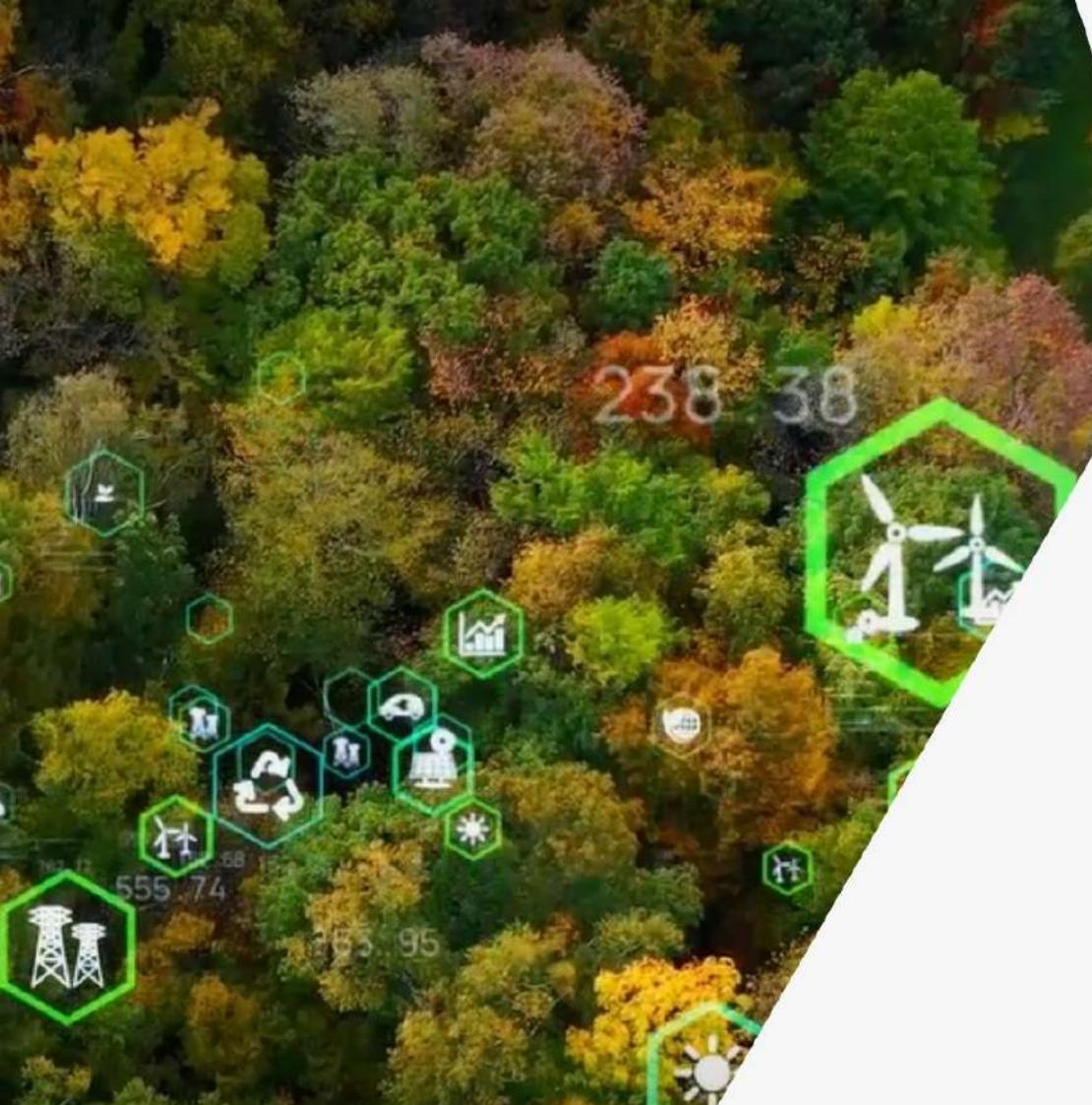




CLOVER



DRIVING BUSINESS TOWARDS SUSTAINABILITY 2021

Clover Power Public Company Limited



Driving Business towards Sustainability

Clover Power Group of company has been in business since 2013, with the registered capital of 640 million baht, and has been listed in the Stock Exchange of Thailand since 2nd September 2021 using the symbol "CV". CV's head office is located at 159 Soi Rama 9 57/1 (Wisetsuk 2), Phatthanakan, Suan Luang, Bangkok 10250.

The Company operates a comprehensive renewable energy business with 3 main businesses, namely, power producer business, fuel supply business, and valued EPC business.

This sustainable development report is covering the activites for the year 2021 period from 1 January 2021 to 31 December 2021. This reporting guideline is consistent with the standard edition of the Global Reporting Initiative (GRI), which addresses issues in a variety of dimensions as follows: the economy, environment, society, and corporate governance.

CV Vision

" To be a leading energy company that delivers value from renewable energy to global society for sustainability."

CV Mission

-  Establishing the foundation, strengthening stability, and creating sustainable business growth with good governance.
-  Promoting the use of energy crops, natural energy, clean energy, and energy conservation.
-  Nurturing human capital with the culture of intellectual development.
-  Connecting the organization with all stakeholders, society, and the environment with common values.



Sustainability Management Policy and Goal

Sustainability Policy and Practice

Goals and strategies for the Company's business operations have been consistent with the organization's sustainability management policy from the beginning in terms of business security and continual growth. The Company aims to increase the total capacity of electricity for sale to 75 megawatts by 2021 and 180 megawatts by 2023 and to invest in acquisitions in related businesses.

The Company realizes that sustainable business operations must be a balance between business security, concerning business profits and long-term growth, along with taking care of the environment, society, and good corporate governance.

The Company has operated according to the vision and strategies set under the framework of good corporate governance by adhering to the principle that the Company's business operations must not create problems for the environment and society. Conversely, the business operations of the Company and the Company Group must be operated in order to reduce social and environmental problems, including helping to reduce the world's greenhouse gas emissions, as well as going along within the community and society supportively.

Our Business



Power Producer



Fuel supply



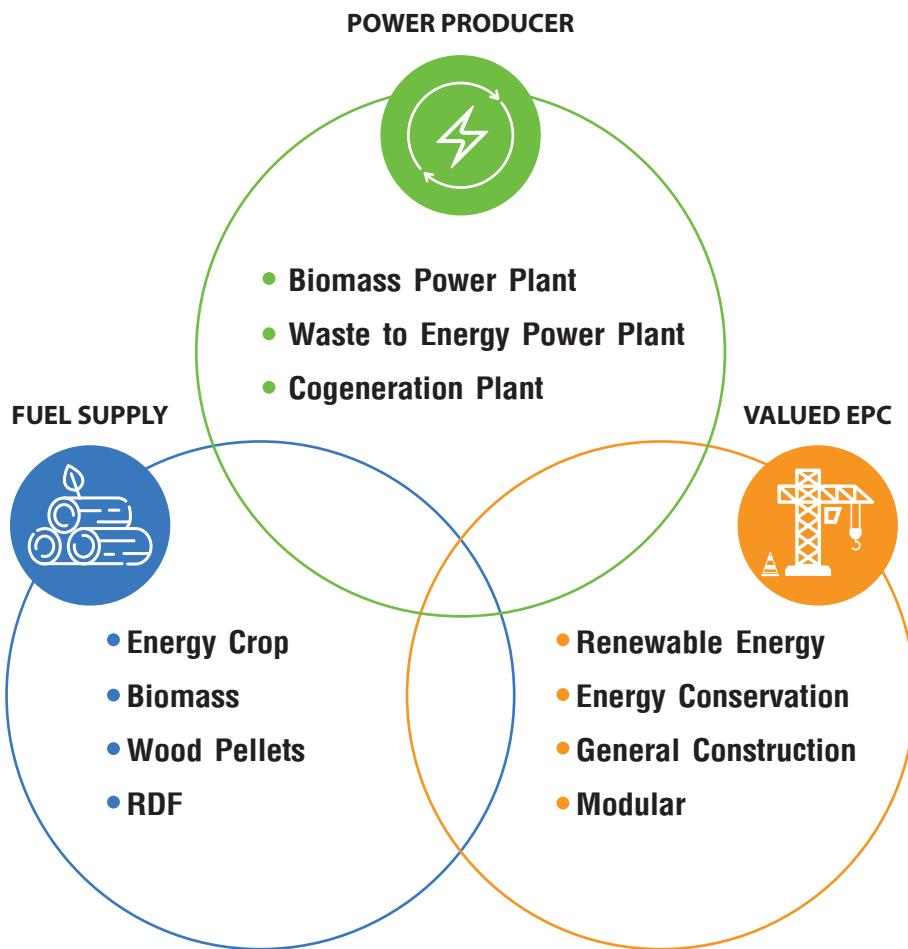
Valued EPC

- Biomass Fuel Power Plants
- Waste-to-energy Power Plants
- Thermoelectric Power Plants

- Energy Crops
- Biomass Fuel
- Biomass Pellet
- RDF Fuel

- Construction of Power Plant Projects
- Renewable Energy
- Energy Conservation Project
- General Construction Projects
- Modular System Construction Project

The Company's Main Business



CV has continuously promoted public relations to monitor and take care of the community, society, and environment in every business of the Company Group by participating for the long-term benefit of the stakeholders, communicate through various media channels and social media. Moreover, the company consider using environmental friendly technology throughout the value chain and the business of the Company Group.

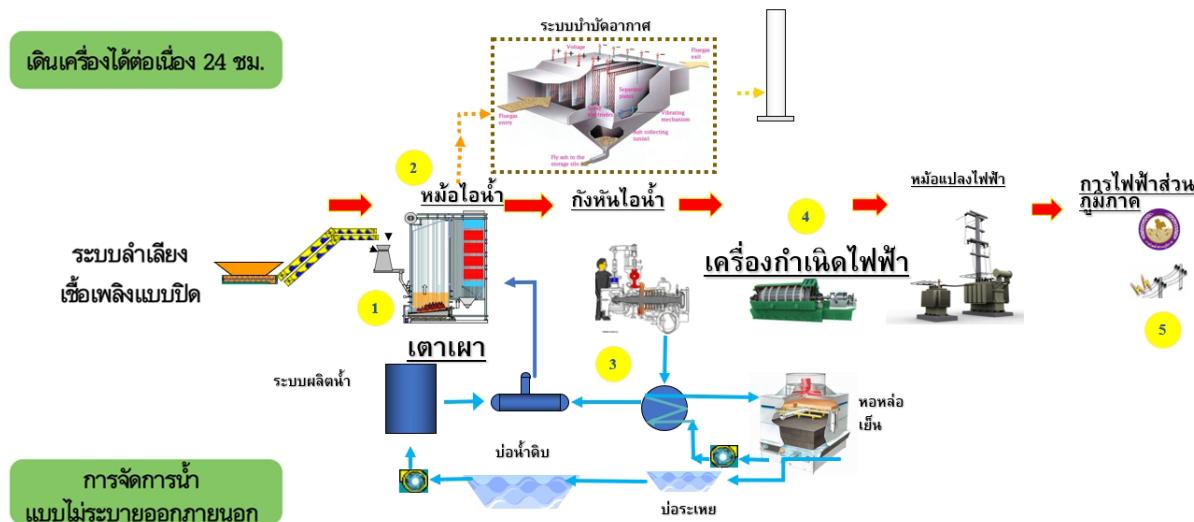
Scope of Reporting

This sustainability information report belongs to the Company Group that operates power plant projects as follows:

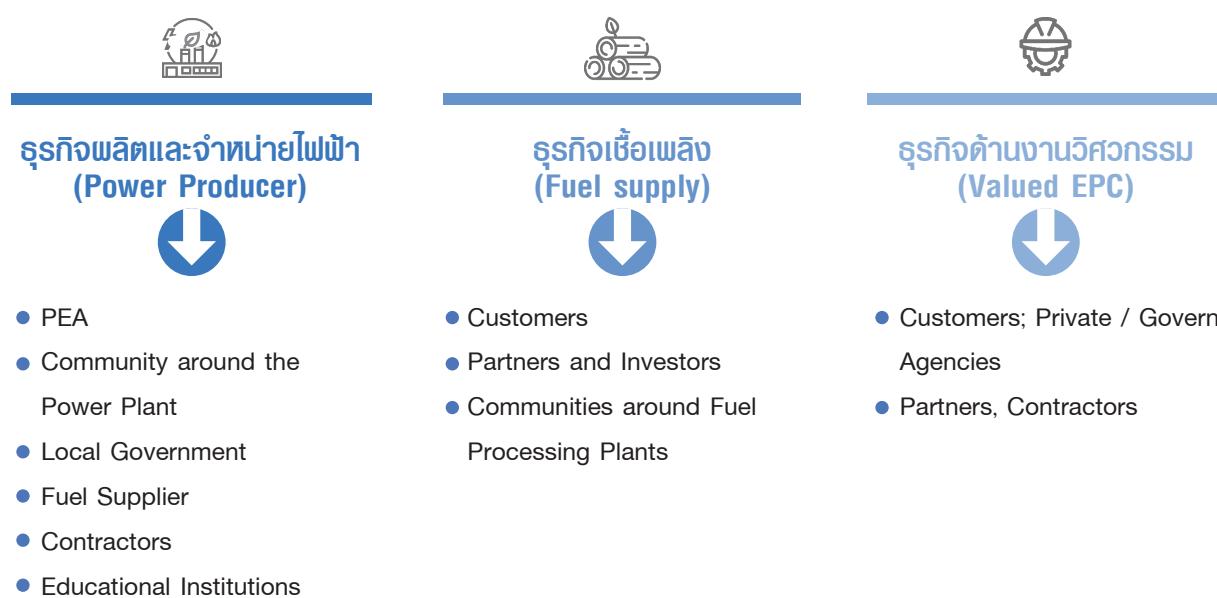
Power Plant	Project Location	Installation Capacity (Megawatts)
Clover Power Plant (CV)	Wang Chin, Phrae	9.40
Clover Phitsanulok Plant (CPL)	Phrom Phiram, Phitsanulok	4.90
Clover Phichit Power Plant (CPX)	Industrial Estates (Lower Northern Region)	2.00
	Wachirabarami, Phichit	

Remark CPX biomass power plant project in Wachirabarami, Phichit started operation of the power plant on 30 October 2020

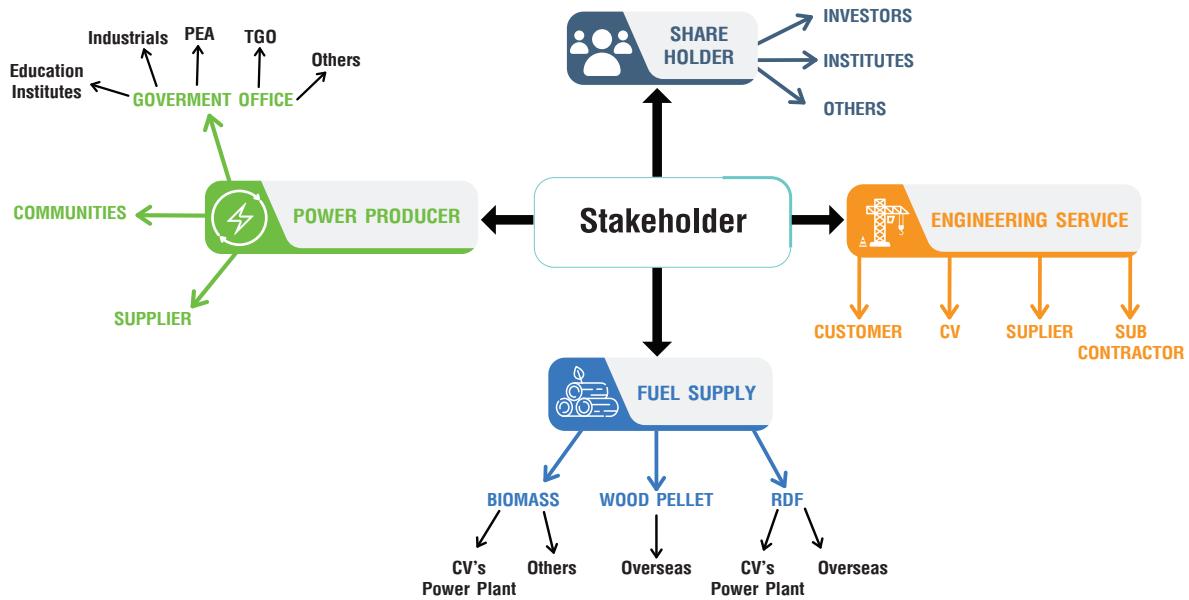
กระบวนการผลิตพลาสติกงานไฟฟ้าเชื่อมวอล



Company Stakeholders Chart



ແພນັ້ງຜູ້ມີສ່ວນໄດ້ເສີຍຂອງບຣິຕັກ



Stakeholder

Each stakeholder group is involved in the Company's operations in determining the key issues. Each stakeholder group has a different expectation of Group as follow

Stakeholder Groups	Communication Channels	Issues from Stakeholders
Shareholders	1. Annual shareholders' meeting 2. Annual report 3. Disclosure of information to the Stock Exchange of Thailand 4. Quarterly analyst meetings 5. Meetings for investment advice 6. Various systems such as telephone, e-mail, and website 7. Inquiries or complaints through the channels provided	1. Reasonable returns 2. Company growth with transparency and verifiability 3. Participation in reducing greenhouse gas emissions
Trading Partners	1. Meetings on various occasions 2. Various systems such as telephone, e-mail, and website 3. Inquiries or complaints through the channels provided	1. Fair and transparent procurement 2. On-time payment of goods/wages
Customers	1. Meeting and visiting customers 2. Various systems such as telephone, e-mail, and website 3. Inquiries or complaints through the channels provided	1. Quality of products 2. On-time delivery of goods 3. Arrangement of channels for submitting complaints

Stakeholder Groups	Communication Channels	Issues from Stakeholders
Creditors	1. Annual report 2. Financial statement 3. Disclosure for credit analysis	1. On-time payment of debt 2. Work plan for debt repayment deadlines
Employees	1. Internal newsletter 2. Various systems such as email, intranet, and video conference 3. Meeting/Seminar/Training 4. Annual line of work meeting	1. Competitive benefits and compensation 2. Job position progress 3. Potential development
Community and Society	1. Regular community meetings 2. Online channels such as Facebook, Company websites, and local government websites 3. Community's activity participation	1. Reduction of the condition of factory production 2. Appropriate compensation for damages 3. Promotion of employment in the community
Government Agencies	1. Participation in seminars and meetings 2. Electronic mail 3. Coordination and cooperation with government agencies in various fields 4. Reporting and requesting permission in various fields as required by law	1. Legal Operations 2. Cooperation with government activities 3. Environmental management 4. Participation in community, society, and environment development

Key Issues and the Scope of Impact Within and Outside of the Organization

Sustainability Issues of the Group		Sustainability Issues under the Criteria	The Scope of Impact on the Organization		
			Within the Organization	to External Stakeholders	External Stakeholders
1. Sustainable Business Operations	- Appropriate strategy - Risk management and internal control	- Strategy setting - Corporate governance	/	/	Shareholders and creditors
2. Value Chain Management	- Raw material procurement	- Evaluation of raw materials and suppliers on the environment and protection of labor and human rights	/	/	Trading partners
3. Corporate Governance	- Corporate governance - Code of conduct - Anti-corruption measures	- Compliance with corporate governance policy, code of conduct, and anti-corruption measures manual - Cultivation of a sense of honesty - Creation of corporate cultures	/	/	Shareholders, employees, partners, customers, and societies

Sustainability Issues of the Group	Sustainability Issues under the Criteria	The Scope of Impact on the Organization			
		Within the Organization	to External Stakeholders	External Stakeholders	
4. Efficient Use of Energy	- Reduction of energy consumption - Maximization of the use of energy	- Strategy setting - Corporate governance	/	/	Shareholders and creditors
5. Environmental Management	- Industrial waste management - Water from outside	- Environmental standard - Community distress	/	/	Communities, government agencies, and customers
6. Occupational Safety and Health	- Employees safety - Machinery and equipment safety - Emergency management	- Occupational health and safety - Inspection of machinery and equipment - Compliance with the safety manual - Dealing with emergencies	/	/	Employees, partners, and government agencies
7. Development and Supervision of Personnel	- Personnel development - Personnel retention and recruitment - Provision of benefits and welfare	- Training - Manpower Recruitment - Succession plans for high-level personnel - Employee relation management	/	/	Employees, customers, and government agencies
8. Responsibility to the Community and Society	- Good relationship with the community - Problem solving with the community	- Building a long-term mutually supportive relationship on a regular basis - Promote people's quality of life in society	/	/	Communities, government agencies, and customers
9. Innovation and Development	- Adoption of modern and appropriate energy technology for good effectiveness and environmentally friendly - Product development from waste from the production process - Adoption of innovation and technology to reduce energy consumption and use of fuel efficiently	- Standard Production	/	/	Shareholders, employees, partners, customers, societies, and government agencies

Sustainability Management in the Environmental Dimension

Environmental Policy and Practice

The Company has a policy to manage efficiency in fuel cost management, promote and participate with the community in energy crops by 2022, as well as develop a transfer station project for non-hazardous industrial waste.

Environmental operations are strictly controlled to comply with the law, including the development of various systems to cover the Company's environmental management standards, including participating with the community in taking care of the ecosystem around the power plant to conserve and restore the environment and the community forest with the guidelines as follows:

1. The Company has an environmental management policy to operate properly and completely in accordance with legal requirements.
2. The Company performs safety tasks in occupational health and the environment using legal standards as a guideline for practice.
3. Air pollution is treated with electrostatic precipitator technology (ESP), which dusts sulfur dioxide, nitrogen dioxide, and other gases produced will be eliminated before they are released into the air.
4. For water system, all wastewater from the production process is designed to be discharged to the evaporation pond within the power plant. to rest the water and allow the ashes to precipitate. When the amount of water exceeds the evaporation pond, the water will be flown to the raw wells and recirculated for use in the production process without being released into public water sources.
5. The Company discloses the results of the environmental quality measurement to the community to be informed and listens to additional suggestions to increase the efficiency of the measurement of communities nearby the Company.
6. The Company has waste management measures by arranging waste sorting points and supporting activities in order for employees to participate in proper waste segregation.

Sustainability Management in the Environmental Dimension



Environmental quality measurement in the Company's area and nearby communities



Picture of air pollution treatment with electrostatic precipitator technology (ESP)



Waste Water Monitoring by staff from the Industrial Estate Authority for companies located in the Industrial Estate Authority.



Picture of the survey of the community and inquires about environmental impacts such as dust, noise, etc.



Picture of separating food waste for composting into planting soil and waste separation within the power plant



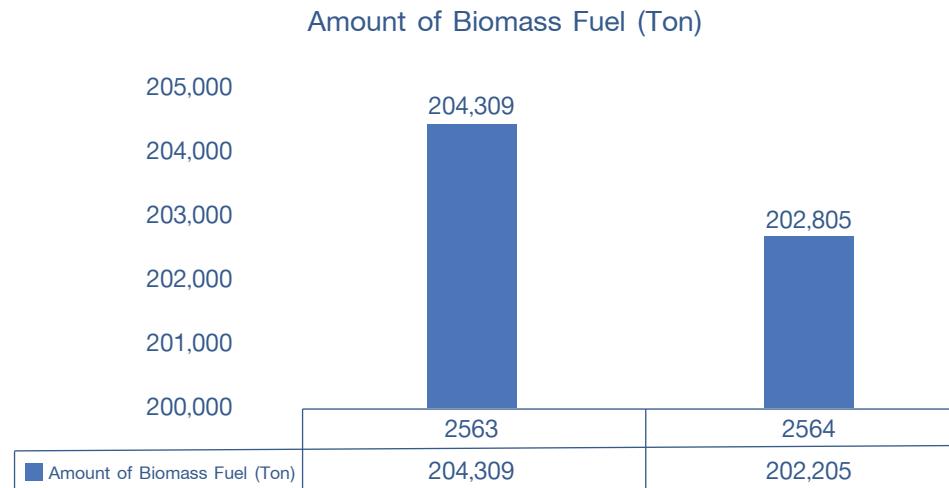
Picture of participation with the community in the conservation of community forests around the power plant

Environmental Performance

Efficient Use of Energy

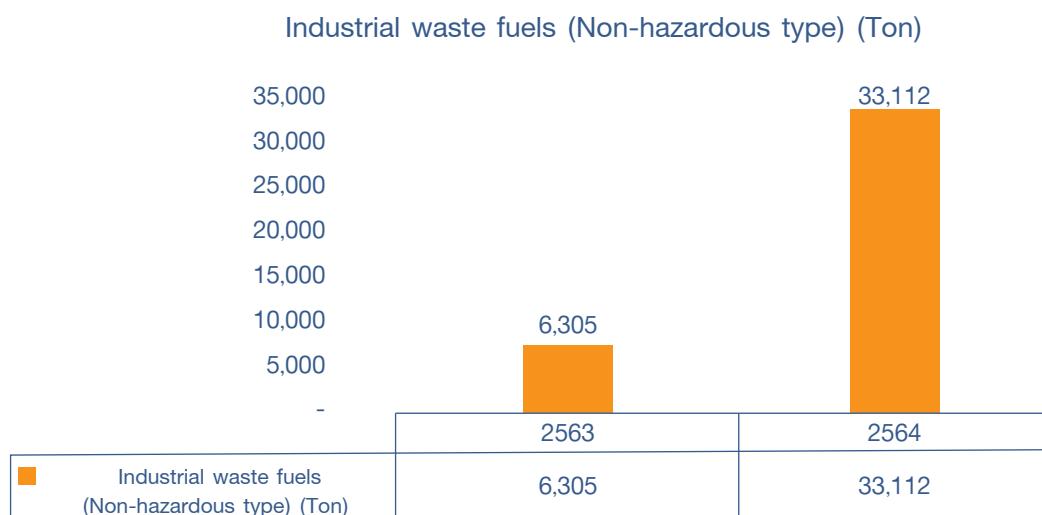
1.1 Fuel Consumption

Amount of Biomass Fuel Consumption

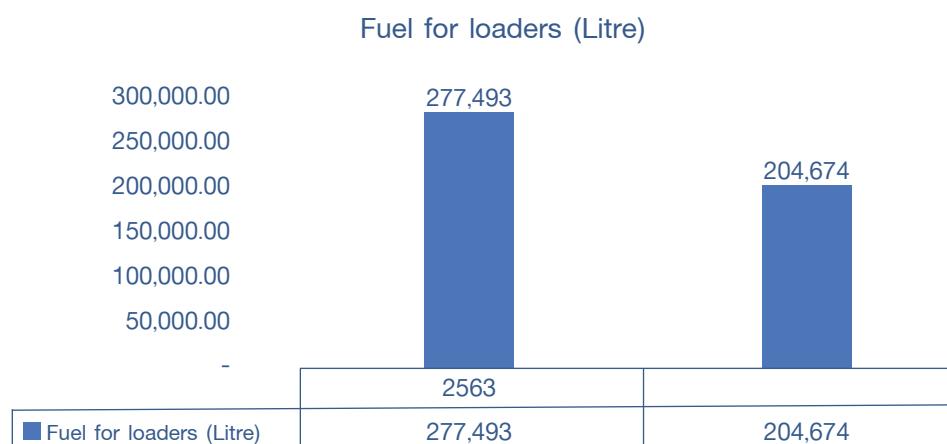


Remark: Amount of Biomass Fuel power plant project in CPL and CPV

Amount of Industrial waste fuels (Non-hazardous type)



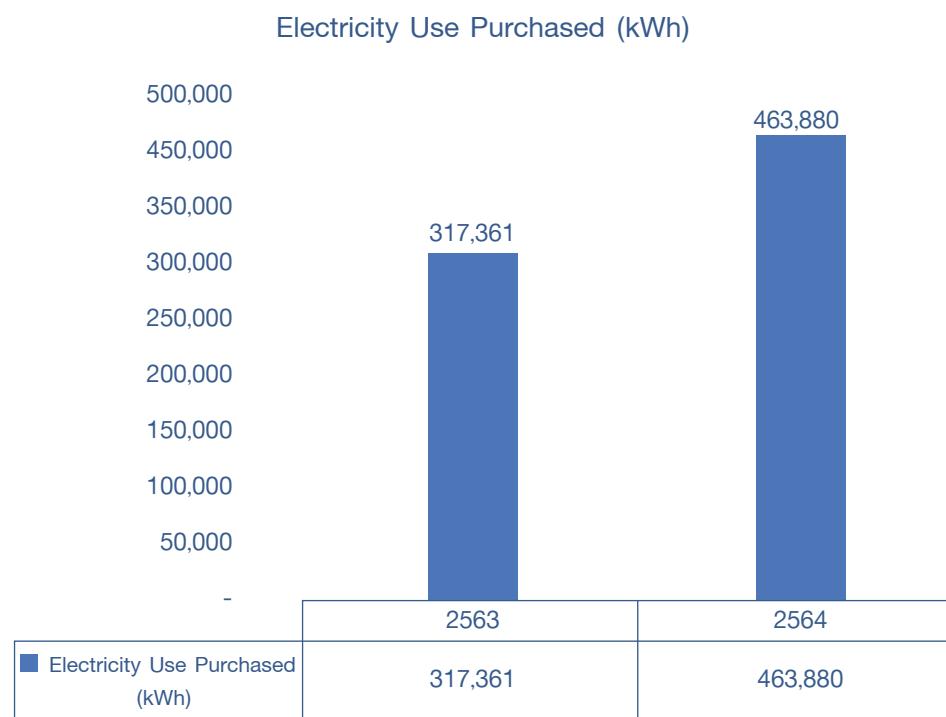
Remark: CPX starting on 30 October 2020 onwards.



The Company uses 3 types of fuel, namely biomass fuel, industrial fuel, and fuel for loaders. The amount of biomass fuel consumption comes from agricultural waste and biomass waste from household industries around the power plant, such as sugar cane leaves and rice straw, rice husks, corn cobs, sawdust, etc.

In the past 2021, the Clover Phitsanulok biomass power plant (CPL) is equipped with sugarcane and rice straw chopper to increase the choice of fuel use and encourage farmers to reduce burning of waste materials in agricultural areas. This encourage wider range of biomass to be used in the community. The CPX waste power plant uses industrial waste fuels (Non-hazardous type), starting on 30 October 2020 onwards. For the diesel oil consumption, the diesel amount for the biomass loader in the preparation of the fuel, has decreased from 2020.

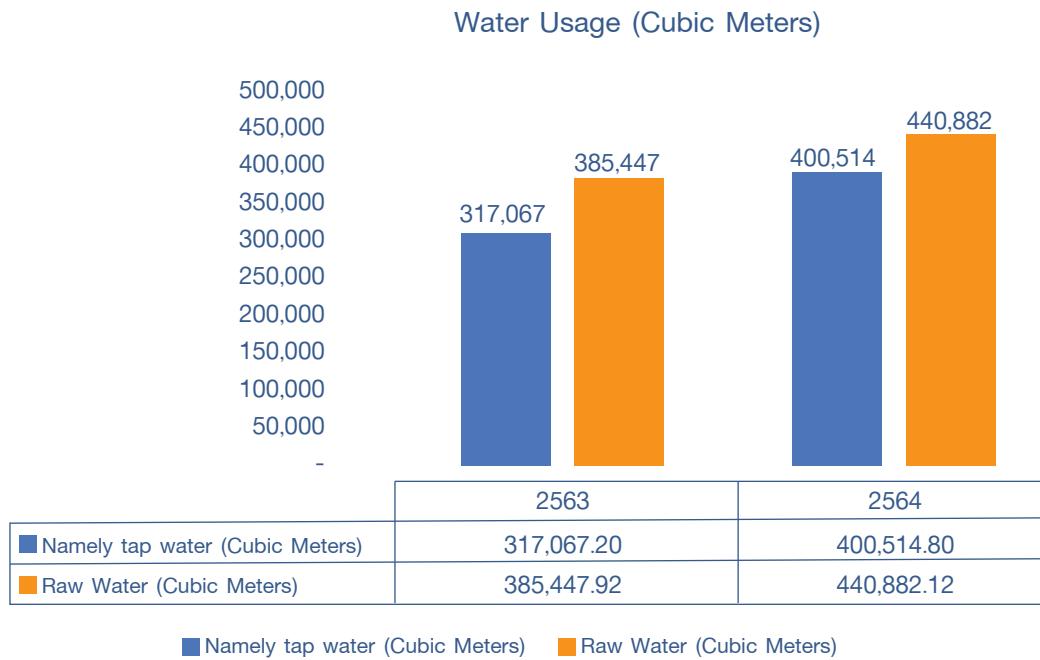
1.2 Electricity Use



In terms of electricity purchased from PEA , the amount is for the office and power plant internal use during the maintenance and shutdown period which the power plant has stopped production. While in normal operation, the power plant will use the electricity internally from electricity that generated by itself. In terms of the use of electricity in all offices, the Company has continuously launched campaigns to reduce electricity consumption, such as turning off the air conditioner and lights during lunch breaks and in non-operating points, changing the bulbs to LED, etc.

2. Water Management

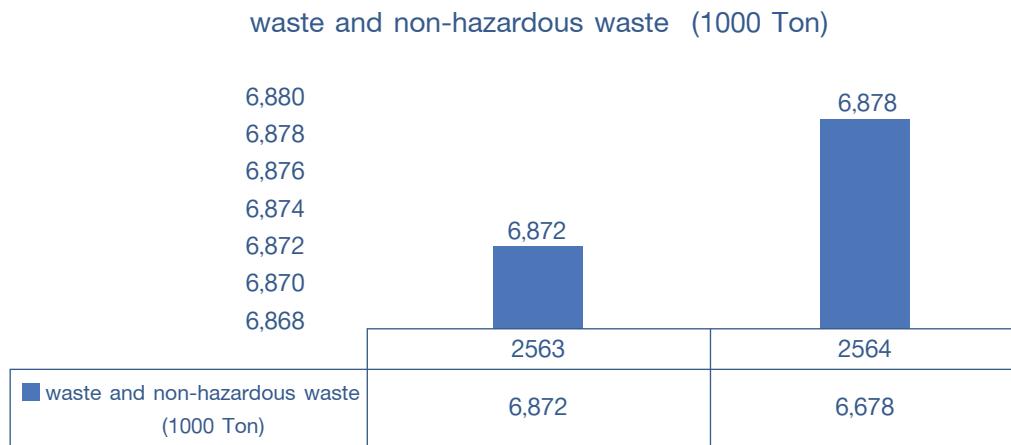
2.1 Water Usage



As for the power plant, water is used in two parts, namely tap water and raw water. Every power plant has zero discharge water management system, meaning that the water in the system is recycled as much as possible without the discharge of treated sewage into outside water sources.

At the CVP and CPL power plants, water from the raw water pond within the project is used to fill the cooling tower. And for the CPX power plant, that is located in the industrial estate area, the plant uses tap water from the industrial estate for the production process. Noted that In 2020, CPX has not production for a full year.

3. Waste Management



According to the report, the Company has only non-hazardous waste and ash from the production process of the three power plants.

4. Greenhouse Gas Management

Greenhouse Gas reduction amount (Carbon Credit) of CPL

August 8, 2018 – December 31, 2018	8,345.20	tCO2
2019	20,082.77	tCO2
2020	20,710.09	tCO2
2021	19,259.55	tCO2
Total Carbon Credit	68,397.61	tCO2

Note: unit Ton of CO2

For CV's Power Producer Business, the power plants is mainly a renewable energy power plant, that is, using agricultural waste to produce electricity, instead of fossil fuel power generation. Therefore, the business is considered to help reduce greenhouse gases emission in the world. The CPX power plant is a waste-to-energy power plant that uses non-hazardous industrial waste and RDF as fuel. This type of waste-to-energy power plant not only helps reducing the amount of waste that goes to the landfill, but also maximize the use of waste by turn them to energy instead of having to throw it away in vain or finding larger space of waste pit.

Currently, the Group's power plant has meets the criteria and has been **certified for the Voluntary Greenhouse Gas Emission Reduction Project (TVERs)**, namely the Clover Phitsanulok Power Plant (CPL).

The global greenhouse gas reduction target is 20,903.69 tons of carbon dioxide equivalent per year (tCO2/year) for 7 years. From August 2018 until December 2021, it is calculated that the global greenhouse gas emissions were about 68,397 tCO2.

As for 2021, the organization's greenhouse gas emissions have not yet been calculated. In the future, the assessment of the organization's carbon footprint and the carbon footprint of the products will be conducted further.

Activities/Management Methods That Have Been Operated

The Company has strictly implemented and controlled compliance with laws related to environmental protection, including procurement and installation of various environmental protection systems to maintain and avoid damaging the environment by the Company Group with the guidelines as follows:

- Conduct a policy to manage pollution occurring within the power plant in accordance with the law and ensure that pollution caused by business operations will not spread out into the environment or outside the power plant without treatment.

- Operate the business with consideration to the conservation of the environment and safety management standards, including complying with the requirements of laws or regulations related to the environment, such as the code of practice (CoP) of the Energy Regulatory Commission and report the results of the environmental inspection to the Department of Industrial Works.

- Air pollution is treated with electrostatic dust trap technology (ESP), in which sulfur dioxide dust, nitrogen dioxide, and other gases produced will be eliminated before released treated air into the air.

- All wastewater to be drained is designed to be discharged to the evaporation pond within the power plant area. When the drainage water accumulates in the evaporation pond until it becomes overflow, it will flow back to the raw pond to be used in the next project. Therefore, the sewerage system within the project is a Zero Discharge type that does not discharge to the outside.
- Discloses the pollution information, such as type, concentration level, hazard, analysis results, or the effects that may occur, as well as management methods and how to control that pollution to the community for acknowledgement.
- Notify information about activities within the factory and problems that may arise from plant operations to the community for acknowledgment.
- Provide guidelines for using natural resources, materials, or equipment effectively and efficiently.
- Provide measures to conserve natural resources, such as the 3R policy (Reduce, Reuse, Recycle) and promote campaigns for the optimize resources utilization both in the production process and in the office.

Sustainability Management in Social Dimensions

Social Policy and Practice

The CV's core aspiration is to coexist with the environment and the community in a sustainable and balanced manner. The Company has corporate social responsibility (CSR) under the basis of building business sustainability to bring benefits to all stakeholders involved and applying good corporate governance principles as a guideline for corporate sustainability development. The Company is determined to be a business organization that enhances the development of the community and economy around the community and develops social and environmental sustainability in the long run.

The Company has guidelines and operations according to the policy as follows:

Performance

Community

The Company has participated in social care activities with nearby communities such as temples, schools, and communities surrounding the power plant to develop and have a better life in a sustainable way. Even in the situation of the coronavirus 2019 pandemic, the Company has participated in helping in various ways by continuing to follow social distancing measures for the safety of everyone in the community.

Community Economy

1. The Company promotes the operation of community enterprises around the power plant by participating in the development of the community's livelihoods. For example, setting up a community development fund for the community around the power plant with the aim of development in 3 main areas, namely villages, schools, and temples, and funds for environmental protection and care within the lower northern industrial estates (Phichit), as well as other supporting activities of community enterprises/community products, and vocational training.

The Company also supports buying products from community enterprises and helps publicize community products such as Yaune herbal salted egg products from the Akha community of Phrae that have been promoted by the Hilltribe Thai Community Learning Center "Mae Fah Luang", Ban Dong Yang Akha Supporting rice products from Ban Thung Sai Community Rice Center in Phitsanulok, etc.



Community Health

2. The Company holds continued activities with communities to prevent the spread of Coronavirus 2019 in various areas as follows:

2.1 Donate masks/drinking water to support medical personnel and staff at Phrom Phiram Hospital in Phrom Phiram, Phitsanulok and to support the community checkpoint screening officers in Phrom Phiram, Phitsanulok.



2.2 Cooperates with the Federation of Industries in Phrae and Phrae Technical College to produce food and medical delivery robots for patients who are infected with COVID-19 and admitted at Phrae Hospital and 78 field hospitals. The use of robots to deliver food and medical supplies helps medical personnel reduce their exposure to COVID-19 patients, thereby reducing the risk of infection and the spread of infection. It also saves time on transportation. and reduce personnel handling and transportation as well.

2.3 Provide PPE kits to the staff of Dong Prakham Administrative Organization, Phrom Phiram, Phitsanulok for preventive use while transporting COVID-19 patients to the Dong Prakham waiting center.



2.4 Hand out field beds, surgical masks, and alcohol hand spray to those who have recovered from COVID-19 who returned to detention at the multipurpose building of Village No. 1 and Village No. 10, Dong Prakham, Phrom Phiram, Pitsanulok.



3. The Company promotes the purchase of biomass from community. These are Seasonal agricultural waste nearby the power plant such as leaves and corn plants, sugarcane leaves, and also bamboo scraps from the household industry (chopsticks made) in Phrae.

4. The Company supports energy crops demonstration plots for fast-growing trees for the community at Village No. 5, Ban Khao Noi, Dong Prakham, Phrom Phiram, Phitsanulok.



5. Supporting in setting up Check Dams in the water source area in Phrae Province for environment conservation.



6. The Company participates in supporting the installation of solar energy water pumping systems for communities in Phrae.



7. The Company promotes training in the production of crockery from leaf waste as career development in Phrae.



8. The Company supports the installation of CCTV for security in Phichit community.



9. The Company supports anti-drug sports activities at Village No. 8, Ban Huai Hang, Nong Lum, Wachirabarami, Phichit.



10. The Company organized the Kathin fund for the Kathin ceremony at Khao Noi Temple at Village No. 5, Dong Prakham, Phrom Phiram, Phitsanulok



11. The Company supports community development projects (Renovation of the Crematorium Roof of Wat Khao Noi Project and the Construction of the Roof of Wat Khao Noi) at Village No. 5, Ban Khao Noi, Dong Prakham, Phrom Phiram, Phitsanulok.



12. The Company supports Ban Bua Yang Elderly Club activities at Nong Lum, Wachirabarami, Phichit.



3. Community Education

1. The Company supports gifts for New Year and children's day prizes at Wat Wang Ngio Ngam School at Dong Prakham, Phrom Phiram, Phitsanulok.



2. The Company supports annual school merit-making activities at Wat Ton Pradu School at Nong Lum, Wachirabarami, Phichit.



3. The Company supports the budget for improving the rides for Ban Bua Yang Children's Center at Village No. 9, Nong Lum, Wachirabarami, Phichit.



Personnel Development in Organization

In 2021, the Company has a policy to develop the potential and efficiency of employees in performing their work in accordance with the direction and strategy of the Company, including paying attention to:

1.1 1.1 Total Number of Employees

Male (person)	156
Female (person)	52
Total	208

1.2 Employee Remuneration

In the topic: “Corporate Governance Structure” / Sub-heading: “The Compensation of Executives and Employees”

1.3 Personnel Training and Development

	2020	2021	Unit
Training & development cost	214,440	1,239,942	Baht
Average training hour	51.2	68.5	hrs./yr/person

To enable employees to have potential and efficiency in their work and to progress in their work, the Company targets all personnel to attend the training under the Company's direction and strategy. Internal and external training is organized to train employees on various work-related matters as well as ethics.

In addition, the Company has a training plan and supports the budget regularly as well as supports communication to transfer knowledge and knowledge management together among the employees in the organization.

One part of personnel management and development is the creation of necessary courses for employees, comprising both compulsory courses and courses to develop potential.

Compulsory Courses: The compulsory courses are courses that all employees must attend. The courses are designed specifically for employees who perform specific tasks. Those courses are 28 **Professional Skills development courses and 7 courses of Social Skills development.**

New Employee Orientation Course

Emphasize providing information and introduction to the Company's business, including related businesses, to understand the organization of the management structure in the organization's history and corporate culture, including knowing the product and product manufacturing technology for employees to acknowledge and understand the environment of the organization as well as be able to adjust behavior to fit with colleagues and work society within the organization more smoothly and quickly.

Work Safety Course

Educating and Training Employees on Safety at Work

The Company recognizes the importance of employees while working to gain knowledge and understanding of training subjects and skills. In 2021, there are important courses as follows:

1. Lesson Learn Course / OJT Course: taught by experts of each power plant of the Company
2. Power Plant Operation and Maintenance Skills Course: focusing on working in power plants and related machines and taught by expert in-house trainers
3. Safety for New Staff Course
4. Emergency Plan and Fire Evacuation Course
5. Boiler Inspection and Maintenance Work Key Course: for boiler use by direct operators
6. Safety in Electrical Work Course: to provide the participants with knowledge and understanding of safety laws in working with electricity, as well as to enable the participants to have the knowledge and be able to provide basic first aid assistance to people suffering from electrical hazards

Potential Development Course

The Company Group is aware of the development of skills, learning, and supporting the continuous development of employees' potential in the field of work by providing courses that focus on enhancing management knowledge, leadership development, and skills in accordance with the operations of the organization to employees at each level for the development of potential for effectiveness as follows:

Executive Group

Courses and subjects for this group focus on new management knowledge and high-level management skills to determine the direction of the organization and goals to achieve the planned results to keep up with the rapid changes. In this top executive group, the focus is on the following courses: **Leadership DNA by Action Learning Culture**, which is a course designed to develop middle-level executives through learning the process of building an organizational culture by working as a team, problem-solving as a team and self with the action learning group coaching process in a new perspective to work efficiently, etc.

Employees at the Supervisory Level Group

Emphasize knowledge and skills in one's own field of work, enhancing the art of communication, including working as a team to develop communication skills, building a good relationship between employees, and creating a good working attitude for the organization, which will support the operational skills to be more effective, namely the Strategic Performance Driving Communication Course, a course that is ready to apply concepts and methods to develop and improve the efficiency of individual and team communication until they understand each other better, etc.

1.4 Safety, Occupational Health, and Work Environment

	2563	2564
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Number of accidents leading up to time	0	0 Times
Off work		

1.5 Employee Engagement

	2020	2021
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Percentage of voluntary resignation	1.6%	20%
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In addition, the Company also promotes the local employment of people in the areas surrounding the power plants. In 2021, there were 88 employees in the areas surrounding the factories, which were divided into each factory area as follows:

Power plant	% of local employment
CVP	25.9%
CPL	75.0%
CPX	41.1%
RTB	34.3%

Corporate Governance

Human Rights and Ethical Treatment of Labor

The Company attaches importance to personnel and, therefore, encourages the development of personnel to be knowledgeable and expert human resources and provides fair treatment to personnel or workers. This will help promote and drive the organization to achieve its goals of business continuity and sustainability. In addition, the Company focuses on the safety and occupational health of employees as the basis of the Company's responsibility.

with guidelines on the rights of employees and determination of business ethics in accordance with fundamental rights related to health care, occupational health, and safety standards. Besides, the employees can send suggestions or additional comments to the management.

Employees are an important resource for the Company and the business operations. The promotion of labor skills development will affect both employees and the Company. In order to develop potential and growth for mutual success, the Company treats its employees with fairness in accordance with good governance and ethics, and the management has always been transparent.

Fair Labor Respect and Treatment

The key principles in this regard are:

- Treat all employees equally and strictly according to human rights principles, which is the foundation of human resource development by considering them as a part of the operations that the Company's directors, executives, and all employees must follow.
- Provide benefits and welfare that employees should receive from the Company, such as vacation, overtime payment, accommodation payment, payment for work in hazardous areas, uniforms, group health insurance, etc.
- Give importance and opportunities to the development of employees' potential thoroughly and consistently by promoting knowledge development and advancement for employees as well as supporting or promoting activities to connect the relationship among employees and between employees and the organization. In addition, the Company encourages the employment of local employees to create a warm society and family and promotes the economy in the community.
- Train and instill in employees the awareness and attention to work with safety and to prevent risks arising from work operations as well as be responsible for the environment. In addition, all employees are encouraged to participate in activities or projects on safety, occupational health, and the working environment of the Company.
- Comply with laws and regulations on safety, health, and the environment by specifying methods to prevent and reduce pollution caused by the production process as well as the use of natural resources for maximum benefit and efficiency.
- Support and create a workplace environment conducive to efficient, safe, and healthy collaboration by establishing preventive measures, providing protective equipment during work for employees, and solving problems during regular operations.
- listen to feedback and suggestions from employees at all levels equally and equally.