, the company also dispatched its employees to inspect the solvent distilment process and oil waste treatment at Environmental Recovery Co., Ltd. on May 12, 2014; in addition, on May 26, 2014 TRT employees were also in presence for the inspection of contaminated materials segregation and waste burial process at Pro Waste Public Co., Ltd.

3. The company is certified for Green Industry's Level 3, Green System, by the Thai Industrial Standards Institute. In year 2014, the company has established the corporate goal in moving forward to Level 4, Green Culture, under the Smiling Disposal campaign program whereby our employees were expected to become more increasingly environment-conscious in practice and in aims at being certified at any time by the end of 2015.

4. In year 2014, the company enjoyed the privilege of non-existence of environmental complaints or that of legal misconduct from external and internal parties at all.



Corporate Social Responsibility (CSR)

8. CSR Innovations and Dissemination

The company has applied its vast knowledge, creativity and time-honored professional experience in its business operations to HM's great principle of Sufficiency Economy in adapting to its internal development of business innovations that by all means will render TRT more competitive while simultaneously creating value-added businesses and common societal interests.

TRT Approach

In cooperation with the Faculty of Engineering, King Mongkut's Institute of Technology Ladkrabang, the company enjoyed the privilege of providing the campus with its corporate expertise and professional supports in designing the single-phase, conventional dry-type transformer (15 kVA, 220-240 volts), as well as providing a complementary set of transformer worth Baht 36,320 for the university's research and study on "Practice Experiment of Winding Fault within 1-Phase Transformer". In addition, according to the aforementioned research, one of the factors that tended to cause damage to a transformer was the deterioration of its internal insulator, the phenomenon of which took place when the insulator, in its passage of time, has eventually failed to prevent contacts from being made by copper wires, thus causing a 'breakdown' and an electrical short; alternatively, when the copper wires made contacts with its tank, it could cause the ground fault as well. The research has proven immensely of use in terms of connecting both education and industry sectors and providing the opportunity to cooperate in conducting research and development of Thailand's transformer engineering on sustainable and ongoing basis.



9. Social and Environmental Report

The company credits the value of integrity, thus ethically revealing the entire information on its CSR approach and practical implementation accordingly. In observing TRT's corporate social responsibility, not only will it be of use to the company's stakeholders but also provide an invaluable opportunity for all parties involved to help review and audit the report on the topic of CSR as to whether or not the company be heading towards the right direction in light of an attempt to attain its CSR-related corporate goal.

TRT Approach

1. The company has prepared the CSR report, which is included as an integral part to its annual report and publicized on its website (www.tirathai.co.th) featuring the following content:

1.1 Business Operation: The company observes law and order in its business practice, thus holding up high the virtue of transparency by ethically revealing significant pieces of information, all of which are verifiable. TRT also remains true to the principle of corporate governance by taking into account the benefits of our shareholders, employees, communities and society, trade partners, customers, competitors, creditors and stakeholders, as well as carrying on as a distinguished corporate member of the Thai society with a sense of corporate social responsibility.

1.2 Environmental and Safety Operation: The company strives for the best in terms of environmental and safety practice by focusing upon safety at work, good hygiene and sanitation, as well as healthy working environment, all of which are considered integral a part to our business operation; thus, we provide for the environmental management system (ISO 14001), occupational health and safety management (OHSAS/TIS 18001), as well as waste treatment, while observing the law and the rules and regulations.

1.3 Social Operation: The company treats all of its employees fairly in terms of employment opportunity without committing any violation of basic human rights; the company also provides good financial incentives and optimal fringe benefits for our employees' needs and wants, as well as the skill development in line with the corporate value. In addition, we also serves as a venue for learning, providing for Thailand's transformer engineering knowledge; each year witnesses extracurricular visitations to the company's office and factory site by students from various education institutes in light of observing the transformer manufacturing process; the company also annually provides supports in terms of education, tools and equipment, etc., to be utilized in the setup of the high-voltage electricity laboratory while conducting the on-the-job training and cooperative education programs. This is the reason that 'Tirathai' represents much more than another manufacturer in Thailand: We are the one that supports and takes part in providing education for Thai people.

2. The company ensures that there be a variety of distribution channels through which our readers may conveniently gain access to TRT's corporate information; thus, we have prepared the CSR report the content of which, available in both Thai and English versions, may be reached as follows: Annual Report Website: www.tirathai.co.th (56-1 form and CD-ROM)