

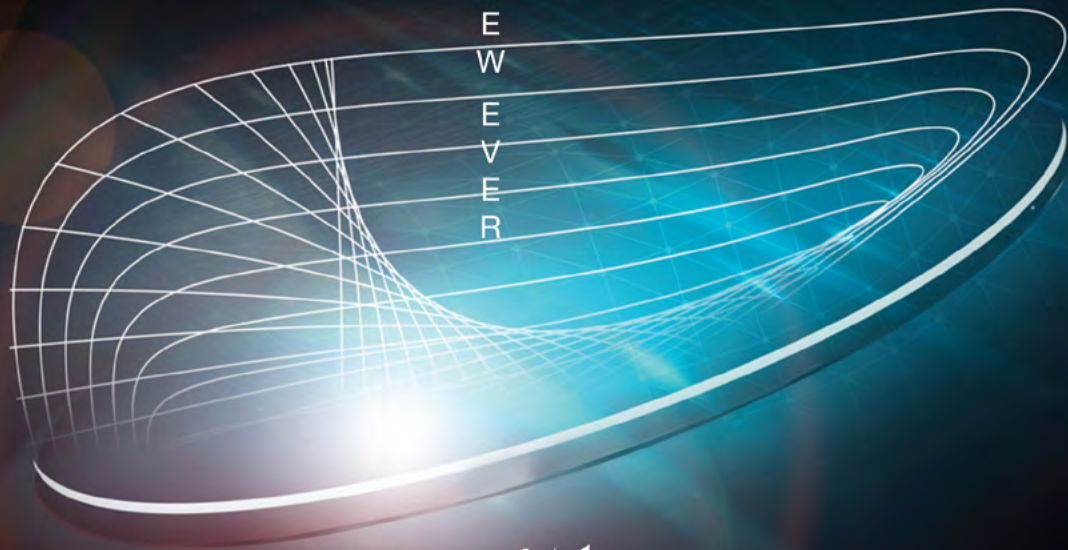
รายงานความยั่งยืน 2561
SUSTAINABILITY REPORT

2018

บริษัท ไทยออปติคอล กรุ๊ป จำกัด (มหาชน)
THAI OPTICAL GROUP PUBLIC COMPANY LIMITED

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MESSAGE FROM CHAIRMAN (102-14)



Dear Stakeholders,

In 2018, TOG continued to develop its business with positive impacts on society, environment and economy. Together with its efforts to strive for the SDGs 17 goal, the Company has implemented the sustainability strategic plan and the sustainability risk management throughout the supply chains regarding all stakeholders. Awareness of ACTIF organization values has been instilled among executives and personnel in the organization through the project of ACTIF Breeders Work Unit. The initiative which shall enable our people and teams to effectively operate under constantly changes or challenges in the future.

Currently the Company's business growth resulted from the trends of the Aged Society and E-Commerce channels. Therefore, the Company has developed new products to mitigate the risks of eye health, initiated more online sales & services channels and continuously developed more automated technologies for our production line.

We also put efforts to research for various lens innovations with our conscious to help save the planet. With the existing materials. The Company therefore tried to find bio-materials to replace substrates from the petrochemical industry and to produce biological lens. We are fully aware of the importance of waste reduction and recycling of the waste from production process to reduce the environmental impact.

In addition, realizing the importance of corporate governance, the Company focuses that all aspects of its business operations must be transparent and fair by promoting employee ethics and business ethics for executives. In 2018, the Company has participated in the SET assessment for its sustainable business operation and has received. The ESG100 Certificate from 683 companies for 4th consecutive year from Thaipat institute.

The Company also received the Sustainability Report Award 2018, Recognition category from the CSR Club, SEC and Thaipat Institute. The Company will continue to develop and improve its sustainable operations to be a foundation for its stability along with the direction that will enhance the capacity and growth of the business with sustainability.

A handwritten signature in black ink, appearing to read 'Sawang Prachartam'.

Sawang Prachartam
Chairman

MESSAGE FROM MANAGING DIRECTOR (102-14)

Dear All Stakeholders,

In 2018, there were various challenging factors, the world economy crisis, changing global environment, increasing business competition as well as technological advancements. The Company therefore increased its competitive capabilities by focusing on research and product development to add more values to our products. By bringing ideas about social and environmental benefits to be a solution to our challenges, the Company has developed new products under the framework of sustainable operations, Caring EYE Caring World, to convey our concerns for the consumer's eye health conditions and for the world.

The Company has focused on continuous Research and Developments. In 2018, it has continued to develop innovation. Biological lenses under the brand name "LeafEco" with a refractive index of 1.74 and developed into a new product. 1.74 Leaf Eco Bluloc Biological lenses to protect the eyes from high-energy light waves and blue light. The production of this type of lens could reduce CO2 emissions, the cause of the greenhouse effects, up to 326 kilograms per 100 kg lens production process. It has started selling in early 2018 in the United States and other regions around the world. In the future, there are plans to produce other products that are more eco-friendly so that we will achieve the global sustainable development goals, SDGs, in particular. Goal 13: Climate Action.

The Company also realized the importance of efficient use of resources, the systematic waste management and the effective control of the company's operation impacts on the environment and communities. Therefore, to prevent and reduce such impacts, in 2018 the Company has initiated a project to reduce and recycle its production waste instead of landfill disposal together with 3 research units of Chulalongkorn University, namely the Center of Excellence on Petrochemical and Materials Technology, the Center of Excellence on Hazardous Substance Management and the Petroleum and Petrochemical College. The goal is to become a zero-waste production activity (Zero Waste). The prioritization of TOG materiality has been reviewed to be in line with the changing market situations, future challenges, stakeholders' expectations and impacts. Targets and indicators were also revised to enable better monitoring and outcomes.

The Company considers its employees as the most important resource that makes the organization's operations successful and achieving the set goals. By focusing on the quality of life and safety of employees in accordance with the Thai Labor Standards Framework, in 2019, the Company aims to use the Employee Service Center to develop its staff potentials and enable them to adjust themselves to the era of technology changes 4.0. In addition, the company also focuses on corporate governance. In 2018, there was a review of employee's code of conducts, the Company's business ethics and the anti-corruption measures to ensure that the Company operates its business with the awareness of good governance and its responsibilities towards society and environment which will bring about the sustainability.



Torn Prachartam
Managing Director

Thai Optical Group Public Company Limited





AWARDS & CERTIFICATE

Sustainability

Report Award 2018

Mr. Torn Prachartam, Managing Director of Thai Optical Group Public Company Limited, on behalf of the Executives Committee, received the Sustainability Report Award 2018 - Recognition from CSR Club, SEC and Thaipat Institute at the Stock Exchange of Thailand.



ESG100

Mr. Torn Prachartam, Managing Director, together with the Company's Executives Committee and its working committee of corporate social responsibility and sustainable development, received the 2018 ESG 100 certificate from Dr. Pipat Yodprudtikan, Director of Thaipat Institute.



CAC certificate

Dr. Sawang Prachartam, Chairman of Thai Optical Group Public Company Limited, on behalf of the Executives Committee, received a Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) certificate on the Company has met the commitments to the CAC declaration on anti-corruption in the second quarter of 2018. The award ceremony was held on October 11, 2018 at Dusit Thani hotel, Bangkok.

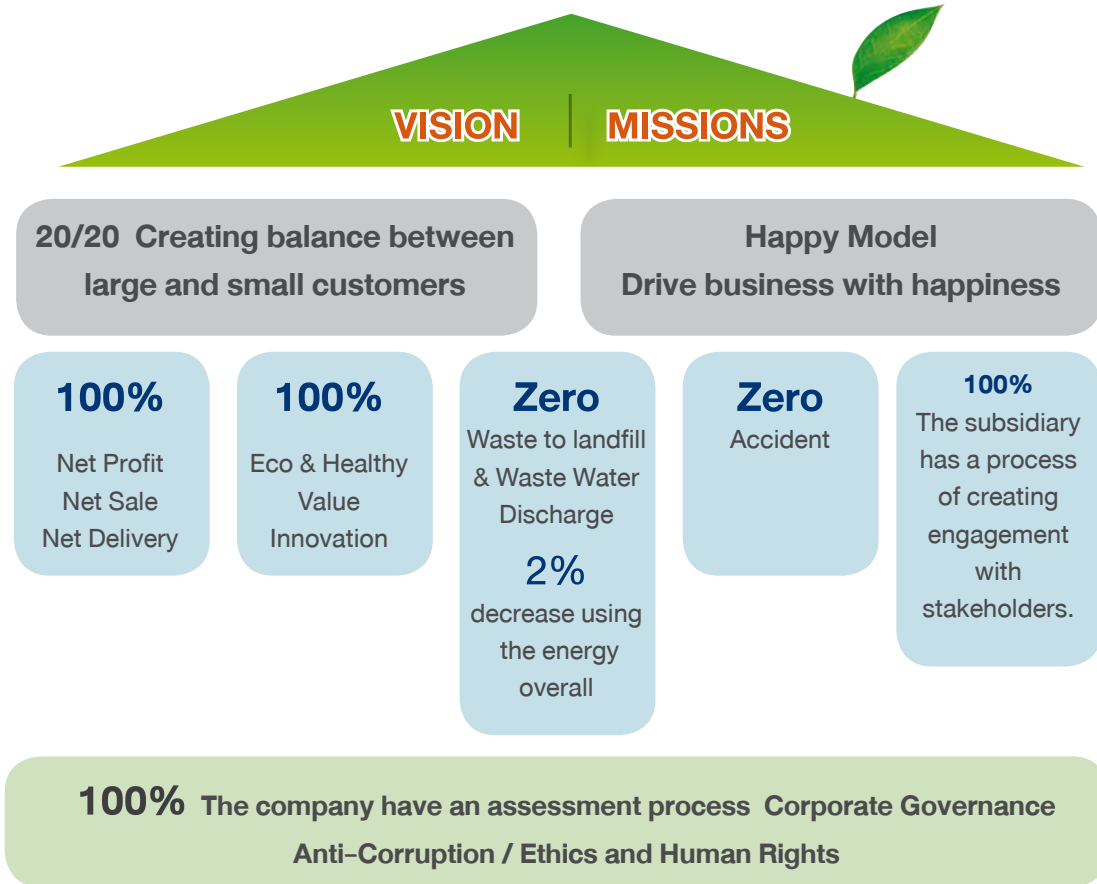
"Happy PVD Company"

Mrs. Amonrat Prachaktham, on behalf of the Executives Committee of Thai Optical Group Public Company Limited, has joined the declaration of commitment to the Happy PVD Company Initiative arranged by the Securities and Exchange Commission and its allies on 13 December 2018 at Makkawan Rangsan Room, Royal Thai Army Club, Vibhavadi Road, Bangkok.





SUSTAINABLE DEVELOPMENT POLICY



Vision

We endeavor to remain one of the leading quality ophthalmic lens manufacturers among the global supply, in terms of profitability, innovation, value creation, growth for stakeholders and social responsibility.

Mission

- Provide complete solutions of vision correction products and services at effective cost and international standard quality.
- Strive to enhance benefits to all stakeholders including; social responsibility and environmental aspects.



The Company endures in the philosophy of doing business complied with social responsibility. The Company determines to create balance between industry, environment, and community. In addition, the Company persists to run business with transparency, accountability, ethics, and respecting to human rights and the interests of Stakeholders in compliance with the laws and other requirements or related international practices for continuing development on the basis of social responsibility and sustainability.



TOG SUSTAINABILITY FRAMEWORK

Act Responsibly: Product & Service

“Caring EYE Caring World”



Sustainability Value Proposition

Inspire & Enable

Focus on developing and support employees to be creative in order to produce and deliver lenses to “Caring”

Health & Safety

Customers receive quality lenses, safe, eye care and reduce eye health risks.

Responsible

Providing quality raw materials “Caring” and reducing negative impacts

Natural Resources

Be Worth use of resources

Communication

Transfer product information “Caring” to Distributors or End-User

Buy smart and Wise use

People can understanding of choosing and wearing the appropriate lenses, care that is important for wearing and can be transmitted



INSPIRE & ENABLE

Project A3 Report

Increase production efficiency & creative services Number of projects offered > 80% from 126 professional employees

PERFORMANCE

Health & Safety 93%



RESPONSIBLE

development projects for ECO &

Healthy Value Innovation

6 project

PERFORMANCE

Natural Resources 100%



COMMUNICATION

Project to transfer knowledge and product information to partners.

(Retail store)

111 branches

PERFORMANCE

Buy smart and Wise use 100%

Conducting Business in accordance with rules and international standard (102-12)

Quality Standards



- ISO 9001 : certification standards in production process to meet the needs of consumers.
- ISO 13485 : quality management system standard for medical device manufacturing.
- CE : Trade Mark representing that the product is certified by the manufacturer. The requirements of health, safety and environmental protection according to the laws and regulations of the European Union.
- Accreditation for operator in regard to AEO Standard Certificate

Environment Standards



- ISO 14001 : 2004 Environmental Management System.
- Green Industry in Level 3 (Green System).
- Certified as an organization which has been registered for Carbon footprint label of the product.

Economical Standard



- The Company had entered into the memorandum of Understanding (MOU) with National Electronics and Computer Technology Center (NECTEC) for developing Thin film and Light technology for Optical industry.

Labor/Social Standard



- Certified Standard on Prevention and Solution to Drug Problems

Sustainable Standard



- ESG100 of 2017, Thai Pat Institute
- Certificate of Collective Action Coalition against corruption (CAC)
- Certification of innovation ability and innovation organization (Innovation Organization)
- Sustainability Report Award 2018 type Recognition reward



NATURE OF BUSINESS (102-5)



(102-1) Thaioptical group public company limited or TOG distribute to wholesalers both domestic and foreign countries on (“OEM” original Equipment Manufactures) basis, and also under the company’s our brand called “Excelite®”



(102-2) The Company and its subsidiaries is a manufacturer and distributor of plastic optical lens products and services diverse and comprehensive including Lens Material, Lens Design and Lens Coating, Original Design Manufacturing service Edging and Glazing Service. The customer base spreads over 50 countries in different regions around the world.

The Company and its Subsidiary Companies manufacture and distribute ophthalmic lenses in these following categories

1. Organic Lenses
 - 1.1 CR-39
 - 1.2 Photochromic Lenses
 - 1.3 High Index Lenses
 - 1.4 High Impact Resistant Lenses
 - 1.5 Sun-filtered Lenses
 - 1.6 Polarized Lenses
2. Mineral Lenses
3. Prescription Lenses or Rx Lenses
4. Other Product such as Glass Mold Used in the production of plastic optical lenses Products purchased for resale and providing solid surface coating service, chemical coating and cutting light reflection coating

Company’s new trademarks are as follows :

1. Excelite® for the standard lenses, single vision lenses, and bifocal lenses
2. One for the specified single vision lenses
3. Discovery for the conventional progressive lenses
4. Freedom for the freeform progressive lenses
5. Maxima for the office progressive lenses
6. Shade for the colored lenses



Excelite®

ONE

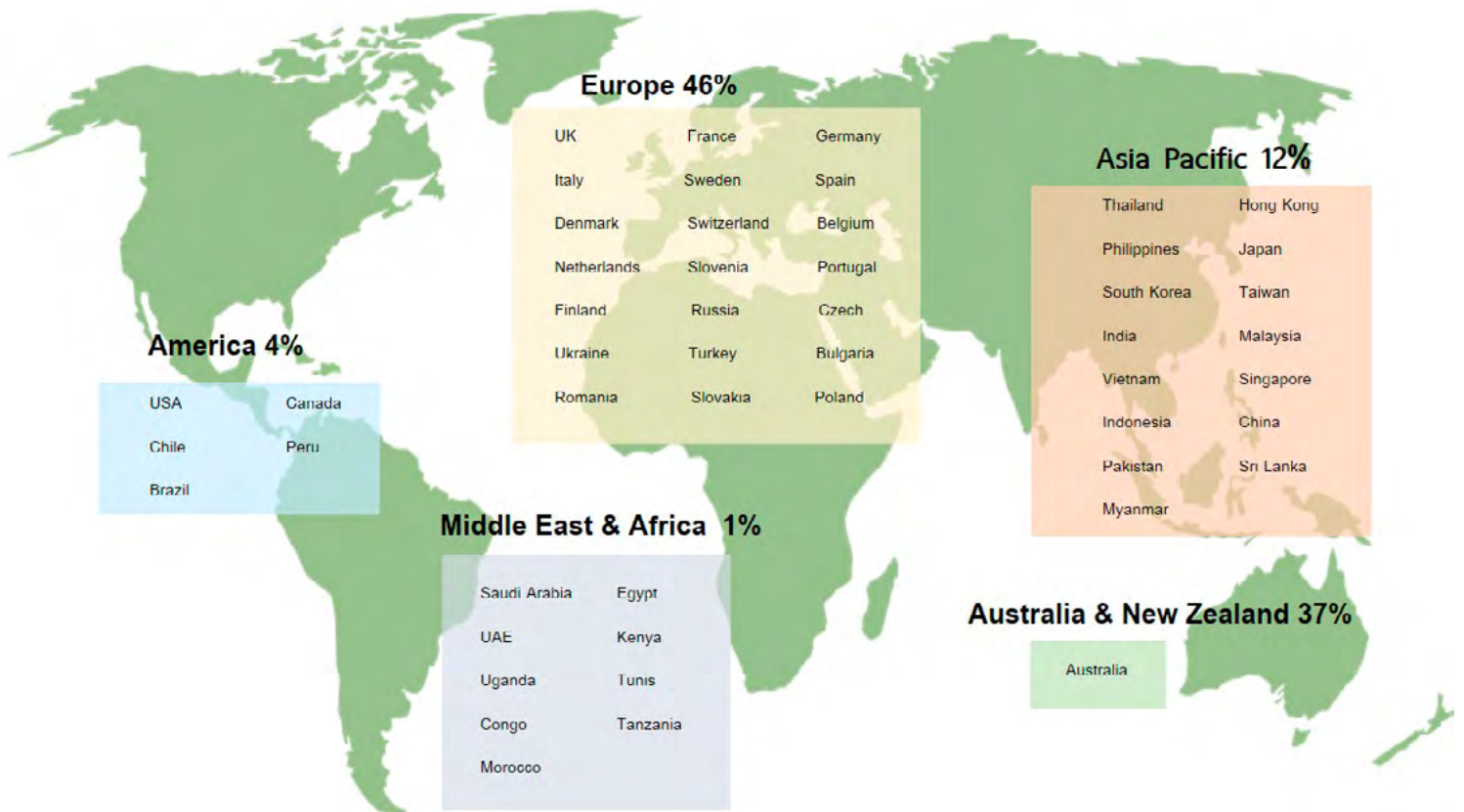
DISCOVERY

Freedom

MAXIMA

SHADE

Over **50 countries** are our active clients (102-6)



Market Expansion

- The growth of exportation is in accordance with the demand of optical lenses in association with the increase of population. Urbanization makes more population which the elderly age of people is incrementing.
- In the USA market, the Company has a policy to expand the sale via independent retailer and the eye care insurance company.
- TOG USA, Inc., a new subsidiary company, was established for distributing products and providing sales and marketing services to the Company’s customers in the USA.

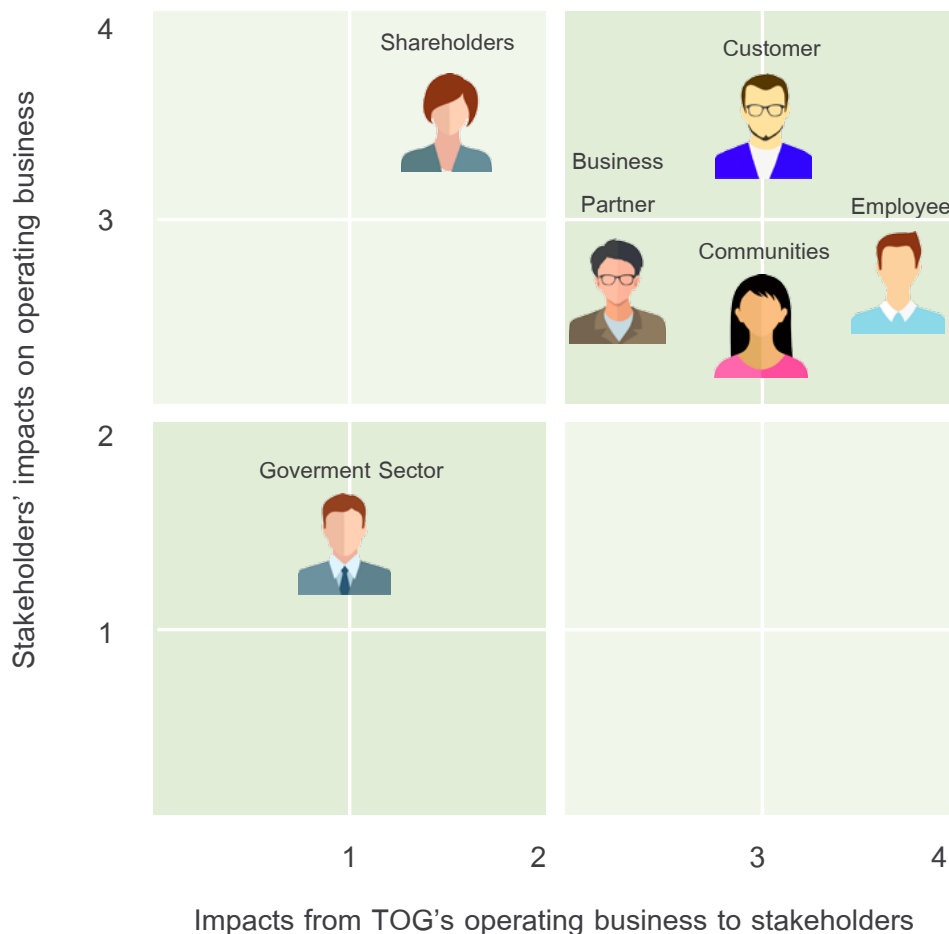


THE COMPANY'S

STAKEHOLDERS

(102- 42) The Company realizes the importance of all stakeholders who are related to the Company. To achieve the sustainable business development, the Sustainability Advisory Board has implemented the Stakeholder Mapping tool to prioritize the importance of each stakeholder. Such tool helps reflecting the issues of each stakeholder with a better view and enables the strategic planning and communication process which are appropriately responding to each stakeholder group.

In 2018, the stakeholder prioritization was presented differently from year 2017 because the local community became more aware and recognized the importance of the environmental and safety management. Besides, customers had more influences on the Company's business in regards of key account dependency. Thus, the Company needed to re-prioritize the importance of each stakeholder group to be in line with the changing expectations and impacts.



Responsibility to Stakeholders

Stakeholders (102-40)	Impact to Company	Stakeholder's Demand (102-44)	Participation with Stakeholder (102-43)	Responding (102-44)	Result (102-44)
Employees	Major force in driving the business to achieve the sustainability through their behavior, values and commitment to the organization.	Quality of living; Benefits and rewards; Safety; Development and progress; and Participation.	Loyalty survey; MD Town Hall; HR On Site; Meeting of the Welfare Committee / Safety; Sustainable management exhibition.	Manager per Thai labor standard; Safety Modification Project; Environment Improvement Program; Happy Model Project; Fair wage; Increased benefits, namely, accident and death benefits.	Social responsibility strategy in purpose for binding within the organization. Level = 3.9 score (very bound level) Resignation rate = 3.19%
Customers / Consumers	Income and security of organization.	Goods and service insurance; Good quality goods; Delivery on time; Appropriate price; and Safety of goods, eye risk management.	Customer survey; Attending trade and innovation expo; Meeting with the customers; Open House; Transferring technic knowledge; and 20/20 Vision.	Management with ISO 9001/ISO 13485 Standards; Line production visiting; Ethic concerning keep the Customers' information; Online customers relation management.	Customers satisfaction rate Casted: 4.11% Lenses : 3.77%
Trade Partners	Good quality raw materials, novation responding the demand of trade partners.	Fair and transparency price competition; join research and development; and providing suggestion for development.	Join exchange the knowledge and production development and product; Supporting the corruption prevention; Exchange an idea meeting; and Trade partner visit.	Comply with Business Ethic with fairness and transparency; 3R strategies management.	Procurement from local trade partner 2,400,000 ฿

Responsibility to Stakeholders

Stakeholders (102-40)	Impact to Company	Stakeholder's Demand (102-44)	Participation with Stakeholder (102-43)	Responding (102-44)	Result (102-44)
Shareholders	Financial liquidity and commitment	Profit; dividend; correct and on time information; and investigation and risk management system.	Company Visit TOG; Shareholders 'meeting; Annual Report; and Company meeting investor activity	Good corporate governance per policy and comply with	Corporate Governance Report of Thai Listed Companies 2018 = 86%
Community	Commitment and supporter.	Assist and develop the living quality of the community; resources management not to impact the community; and decrease of drug problem.	Discussion with the community; Living and education quality development; and Employing the local	Creating trust and understanding; Support and participate in public events; Environmental management with ISO 140001 Standard; Encourage employees to volunteer for public events	Continuously support to community is able to eliminate 100% complaint.
Government	Support and give the opportunity to business development.	Comply with the laws; give the coordination to the government for development and resource management.	Open House Coordination with the government.	Comply with rules, regulations per laws. Transparently disclose information.	Continuously permitted to operate business.



DEVELOPMENT

(102 - (50-54)) OF INFORMATION FOR THE REPORTING

The approach used in this report was by analyzing key issues and contents which were in line with the Company's strategic direction. This report has been prepared in accordance with the GRI Standards : Core option

Background:

This report was produced to disclose the operational results which related to the sustainability management covering the social, environmental and economic aspects. The Company's first sustainability report was published in 2015. This report is the 4th edition which discloses the performance during January 1, 2018 to December 31, 2018.

The Scope:

This report discloses the information about the sustainability performance of Thai Optical Group Public Company Limited during January 1, 2018 to December 31, 2018.

Confidence in the Sustainability Report:

This report was prepared by the Sustainability Working Committee and reviewed by the Sustainability Advisory Board on February 10, 2018.

Remark:

Additional disclosed information can be viewed in the Company's 2018 Annual Report

Survey Reader's opinion



For further inquiry : In case of any questions or recommendations, you may contact the Corporate Relations Department, Thai Optical Group Public Company Limited E-mail : hrtog_or@thaiopticalgroup.com
Telephone : 021-941-145 Fax : 021-194-1151





MATERIALITY ASSESSMENTS

Process of defining report contents (102-46)

The Company has prepared this report by considering issues which relating to its business operations and the expectations of its stakeholders. Selection of materiality was done by the principles for defining report contents in accordance with the GRI standards: Core option, including sustainability context, materiality, completeness and stakeholder inclusiveness

The process and steps that Thai Optical Group Plc. used in the materiality assessments were summarized as follows.

Step 1

The working committee used the principle of sustainability context as criteria to decide the relating sustainability issues. The resources of information included GRI Standards, ISO 26000, UN's Sustainable Development Gold: SDGs, CSR-DIW and related laws. All issues which relating to the Company's business operation were considered by analyzing its value chain.

Step 2

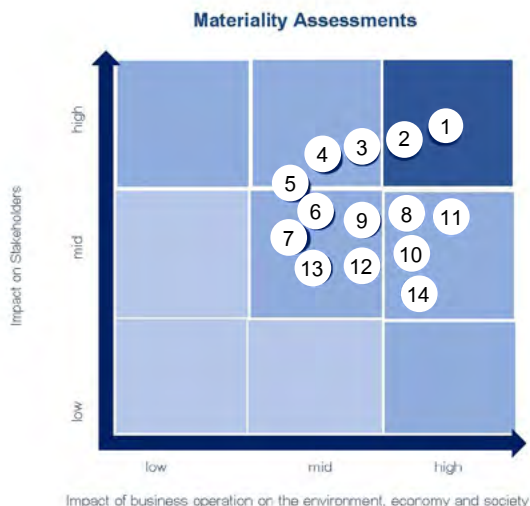
Stakeholder prioritization was done based on the principle of stakeholder inclusiveness. The resources of information included community dialogue, employee dialogue, customer satisfaction survey and suggestions from stakeholders via different channels, i.e. environmental and security issues from the community dialogue.

Step 3

Corporate prioritization was done based on the principle of materiality, by considering how the Company's business operation affected the economic, social and environmental aspects and the issues which affected the decision making of key stakeholder group.

Step 4

Based on the principle of completeness, the defining and determining materiality were considered by the Sustainability Working Committee which included representatives from related departments and reviewed by the Sustainability Advisory Board.



Review and amendment of materiality in 2018 (102-48, 102-49)

Include: Employee engagement, Employee diversity, Children's rights as Employee Relations and Hiring Management

Include: Raw material limitations, production waste management and general waste management

Include: Corporate Governance, Anti-Fraud and Anti-Corruption policy

Summary of Sustainability Materiality

Sustainability Materiality issues, which were considered from corporate strategy and impacts on the stakeholders, could be linked to the development framework for sustainability and the stakeholders as follows:

Sustainable issues	GRI (102-47)	Matter	Page	Scope	
				Within	Outside
				TOG	Customer, Consumer, Trade partner, Government, Community
Economics					
Anti - corruption 1	Anti - corruption 2016	Anti - corruption	23-24	●	Customer, Trade partner, Government, Community
Environmental					
Energy management 2	Energy 2016	Energy management	43-45		Government, Community
Water management 3	Water and Effluents 2018	Water management	47-50	●	
Air quality control and greenhouse emissions reduction 9	Emission 2016	Climate change	54	●	Government, Community
Waste management 8	Effluents and Waste 2016	Waste managemnet	51-53	●	
Environmental impacts throughout the product life cycle 11	Environmental Compliance 2016	Violation of environmental laws	46	●	Government, Community
Social impact of the Supply Chain Product components 12	Supplier Environmental Assessment 2016	Supervision of environmental partners	46	●	Government, Community

Sustainable issues	(102-47)	Matter	Page	Scope	
				Within	Outside
				TOG	Customer, Consumer, Trade partner, Government, Community
				TOC & POLYSUN & TOG USA INC.	
Social					
Employment 10	Employment 2016	Employment	34	●	Government,
Labor Relations Management 4	Labor / Management Relation 2016	Labor Relations Management	29	●	Government,
Safety 5	Occupational Health and Safety 2018	Occupational health and safety within sites	38-41	●	Government,
Training and Educating 6	Training and Education 2016	Personnel development	36-37	●	Government,
Local Communities 7	Local Communities 2016	Participation in the development of quality of life and community environment	59	●	Government, Community
Social impact of the Supply Chain Product components 13	Supplier Social Assessment 2016	Sustainable supply chain management	58	●	Trade Partner
Environmental 14 impacts throughout the product life cycle	Socioeconomic Compliance 2016	Sustainable supply chain management	58	●	Trade Partner



SUSTAINABILITY

RISK MANAGEMENT

(102-11, 102-15) **Risk Management** : The Company focused on its risk management by assigning each department to define all risks related to its business operation and based on the corporate strategies as well as the economic, social and environmental aspects. They are also required to review and amend the risk factors whenever there are any changing, or potentially changing, circumstance and environment.

Risk Management Sub-committee : The Company's Risk Management Committee, chaired by the Managing Director, are responsible for considering and approving of risk management policy & strategy, risk management framework and risk management plan. The Committee members which include executives from all departments, have participated in the risk analysis and the monitoring process. The risk management committee is required to report to the Audit Committee on timely basis.

4 Steps of Risk Management Process

1. Define risks and opportunities in business operation
2. Assess the risks and opportunities
3. Determine measurements and solutions
4. Report and monitor the risk management plan

Risk	Risk Management	Result
Environmental Risk		
Raw material limitations and risk impact from production waste, which may affect the environment and production cost.	3R Strategy: Reduce, Recycle, Renewable	1. Implementation of 3 projects which supported the 3 R Strategy (Additional information on page 56)
Safety & Quality of Life Risks		
Safety & Quality of Life risks have impact the business operation both locally and internationally. The labor safety and their quality of life which are lower than the acceptable standard may affect the business performance in term of the Company's reputation and the increasing costs of damage compensation.	Announcement of CSR policy (Labor related) and implementation of Thai Labor Standards (TLS) framework for both employee and related stakeholders. Announcement of Safety & Operation Excellent policy to achieve the target of Zero Accident. Launch of Safety Handbook for Employee.	1. Progress of Implementation plan of Thai Labor Standards framework at 85.71% 2. Accident Rate reduced from year 2017 by 55.56% (Additional information on page 38-40)

Risk	Risk Management	Result
<p>Energy Risk</p> <p>Electricity demand in Thailand is rising currently which affects the electricity price structure in general, the higher production cost as well as the possibly insufficient power supply in the future.</p>	<p>Energy saving measures according to the framework provided by the Department of Alternative Energy Development and Efficiency (DEDE)</p>	<p>Reduction of energy consumption per production unit by 0.36% comparing to the target of 2% (Additional information on page 43)</p>
<p>Community Safety & Environmental Risk</p> <p>Community concerns about safety and environmental risks may affect the Company's factory license, its reputation and increasing costs of damage compensation.</p>	<p>Review and improve the crisis communication plan to be aligned with the crisis management plan; arrange the crisis management plan rehearsal annually; develop the community relations plan and projects based on mutual understanding and cooperation to find solutions for the identified impact together; promote the implementations of ISO14001 environmental and safety management; and disclose the Company's environmental and safety information on continual basis.</p>	<ol style="list-style-type: none"> 1. No complaint from communities 2. Implementation of the crisis management plan rehearsal completed 100% (Additional information on page 60-64)
<p>Emerging Risk</p> <ol style="list-style-type: none"> 1. E-commerce to disrupt current supply chain 2. Impacts from Disruptive technology <ol style="list-style-type: none"> 2.1 Wearable Technology 2.2 Information Exchange 2.3 Eye refraction Exam on Mobile device 2.4 3D Printing 	<ol style="list-style-type: none"> 1. Seek for E-Commerce business channel 2. Establish and promote the Company's identity for its research and development service 3. Partner with business group with advanced technology to develop new product. 4. Co-operate with local and international research institutes 	<ol style="list-style-type: none"> 1. Create cooperation with startup group.



SUSTAINABLE

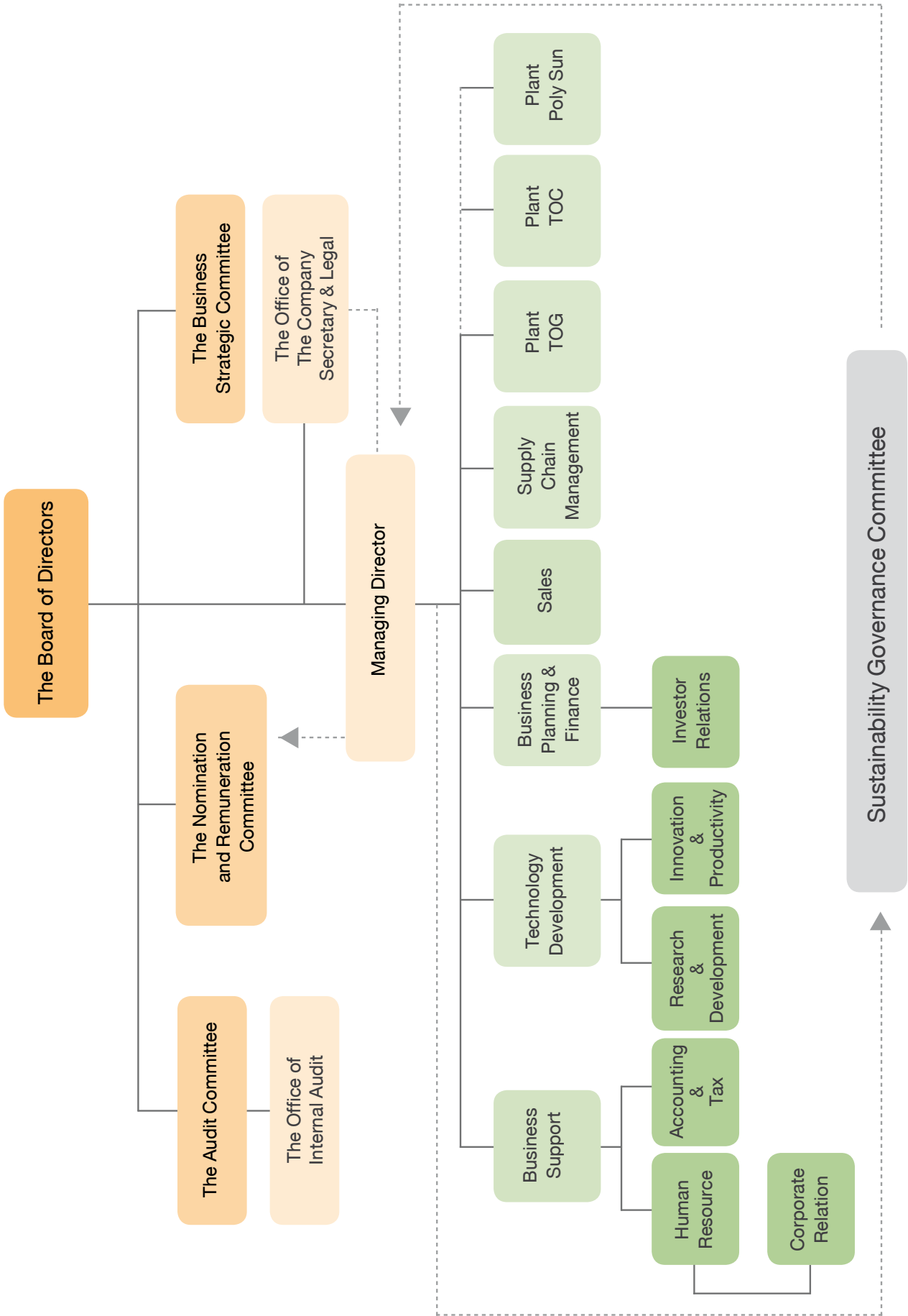
MANAGEMENT STRUCTURE

(102-18)

The Sustainable Governance Committee of the Company that consist of Managing Director as a Chairman of the committee and representatives from every unit. The Committee will join the meeting at least once a month for mutual define strategies and directions of sustainability timeline, and then propose to the Board of Directors at least twice a year. There is the Sustainable Working Group whose members come from every units. Each member will be evaluated once a year. The Corporate Relation has duty to impel and communicate to employeess, such as, Company's policy, MD Town Hall, Sustainable Exhibition.



In the year 2019 TOG reorganized its management structure to help advance business management and to create competitive advantages supporting the new customer base expansion





ANTI – CORRUPTION

(103-1) The Company is committed to conduct business with ethics and integrity by striving for its responsibility towards society and stakeholders. With the believe that maintaining corporate ethics according to good governance principles is an important factor that promotes sustainable business success, the Company therefore emphasized on its managers and employees at all levels to continuously follow the Company’s Code of Conduct. While the executives and management are responsible for creating norms and culture of respecting and complying with such codes.

Business operations with strong corporate ethics shall mitigate the risk of business damages and strengthen the Company’s competitive advantages which will maximize benefits for all stakeholders Also, the transparency of business operations shall affect the investor’s confidence. Therefore, the Company has established a policy which specified roles and responsibilities, guidelines and requirements for appropriate actions to prevent corruptions in all business activities; to ensure that any business decisions and actions that may have a risk of corruption being cautiously considered and properly conducted; and to emphasize and strive for the corporate culture which adhered to the principle that the Company has zero tolerance against corruption in any business dealing with neither public nor private sector.



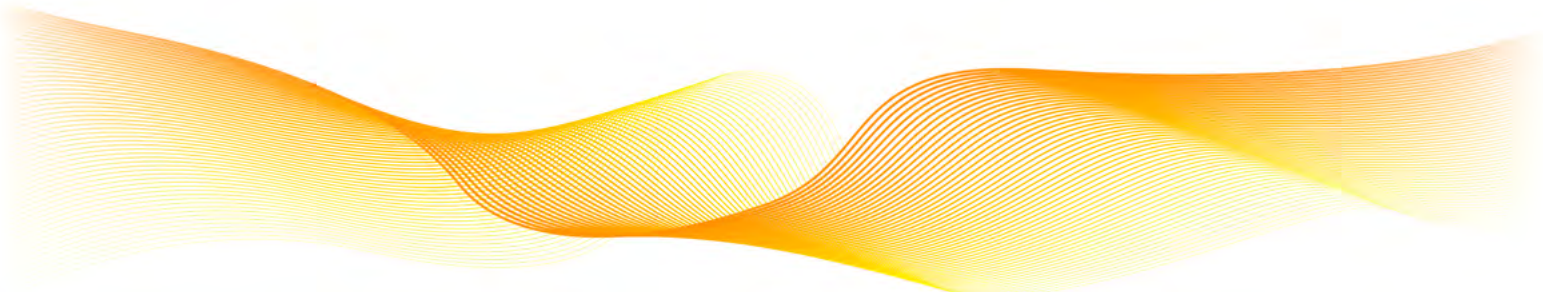
The Company has communicated its Anti-Corruption policy and guidelines, whistleblowing channel and related information to both internal and external parties, including its employees, executives, directors, shareholders, customers, business partners, all stakeholders and business related persons. The communication took place on various occasions, such as the board meeting, management meeting, special event of executives and employees meeting, new employee orientation, the sustainability exhibition, PR notification board, intranet, brochure, and the Company’s website. The objective was to ensure that the policy shall be followed earnestly and that the Company having the resources and personnel with sufficient knowledge and skills to properly carry out its anti-corruption measures.

Key Performance Indicators relating to Business ethics and Anti-Corruption Policy in 2018 (205-2)

Method	Stakeholder	(103-2) Target		(103-3) Performance	
		No	%	No	%
Sign off to acknowledge the communication message	Executives (annually)	13	100%	0	0%
	Staff (annually)	1,111	100%	1,111	100%
	Business Partners	84	100%	84	100%
Training course	Executives	13	100%	0	0%
	Staff (new staff only)	241	100%	107	44%

Joining the Thailand’s Private Sector Collective Action Coalition Against Corruption: CAC

In 2018, the Company has prepared the Anti-corruption self-evaluation document to submit to the Thailand’s Private Sector Collective Action Coalition Against Corruption : CAC for renewal of its certificate. CAC approved and endorsed 3 years renewal certificate on August 21, 2018.





READY TO CHANGE

... FOR OUR HOME

The Company has implemented its Create a Winning Culture project for the third consecutive year to develop and change employee behaviors to be in line with the ACTIF core values. In 2018, there were three main projects launched. First is the Contest for a Prototype Work Unit, using criteria relating to reducing leave statistics, specific behaviors of work disciplines, reducing accidents at work and improving WIG performance. The project was aimed to be a tool to develop and change the first targeted behavior for operation workers, A = Achievement. Secondly, the TOG _S Talent project was launched for professional staff to practice project proposal skills. Lastly, the A3 Report was to reduce costs and develop work processes, which the aim to promote behavior I = Initiative (102-16)

Prototype Work Unit Contest

- Target : Number of work units passing criteria is not less than 50% of total work units
- Achievement : Number of work units passing criteria is 31% of total work units
- 2019 Target : Number of work units passing criteria is > 50% of total work units



“

I've adopted the “ACTIF” values to be the working principle of my team. We are committed to our work, pay attention to all tasks, work together as a team, be creative and always accept changes. I view that to produce each piece of lens is not an easy task but it is not beyond our ability to make it !!

Mrs. Sophin Thongsuk
 Department Agent
 Mold support unit 8
 Mold QC unit

”



TOG IS OUR HOME

AND OUR EMPLOYEE IS ALWAYS IMPORTANT

(103-1)The Company believes that employee is one of the important resources for the organization. By adhering to Human Rights principles and fair treatment to labor forces, the Company has adopted the approach of Happy 8 (Happy Workplace) and Thai Labor Standards TLS8001 to improve our employee’s quality of life, labor efficiency and productivity, which will bring about the sustainable growth to the organization. KPIs which will reflect the Company achievements in this area included the Employee Engagement Score and the Staff Turnover Ratio.



In 2018, the Company focused on promoting health activities for employees so that they would have the body which is ready to work and to reduce the sickness absence rate. Experts and specialists were invited to provide knowledge about diseases and illnesses such as knowledge for new mothers, knowledge about Non-communicable diseases (NCDs). Various health promotion programs were implemented such as the Reducing Belly Project, the Abstaining from Alcohol during Buddhist Lent

Project, TOG Running Club, Open-up Clinic to provide counseling for employees with high sickness records.

Employee sick leave

Year	Total Employee	Sick Leave	%
2559	1,119	221	19.74
2560	1,298	272	20.95
2561	1,227	276	22.49

Employee information 31 December 2018

390,000 Baht

Total fund to support staff activities



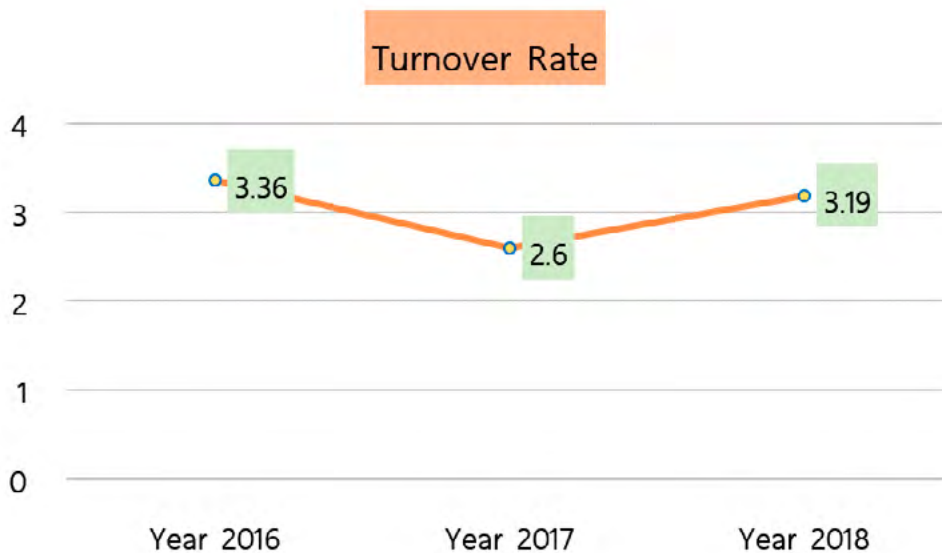
2018 target of sick leave is 2%, The company missed the target. found that in 2019, the sick leave rate of most employees was caused by influenza and dengue fever. The company will continue in the project of changing healthy habits and implement a project to promote exercise and open up clinic to reduce sick leave are also proceeded.





Employee Engagement

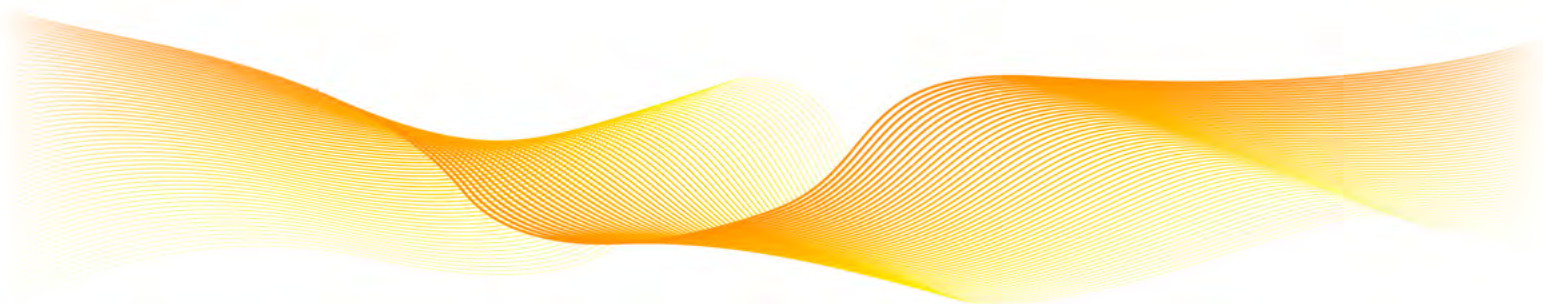
Thai Optical Group Public Company Limited has taken steps to prevent staff turnover problems which may affect the organization in lacking competent personnel and delays in organizational development. Besides, the process of recruiting, selecting and training new employees to be as competent as the resigning employees might cause either financial or opportunity losses. The statistic of average turnover rate in Thai Optical Group Public Company Limited during 2016 - 2018 is shown in the picture below. (103-2) The 2018 target of employee turnover rate is $\leq 4\%$.

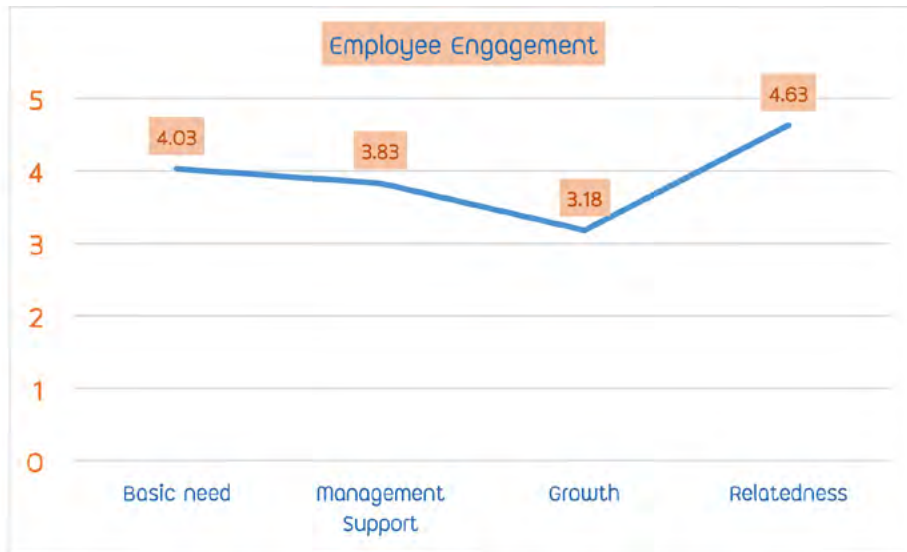


Average Employee Turnover of thai Optical Group Plc during 2016-2018

According to the statistics, it is found that in 2018 (103-3) the average turnover rate was 3.19% which was 0.59% higher than the previous year (2017). Therefore, the Company was interested in studying about the causes of problems and factors that resulted in employees leaving the organization in order to find ways to reduce its employee turnover rate. One of the methods that the organization used to manage such problems was the employee engagement survey, which had implementation steps as follows.

Result of 2018 employee engagement survey showed that TOG overall engagement score was 3.9 points, comparing to the target > 4 points.





(Picture of) TOG Employee Engagement Scores during 2016 - 2018

From the study of organizational employee engagement in 2018, it was found that the scores of ‘career growth’ category was the lowest, followed by the ‘relationship to supervisors’ category. The Company was aware and seek for the solutions and measurements to improve the ‘career growth’ situation by establishing Career Path Roadmap for employees in the operating line and support functions. Additionally, to ensure that all employees clearly understand their career paths and to improve the relationship with their supervisors in the organization, a training program for supervisors “Super Leader 4.0” project will be implemented in 2019.

Employee Relationship Management (402)

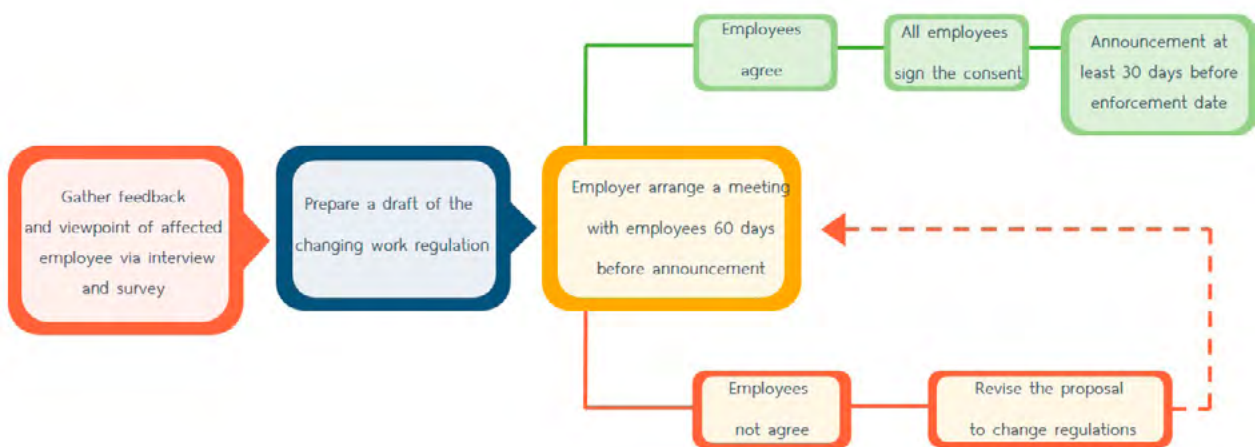
(103-1) Employee Relationship Management which covers employees at all levels is an important part of Human Resource Management system because the relationship between employers and employees has both positive and negative effects on the organization management, production process and business operations of the organization. It also affects working conditions and quality of life of both employers and employees, which will then impact the sustainable economic and social conditions.





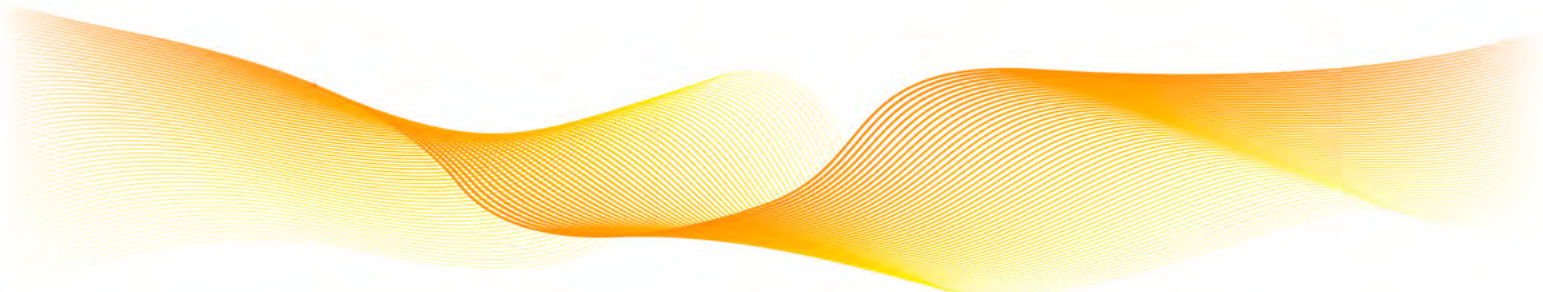
(102-41) The Company has its Welfare Committee which consists of 7 staff members who have got elected with 2 years term. By having regular meeting at least 3 times in each quarter, the Committee is a formal channel between employees and the management in communicating and acknowledging the thoughts and feelings of the employees towards the Company and its management. Such information is crucial to help improve the Company’s human resource management to be more efficient. (402-1) a / b For instance, when the Company needed to make any changes in its regulations, the Committee has agreed on the procedure to ensure the changes would be communicated and handled effectively. Firstly,

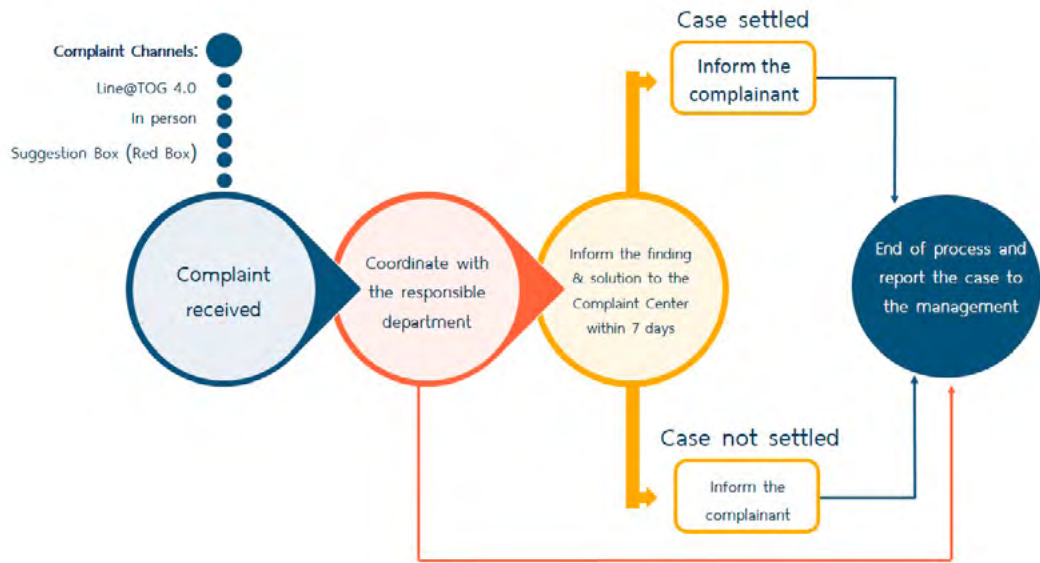
There will be a meeting to discuss the changes with employee at least 60 days (8 weeks) before the announcement date. Then, it is required to obtain 100% consent in written from all employee at least 30 days (4 weeks) before the enforcement date. Overview of this procedure is shown below. (103-2)



Procedure for Changing of the Company’s Work Regulations

(102-41) In 2018, the Company’s Managing Director also organized MD Town Hall meeting to communicate about policies, rules and regulations as well as other issues which have been changed and directly affected the employees. In addition, the company have organized HR ON SITE activities for employees in both day and night shifts to communicate the changing regulations





Complaint Handling Procedure

Regarding the internal and external complaints, the Company has opened a channel for receiving complaints via Suggestion Box and Line @ TOG 4.0 as well as for in-person contact, with the following procedures.

The Company has set targets relating to its complaint management as follows.

No of complaints/ suggestions	Channel	Target of cases resolved percentage (103-2)	Percentage of complaint cases resolved in 2018 (103-3)
13	Suggestion Box (Red Box)	100%	100%
7	Line @ TOG 4.0	100%	100%
2	In person contact	100%	100%
5	Welfare Committee	100%	100%

(Remark : Information for the period of January to October 2018)





In the year 2019, the Company plans to upgrade its HRMS system to enhance the efficiency of its personnel management and will be used as a communication channel to provide important information to all staff within the company. This new enhancement will create a good relationship between the Company and its employees since they will be updated about personnel information & schedules regularly and timely through the Employee Service Center (ESC).



Benefit and Welfare (GRI 401-2)

Financial and Facilities	Saving	Health	Employees' Family
<ul style="list-style-type: none"> • Uniform • Bus • Cafeteria • Lenses • Monthly/yearly Diligent • Gift for patient • Travel and mobile expense • Happy Money Program • Bonus 	<ul style="list-style-type: none"> • Social Security Fund • Provident Fund 	<ul style="list-style-type: none"> • Health Checkup yearly • Health/accident Insurance • Mummy breast milk • Pregnancy welfare 	<ul style="list-style-type: none"> • Funeral expense for parents, spouse and kid • Lenses for parents, spouse and kid • Dorm for employees and family

Mental	Religious	Volunteer
<ul style="list-style-type: none"> • Short Term Win • Congratulation Promote • Home Visit • Assist the family with disability person 	<ul style="list-style-type: none"> • Leave for Hajj • Islamic Holiday • Leave for entering the monkhood for 120 days 	<ul style="list-style-type: none"> • Reward to working groups



Employment (401-1)	2016	2017	2018
Permanent employee	1,248	1,286	1,119
Temporarily Employee (102-8)	0	0	0
Total Employee (102-8 a,c)			
Male	402	412	362
Female	846	874	757
(102-7 a (1))	1,248	1,286	1,119

Employment (401-1)	2016	2017	2018
Type of employees per age			
Lower than 30 years old			
Male	152	144	113
Female	333	353	259
30-50 years			
Male	225	237	213
Female	469	467	431
More than 50 years old			
Male	25	31	38
Female	44	54	65
	1,248	1,286	1,119
New Employees (GRI401-1) (102-8 a)			
Male	173	153	59
Female	361	300	178
	534	453	237
Resignation employees			
Male	138	271	112
Female	291	143	302
	429	414	414
Religions			
Buddhism			
Male	296	302	263
Female	634	652	558
Christianity			
Male	0	0	0
Female	0	1	1
ISLAM			
Male	106	110	99
Female	212	221	198
	1,248	1,286	1,119
Employee from Area (102-8 b)			
Nonthaburi			
Male	387	383	348
Female	575	566	513

- The company does not employ temporary staff. (GRI 102-8)

Employment (401-1)	2016	2017	2018
Employee from Area (102-8 b)			
Bangkok and perimeter			
Male	76	78	62
Female	122	127	92
	198	205	154
Other			
Male	138	151	135
Female	337	364	317
	475	515	452
	1,248	1,286	1,119
maternity leave 401-3			
Total number of maternity leave	1,248	1,286	1,119
Maternity leave	28	20	36
Male	0	0	0
Female	28	20	36
Employees came back to work after maternity leave	28	16	21
Male	0	0	0
Female	28	16	21
Percentage of Employees came back to work after maternity leave (%)	100%	80%	58.33%
Male	0%	0%	0%
Female	100%	80%	58.33%
Employees came back to work after maternity leave and stay 12 months	15	21	13
Male	0	0	0
Female	15	21	13

* No termination a Pregnant staff





PERSONNEL DEVELOPMENT

(103-1) Thai Optical Group Public Company Limited and its Subsidiary has focused on personnel development, covering the employees at all levels. Each year more than 50% of all employees will be enrolled to over 30 training courses available. The target is the average of 6 training hours per person per year company-wide.

The Company has integrated its personnel development structure to be in line with business direction, preparing the employees to be ready to cope with the challenges and changes for the organization growth. The number and topics of training and development programs provided were more than those required by law in order to properly develop employees' knowledge and skills as well as to enhance their leadership potential. In 2018, the following key projects were implemented: Leadership Program to develop talent group, On-boarding Program for new staff.

(103-2)

Human Resource Development Model



Summary of employee development statistics in 2016-2018

No.	Item	2016	2017	2018
1	Number of staff attending the programs	536 people	662 people	804 people
2	Total training hours in a year	1,146 hours	14,560 hours	9,636 hours
3	Average training hours per staff	8 hours	11 hours	8.9 hours
4	External training programs	18 course	42 course	47 course
5	In-Company training programs	27 course	30 course	68 course
6	Total training expenses	2.1 million baht	5.8 million baht	1.3 million baht
7	Average training expenses per staff	3,918 baht/person	8,780 baht/person	1,688 baht/person

- Average hours of training per year per employee (404-1)

Personnel Development Statistics

Type of employee	Total employee			Number of employee attending training programs			Average training hours	
	Male	Female	Total	Male	Female	Total	Male	Female
Operation	238	620	858	88	167	255	3.5	2.5
Supervisor	64	48	112	42	26	68	8.3	6.9
Specialist	36	61	97	34	59	93	35.5	35.0
Manager	9	9	18	7	9	16	24.1	37.3
Management	15	19	34	11	18	29	18.0	21.9
Total	362	757	1,119	182	279	461	8.6	6.3

- Programs for upgrading employee skills and transition assistance program (404-2)
- In 2018, the Company provided training and development programs under the following 3 categories.(103-2, 103-3)

- Middle manager level

Leadership Development Program : With the objective to develop target audience of 4 managers, preparing them to work in higher position, the program included the contents of leadership and how to manage work effectively. The methods applied included attending external training program i.e Leadership Lab, on-the-job training and job assignment

- Target : Develop talent group of 4 managers
- Achievement : All 4 managers attending 100% of programs provided

- Professional level - new staff

Onboarding Program : The program was developed for new staffs during their probation period to ensure that they could adjust themselves to the organization fast and effectively.

- Target : $\geq 90\%$ of new joiners (professional level) passing their probation
- Achievement : Over 90% of new joiners (professional level) passed their probation

- Operation Staff Level

On The Job Training : The project is to improve the template (form) used in the On-The-Job process and review all work process to be in line with the current operating procedures to ensure operation staff performing their function more efficiently.

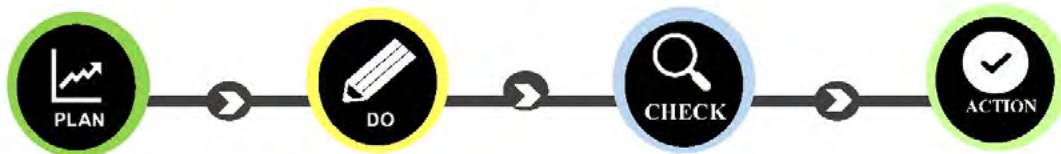
- Target : Target: 100% of operation staff attended On-The-Job training session to review the core skills
- Achievement : 100% of operation staff attended On-The-Job training session to review the core skills



OCCUPATIONAL HEALTH SAFETY AND WORKING ENVIRONMENT



Thai Optical Group Public Company Limited and its affiliates have safety operations according to its VISION ZERO policy. The Company mainly focused on the issue of accidents at work. By assessing the extent of the impact on safety, occupational health and work environment, it was found that the main area that would be affected by its operation was the group of over 1,029 staff who were in production line at Thai Optical Group Public Company Limited (Bang Bua Thong). On contrary, if there is no effective safety management, it would have a major impact to the organization. The company therefore adopted the quality management principles as follows (103-1)



The Company's top management announced the policy of VISION ZERO

Employees follow safety regulations strictly

Safety check; Control and monitor employee to follow the safety regulations

Employee awareness, focus on safety and no accidents at work



In 2018, the goal of safety management team was to reduce the accidents rate by 50% from 2017. Strict supervisions were carried out to ensure the goal would be achieved. Clear and serious penalty measures were implemented to build awareness and instill the safety mindset among employees. In addition, the Company was also committed to developing safety, occupational health and work environment by complying with the requirements of the Thai Labor Standard (TLS. 8001) to request certification in 2019. (103-2)

Operational Safety and Occupational Health

ON SITE	ENVIRONMENTAL	MEDICAL CHECKUP
<p>Communicate with employees about safety issues on site and walk around to check, monitor and supervise the implementation of the safety rules continuously to create a sustainable safety</p>	<p>Perform environmental safety checks annually to control noise, light, heat and dust chemicals that may occur to employees. Identify and propose solutions in case of any increasing risks</p>	<p>Health checks for employees based on risks to monitor their health conditions. If any abnormalities detected, the re-examination will be performed and the case will be handled according to the doctor's advice.</p>

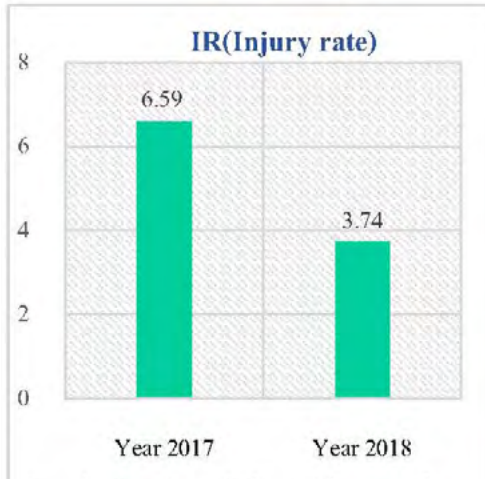
Since the Company's main business is the production of eyeglass lenses, most of raw materials are chemicals, which may have the risk of causing allergies when contacting the skin of the employee. The Company therefore commits to find solutions to mitigate such risk. Staff in production line received more control to strictly wear personal protective equipment (PPE). More safety and personal hygiene educations given through the intercom broadcast system to increase the awareness and preventive measures. When comparing to 2017, the statistic in 2018 showed more than 55.56% decrease of chemical allergies. The highest risk area of chemical allergies was the Injection (Fill) unit, production team 1, and incurred more to female workers. (403-3)



Statistics of Accidents and Diseases of Work

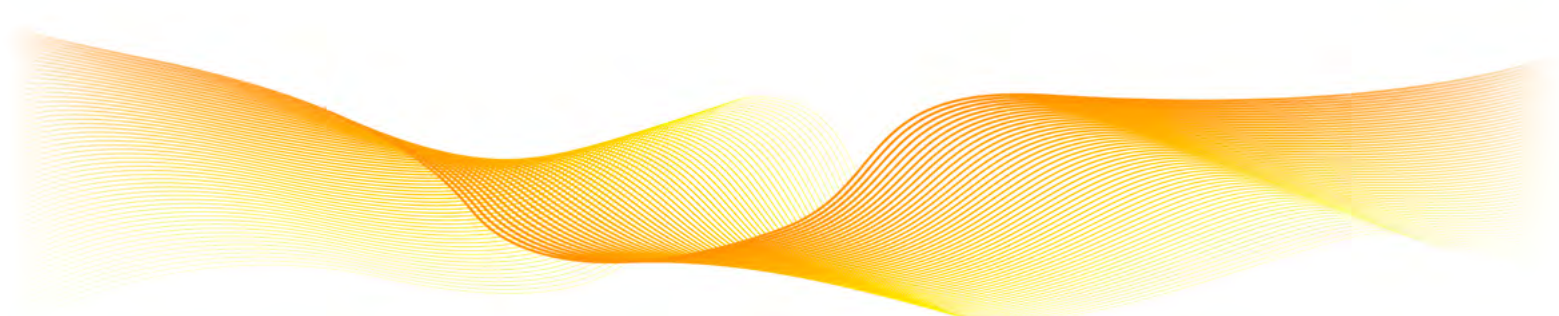


Remark : Statistics of Accidents and Diseases from Work (Chemical Allergies) from January - October 2018



Remark: Calculation of Injury Rate (IR) based on ANSI formula

Resulting from the Company's campaign to reduce accidents at work and to have more strictly safety control, the Injury Rate in 2018 decreased from 2017 by 2.85 incidents per million working hours. And the accidents rate in 2018 decreased by 55.56% compared to 2017. When classified by area, it was found that most of the incidents incurred in Production 1 area and more with male workers. When there was an accident incurred, the Company arranged an investigation to identify root causes and come up with actions and communications within the organization to prevent recurrence. (103-3)



Safety Committee

The Company has established the Safety Committee by encouraging employees from all departments to participate by electing their representative to take part in the Company's safety management. In particular, all 1,029 staff or 100% of staff working in Thai Optical Group Public Company Limited (Bang Bua Thong), had roles and authorities in the safety operations. When witnessing actions and unsafe situations within the Company, the issues were raised in the monthly meeting. In addition, safety patrols were conducted to identify the area with safety risk and preventive measurements were proposed to ensure safe working environment. (403-1)

The Safety Committee held its meetings once a month. All members participated in expressing opinions on safety issues, recommending risk areas and taking responsibilities to handle issues in their responsible work units to improve the safe work environment and to reinforce work procedures among employees in their team. (403-1)



Preparing for emergencies that may occur, including the case of chemical spills, gas leaks, floods and fire, the Company has set up an emergency team to be responsible for handling and responding to all emergencies. The Company has developed knowledge and skills for this emergency team by providing the advanced firefighting training course, the chemical spill training course, at least once a year. The refreshing training programs were also provided within the Company on regular basis. The emergency team was responsible to join the fire evacuation drill 2 times a year, chemical spill drill and flood drill once a year, to ensure that the team will be capable to perform their functions at their full capacity.



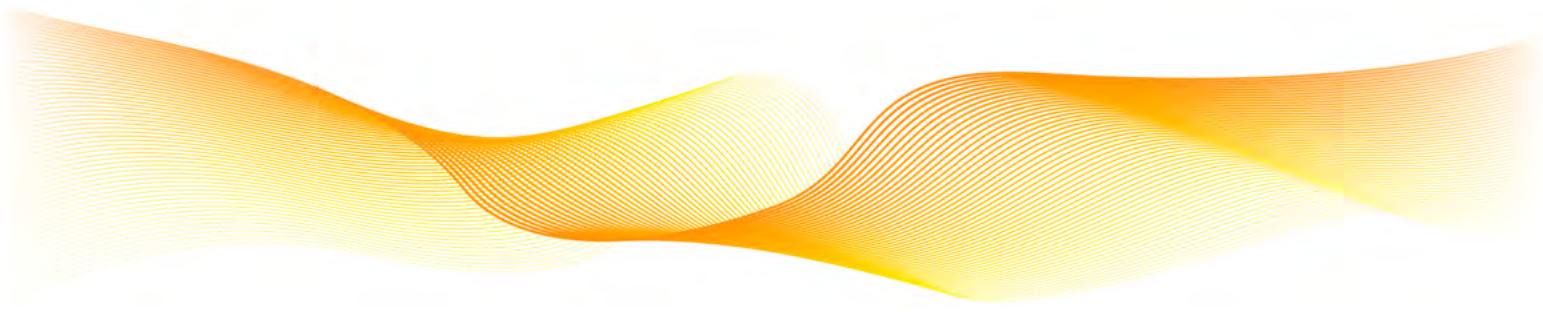
For the operation of safety, occupational health and working environment in 2019, the Company shall continue its VISION ZERO policy and find solutions to continuously reduce lost work hours due to accidents and chemical allergies, to raise safety awareness and to create a safe organization's values in all people in the organization.

Child friendly business practices



The Company respects and give priorities to children’s rights as children are more vulnerable than adults in various areas. Apart from its effort to develop new product initiatives with regards to child safety, the Company also views that proper child development is important for conducting business in the future and to build a sustainable society. In 2018, the company has refined its operations based on 40 percent of total core principles of the children’s rights and business practices as follows.

Principle	Business Practices
Principle # 2 Contribute to the elimination of child labor, including in all business activities and business relationships	<ol style="list-style-type: none"> 1. Do not support suppliers and contractors that have employees with age under 15 years old; and in case they hire employees with age under 18 years old, they must have legally registered to employ child labor.
Principle # 3 Provide decent work for young worker, parents and caregivers	<ol style="list-style-type: none"> 1. Change the practice of allowance payment to student interns from onetime payment when internship period ended to monthly payment. 2. In case that student interns are studying in commercial schools with age under 18 years old, the Company must report and register for legally employing child labor. 3. No complaint about child’s right violation reported.
Principle # Ensure that products and services are safe, and seek to support children’s rights through them	<ol style="list-style-type: none"> 1. Co-operate with supplier to support the production of optical lens product for children 2. Provide education program about eye care for children
Principle # 9 Help protect children affected by emergencies and natural disasters	<ol style="list-style-type: none"> 1. Provide knowledge about how to handle emergency situations in schools to students in the communities around the factory.





ENERGY MANAGEMENT

The Company’s business operation needed to depend primarily on the usage of electricity in its production line. Each year it has faced with the volatility of energy prices and the risk of climate changes due to the global warming. The Company is therefore committed to optimize the usage of available energy for maximum benefits by adopting new machinery technologies, procuring renewable energy and quality controlling to support the expansion of production. The Company’s goal is to increase energy efficiency and reduce greenhouse gas emissions. (103-1,103-2,103-3)

Our Approach to Energy Management

- Establish the Energy Committee to be responsible for supervising and implementing all energy measures to be in line and proper with the Company’s Sustainable Energy Management policy and closely monitoring the implementation results to ensure the effectiveness of each measure based on Energy Management Cycle.
- Increase the efficiencies of energy usage; improve the quality of equipment and seek for renewable energy.



OBJECTIVE

Reduce energy consumption per unit of production from 2.81 MJ / Lens 1 pcs. product
To 2.75 MJ / Lens 1 pcs. product

Energy Management Cycle



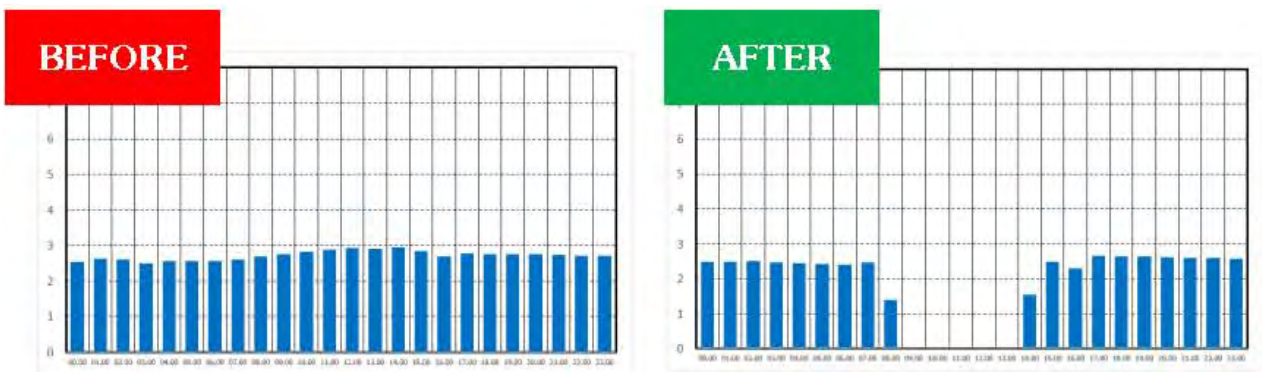
Our performance (302-4)

The Company continued to monitor and track the implementation of energy projects and measures to procure machineries and equipment with highly efficient technologies and to seek for new approach of quality management to support the expansion of its production. For instance, the usage of motion sensor to throttle lighting switches for office area and the usage of controller system to control the shut-off of the cooling system of the furnace.



The polymerization oven required cooling system to control accurate the temperature in the beginning period of curing process because of manual system the cooling needed to be switched on all the time, even when curing process has done which causing huge energy waste. To reduce the energy and Co2 Emission, The Company start to upgrade the cooling system to switch on / off related the set temperature.

Comparison of daily energy consumption “before” and “after” the installation of controller system

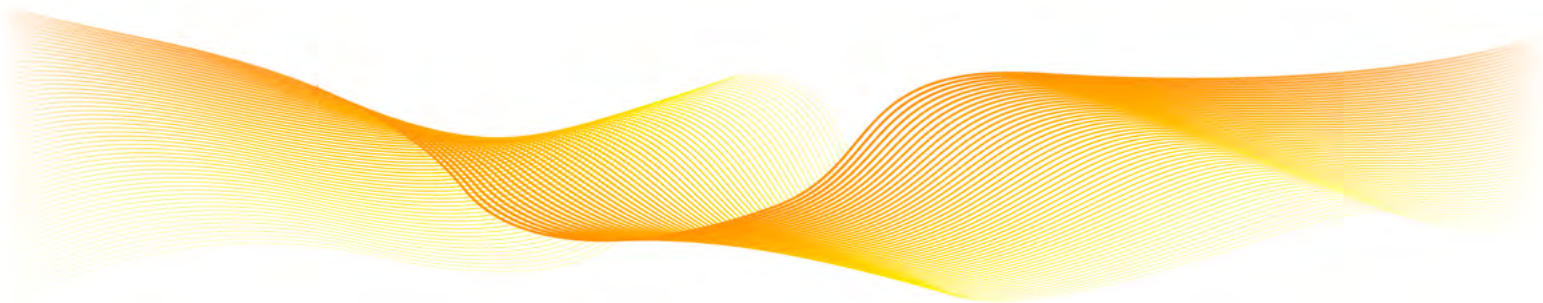


Resduce the electricity consumption by 142,527.60 megajoule per
 Equivalent to 22.21 tons of carbon dioxide emissions per year

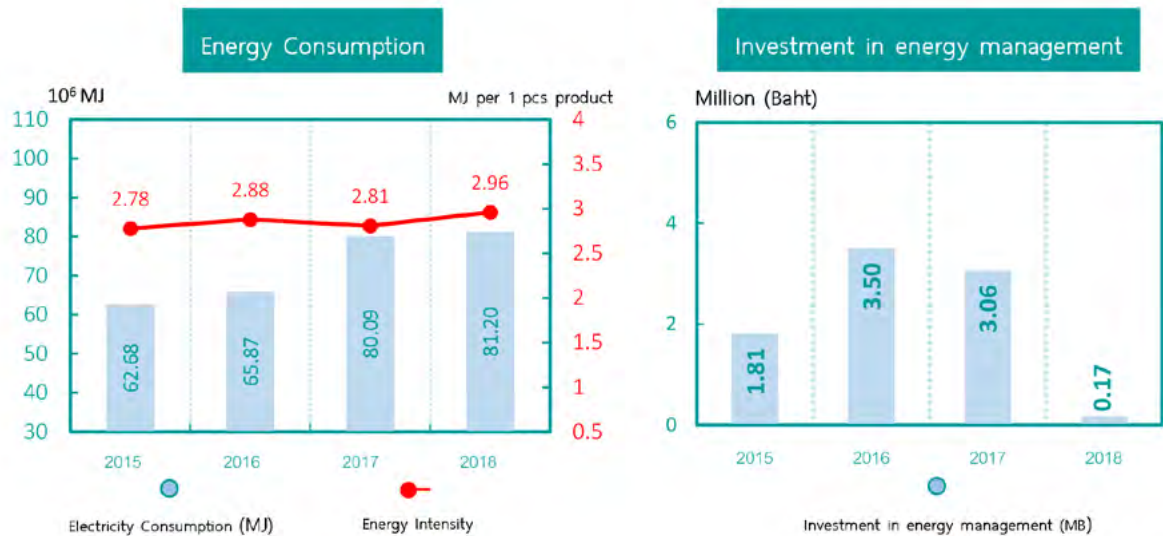
Focused on building energy awareness among employees

The Company values its employees because they are the key drivers to bring success to its energy management.

- Cultivated energy consciousness among employees by organizing promotional activities continuously
- Organized the contests of VDO Clip and Inventions about energy conservation to encourage employees to participate and realize the importance of energy conservation
- With the supports from the Energy Office of Nonthaburi Province and the Natural Resources and Environment Office, Nonthaburi Province, the Company has disseminated the brochures to cultivate consciousness in energy and environmental conservation among its employees in the Company’s Sustainability Exhibition arranged at the Company’s activity area.
- Post (it) Energy activities: ‘Paste to Change’ Employees were invited to present their ideas on how to save energy within the company. Over 200 participants joined the activity by pasting the Post-it notes with their energy saving ideas on them.



Statistics on Energy Consumption (302-1, 302-3)



In 2018, it was found that the amount of energy use in the company has increased due to internal restructuring. New production lines were added to increase production capacity to support future sales growth and to meet the increasing customer needs.

Remark :

- Calculation based on the Company's Effectiveness Index
- Calculation of Electricity Consumption was referred to the Department of Alternative Energy Development and Efficiency's Conversion Factors
 $Electricity\ Consumption = Total\ Electricity\ used\ (kWh) \times 3.6\ Megajoule$
- For 2018, the data included actual information from Jan-Oct and forecasted from Nov-Dec.
- Energy Intensity Indicator per production unit was calculated based on electricity used in the Company but not included Diesel fuel used with the generators.





ENVIRONMENTAL MANAGEMENT



The company is aware of its responsibilities when operating business which rely on the environment and natural resources. Therefore, it focuses in preserving the environment and using natural resources efficiently. The corporate environmental policies and practices have been established for all employees. For instance, all employees shall comply strictly with environmental laws, prevent and reduce the environmental impacts caused by the company's operation. The policy also covers the energy saving measures and the application of technologies in the product development and production process, which shall continuously reduce the negative impacts to the environment. The environmental management system according to ISO 14001: 2015 has been fully adopted. (103-1, 103-2, 103-3)

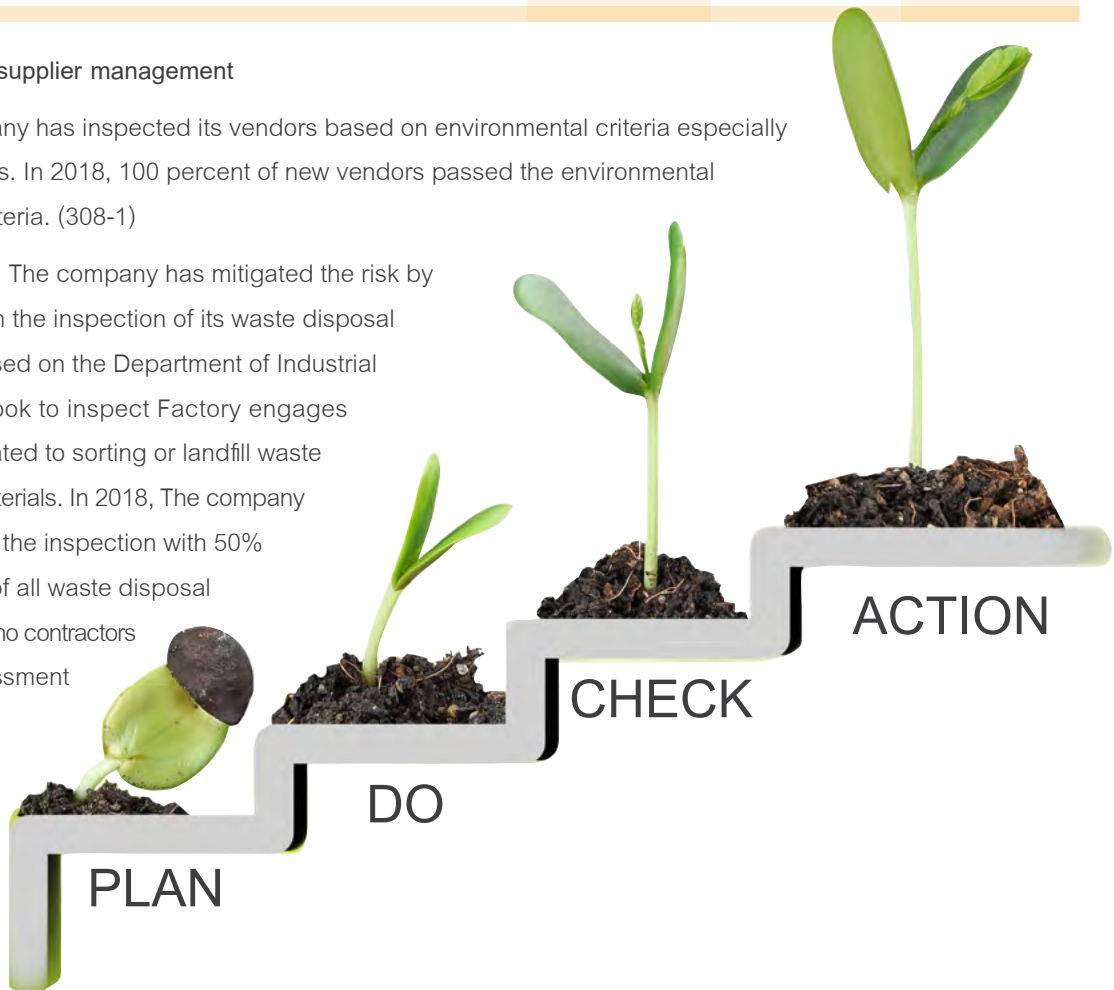
Violation of Environmental Laws (307-1)

Requires Data	2016	2017	2018
No Complaints	0	0	0
Total amount of fines	0	0	0

Environmental supplier management

The company has inspected its vendors based on environmental criteria especially its new vendors. In 2018, 100 percent of new vendors passed the environmental assessment criteria. (308-1)

In addition, The company has mitigated the risk by emphasizing on the inspection of its waste disposal contractors based on the Department of Industrial Works' Handbook to inspect Factory engages in business related to sorting or landfill waste or unusable materials. In 2018, The company has conducted the inspection with 50% sampling size of all waste disposal contractors and no contractors failed the assessment (0%)

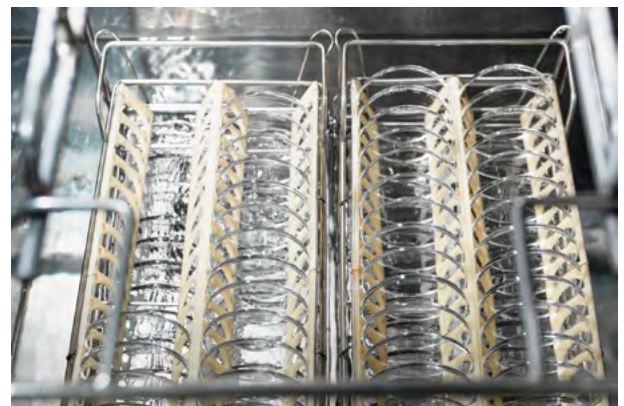


WATER MANAGEMENT



WHY IS IT IMPORTANT?

Fresh water supply from natural resources in Thailand is limited. The lack of clean fresh water is a global concern. Geographically, the company was located in the Chao Phraya river, Nonthaburi province, where the population and industrial factories are increasingly crowded. Presently, the quality of the Chao Phraya River has been deteriorated due to economic growth, community expansion and the discharge of waste water into the river. (103-1)



Water resources are an important resource that makes the company's production process complete. The process that use the most water supply is mould cleaning process which needed to use clean water to wash away dirt from the mould. (103-1)



ACTION PLAN 2019

HOW TO MANAGE

At present, the company adopted the policy of sustainable water management based on the principle of recycling and reusing the waste water, striving to the goal of zero wastewater discharge

The company has improved the process used for water recycling to be more effective by following 3R concept.



Implementation (103-2)

The final sedimentation is clean in order to increase the efficiency of sedimentation and reduce energy consumption from the flushing of sand filter tanks. The turbidity was reduced approximately 20 percent

Installing sprinklers around the factory's green zone with the plan to increase the area of green zone in 2019 and to install meters to monitor the reused water.



JAN-DEC
2018

Recycle

Recycling by Ultrafiltration (UF) and Reverse Osmosis (RO)

JUN-DEC
2018

Reuse

Use the waste water for cleaning water gutters and for grass watering in the Company's green zone

2019

Reduce

Coordinate with the Center of Excellence on Petrochemical and Materials Technology (Petromat) for a project to create water balance and improve production process



Water management and objective target for recycling wastewater of the company (103-3)

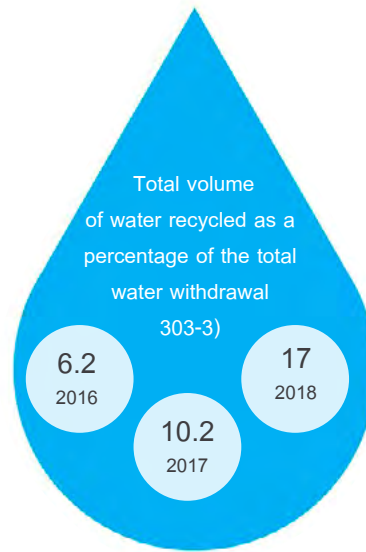
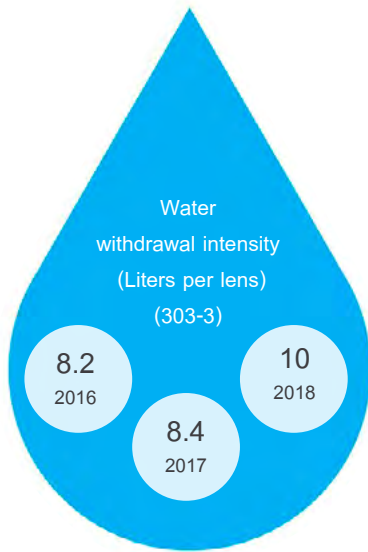
2018	Objective Target (Cubic meter / Day)	Average Amount to Recycling (Cubic meter / Day)
JAN - APR	125	145
JUL - DEC	250	250

Remark : The operational goal is set to be 2 goals, as during the period of July Dec 2018, the UF system has been improved.

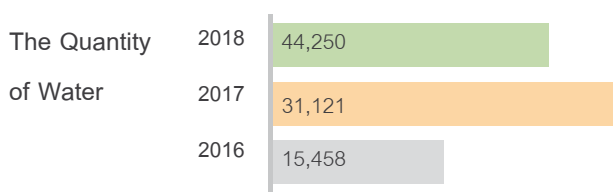
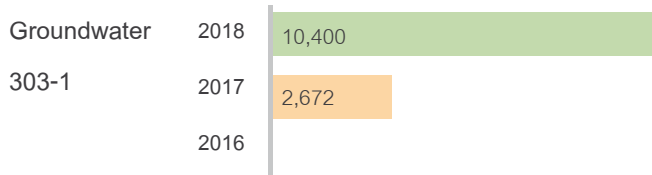
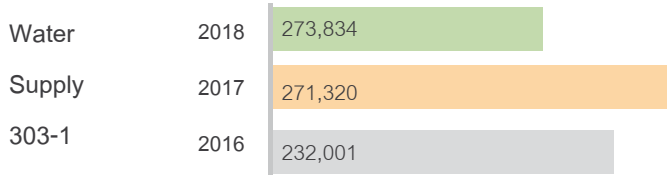
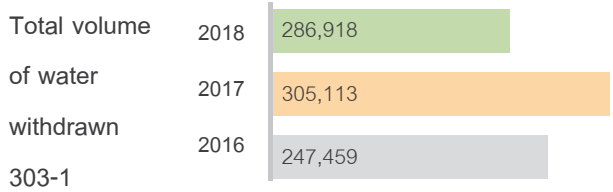
EVALUATION

Performance evaluation by installing a **water meter** for measuring the amount of water that is recyclable





WATER MANAGEMENT (CUBIC METER)



WASTE MANAGEMENT

Presently the natural resources are limited. The Company recognizes the importance of managing industrial waste by focusing on 3Rs principles which are in line with the environmental policy to use resources efficiently and reduce the environmental impact. (103-1)



From the company's activities, it was found that the production process (103-1) caused the largest amount of waste and unused materials, such as lens reject, residual solvents, contaminated materials, etc. Waste management, the company divided its waste into 4 categories: hazardous waste, non-hazardous waste, general waste and recyclable waste. The company also has a policy to reduce waste landfill by reusing and recycling its waste for industrial benefits with the goal to achieve zero waste to landfill in 2020 (103-2)



Reduction of Landfill Waste in Optical Lens Industry Phase I (103-2)



Initiated the Waste Reduction and Reuse Project in coordination with the Center of Excellence on Petrochemical and Materials Technology and the Center of Excellence on Hazardous Substance Management, Chulalongkorn University



Target:
Reuse over 75%
of total waste disposal (103-3)

2018
PERFORMANCE

74%

ZERO WASTE

TO

LANDFILL



WASTE MANAGEMENT

(306-2)

Required data (kilogram)	2016	2017	2018
Total waste from the manufacturing process	610,963	601,805	627,372

Required data (kilogram)	2016	2017	2018
Hazardous waste	152,486	192,803	182,333
Reuse	34,980	34,180	38,878
Recycling	6,980	10,708	11,480
Recovery	40,775	49,205	45,940
Incineration	69,630	89,470	76,750
Secured Landfill	120	9,240	7,285



Required data (kilogram)	2016	2017	2018
Non-Hazardous waste	458,477	409,002	322,819
Reuse	-	-	-
Recycling	161,574	169,008	117,148
Recovery	106,210	143,940	106,480
Incineration	21,900	11,930	29,300
Sanitary Landfill	168,793	84,124	69,261

Remark:

1. Waste disposal done by waste disposal contractors licensed by Department of Industrial Works (sk.2)
2. Weight of industrial waste and unused materials based on data reported by the waste disposal contractors

CLIMATE CHANGE AND EMISSIONS



Today, climate change issues became more and more significant around the globe due to its impacts on global warming and other related natural disasters. According to the 21st session of Conference of the Parties (COP 21) of the United Nations Framework Convention on Climate Change, a global agreement was concluded on the goal of limiting global warming to ‘well below 2 Celsius’ compared to pre-industrial levels. (103-1)

Level of pollutant concentrations before emissions (305-7)

Key Indicators	(Kilogram per year)		
	2016	2017	2018
Volatile Organic (VOCs) Compounds (VOCs)	6,713.1	6,178.1	1,914.6
Particulate matter (PM)	187.4	161.4	193.1
Sulfuric acid	6.8	2.1	4.4

Remarks :

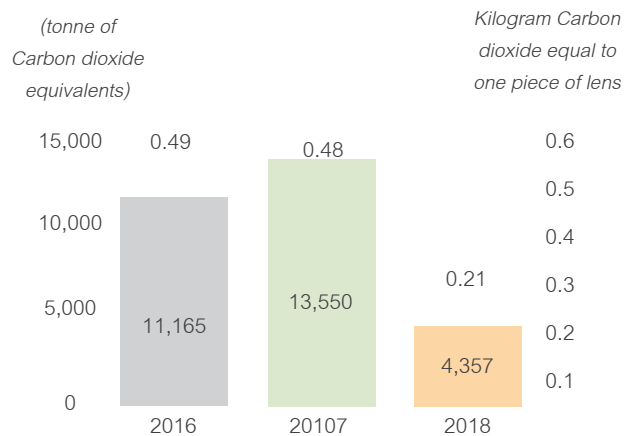
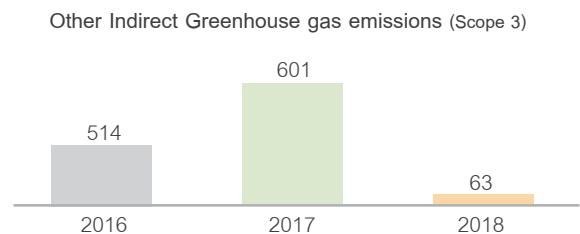
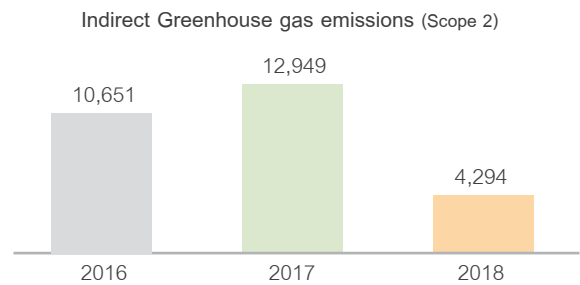
- 1 Concentration of chemical samples collected at dry atmosphere with pressure 760 mmHg and temperature 25 °C according to the Standard described in the Ministry of Industry’s Notification B.E.2549, The Emission Standard for a Factory.
2. GHG Emission calculation based on Emission Factor set by Thailand’s Greenhouse Gas Management Organization (Public Organization)

With the production processes which emitted both direct and indirect greenhouse gas to the atmosphere, the company focuses on reducing the impact of greenhouse gas emissions incurred from the use of indirect resources such as reducing electricity consumption (referring to details on page 43) and the reduction of industrial waste to landfill (referring to details on page 53 (103-2,103-3))

In addition, for the release of air pollution, the Company has controlled and reduced the impacts by installing highly efficient air treatment systems such as Wet scrubber, Activated carbon and Dust collector to control the air quality before being released to the atmosphere to ensure the least environmental impact. Most of the Company pollutants come from chemical and acid vapors.

(305-1, 305-2, 305-3)
Greenhouse gas emissions

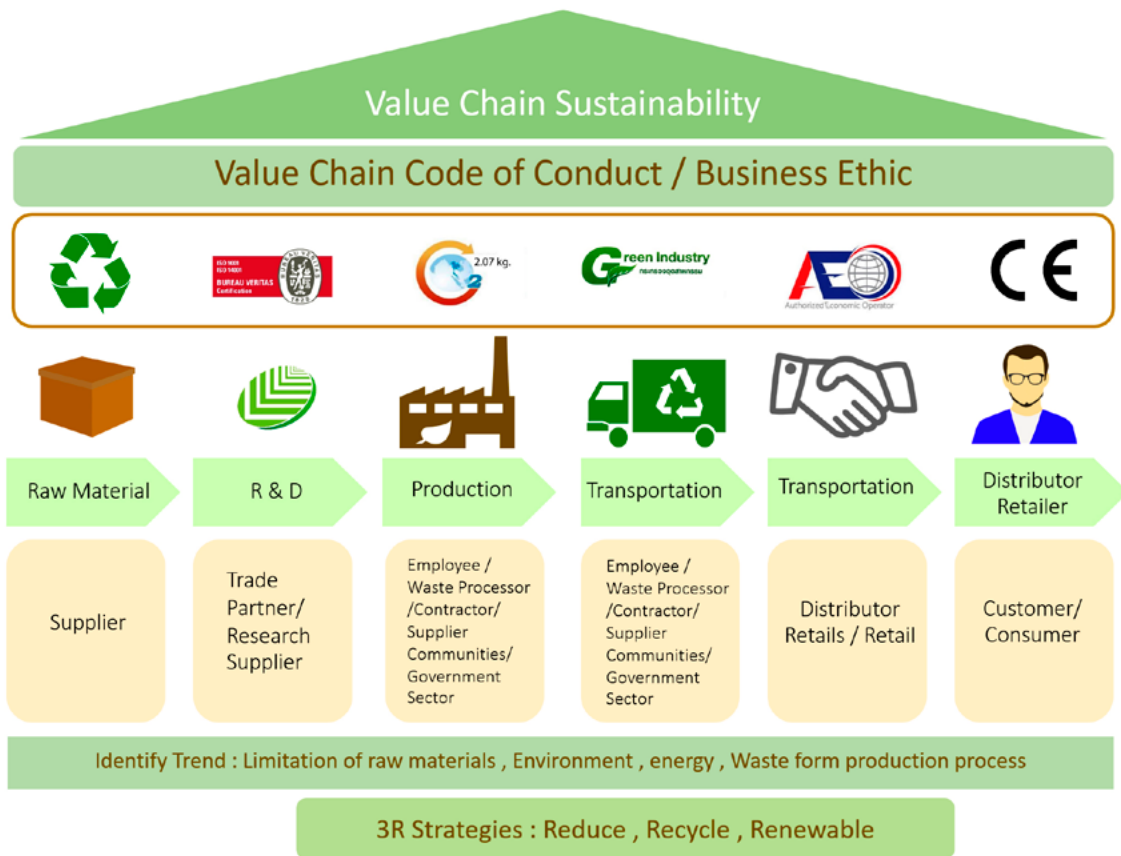
(tonne of Carbon dioxide equivalents)

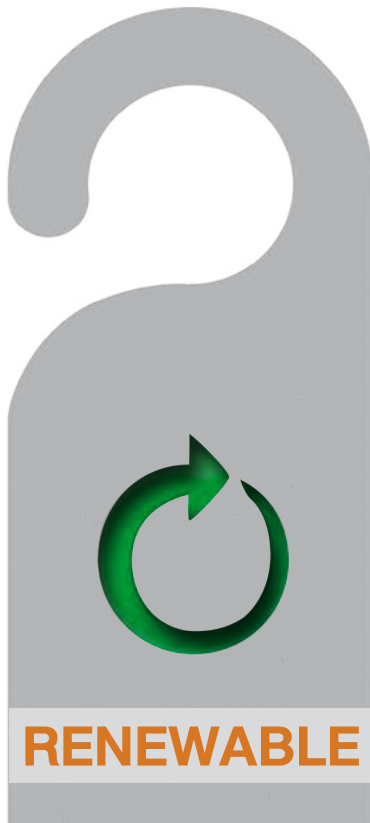




VALUE CHAIN MANAGEMENT

(102-15) The Company has made assessment for risk management and analysis systemically by covering through the value chain process. The Company has brought the key issues which may impact on stakeholders and the Company such as limitation of raw materials, environment, energy, and waste from production process and so on to make the strategic management plan. The Company has used 3R strategy such as Reduce, Recycle and Renewable as the process to reduce the impact together with building value in each process from upstream to downstream in the view of economics, society and environment to create sustainability in order to benefit all stakeholders. (102-9)





Reduce : Change Lens Design Project for the 3rd consecutive year : The Company has developed the lens design, changing from round shape to be slightly oval to reduce chemical waste that causes pollution to the environment



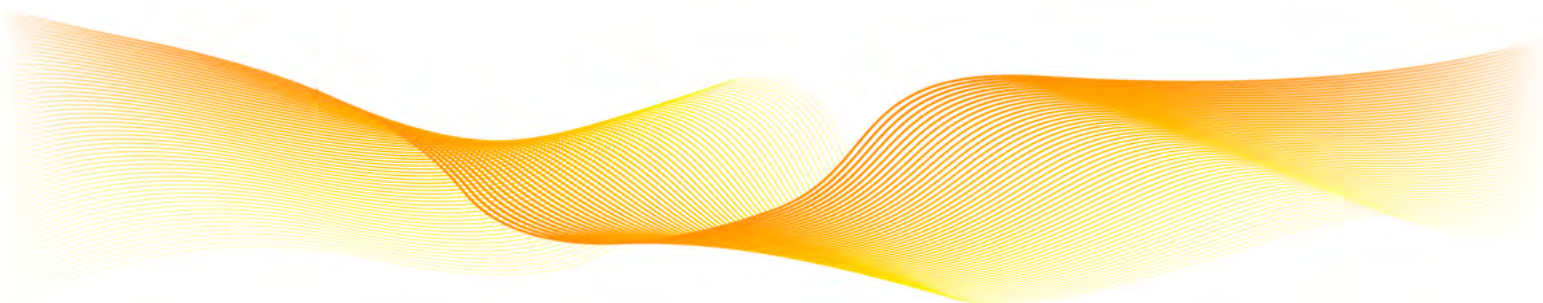
22%

Reduction of raw materials

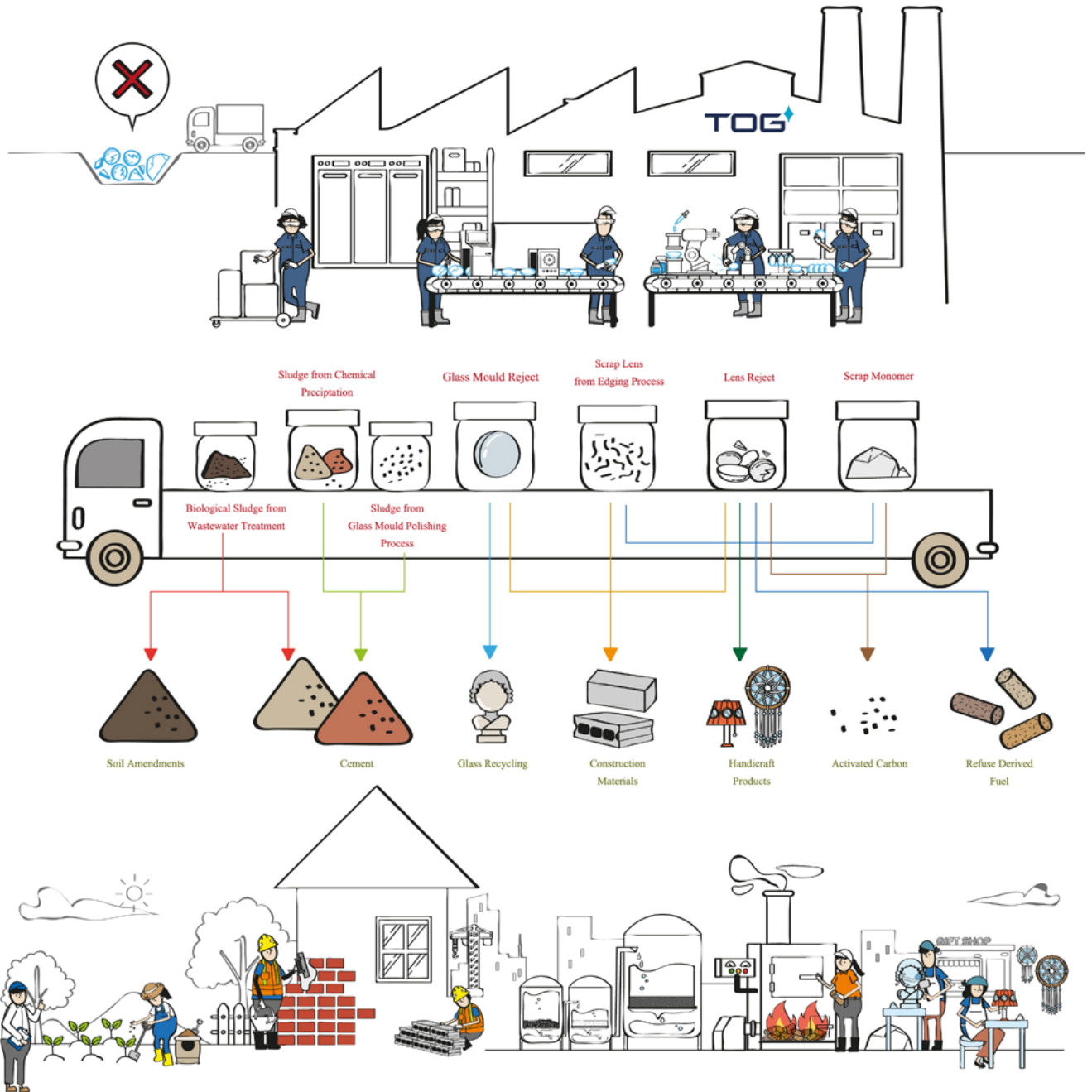


Renewable : The Company chose to use natural raw materials which helped reduce the amount of CO₂ emissions, which caused the greenhouse effects, up to 326 kilograms per 100 kg lens production process. Currently, products under the brand name “LeafEco”, a biological lens that has refractive index 1.74 has been developed into a new product, namely **1.74 LeafEco Bluloc**, the biological lenses to protect the eyes from high-energy light waves and blue light. This product has been launched and sold in 2018 in the United States market and other regions around the world.

Reduce & Recycle : Waste Reduction and Recycle in Optical Lens Manufacturer Project Is a collaboration project between Thai Optical Group Public Company Limited and 3 research units of Chulalongkorn University, namely the Center for Excellence on Hazardous Substance and Waste Management, the Center of Excellence on Petrochemical and Materials Technology and the Petroleum and Petrochemical College with the aim to develop the optical glasses manufacturing industry to become an activity with Zero Waste.



Waste Reduction and Recycling Process in Optical Glasses Manufacturing Industry



Recycled Of Landfilled Waste



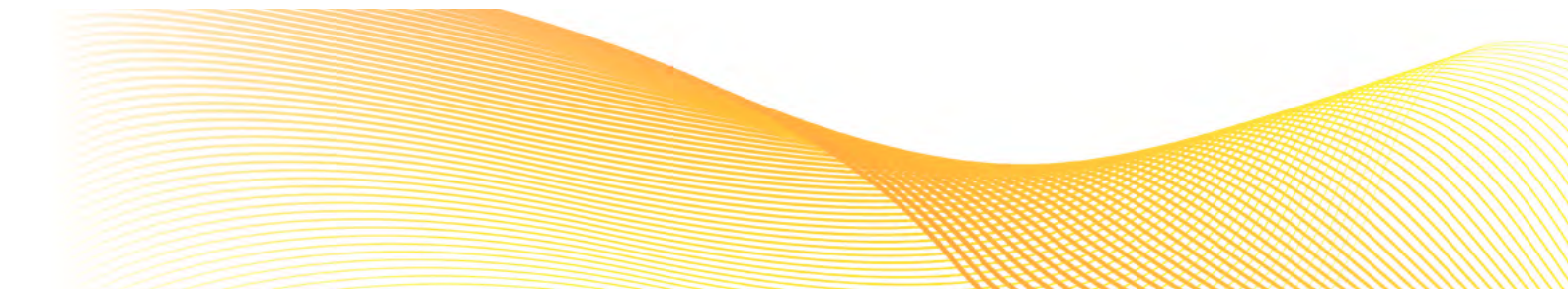
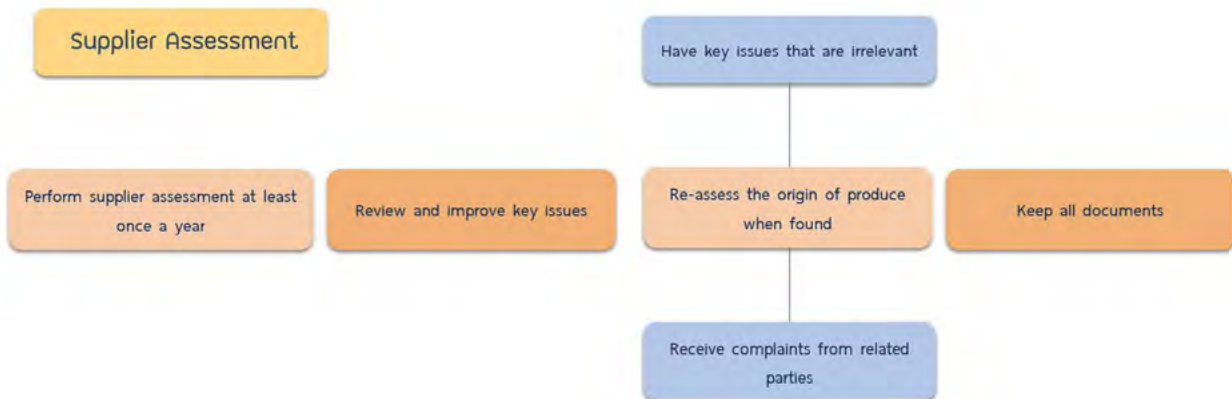
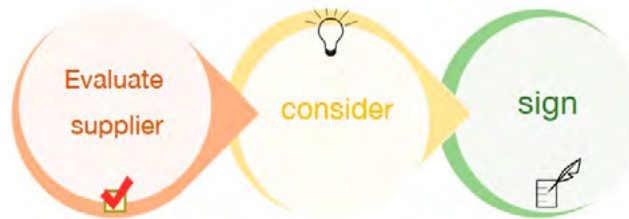
SUSTAINABLE

SUPPLY CHAIN MANAGEMENT 414



103 -1 Supply chain management from upstream to downstream, from manufacturing to after sale services, is the Company's focus since it will lead to sustainable business. More importantly, the Company's customers began to focus on managing sustainability in all economic, social and environmental aspects. Therefore, the Company put more efforts in the selection process for suppliers who have potential to conduct business with social and environmental responsibility. With the selection criteria that based on the framework of Thai Labor Standard 8001 and ISO 14000 environmental standard, the Company shall perform its supplier assessment once a year. Besides, all new and existing local suppliers must sign a commitment to social responsibility especially in labor aspect. For outsourced employees who considered as a part of its business operation. (103-2)

Selection of suppliers



The Company also focuses on their safety and work environment. They are required to attend the training session on Thai labor standards, environment and safety before starting their work. In the area The Company has opened a channel for complaints (suggestion box) for all stakeholders to file their complaints about unfair treatment of workers and human rights violations. 103-2

In 2018 (414-1) (103-3), the original and new suppliers were evaluated on the criteria of labor and Participated in the commitment to social responsibility in labor, 75% of all suppliers and (414-2) passed the criteria. The company set the goal to reach 100% in 2019

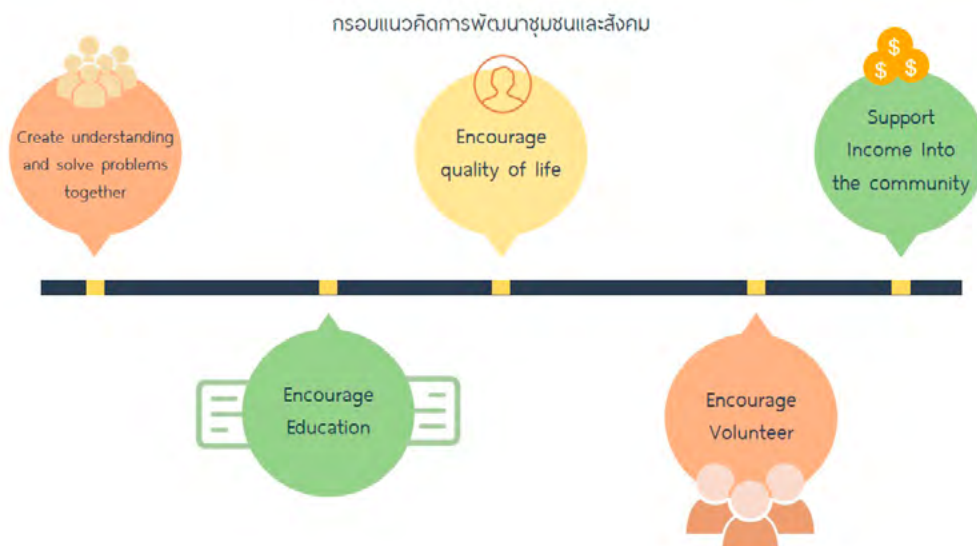
In the year 2018, there were no complaints about unfair treatment of workers and human rights violations

Violation of commitment to social responsibility in labor (419-1)

Key Indicator	2016	2017	2018
No Complaints	0	0	0
Total amount of fines	0	0	0

Participation in developing quality of life and community environment (413)

(103 -1) In addition to the main vision that focuses on Innovation development to create value for the society continuously, the Company has set priorities to conduct its business with ethics, preventing and correcting the impact on the environment or surrounding communities, and supporting all activities to strengthen the society and enhance unity. Thus, the Company has defined the following community development framework.





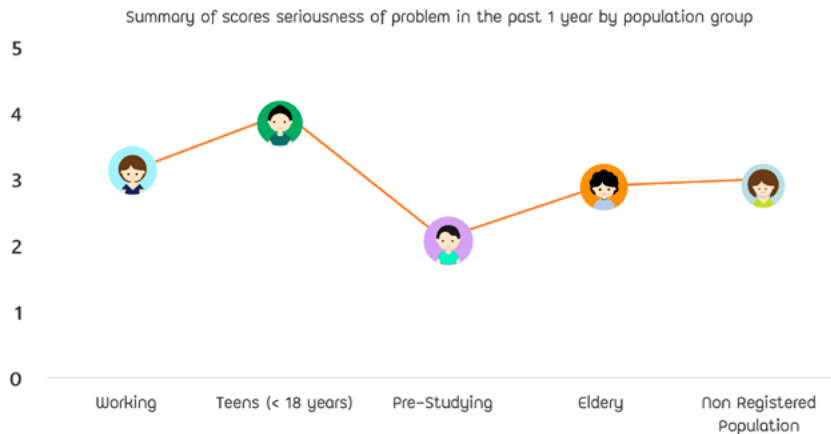
In order to build a strong foundation for the community, the company has promoted employment of local people and procurement with local partners to support economic growth in the community. Most of the employees, 45 percent, are local people. On the other hand, there are number of employees who have relocated to live in nearby community, resulting in the increasing population which may affect environmental problems such as household waste and increased epidemics. To create a better understanding and to prevent subsequent problems, in 2018, the Company has arranged to meet community leaders and representatives from local organizations by considering the nearby communities within a radius of 5 kilometers. The objective was to discuss and jointly seek for solutions of community problems impacted from the Company’s operation. Area of discussion was based on corporate governance aspects, namely human rights, labor, environment and participation in community development. (Refer to the operating guidelines and guided questions from CSR - DIW). The Company has analyzed the impacts and defined remedial measures as follows.

1. Top 3 most serious problems in the village / community in the past 1 year

No	Serious community problems in the past 1 year
1	Household waste
2	Epidemics i.e Dengue
3	Drug



2. Summary of scores of seriousness of problems in the past 1 year by population group



Summary of Issues which affected the survey communities

Main topic	Expectations on the Company to take actions	Impacts (413-1)		Actions taken/ Outcomes (413-2)
		To the Company	To the Communities	
<p>5.1 Corporate governance :</p> <ul style="list-style-type: none"> • Management transparency • Proper utilization of human resources/budget/raw materials • Two-way communication with stakeholders • Regular monitoring of the Company’s operation 	<ul style="list-style-type: none"> • Disclosing more information; better management; more open to the communities • In addition to the current practice of management meeting with community leaders and Open house activity at the factory, an informal meeting session between management, community leaders and people in communities should be arranged at least once a year. 	<ul style="list-style-type: none"> • Gain more trust from the communities 	<ul style="list-style-type: none"> • Reduce concerns among people in the communities 	<ul style="list-style-type: none"> • On-site visit with the community leaders
<p>5.2 Human rights :</p> <ul style="list-style-type: none"> • Human rights awareness • Have a plan to handle the incidents with the risk of human rights violation • Accept and respecting the rights of any stakeholders that may be affected by the organization 	<ul style="list-style-type: none"> • Additional emergency plans or warning signals in case of emergencies to alert the communities 	<ul style="list-style-type: none"> • Prevent or mitigate damages to life and property or safety impacts both internally and externally. 	<ul style="list-style-type: none"> • Prevent or mitigate damages to life and property or safety impacts which may cause by the organization. 	<ul style="list-style-type: none"> • Revise emergency plans, adding communication process with community leaders in case of chemical spills, floods or fires, etc. The revised processes have been followed in the actual emergency drill on December 4, 2018.

Main topic	Expectations on the Company to take actions	Impacts (413-1)		Actions taken/ Outcomes (413-2)
		To the Company	To the Communities	
<p>5.3 Labor treatment :</p> <ul style="list-style-type: none"> • Provide employee benefits as required by law and more, in terms of social protection, health, occupational health and work safety • Provide equal opportunities for personnel development 	<ul style="list-style-type: none"> • Provide training to educate about the dangers of drugs; and constantly monitor and investigate drug issues within the company. 	<ul style="list-style-type: none"> • Preventing drug problems within the organization 	<ul style="list-style-type: none"> • Reduce impacts that may cause the drug problems to the community 	<ul style="list-style-type: none"> • Continue to carry out the standard drug prevention programs in collaboration with local and public organizations • Sign the memorandum of understanding with the Provincial Industry Office to co-operate on surveillance and prevention of drug problems in workplace
<p>5.4 Environment :</p> <ul style="list-style-type: none"> • Effectively manage pollution caused by the production process • Utilize production resources efficiently • Consider reducing factors that cause global warming from the operations of the organization • Give priorities to ecology / natural habitats 	<ul style="list-style-type: none"> • At present, water management is at the standard level and information regarding the monitoring of water quality results have been provided to community leaders. Suggestions: The leakage of rainwater drainage rails near the company wall should be monitored. • The Company should collaborate with local authorities to enhance the reduce waste project 	<ul style="list-style-type: none"> • Gain trust from the communities • Reduce the amount of waste in the workplace • Reduce the number of breeding sources such as Aedes mosquitoes 	<ul style="list-style-type: none"> • Have more confidence in the Company • Reduce the amount of waste in the community area • Reduce the number of breeding sources 	<ul style="list-style-type: none"> • The building administration team has assigned the responsible person to check and monitor the leakage of rainwater drainage rails • Proceed to repair the drainage rail • Support the garbage bank project at Ban Lak Khon, Moo 6, Tambol La Harn • Signed a memorandum of cooperation (MOU) to support the waste separation project in the community

Main topic	Expectations on the Company to take actions	Impacts (413-1)		Actions taken/ Outcomes (413-2)
		To the Company	To the Communities	
<p>5.5 Collaboration and community development :</p> <ul style="list-style-type: none"> • Participation in various community activities, both near and far, on various topics such as education support, culture, good health • Job creation and skills development • Technology transfer • Income generation • Other social investments 	<ul style="list-style-type: none"> • Should the company together with community leaders and local organizations to solve household waste problems in the community area • The Company should maintain its current standard of co-operations with communities and local organizations 	<ul style="list-style-type: none"> • Employee's residential area will be improved as most employees are living in the same communities 	<ul style="list-style-type: none"> • Reduce the problems of household waste management in the communities 	<ul style="list-style-type: none"> • Support the garbage bank project at Ban Lak Khon, Moo 6, Tambol La Harn • Phoh Rak School Project at Charoenrat Uppatham School achieved 85% post-activity knowledge assessment score and 90% satisfaction rating from teachers and students



The company also discloses environmental information through the public relations board.

And also open channels for receiving complaints or suggestions through the complaint box, Laharn Sub-district Administration Organization and Application Line With the Sustainability Working Group as an intermediary for communication and finding solutions and development and present the Sustainability Committee to review at least once a month



The company has established the sustainability goals for the community. And society follows

2018	Objective 103-2	Operation 103-3
Community complaints	0	0
Correcting community impacts	100%	100%
Development project with Community	≥ 3	3

(Information : January - October 2561)

Generating income through community project (GRI 413-1)

In order to solve the short income among the community's members, the Company supports the local community enterprises and trade partners

Matter	Investment
Local Product Support	33,000 Baht
Social Activity Support	232,550 Baht
Procurement from local enterprise	2,400,000 Baht

Open Door to Knowledge Program :

The Company has provided opportunities for various institutions to learn the production process and get knowledge about optical lenses, namely as follows :

1. Thai Optometric School
2. Thammasat Chalermprakiat Hospital
3. Silpakorn University
4. Kingmongkut's University of Technology Thonburi
5. Chulalogkorn University etc.

Cooperative Education program :

The Company assisted to promote the quality of education for the society and create career opportunities for students to the labor market. **There are 20 students from 7 institutions and A3 Report project activities for students to present work, reduce costs and increase work efficiency.**



Matter	Investment
trainee	693,500 Baht
Scholarships for continuing education staff	415,900 Baht

Quality life project

Promote good quality of life for society. People low incomes have the opportunity to access quality products. and changing behavior in using the eyes of consumers The company Have sold special price lenses to partners such as glasses project. Along with partners in eye test and product support as well as providing knowledge on changing behavior in the use. Such as the project for the younger 25th, The Realization Project. Which Collaboration with partners in eye test And supporting products as well as providing knowledge on changing behavior in using eyes.



Disable persons promotion project

For promoting disable persons and caretakers' appropriate jobs both within and outside organization, the Company supports the innovation and work ability of disable persons project (THE CUBE) and purchased the dust collection shoes bag using in the Company.

Matter	Number of people with disabilities
Disability person will be hired	11
Hired disability person per Section 33	8
Support the service contract (THE CUBE) per section 35	3



“Rice = Help” project, 2nd Year

In order to help the rice farmers and absorb excessive amount of rice product, and slow down the rice selling procedure, the Company, as 1 in 12 pioneer organizations together with Thaipat Institute, Department of Community Development and Right Livelihood Foundation, supports this “Rice = Help” project. In the year 2017, the Company supported this project at amount of 45,000 Baht. Such rice was used to supported the Company’s activity, such as, souvenir in the Company’s sustainable activity, help to flood in Ayudhaya Province area, and meal to student program in area around the premises.




Goodness Stamp Project.







The Company encouraged employees to think about community and society by being as volunteer, drug whistleblower, corruption whistleblower, returning lost items to owners, and royal cremation ceremony.





Giving knowledge about science and Environment







Science and Environment plays an important role in education, business development, and sustainable development of the Country. The Company emphasizes on implanting the local youths to have scientific knowledge and be aware of the environmental impact starting from early childhood through the practice of psychic skills. This project focuses on practice. Students will enjoy this program with a good attitude. Assessment score after the activity 85%, Satisfaction score of teachers and students 90%













GRI Standard : Reference	Disclosure	Page Number(S)	Direct Answer	Omission	SDG linkage to Disclosure
GRI 101:Foundation 2016 General Disclosures					
GRI 102:General Disclosures 2016 Organization profile					
	102-1 Name of the organization	10	TOG		
	102-2 Activities ,brans , product , and services	10			
	102-3 Location of headquarters	9			
	102-4 Location of operations	9			
	102-5 Ownership and legal form	9			
	102-6 Market served	11			
	102-7 Scale of the organization	33-35			
	102-8 Information on employee and other workers	33-35			
	102-9 Supply chain	55			
	102-10 Significant changes to the organization and its supply chain		No Significant change		
	102-11 Precautionary Principle or approach	19			
	102-12 External initiatives	8	TMA, IOD, FTA, etc.		
	102-13 Membership of associations				
Strategy					
	102-14 Statement from senior decision-maker	2-3			
	102-15 Key impacts , risks, and opportunities	19			
Ethics and integrity					
	102-16 Values, principles, standards, and norm of behavior	25			
	102-18 Governance structure	21-22			
Stakeholder engagement					
	102-40 List of stakeholder groups	13			
	102-41 Collective bargaining agreement	30			
	102-42 Identifying and selecting stakeholders	12			
	102-43 Approach to stakeholder engagement	13			
	102-44 Key topics and concerns raised	13			
Reporting practice					
	102-45 Entities included in the consolidated financial statements		TOG, TOC Polysun and USA Inc.		
	102-46 Defining report content and topic Boundaries	16			
	102-47 List of material topic	17			
	102-48 Restatements of information		No Restatement of information		
	102-49 Changes in reporting	16			
	102-50 Reporting period	15			
	102-51 Date of most recent report	15			
	102-52 Reporting cycle	15			
	102-53 Contact point for questions	15			
	102-54 Claims of reporting in accordance with the GRI Standards	15			
	102-55 GRI content index	67-72			
	102-56 GRI External assurance		No External assurance		

GRI Standard : Reference	Disclosure	Page Number(S)	Omission	SDG linkage to Disclosure
Anti-corruption				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	23		
	103-2 The management approach and its components	24		
	103-3 Evaluation of the management approach	24		
GRI 205:Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedure	24		
Energy				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	43		
	103-2 The management approach and its components	43		
	103-3 Evaluation of the management approach	43		
GRI 302 : Energy 2016	302-1 Energy consumption within the organization	45		
	302-3 Energy intensity	45		
	302-4 Reduction of energy consumption	43-44		
Water				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	47		
	103-2 The management approach and its components	48		
	103-3 Evaluation of the management approach	49		
GRI 303 : Water and Effluents 2018	303-1 Water withdrawal by source	50		
	303-3 Water recycled and reused	50		

GRI Standard : Reference	Disclosure	Page Number(S)	Omission	SDG linkage to Disclosure
Emissions				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	54		
	103-2 The management approach and its components	54		
	103-3 Evaluation of the management approach	54		
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	54		
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	54		
Effluents and Waste				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	51		
	103-2 The management approach and its components	51-52		
	103-3 Evaluation of the management approach	52		
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	53		
Environmental Compliance				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	46		
	103-2 The management approach and its components	46		
	103-3 Evaluation of the management approach	46		
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	46		

GRI Standard : Reference	Disclosure	Page Number(S)	Omission	SDG linkage to Disclosure
Supplier Environmental Assessment				
GRI 103: Management Approach 2016				
	103-1 Explanation of the material topic and its Boundary	46		
	103-2 The management approach and its components	46		
	103-3 Evaluation of the management approach	46		
GRI 308: Supplier Environmental Assessment 2016				
	308-1 Negative e.nvironmental impacts in the supply chain and actions taken	46		
Employment				
GRI 103: Management Approach 2016				
	103-1 Explanation of the material topic and its Boundary	26		
	103-2 The management approach and its components	28		
	103-3 Evaluation of the management approach	28		
GRI 401: Employment 2016				
	401-1 New employee hires and employee turnover	33		 
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employee	32		
	401-3 Parental leave	35		 
Labor/Management Relations				
GRI 103: Management Approach 2016				
	103-1 Explanation of the material topic and its Boundary	29		
	103-2 The management approach and its components	30		
	103-3 Evaluation of the management approach	31		
GRI 402: Labor/ Management Relations 2016				
	402-1 Minimum notice periods regarding operational changes	30		

GRI Standard : Reference	Disclosure	Page Number(S)	Omission	SDG linkage to Disclosure
Occupational Health and Safety				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	38		
	103-2 The management approach and its components	38		
	103-3 Evaluation of the management approach	40		
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management-worker health and safety committees	41		
	403-3 Workers with high incidence or high risk of diseases related to their occupation	39		 
Training and Education				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	36		
	103-2 The management approach and its components	36		
	103-3 Evaluation of the management approach	37		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	37		  
	404-2 Programs for upgrading employee skills and transition assistance programs	37		
Local Communities				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	59		
	103-2 The management approach and its components	64		
	103-3 Evaluation of the management approach	64		

GRI Standard : Reference	Disclosure	Page Number(S)	Omission	SDG linkage to Disclosure
GRI 413: Local Communities 2016				
	413-1 Operations with local community engagement, impact assessments, and development programs	61-63		
	413-2 Operations with significant actual and potential negative impacts on local communities	61-63		
Supplier Social				
GRI 103: Management Approach 2016				
	103-1 Explanation of the material topic and its Boundary	58		
	103-2 The management approach and its components	58		
	103-3 Evaluation of the management approach	59		
GRI 414: Supplier Social Assessment 2016				
	414-1 New suppliers that were screened using social criteria	59		
	414-2 Negative social impacts in the supply chain and action taken	59		
Customer Privacy				
GRI 103: Management Approach 2016				
	103-1 Explanation of the material topic and its Boundary	58		
	103-2 The management approach and its components	58		
	103-3 Evaluation of the management approach	59		
GRI 419: Socioeconomic Compliance 2016				
	419-1 Non-compliance with laws and regulations in the social and economic area	59		

It's time to protect your eyes.



บริษัท ไทยออปติคอลล กรุ๊ป จำกัด (มหาชน)

15/5 หมู่ 6 ถนนบางบัวทอง-สุพรรณบุรี ตำบลศาลาหาร
อำเภอบางบัวทอง จังหวัดนนทบุรี 11110
โทร. (02) 194 1145 ถึง 1150

THAI OPTICAL GROUP PUBLIC COMPANY LIMITED

15/5 Moo 6 Bangbuathong-Suphanburi Rd., Laharn
Bangbuathong, Nonthaburi, Thailand 11110
Tel: (+66) 02 194 1145 to 1150

www.thaiopticalgroup.com

TOG
THAI OPTICAL GROUP