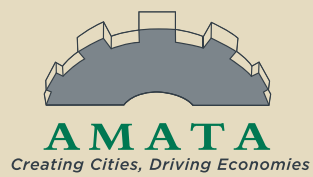


Sustainable Development Report 2014



Merging
Innovative
Technology with
Environmental
Sustainability

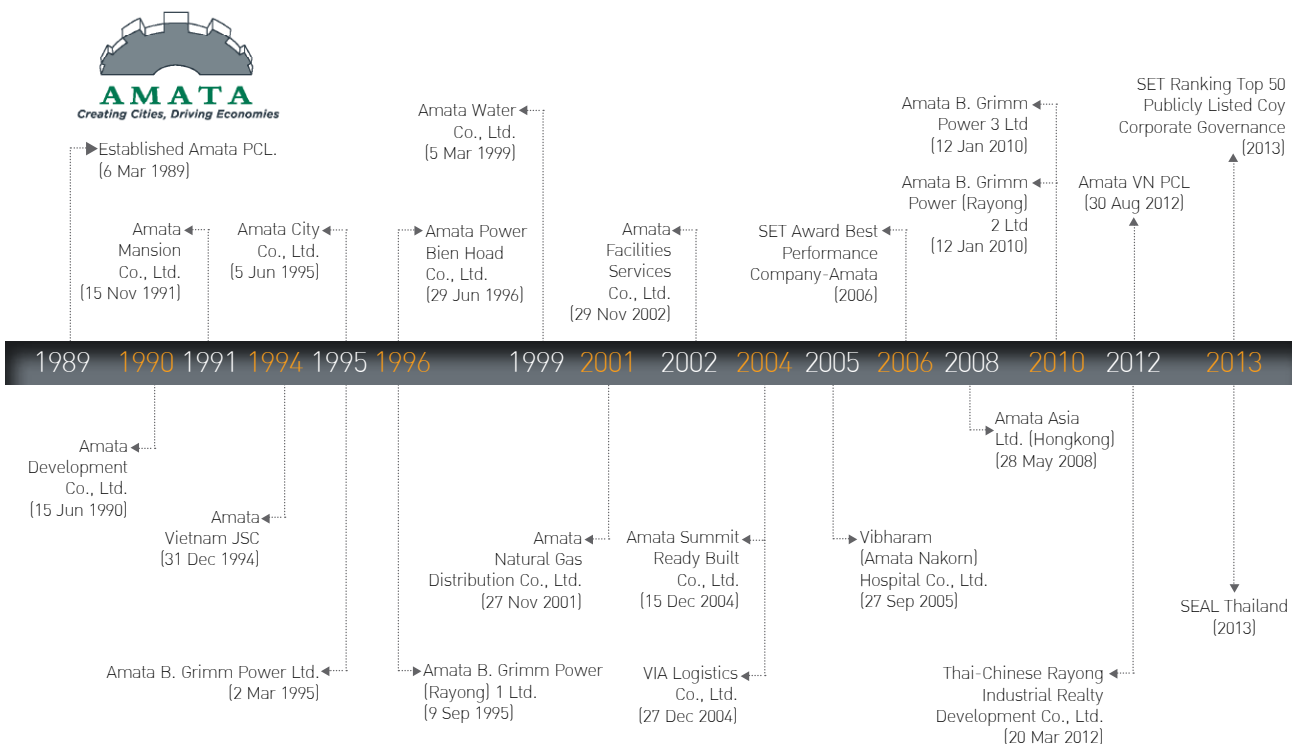


Amata Corporation Public Company Limited



About Amata

Amata Corporation Public Company Limited and its subsidiaries are the group of companies engaging in developing world class industrial estate. Amata Corporation Public Company Limited was established in B.E. 2532 (1989) located in Bangkok, Thailand and registered in the Security Exchange of Thailand since B.E. 2540 (1997). The 5th National Economics and Social Development Plan (B.E. 2525-2529) (1982-1986) and the government policy focusing on promoting the investment from overseas at that time led to the huge expansion of the industrial area in the eastern part of Thailand. It was the first step of Amata to operate the industrial estate development business in the eastern region starting from the first “**Bangpakong Industrial Park**” to “**Amata Nakorn Industrial Estate, Chonburi**”, “**Amata City Industrial Estate, Rayong**”, and “**Amata City Bien Hoa, Vietnam**”. Nowadays, Amata Corporation Public Co., Limited is one of the biggest and most successful industrial estate developers in the Asia.





According to the intention and expertise of Amata in integration of planning, management and marketing experiences linking to Amata sustainable development framework and policy on considering of economic growth, collaborating between industrial sector and social community, including environmental preservation for the next generation, the main issue of Amata sustainable development is to be the “Perfect SMART City Developer” by focusing on creating the prosperity of industrial city and driving the country economy sustainably (Creating City, Driving Economics).

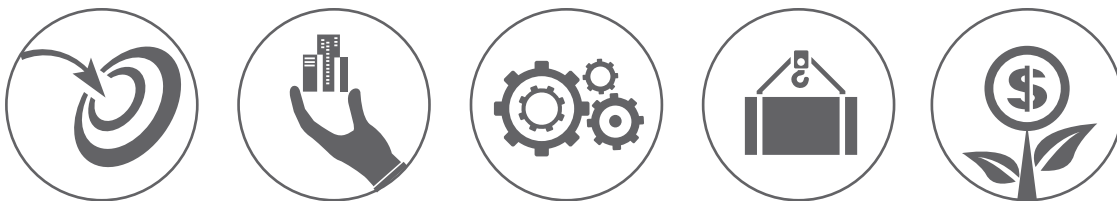
In order to entirely fulfill the customer demand in the industrial estate area, Amata Corporation Public Company Limited has operated many subsidiary businesses besides our core business which is the industrial estate area development. Our subsidiaries are the ready-built factory business in small, middle and large scale; the utility businesses consist of power plants; industrial water supply; waste water treatment plants; natural gas distribution station; logistics system; security system, and telecommunication system, etc. Amata Corporation Public Company Limited provides all facilities to support customer business in the industrial estate under well-managed and environmental-friendly system to the surrounding community.

Vision and Mission

Amata Corporation Public Company Limited is a company specialized in all aspects of industrial estate development which are planning, development, management and marketing and also developing of the infrastructures, utility systems and services to support various types of business in the industrial estates such as international standard road system, power and natural gas plants, eco-friendly and well-managed



system of central area in accordance with the principles of Eco-Industrial Estate. The perfectly integrated operation is the key success factor to enhance Amata's capability to become the world-class industrial estate developer providing the international standard services.



Values of Amata

Amata Corporation Public Company Limited has designated the core values which are in accordance with the Company's vision. Five values called DRIVE of being Amata's employee are as follows:-



- D Dependable: D
- R Responsive: R
- I Innovative: I
- V Visionary: V
- E Efficient: E

Dependable : D

Being reliable, accountable, honest, equitable, considerate, sincere, transparent, compliant with both professional and organizational rules and ethics.

Responsive : R

Spotting and understanding business opportunities. Being able to develop and quickly drive business to success. Being perceptive of people's needs, seeing how to answer those needs and trying the best to serve those needs with sincerity and responsibility in order to create the highest level of customer satisfaction.

Innovative : I

Looking at problems from many angles. Being able to develop ideas and think out of the box. Having good and new ideas for creation of new products, services and work methods to achieve better results in leaps and bounds.

Visionary : V

Having a broad business view, systematic thinking, and ability to plan for the future.

Being passionate in learning and keeping up-to-date with new knowledge and innovations so as to understand and apply them for the best benefits of the customers and the company.

Efficient : E

Setting high goals and standards and trying hard to achieve them by fully utilizing available resources. All employees work in esprit de corps to successfully achieve common goals.

A photograph of a worker in a white hard hat and uniform, seen from the side, talking on a walkie-talkie. The worker is standing on a metal walkway overlooking an industrial facility with various pipes, tanks, and structures. The background shows a clear sky and more industrial equipment.

Sustainable Business Operation

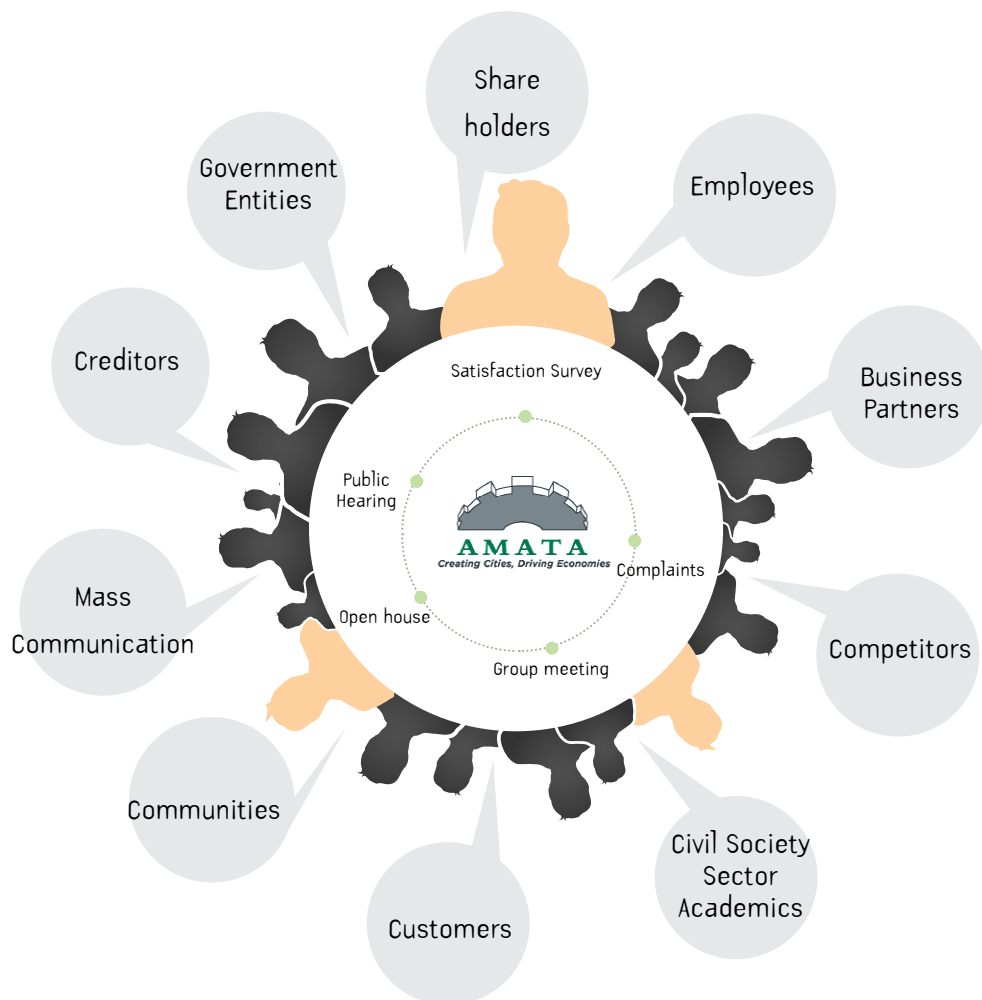
Stakeholders of Amata

Issues on Sustainable Development

Management Structure for Sustainability

Stakeholders of Amata

Amata Corporation Public Company Limited is focusing on all kinds of stakeholders which consist of internal and external customers, shareholders and employees and also the social and environmental responsibility by utilizing management tools and methodology through company's activities such as public forum, satisfaction or advice survey, complaint management system, company visit through Open-House activities and meetings. As a result, Amata Corporation Public Company Limited can adopt some ideas for improving and developing the guidelines for business operation to meet the stakeholders' expectation continuously which directly affects the sustainable growth of business and corporate governance of the company.



Stakeholders	Guidelines and Strategies Applied
Shareholders	Conduct business with transparency based on the principles of corporate governance by recognizing business growth and equality of information disclosure.
Employees	Develop potentiality for profession stability, concern on health and safety, promote moral and ethic, and adhere to the principles of human rights with equality.
Business Partners	Create good mutual relationship pursuant to agreements and code of ethics; perform in line with framework of fair competition.
Competitors	Perform in line with framework and rules of good competition; do not destroy trade reputation.
Civil Society Sector Academics	Open public forum; jointly build academic network for sustainable development of community and society.
Customers	Create satisfaction and respond with the determination to develop the integration of products and services aiming to be Perfect SMART City to meet prosperity of the country.
Communities	Aware of health, safety and jointly create good quality of life with sustainability.
Mass Media	Disclose accurate data and information speedily, timely and transparently.
Creditors	Strictly follow the terms and conditions and agreements
Government Entities	Carry out transactions with the government pursuant to intendment of law

Issues of Sustainable Development

It is more than 25 years since Amata Corporation Public Company Limited has been operating business. The corporate sustainable development is one of the most important issues the company concentrates by maintaining the good balance among the economic growth, the coexistence of business and community and the environmental conservation. In specifying the issues of sustainable development for Year 2014, we have commenced to implement the guidelines of analyzing development issued in accordance with the GRI Sustainability Reporting Guidelines (GRI-G4) manual for "Materiality Matrix" or to conclude the issues of sustainable development categorized by the level of materiality so as to provide the company's action plan on sustainable development as described in the table.

Importance towards Stakeholders	Very important	Air Waste water and waste Product and Service Non-discrimination Safety Guide	Water Power Law observance Anti-corruption Local community
	Important	Indirect economic impact Freedom in association and negotiation	Economic outcome Employment and forced labour Right of indigenous people
		Important	Very important
Importance towards Amata			

From the analysis of the sustainable development, the company has brought several projects into the actual implementation throughout Year 2014 which can be categorized in 3 main dimensions namely economic dimension, social dimension and environmental dimension. The company has obtained good cooperation and contribution from our stakeholders in performing all the activities concerned.

Sustainable Management in Industrial Estate Area

Amata Corporation Public Company Limited has established several area management committees in order to enable the sustainable management activities in the industrial estate areas as shown in the pictures. Each committee has identified the framework for its individual area as follows:-



Scope and Responsibility of Community Relations and CSR Committee

1. To survey economic and social conditions and to seek for opinions and community concerned annually in order to assess and analyze the social needs towards the project.
2. To visit communities constantly in order to hear their opinions and suggestions for project development and bring them into analysis and define an action plan to reduce the impact on their way of life.
3. To publicize, disseminate information relating to Company's business operation to nearby community continuously in order to relieve their concerns.
4. To coordinate with local authorities in order to present the result of the measurement of environmental quality to communities every 6 months so that villagers can understand.
5. To give consultation with communities in order to clarify the information that villagers, community leader, village headman, village leader are still concerned in order to set an action plan to educate the communities.
6. To support the activities of nearby communities for good relationship between the project and communities.
7. To follow up the outcome of solving the problems caused by action of the project as promised to communities in order to ensure their confidence and acceptance of the project.
8. To report work progress to Management Meeting at least once a quarter.



Scope and Responsibility of Surrounding Community Development Committee

1. To consider suggestions of communities and enhance mutual understanding between communities and the industrial estates as well as to cooperate with other entities or concerned persons.
2. To acknowledge process and result of environmental measurement by visiting the estates, in order to realize the transparency of environmental management of the industrial estates.
3. To jointly consult and define countermeasures and solve the problems that may have an effect to environment and health.
4. To jointly conciliate and find out the end of a dispute over environmental problem between the industrial estates and communities.
5. To investigate and consider the compensation for the damages arising from the Estate's activities that affect communities against both of their natural resources and environment, agricultural products, farm animal farms, health and sanitation provided that they are really affected by the Estate.
6. To present and jointly consider to reinforce the projects for developing community, social and education.



Scope and Responsibility of Environmental Committee

1. To designate KPI and targets on the environmental and water management at Amata Nakorn and Amata City Industrial Estate for the year 2014 for adopting them into an action plan/project to achieve the targets.
2. To coordinate with the related agencies to get the necessary information in the KPI and target designation process.
3. To follow up and evaluate KPI and target.
4. To consider and suggest countermeasure for KPI of which the target is not achieved.
5. To report result to the Committee and Chief Marketing Officer.



Scope and Responsibility of Watershed Council Committee

1. To do the public need survey, to enhance the mutual understanding between community and the project and to cooperate with other agencies or related persons in water management (flood, waste water, and drought).
2. To jointly consult and specify preventive measures and countermeasures for water management problems (flood, waste water, and drought).
3. To jointly conciliate and find out the conclusion in case of arising dispute on water management (flood, waste water, and drought) between the project and community.

Scope and Responsibility of Traffic Control System Management

1. To coordinate with the government authorities to investigate and analyze problems and root causes of traffic congestion, both inside and outside of Amata Industrial Estate, that affects commuters in general.
2. To set a traffic problem solving plan for the industrial estate in conform with the provincial traffic management plan.
3. To take action in solving traffic problems by cooperating with government authorities as planned.
4. To follow up and evaluate after implementation on the traffic problem solving plan aimed to reduce the effect on the community in general by cooperating with the government authorities.



Scope and Responsibility of Welfare Committee

1. Human Resources and General Affairs Department Senior Manager is responsible for gathering agendas of the meeting covering improvement of welfare, rules and regulations and work rules and any other matters relating to the improvement of the company's human resources standard in order to propose to the improvement working group committee for their approval prior to submitting to the Chief Executive Officer for his approval.
2. Human Resources and General Affairs Department Senior Manager is responsible for taking minutes of the meeting and conducting the meeting according to the command of the Chief Executive Officer.
3. The committee members are selected from all divisions to contribute their suggestion in setting the welfare guidelines of Amata Group of companies.



Scope and Responsibility of ISO 14001 Committee

Amata group of companies has been operating and developing the land and utilities for industrialization, and rendering high quality services to overseas and domestic investors who come to invest in industrial business. Meanwhile, we are seriously aware of the essence of natural resource utilization as well as its impact on environment and an environmental conservation. Therefore, Amata group has the intention to perform with the dedication as follows:-

1. Amata group of companies shall strictly perform pursuant to the laws and regulations governing environment.
2. Amata group of companies shall focus on preventing problems before occurring or at the incidental point to avoid environmental impact.
3. To minimize waste to zero waste discharge together with reutilizing treated water as much as possible.
4. Amata group of companies shall focus on utilizing of powers and resources in production process economically and effectively.
5. Amata group of companies shall continue to develop the efficiency of waste water treatment system, tap water production system, garbage and general waste management system and water re-utilization system.

6. To instill the awareness of all employees to help conserve environmental conditions under the slogan of "Green and Clean"
7. To publicize environment policy to all employees or other persons who perform their tasks in favor of Amata group and disclose to public.



Scope and Responsibility of Industrial Waste Management Committee

1. To require individual factory to establish its target on type of wastes planned to reduce and specify action timeframe.
2. To require individual factory to investigate and follow up its performance in accordance with 3Rs principles.
3. To require each factory to sort out its wastes systematically so that they can be reused.
4. To launch a campaign to persuade individual factory under the project to screen its wastes including the activities like presenting reward to the factory which has outstanding garbage and waste management system.
5. To provide name list of authorized waste treatment companies classified by characteristics of waste which they have been licensed for using as the database in selecting the company to bring wastes for treatment and as data center involving authorized waste treatment companies.
6. To audit the company that enters to receive wastes for disposal by sending the representative from the working group to have an inspection.
7. To compile waste data classified by type, category and quantity of factories located in the Estate with a copy of transportation manifest of respective company that moves wastes out of the factory.
8. To provide the report of the quantity of waste incurred as classified by category and specify the ratio or quantity of the wastes that can be recycled, reused and reduced at source of origin are specified.
9. To hold a meeting once every 6 months in order to set a plan for waste management and follow up the progress of the above-mentioned activities.
10. To provide personnel training plan concerning waste management regularly every year.
11. To be data compiling center involving Waste Exchange.
12. To fix an audit on waste management of the factories in the Estate by sending the representative of the working group to audit regularly every year.



To Conduct Business with Economic Sustainability

Establishment of Economic Stability in ASEAN

Human Right, Equality and Diversity



Establishment of Economic Stability in ASEAN

To create Thailand economic sustainability is an essential task for Amata Corporation Public Company Limited. Our business is supporting Thai economic stability by creating jobs to local communities, generating income to the country by import and export of goods and services through the manufacturers and international traders in Amata Nakorn Industrial Estate, Chonburi Province and Amata City Industrial Estate, Rayong Province. At present, over 1,000 companies in two estates have been operating their business which brings in the domestic and foreign direct investment and leads to the flow in economic system both local and macro level.

From the success projects in both industrial estates in Thailand, we have expanded the investment in ASEAN for economic stability by establishing new industrial estates in Vietnam and studied the business opportunity in other countries. We aim to be one of ASEAN economic founders through our perfect industrial estates which becomes a part of communities and conducts business with the environmental awareness for sustainable development.

Human Right, Equality and Diversity

The company respects the human right, the right of employees and fair treatment that are regarded as basic practice guidelines according to the principles of human rights as stipulated by law and international standard involving discrimination, freedom of association, enforcement of labor force and child labor force so as not to affect the confidence of the company stakeholders.

The company offers the opportunity and equality of people of all race, religion, gender, age, class, domicile, education, branch of knowledge, not limited to disabled persons in order to acquire diversified personnel according to job description and the need of both domestic and overseas customers to join us, to learn and to exchange cultures to bring benefits to employees, organization, and society as a whole. Presently, apart from Thai, our employees are from various nationalities such as Japanese, Singaporean, Burmese, and Chinese.

To Conduct Business with Social Sustainability



- Job Fair Festival
- Enhance community products and services
- Amata Caravan “Creating Smile Project”
- Amata Health and Sport
- Amata CSR Volunteer Club
- Amata Open House Project
- Blood Donation
- Gear Foundation
- Recruitment
- Human Resource Development
- Safety Measure of Employees
- Complaint and Grievance
- Mobile Service Center for Work Permit and Visas
- Specialty Hospital in Industrial Estate

In order to create stability in the society, it is necessary to realize the basic needs of life, health and mind. The creation of participation of public sector in society and other related sectors is a major tool applied in establishing the sustainability of social sector. We have taken part in connecting all sectors involving sustainable development of the society throughout the following activities.

Job Fair Festival

Due to the growth of Amata Nakorn Industrial Estate, Chonburi Province and Amata City Industrial Estate, Rayong Province, there are more than 1,000 companies that have already been operating and going to operate their businesses in the near future. The both estates extremely need a large number of local labor force continuously. We have arranged the activity on "Job Fair Festival" annually to create the opportunity for job seekers and the manufacturers in the estates and the employment for the people living in surrounding communities.

In Year 2014 Amata Corporation Public Company Limited has cooperated with government, private, academic and local sector i.e. provincial labor office, Eastern Technology or E. Tech and the enterprises in both estates in organizing the fair and has publicized to invite the applicants from surrounding communities and throughout the country to join the event. Over 300 companies have their job openings which are more than 20,000 jobs. The exhibition and distribution of local goods and products was organized in the fair, which helped to publicize and add business channel to community group to be widely known. In order to invite guests to join, the company has prepared and placed PR signboards of job openings as required in the community area like community hall, Office of District Administration Organization, Municipality Office and community center.

Moreover, the Company also advertises new job openings regularly every month at the advertising points to increase the work opportunity to those who wish to work near their hometown.



Enhance Community Products and Services

The areas of both industrial estates are surrounded by several communities each of which has developed its products from local raw material by means of folk wisdom or folk philosopher. We have promoted and supported those products and services in many ways.

- Support on tools and equipments to promote production and services such as donating a vacuum sealer (produce sun-dried fish) to Phai Si Thong group of housewife, Tambon Koh Loy, Amphur Phan Thong, Chonburi Province for the packing process of sun-dried fish to extend product shelf life; improving Thai massaging center of Tambon Koh Loy, Amphur Phan Thong, Chonburi Province to comply with the rules and regulations of the Ministry of Public Health; donating a flour stirrer Tha Phlab Phla group of housewife Tambon Phan Thong, Amphur Phan Thong for bakery production to increase production capacity to meet market demand.
- Promotion on product sales such as launching the media for advertising the products of communities in the column of Relax Life in @AMATA journal; providing open space for communities to sell their products in the Estate when any event of activity is held; using community products as souvenir in various occasions of the Company; publicizing to encourage the entrepreneurs in the estate to use community products.

Such support, promotion and advertisement of the company both directly and indirectly have helped expanding the opportunity, generating income and creating better standard to the products and services of the communities.

Amata Caravan Creating Smile Project

Amata has not only operated business but has also been aware of the livelihood of the surrounding communities by emphasizing that communities can grow side by side with the company with the care of each other. We, therefore, have initiated Creating Smile Caravan project to parade and deliver happiness to communities based on One Tambon One Time per year. The project includes a basic servicing unit i.e. changing engine oil for motorcycles, repairing electrical appliances, haircut, basic health check, dental service, distributing plant varieties and animal breeds, professional training, cooking and distributing to guests. The activities are provided at no cost and integrate the cooperation of all sectors both of the networks of government local authority and private sector, the enterprise in the estate, people and the employees of Amata's subsidiaries. The activities have been arranged by focusing on rendering services to people who are under difficult circumstances which conform to the conditions of problems and the needs of the people in the district in line with the self-sufficiency policy to optimum benefit to the target group especially children, youths, the underprivileged, female and the elderly. Amata hopes to contribute in reducing basic expenditure to the community and in taking part in taking care of their living alike relatives in the family to foster good relationship with communities continuously.



Amata Health and Sports for Friendship

Having realized the importance of exercise, Amata organizes the following health and sports projects.

- Friendship Sports Project: Varieties of sports competition were held for the factories located in the estates. They sent their employees to join in order to create participation, good relationship and friendship among players. The project is also the media which will bring love, unity and harmony which are the virtue and ethic that melt human mind and spirit into a good way.
- Amata Junior League Project: Amata organized various kinds of sports competition for the youth who are studying in 4th to 6th grade in the primary schools near the estates in order to promote exercise for youths, to minimize drug problems and to create good relationships between schools.
- Amata Mini Marathon: Amata in collaboration with the Office of Thai Health Promotion Foundation (THPF) and the Thai Jogging Club Association has organized “Amata Walk-Run Mini Marathon” for interested people and workers in Amata Industrial Estate to exercise by running.



Amata CSR Volunteer Club

Amata CSR Volunteer Club initiated by a group of companies who are conducting their business in Amata City Industrial Estate and interested in taking part in the CSR activities. Amata CSR Volunteer Club has been founded as steering committee overseeing activities in the community area around the estate as well as in remote area that needs support. The objective of the club is to upgrade the quality of life of the local society and community and to make contribution based on mutual dependence and sustainable coexistence with the community.

Within 6 months in the year 2014, Amata Volunteer Spirit Club had done action plans at Baan Phu Sai School, Tambon Khao Mai Kaew, Amphur Banglamung, Chonburi Province by coordinating with the school director to do a survey on demands and troubles of the school. The development activity has been carried out 3 times covering big cleaning activity to improve defective water reservoir which is out of order, the activity to improve and repair children playground by painting, to renovate toilets, to install warning sign for passers-by in the school and the activity to build up fence of the playground, to invent playthings from the products of club members. In the future the club has planned to have the public benefit activities with other target groups in the communities around the estate and in remote areas.

At present Amata CSR Volunteer has widen its network and has over 100 members from various groups of people such as the personnel in the estate, employees of Amata group, communities and local administration authorities. This forms an integration picture of all sectors and the establishment of solid network in assisting communities that leads to the development to the society that will grow together based on the care of each other, non-exploitation and coexistence in a sustainable way.



Amata Open House Project

Amata runs its business by not emphasizing only the business result that is not considered the real success. But Amata has also designated the policy to develop its industrial estates to become a Perfect City in line with transparency and accountability; that is to say, to coexist with surrounding society with mutual trust.

We, therefore, give a chance to surrounding communities to take a company visit to receive their advices or inquiries through “Amata Open House Project”. In this project we have invited the community in different level i.e. leaders of local administration organization, members of Sub-District Administration Organization, villager representatives, volunteer group, youth group, from each community to have a visit and to learn our business and environment management once a year in order to let them gain more knowledge and better understanding in Amata’s business. This project has made the communities feel more comfortable, dependable and heartwarming when they are close to Amata Industrial Estate.



Blood Donation

All lives are born by blood and stay alive by blood. Blood donation is necessary since nowadays still nobody can devise or invent any kind of blood replacement. Amata Industrial Estate in collaboration with the Thai Red Cross Society has established the 3rd Regional Blood Centre in Amata Industrial Estate, Chonburi Province to meet those who wish to donate their blood. It is open every Tuesday, Thursday and Friday. In addition, Amata City Industrial Estate, Rayong Province has cooperated with the Thai Red Cross Society to provide the project for blood donation in the estate 3 times per year. Moreover, the Company has organized special projects called “Lohit Nee Pheu Mae” (This Blood Is for Mother) and “Lohit Nee Pheu Phor” (This Blood is for Father) during the festival of National Mother Day and National Father Day respectively so as to invite Amata employees, the enterprises in the Estate or interested persons in general to join the activity of great merit, to help mankind and to cultivate the conscious of donor, which on the other hand will lead to the society that is dependable to each other.

The performance in the past 3 years shows that the number of donors and the quantity of blood has been increasing year by year and tends to increase in the future.



The GEAR Foundation

In the year 2014, Amata Corporation Public Company Limited has cooperated with the GEAR Foundation and the entrepreneurs in the estate to go forward to level up the education quality under the project called “Path to Stable Career, Have Job, Have Money, Have Certificate” aiming at improving specific expertise to vocational personnel, preparedness for entering into industrial sector and to prevent skilled labor shortage for ASEAN Economic Committee.

The said project is set up with the objective to promote and support a new approach of education for vocational students under the cooperation with the Office of Vocational Education Commission and the Office of the Private Education Commission to improve vocational education curricula of the institutes that join the project. Under the project, the period of field practices is extended from 1 semester (4 months) up to a school year (7 months – 1 year) in order to highlight in educating the vocational and higher vocational students to gain hands-on apprentice experience from the real working places in commerce, industry, technology and professional field in new technology.

Besides cooperating with the academic entities of both government and private sector, the Foundation has also joined the entrepreneurs as well as the enterprises in Amata Nakorn Industrial Estate to accept students for apprenticeship coached by the technicians specializing in various professional fields. The participants will get the same benefits and welfares during training as permanent employees such as allowance, accommodation, transportation, accidental insurance. The average income is 13,000 – 16,000 Baht per month. In addition, the students will get a work certificate endorsed by both the Foundation and the company. After their graduation and the vocational or higher vocational certificate has been granted to them, they will have the chance to be immediately accepted as the employees of the company where they are trained as well as the support for education at higher level.

After the trial period of the project for more than 1 year, it is found that 18 institutes are interested to participate and 647 students have taken the long-term apprenticeship program in 11 companies namely Group of Monde Nissin (Thailand) Company Ltd., Sony Technology (Thailand) Co., Ltd., Triumph Motorcycles Co., Ltd. Asia Precision Co., Ltd., United Coil Center Co., Ltd., and Fukui Kasei (Thailand) Co., Ltd. etc. The number continues to grow up.

Amata Corporation Public Company Limited deems that this project is the first step to enormously level up the education quality of Thailand vocational education to cope with the entrance into the ASEAN Economics Community: AEC (in 2015). In addition to good technology, expertise personnel is one of the significant factors that leads the Thai entrepreneurs to success as currently they have been speeding up to improve their production process in order to increase the quality of goods and products that is to encounter strong competition in the future.

This project has received good response from various sectors and is useful for many parties. It can help the enterprises in relieving the labor shortage in industrial sector including providing a back-up plan on labor force development to meet with their production expansion in the future. As for the academies, they can decrease the investment in procuring machines or uniforms for their instruction and can produce manpower in accordance with company requirements. They can also help easing the unemployment problem.

Recruitment

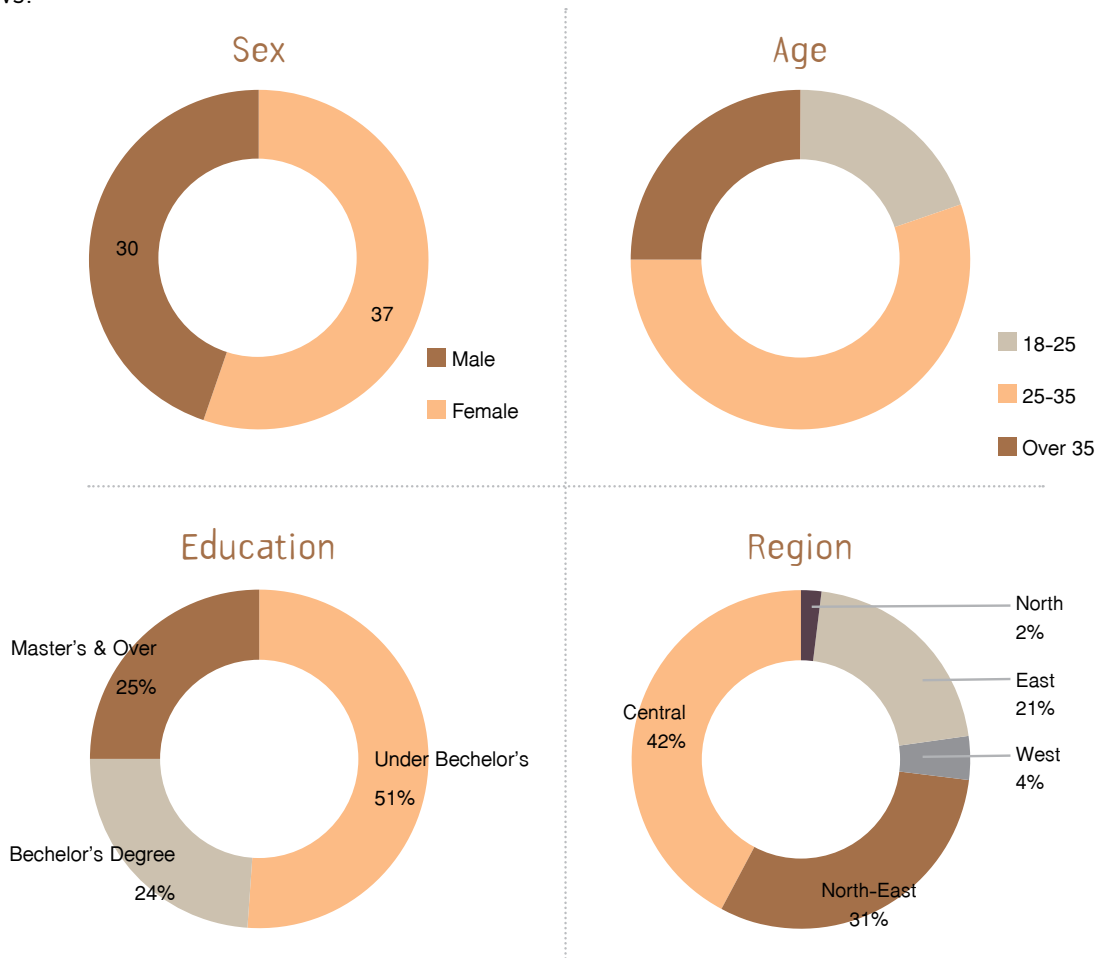
The company has defined recruitment policy based on both internal and external sourcing so as to recruit the potential applicants fast enough to meet business demand as follows:-

Internal recruitment is to give the opportunity to the Company employees to have a chance to develop and grow in their career.

External recruitment is to conform to company business plan and preparedness of personnel to cope with the opening of AEC and business expansion to overseas. Recruitment plan is fixed in consistent with manpower structure and business expansion plan of the Company by specifying the qualifications and competencies of employees covering the English language and other language skills that is communicable in the international level.

The company determines to acquire the qualified persons to join us. Outsiders are allowed to apply for a job with our corporate through the channels like company’s website and websites of well-known job classifiers. Besides, the Company also employs recruitment agency service to have personnel recruited as required. The recruitment will be open to those who are qualified and interested to apply impartially no matter what religion, sex, age, race, domicile or academy they are.

In the year 2014 the ratio of new personnel recruitment of the company is diversified and can be classified as follows:-



Reinforcement of Life Quality, Good Motive and Engagement of Employees

The Company has promoted and valued the balance of work and personal life by encouraging our employees to have good working life quality and get the remuneration in the form of money and non-money. We have provided welfares and benefits in many schemes which are beyond those stipulated by law and are managed appropriately to cover all ranges of their age.

Provident Fund

The Company has joined employees in setting up a registered provident fund supervised by the management of fund committee with the purpose to encourage and provide them with savings at the rate employees require while the Company contributes the other part based on their service year. Each employee can start their contribution from 5 to 15% of their salary and the Company makes another contribution of 5 to 15% of the employee's salary as financial security of the employees.

Allowances

The Company has provided employees with allowances on different occasions such as wedding, childbirth or emergency loan according to the Company's rules and regulations. Beside of employees themselves, the aids are also extended to their family members i.e. child scholarship and allowance for the death of family member.

Welfare and Other Benefits

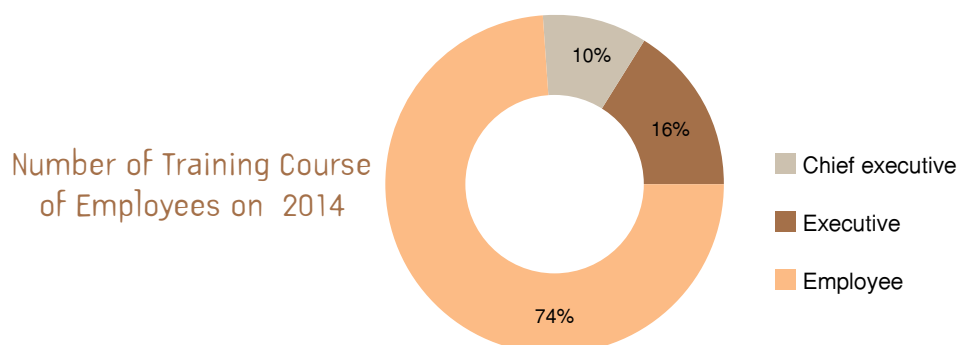
The Company has provided medical service for employees for their convenience and flexibility in using the service which also includes dentistry.

Moreover, annual health check-up is also provided to the employees of all levels. In the year 2014 the Company has cooperated with a leading state hospital which is well-known for its quality to take care of individual employee by Holistic Health care. This is the practice which integrates indigenous knowledge with enhancing therapy in order to promote well-being and preventive healing of employees' health.

The Company has arranged the activity to promote exercise like Move for Happiness Project, football match as well as the activity to promote employees' good ethics and attitude such as presenting food to monks in the morning on monthly base and DRIVE Line Project that is on air in the morning session etc.

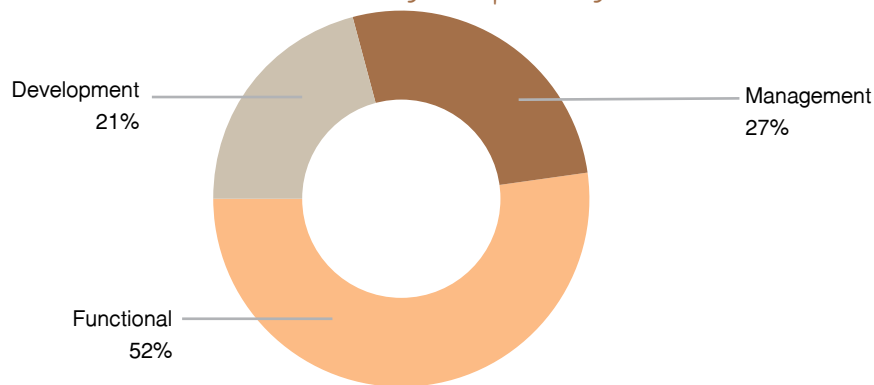
Human Resource Development

"Tomorrow must be better than today" is the philosophy that is adopted as the guidelines in developing our corporate; that is to say, to develop our employees to gain competencies and potentiality competitive to the business on the world trade arena, responsive and meet the expansion and the goal of future business. The Company stresses the importance on the human resource development in all levels.



The Company has arranged internal and external trainings for employees and executives by analyzing, designing, selecting the courses from the experts and leading organization of both public academy and other private organization so that our personnel have the competencies to become professional for serving our customers. We have also provided the courses involving professional work to widen knowledge, skills and modern technology. In the year 2014 the period of training is average at 17 hours per person. Said courses are Hello Newcomer, Amata DNA, Smart Professional Image Plus, Foreign Language for Business Communication, Professional Course on Accounting and Law, Leadership Succession Program for Executives. We also grant scholarship to our employees of all levels.

Personnel Development Course 2014 Differentiated by Competency



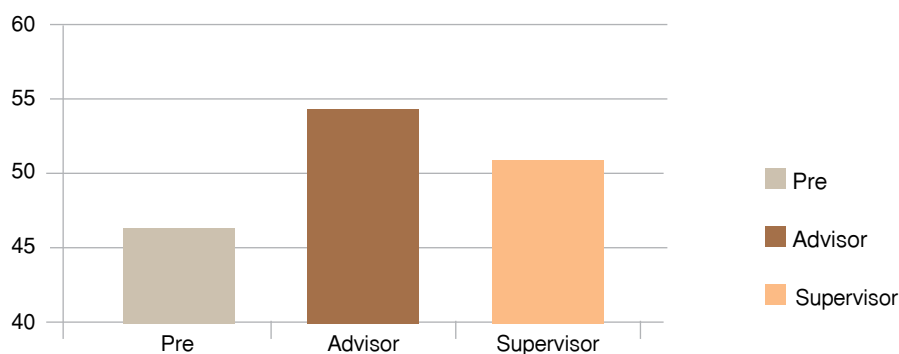
Individual Development Plan: IDP

In the year 2014 the Company has organized Individual Development Plan: IDP project for developing according to the competency and attitude of employees. The outcome of the employees participating in this program is to reinforce their strength and improve their weakness, which is assessed by the pre-test and post-test in the following 7 areas:-

- 1. Recognition and adaptation
- 2. Thinking/Planing
- 3. Achievement
- 4. Problem Solving/Decision making
- 5. Job Expert
- 6. Service Mind
- 7. Information Presentation

According to the comparison between before and after participation, the assessment shows that the employees can get a higher scores for self-development in all 7 areas.

Comparison of Development Assessment before and after joining IDP



The Company has implemented Human Resource Information System for using in training and appraising for preparedness to integrate and jointly use the system and to meet future business expansion to overseas.

Performance Appraisal and Remuneration

The Company has the policy in performance appraisal 2 times per year and takes it into consideration of remuneration. Additionally, the Company also manages to facilitate our employees, take care of them and set activities to help relieving their burden and create engagement between employees and the Company. In this regards, the expenses per headcount has been increased by xx% from the year 2013.

Employee Safety Policy

The Company lays the importance in the first place on work safety and the awareness of the safety of workplace and environment that complies with the Occupational Safety and Health Administration. The record of 2014 shows that the lost time accident rate and lost time injury rate is zero accident. Therefore, the Company has provided healthy working chair to prevent the health problem caused by the disease involving Office Syndrome. To enhance good atmosphere and environment in the workplace for employees, the Company has provided safety control systems inside and around the office i.e. CCTV system with digital recording system, fire alarm system and automatic fire extinguishing system, entry and exit control system and around the clock security officers etc. Moreover, inspection is carried out on the stability, strength and safety of the building structure, systems, basic equipments and the requirements by law.

Complaints and Grievances

The Company has management methodology in handling complaints and grievances of employees systematically, transparently and fairly. Confidentiality is kept and human right is respected by focusing on promoting and create mutual understanding among employees and between employees and corporate. Consequently, no dispute or labour lawsuit has arisen.

Mobile Service Center for Work Permit and Visa

Amata's vision and mission has emphasized on developing services to be modern, have international standard quality and meet customers' requirements extensively and immediately. With the cooperation from good alliance network among the Industrial Estate Authority of Thailand (IEAT), Immigration Bureau (IB), Department of Employment (DOE) of Chonburi Province, a Memorandum of Understanding (MOU) on "New Dimension of Services in Industrial Estate for Aliens" has been signed. The mobile service cover visa and work permit renewal for the group of investors in Amata Nakorn Industrial Estate. Previously, the service is rendered at the Estate at 1-2 times per year, which is not enough for the investors of which the number has been increasing. Thus, the service is upgraded from mobile service unit to the establishment of Mobile Service Centre for Visa and Work Permit to increase service efficiency to the customers to be more convenient and faster. This service centre is set only as pilot project initially at Amata Nakorn and in the future the service will be upgraded for the foreign investors in all industrial estates in Chonburi province.

At the beginning stage of the project, the service will be rendered once a month on the second Wednesday of the month so as to check the trend demand of the applicants at Amata Nakorn Industrial Estate. Provided that users' demand is increasing, the frequency of service may be varied as appropriated. The service is designated (for technicians, and experts) into 3 categories namely:-

1. Acceptance of new foreigners (visa + work permit for new alien)
2. Renewal of visa and work permit
3. Notification of staying over 90 days

Specialty Hospital in Industrial Estate

In the year 2014 the Company has joined Vibharam Hospital group to construct another Vibharam hospital in Amata Nakorn to cope with fully-integrated medical services so that the Company can satisfy health care needs of the companies and communities around Amata Nakorn Industrial Estate. Vibharam Amata Nakorn Hospital was built on a plot of 9 rais with 100 beds equipped with fully-integrated operating room and sub-specialty medical services i.e. obstetrics and gynecology, surgery, internal medicine, occupational medicine, and heart. Vibharam, the first hospital in Amata Nakorn rendering integrated services, can be an integral part in enhancing strong health.

Business Operation with Environmental Sustainability



- EIA Monitoring Awards 2014
- Eco-Champion Award
- Industrial Estate of Safety
- Flood Prevention Management Integrated System
- Industrial Waste Data Management Center on Industrial Estate Level
- Preliminary Fire Fighting Training Center
- Environmental Monitoring and Control Center : EMCC
- Study Tour Project on Community Waste and Industrial Waste Management
- Project on Promotion and Efficiency Increase in Industrial Waste (IEAT Waste Management Awards)
- Coordination of Reporting to Industry Sector on Compliance of Environmental
- Countermeasure and Monitoring of Environmental Impact

Eco-industrial town Champion Rewards

As the Company is the developer conducting its business jointly with the Industrial Estate of Thailand to develop industrial estate land, the guidelines of operation shall be in line within the development framework of the Industrial Estate Authority of Thailand. That is eco-industrial town development in 5 dimensions with 22 measures namely physical, economic, environmental, social, and management dimension. Each dimension is divided into the development of 22 measures as defined in the picture.

In the operation of developing the areas of Amata Nakorn and Amata City Industrial Estate to bring the cities to the eco industrial town, the Company has carried out several activities and projects such as setting up traffic control committee and industrial waste management committee, creating professions to community, managing fully integrated environmental management, developing life quality of communities and factories including developing the systems used in the offices to be integrated with modern data management system.

From the many developments in 2014, Amata Nakorn Industrial Estate and Amata City Industrial Estate has been rewarded for **Eco-industrial town Champion Rewards** from Industrial Estate Authority of Thailand. Amata Corporation Public Company Limited has still intended to develop the areas based on Eco-industrial town concept for sustainable perfect industrial town.

Eco Industrial Estate Ideation (5 Dimension with 22 Measure)				
Physics	Economy	Environment	Society	Management
Industrial Estate Zoning	Industrial Economy	<u>Eco Efficiency</u> <ul style="list-style-type: none"> Resource Management Energy Management 	Quality of life and Employee Society	Corporate Social Responsibility (CSR) National and International Standard
Facility & Utility	Local Economy	<u>Pollution Control</u> <ul style="list-style-type: none"> Water Pollution Air Pollution Waste Management Noise, Odor, particulate, Smoke, Nuisances 	Quality of life and Community	Technical Support and monitoring system Innovative Technology and New Management system
Plant Zoning	Community Economy	<ul style="list-style-type: none"> Safety & Health Industrial Symbiosis 		Public Communication and Reporting system



Award for Enterprise Complying with Measure in Reporting Environmental Impact Assessment with Outstanding Environmental Management 2014 (EIA Monitoring Awards 2014)

Amata Corporation Public Company Limited has been granted the award for the enterprise that complies with the measure in reporting the environmental impact analysis with outstanding environmental management of 2014 as outstanding level (EIA Monitoring Awards 2014) for the area of Amata Nakorn Industrial Estate, Chonburi Province from the Office of Natural Resources and Environmental Policy and Planning. The said reward is delivered to the company that has awareness and determination in doing business with environmental and social responsibility by strictly following the countermeasures on environmental impact and monitoring measure on environment including other additional measures to take care of surrounding community and the society.



Industrial Estate of Safety

Workplace safety and environment conservation in industrial enterprises is the major significance that leads to the establishment safety and environment club in Amata Nakorn Industrial Estate, Chonburi Province and Amata City Industrial Estate, Rayong Province.

Safety and Environment Club in both estates is the organization acting as a medium to give advices, encourage and coordinate benefits in all parties like members, employers, employees, government entities, and other organizations that will lead to the success in the management of safety, occupational health and environment in the workplace. The objective of the operation of the club is that every enterprise has standard of safety, occupational health, and environment in the workplace that is significantly in compliance with laws. It will not get involved or support any group or operate for business or benefits.

Both of the Safety and Environment in Industrial Estate Club is one part of creating the industrial estate of safety through concrete network-oriented working while Amata Corporation Public Company Ltd acts as the Club coordinator who facilitates its members and all related parties.

In addition, Amata Corporation Public Company Limited has also additionally developed the utility system inside the industrial area to minimize the probability of accidents or crime commitment in the vicinity such as the installation of LED lighting system and CCTV system in the industrial area.

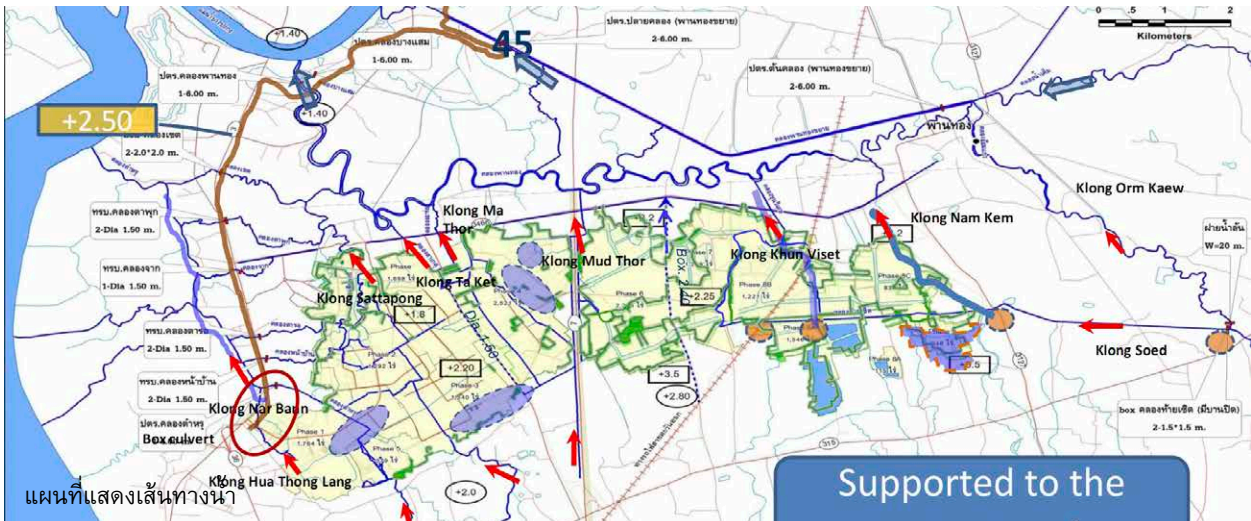


Fully-Integrated Flood Management System

Amata Corporation Public Company Limited foresees the Climate Change and its effects on season creep that may impact on rising seasonal monsoon wind in the area. According to the topography conditions, Amata Nakorn Industrial Estate is situated on the basin of the Bangpakong estuary and sea coast edge. Therefore, it is influenced by sea wind that causes heavy rainfall in the upper area of Khlong Luang watershed. Also, the drainage system of Amata Nakorn Industrial Estate, has been directly affected by the rise of sea level and is to be controllable by opening and closing the Phan Thong flood gate valve, which is under the responsibility of Irrigation Department.

Consequently, the Company has made an integration plan of flood prevention system and drainage system by analyzing the causes of drainage problem and flood prevention system from both inside and outside the area and ranking the countermeasure in consistent with its priority. For long term solution we also design and start to construct flood prevention and drainage system as a whole inside and around the project area. The samples of

projects completed in 2014 are additional dike construction for flood and drainage system prevention to increase the efficiency of flood prevention, plan and practice flood disaster management (Table-Top Exercises:TTX), the project to dredge canal waterways and remove water hyacinth from public canals and the canals in the estate, the project to increase capacity of retention pond both inside and outside to minimize the effect of high water level during monsoon period. The performance of the project to free the drainage system both inside and outside from obstacles and to increase the flow rate is as indicated in the picture.



คลองขุნიเศษ (ภายนอกอมตะนคร)



คลองขุნიเศษ (ภายในอมตะนคร)



คลองตาเกตุ (ภายนอกอมตะนคร)



คลองตาเกตุ (ภายในอมตะนคร)



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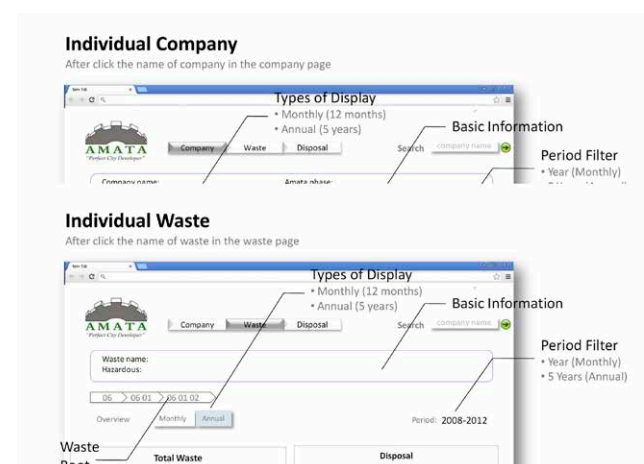
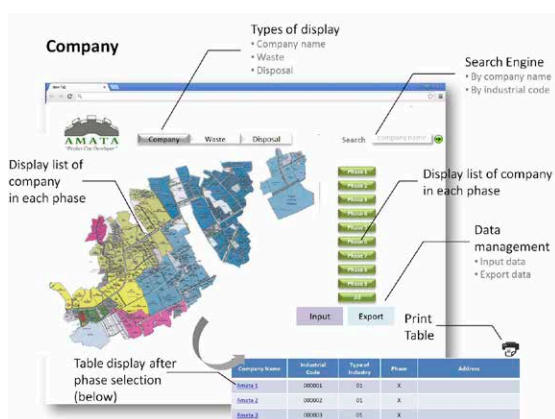
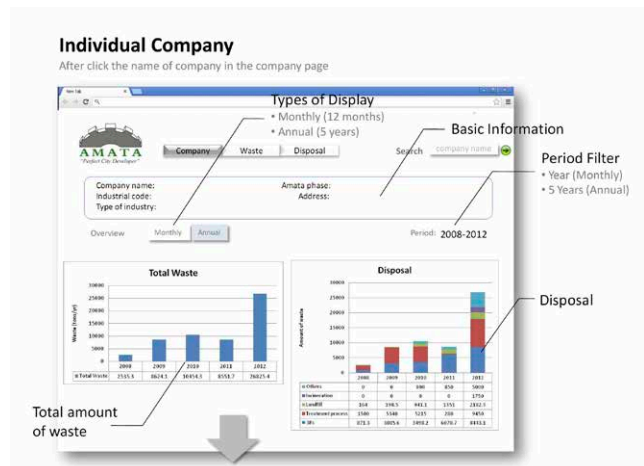
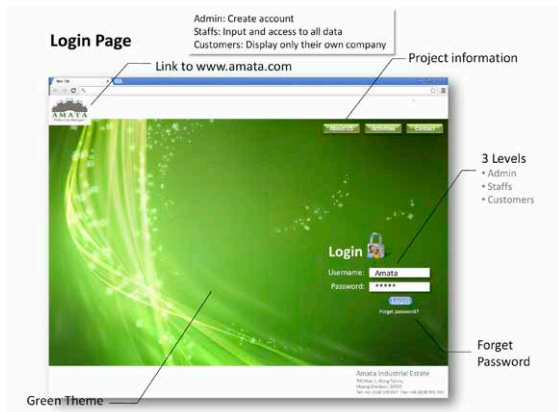
คลองมัตทอ (ภายในอมตะนคร)

Waste Data Management Center on Industrial Estate Level

Amata Corporation Public Company Limited can see the expansion of industrial sector in the area of both estates where the company is developing. The Company places the importance on good environmental management especially management of industrial waste from the entrepreneurs inside legitimately as stipulated by law. We, therefore, has found a waste data management center on industrial estate level by adopting the approach of sustainable industrial waste management for practice in Amata Nakorn Industrial Estate for the purpose of developing industrial waste data management system of both estates.

Industrial waste database management system in industrial estate is the initial stage project of the development of the integrated waste data management center on industrial estate level. The data generated from the system will be partly used for monitoring the industrial waste management of the enterprises to ensure community sector and government sector towards the Company's performance, which is one part of creating economic prosperity to the area sustainably.

Basic Fire Fighting Training Center



Work safety, occupational health and environment involving fire protection and suppression in a workplace is one of the requirements that employers are to carry out as defined by law. The Labor Department, the main body which concerns the designation of regulations, has announced a ministerial regulation governing the designation of standard of administration, management, and operation on work safety, occupational health and

environment involving fire protection and suppression B.E. 2555 (A.D. 2012) dated 9th January 2556 (A.D. 2013). The regulation has defined the duty of employer in an enterprise to provide a signage describing the procedure on fire fighting, fire evacuation, fire protection and suppression plan covering inspection, training, fire protection campaign, fire fighting, fire evacuation and relief. Concerning the operation relating to safety from fire, the ministerial regulation has specified that number of employees passing basic fire fighting in the enterprise shall not be less than 40 percent of total employees in each division. Moreover, the law has also stipulated that every employee shall practice fire drill and fire evacuation at the same time at least once a year. In accordance with the regulations of this ministerial regulation, basic fire fighting training, fire drill practice and fire evacuation are vital activity and shall be performed in the workplace regularly every year. In the meantime, the number of accredited agency engaged in basic fire fighting training and fire suppression and evacuation is limited.

Having recognized the significance of creating work safety in the workplace of the enterprises in Amata Nakorn Industrial Estate, Amata Corporation Public Company Limited has established an agency for basic fire fighting training, fire drill practice, and fire evacuation in order to render services to the companies in the area by the personnel developed from our fire station and public disaster relief. The main objective is to provide training services on work safety, occupational health and environment that are involved with fire protection and suppression in the workplace in Amata Nakorn Industrial Estate by focusing on creating usefulness to the enterprises in the estate to become the area full of safety, occupational and environment in the workplace as specified by law. Their employees also can perform in the right manner in case a fire really occurs in their workplace.



Environmental Monitoring and Control Center

Environmental Monitoring and Control Center or EMCC is a project to solve the environmental problem in Amata, initiated by the development concept and policy of Industrial Estate Authority of Thailand with the purpose in continuously monitoring and control the environment in industrial estate area. The project will ensure nearby community to be confident in environmental management of the estate and will promote the guidelines of

environmental management of industrial estates adhering to environmental corporate governance principles.

Environmental Monitoring and Control Center of Amata Industrial Estate, consisting of Amata Nakorn Industrial Estate and Amata City Industrial Estate, has started operation since 2013 and still continues at present. The structure of the center is consisted of

1. Central database system of the Estate as the center to gather environmental data on industrial estate level and factories such as water consumption, waste water quantity, waste water quality, waste quantity and air quality.
2. Monitoring and controlling system of waste water after being treated by central waste water treatment of the Estate by linking the data of waste water quality after being treated by central system to EMCC in the form of BOD Online. In case it is found that the quality is over standard as specified in the notification of the Ministry of Science, Technology and Environment No. 3 B.E. 2539 (A.D. 1996) relating to the designation of standard in controlling the drainage of waste water out of the source of industrial factories and industrial estate. The EMCC will alert to the central waste water control center for analysis and find out the root cause and make immediate correction.
3. Monitoring and controlling system of ambient air quality by linking the data of air quality of the communities around Amata Nakorn Industrial Estate continuously from 4 ambient air monitoring stations i.e. Wat U-tapao, Wat Map Sam Kleo, Phan Thong Saphachanupatham and Wat Om Kaew and from 2 stations for the communities around Amata City Industrial Estate at Map Yang Phon Health Promotion Hospital and Wat Phana Nikhom. Atmospheric air pollutants that are inspected are total suspended particulars (TSP), dust with particular below 10 micron (PM10), sulphur dioxide (SO₂), nitrogen oxide (NO₂), wind speed/wind direction. In the measurement of atmospheric air pollutants, if the data is taken into consideration together with wind direction and result of stack air emission, trend of air pollutant can analyze and provide its source of emission.
4. Monitoring and controlling system of stack air emission from factories is the way to monitor and control environment by linking the measurement data of stack air online to the EMCC. In case level of pollutant emission is over standard, the EMCC will alert to specific factory that emits the pollutants to inspect and report the causes to make correction and improvement immediately. Type of plant that is required to link the data online after the installation of the system is completed is all power plants located in Amata Industrial Estate.

Continuous environmental inspection of the EMCC will ensure that solving environmental problem in Amata Industrial Estate can be met immediately. The EMCC is regarded as the entity that plays an important role in solving environmental problems and is a mechanic in creating better life quality of the communities around Amata Industrial Estate in the future.

Project of Study Tour on Community and Industrial Waste Management

Amata Nakorn Industrial has joined Smart Eco Industrial Town Project since 2011 and has organized projects and activities in compliance with the development plan on Smart Eco Industrial Town in 5 dimensions and 22 measures. Samples of project are traffic management inside and outside Amata Industrial Estate, waste water and flood management, re-forestation in honor of the King, integrated waste management center.

In the year 2014 the Estate has arranged a study tour program on community and industrial waste management for the representatives of public sector living in the community within 5 kilometers from the Estate boundary, government sector, local community leader, government agency around the estate. The project is to educate to the people living around the Estate and industrial factories to gain knowledge and understanding in management of community and industrial waste. This will lead to creation of solid communities and social network and understanding in waste management of industrial sector.

In this regard, a cement factory is selected for the study tour on community and industrial waste management. Currently the management in cement industry can be handled integrately as its production process consumes huge amount of heat and natural resources. Thus, it is necessary to utilize renewable energy and renewable resources that presently are derived from community and industrial waste. The model to bring such waste for re-use in cement industry is to reduce waste to landfill that complies with the principle of Zero Waste to Landfill.



Promotion and Efficiency Increase of Industrial Waste Management Project (IEAT Waste Management Awards)

The project to promote and increase the efficiency in managing industrial waste, garbage and refuse of the factories in industrial estates or IEAT Waste Management is the project initiated by the Industrial Estate Authority of Thailand and Amata Nakorn Industrial Estate. It emphasizes that the factories that operate in the industrial estate shall proceed with industrial waste management lawfully by employing the industrial waste management principles of 3Rs (Reduce Reuse Recycling). The objectives of this project is to require the factories in the Estate to manage wastes in line with the law and principles and can be applied in reality in the factories, to promote the factories to adopt the 3Rs principles and use it so effectively that they can continuously develop their technology, and to create the confidence to all sectors in monitoring and managing industrial waste in Amata Nakorn Industrial Estate.

In the year 2014 the factories that participate this project is totaling 54 companies divided into 4 companies on Platinum level, 30 factories on Gold level, and 20 factories on Silver level. As for next year project expansion, the number of factory is planned to increase so as to build the network of industrial waste management.



Coordination in Reporting Result of Preventive and Corrective Countermeasure on Environmental Impact and Monitoring Countermeasure on Environmental Impact to Industrial Sector

The Company has cooperated with the Industrial Estate Authority of Thailand (IEAT) to provide environment management system in order to prevent, correct, and minimize the effects that may arise against environment and requirement for inspecting environment quality continuously in order to monitoring the change of air quality and noise level, water quality and/or other impacts. There are 16 factories joining this activity, all of which have risks and need to provide to report the result of preventive and corrective countermeasures and monitoring of environmental quality of Amata Industrial Estate.

The monitoring of environmental quality in various fields is comprised of air quality, noise quality, water quality, garbage and industrial waste, transportation, occupational health and safety, mass relations and public participation. This is to create value to society by making the communities around the Estate aware of and take part in environmental management, which will lead to good relationship between IEAT and communities particularly the schools that are located around the estate.



Companies required to report on Environment Impact Assessment – 16 Factories

No.	Name of Industrial Entrepreneur	Type of Industry
1	Daiki Aluminium Industry Thailand Co., Ltd.	Aluminium alloy ingot, aluminium dross
2	Bangkok Komatsu Industries Co., Ltd.	Iron casting
3	Siam Toyota Industry Co., Ltd.	Engine parts, engine for automobile (diesel engine 170,000 pieces/year, benzene engine 150,000 pieces/year), parts and equipment for automobile (shaft)
4	Amata B.Grimm Power 3 Ltd.	Electricity and steam
5	Amata B.Grimm Power 2 Ltd.	Electricity and steam
6	Amata B.Grimm Power 1 Ltd.	Power, steam and water for industry
7	Asahi-Somboon Aluminium Co., Ltd.	Aluminium wheel for automobile, automotive parts (from aluminium)
8	Aisin Takaoka Foundry Bangpakong Co., Ltd.	Cast iron products
9	Daikin Industries (Thailand) Co., Ltd.	Deteriorated refrigerant disposal unit
10	Oriental Copper Co., Ltd.	Copper busbar
11	Amata Corporation Public Company Limited	Land development
12	PCM Processing (Thailand) Co., Ltd.	Metal cutting and processing
13	MC Metal Service Asia (Thailand) Phase 4 Co., Ltd.	Cutting steel and other metal; cutting steel and other metal for automobile, electrical appliances; welding steel and other metal
14	MC Metal Service Asia (Thailand) Phase 9 Co., Ltd.	Cutting steel and other metal; cutting steel and other metal for automobile, electrical appliances; welding steel and other metal
15	Nakornchai Prakarn Chemicals Co., Ltd.	Solvent from condensation (Rubber Solvent, White Spirit, Napha etc.)
16	PJT Technology Co., Ltd.	Waste incinerator for very small power producer of 1.5 MW



AMATA

Creating Cities, Driving Economies

Amata Corporation Public Company Limited



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