



Sustainability Report 2020

Asian Phytochemicals Public Company Limited.

Guava

Mangosteen



Centella Asiatica

Black Sesame

Soybean

Contents

4

About this Report

5

CEO's Message

6

About "APCO"

7

General Information

8

Vision and Missions

9

*Shareholding Structure of the
Company Group*

10

*Important Financial
Information*

11

Revenue Structure

11

*Sustainable Development
Structure*

12

Great Pride

13

APCO Sustainable Development Policy

14

APCO Value Chain

14

Stakeholder Engagement

16

Materiality Assessment Process

19

Impact Boundary

20

Sustainability Management

43

GRI Content Index

About this Report

Asian Phytoceuticals Public Company Limited produces a report on sustainable development annually since 2013, according to the Global Reporting Initiative (GRI) – GRI Standards at CORE level. The contents of the report reflect the results of operations of the Company related to the sustainable economic, social and environment. The aims are for the shareholders, stakeholders and investors to learn about the overview of the Company's business operation and its CSR activities in the fiscal year covering the period from January 1 to December 31, 2020. The report details the overall information of only Asian Phytoceuticals Public Company Limited. It does not cover the associated companies that the Company has less than half of its investment and not directly involved in management. The report is published in book form in both English and Thai and online at www.apco.co.th



Message from the Chief Executive Officer

Driving the business with the utmost ambition to enable the organization to grow sustainable economy and bring the highest return to the shareholders without harassing the community, society, environment and having social responsibility is the determination that the Company uses in business continuity over a period of more than 32 years since starting the business.

During the past year, amidst economic recession due to the unprecedented global COVID-19 epidemic crisis, APCO has accelerated adaptation in order for the organization to stay stable and sustainable by expanding and enhancing business opportunities by investing in a joint venture company "Apco China Company Limited" to expand the distribution channels of dietary supplements and beauty products to China. It also included seeking and conducting business with partners in China to distribute products to cover all over the country. Moreover, it made a joint investment with "Hisold Digital Company Limited" to develop online distribution channel, in order to be in line with the changing spending habits of consumers. However, the Company sees that running the business for sustainable success cannot focus on sales only, all employees are

important and play a role in the sustainability of the entire organization. As such, APCO's economic sustainability activities are carried out in line with the aim to strengthen the health of employees in order to fight the epidemic. The Company, therefore, provides immunization products for employees to consume throughout the epidemic to reduce the risk of infection and publicizes through internal communication channels suggesting ways to stay away from disease by encouraging employees to exercise in order to be healthy. In addition, protective equipment such as mask and alcohol disinfectant are provided to employees. Work process is also adjusted by allowing employees to work from home.

Lastly, we truly hope that the Company's efforts to strive towards the increased sustainability will help to create value for every group of stakeholders in the long run. We would like to thank you all for the continuous support of our business along the path towards the Company's vision. APCO promises to continue to move forward towards prosperity while upholding good governance and social responsibility in order to create a livable society and everlasting sustainability.

(Prof. Dr. Pichet Wiriyaichitra)

Chief Executive Officer



About APCO



Asian Phytochemicals Public Company Limited was founded on June 2, 1988 under the name of “Natural Cosmetics Research Company Limited” with aims to manufacture and distribute the cosmetics products and dietary supplements from natural extracts.

Later in 2005, it was transformed into the public company under the name of “Asian Phytochemicals Public Company Limited.” Afterwards, it was registered in the MAI stock market, bearing the symbol “APCO”, on November 4, 2011 and on May 14, 2018, the Company moved its listed securities trading on the Stock Exchange of Thailand (SET) under the consumer products industry.

General Information

Company Name in Thai	: บริษัท เอเชียัน ไฟytoceuticals จำกัด (มหาชน) (“บริษัทฯ”)
Company Name in English	: ASIAN PHYTOCEUTICALS PUBLIC COMPANY LIMITED
Business Category	: Manufacture and distribute health and beauty products from natural extracts based on the researches and developments of Thai scientists.
Registered Capital	: THB 300 million, comprising 600 million common shares, each of which is worth THB 0.5 per share (December 31, 2020)
Issued and Paid-up Share	: THB 300 million, comprising 600 million common shares, each of which is worth THB 0.5 per share (December 31, 2020)
Head Office	: 84/3 Moo 4 Northern Region Industrial Estate (West side) Super Highway No.11 Rd., Banklang, Muang Lamphun, Lamphun 51000 Tel. 053 581 374 Fax. 053 581 375
Branch Office	: <u>Ratchadapisek Branch</u> 89, 30 th Floor, AIA Capital Center Building, Ratchadapisek Rd., Dindaeng, Bangkok 10400 Tel. 0-2646-4800 : <u>Chiang Mai Branch</u> 61/5 Intawarorot Rd., Sripum Sub-district, Muang, Chiang Mai 50200 Tel. 0-5335-8276 : <u>Surat Thani Branch</u> 251/6 Chonkasem Rd., Talad Sub-district, Muang, Surat Thani 84000 Tel. 0-7728-8013 : <u>Chonburi Branch</u> 170/126-128 Moo 3, Samet Sub-district, Muang, Chonburi 20000 Tel. 0-3845-5025 : <u>Esplanade Branch</u> Esplanade Building, Room No. 317, 3 rd Floor, 99 Ratchadapisek Rd., Dindaeng, Bangkok 10400 Tel. 0-2660-9011
Registration Number	: 0107548000480
Home Page	: www.apco.co.th



Vision

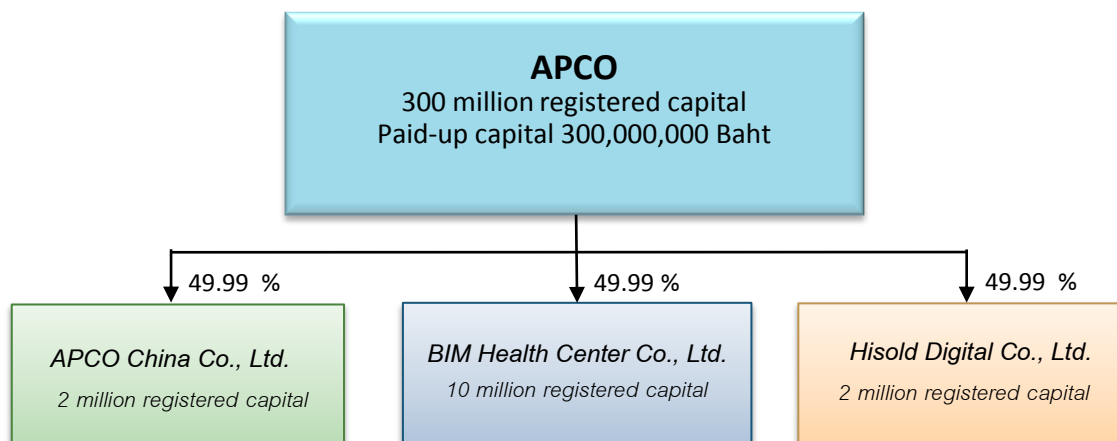
*A leader in innovation of healthcare and beauty products
based on Thai researchers' studies and developments of "Thai natural extracts"
to promote the life quality of Thais and people worldwide*

Missions

- ✚ Producing the best health supplements and beauty products with the latest technology of the 21st century
 - ✚ Promoting Thai researchers' research on natural extracts
- ✚ Meeting customers' expectations of health and beauty products
 - ✚ Expanding a variety of modern distribution channels
 - ✚ Promoting life quality of Thais and the world's people
 - ✚ Promoting Thai products to international customers
 - ✚ Building the sustainable industry
- ✚ Operating with work ethics that prioritise stockholders, employees and society under the policy of white business
 - ✚ Promoting creativity to build a good image of the organisation, stockholders, involved parties and society
 - ✚ Building local and international business partnership
 - ✚ Building customers and partners' trust
- ✚ Maintaining social responsibility in business operations

Shareholding Structure of the Company Group

The Company has the shareholding structure of the group companies as follows:



Associated Company Information

1. Bim Health Center Co., Ltd.

Business Category: Buy and sell dietary supplements and cosmetics which are produced from natural extracts.

Head Office: Paradise Park Building, Room No.GC078, G Floor, 61 Srinakarin Road, Nongbon, Prawet, Bangkok 10250

Registered Capital: 10 Million Baht, divided into 1 Million ordinary shares, par value of 10 Baht

Paid-up Capital: 2.5 Million Baht

2. APCO China Co., Ltd.

Business Category: Buying, selling, exporting dietary supplements and cosmetics which are produced from natural extracts.

Head Office: 89, 30th Floor, AIA Capital Center Building, Ratchadapisek Rd., Dindaeng, Bangkok 10400

Registered Capital: 2 Million Baht, divided into 20,000 ordinary shares, par value of 100 Baht

Paid-up Capital: 2 Million Baht

3. Hisold Digital Co., Ltd.

Business Category: Buy and sell dietary supplements and cosmetics which are produced from natural extracts.

Head Office: 89, 30th Floor, AIA Capital Center Building, Ratchadapisek Rd., Dindaeng, Bangkok 10400

Registered Capital: 2 Million Baht, divided into 200,000 ordinary shares, par value of 10 Baht

Paid-up Capital: 2 Million Baht

Important Financial Information

Financial Position Statement	2020		2019		2018	
	Amount	Percent	Amount	Percent	Amount	Percent
Assets						
Current Assets	240,717,006	34.55	544,522,094	86.47	569,415,72	85.53
Non – Current Assets	456,060,631	65.45	85,236,109	13.53	96,305,407	14.47
Total Assets	696,777,637	100.00	629,758,203	100.00	665,721,13	100.00
Liabilities and Shareholders' Equity						
Current Liabilities	48,874,129	7.01	31,195,996	4.95	36,918,684	5.55
Non – Current Liabilities	52,439,993	7.53	19,371,337	3.08	14,639,244	2.20
Total Liabilities	101,314,122	14.54	50,567,333	8.03	51,557,928	7.74
Total Shareholders' Equity	595,463,515	85.46	579,190,870	91.97	614,163,20	92.26
Total Liabilities and Shareholders' Equity	696,777,637	100.00	629,758,203	100.00	665,721,13	100.00
Comprehensive Income Statement	2020		2019		2018	
	Amount	Perce	Amount	Perc	Amount	Perc
Total Revenue	265,154,232	100.00	254,332,409	100.00	376,451,76	100.00
Cost of Sales	52,873,611	19.94	51,805,199	20.37	64,889,414	17.24
Gross Profit	194,852,458	78.66	195,849,253	79.08	304,944,56	82.45
Profit from operating activities	75,534,501	28.49	72,356,217	28.45	117,656,10	31.25
Profit for the year	69,975,316	26.39	57,904,155	22.77	94,745,571	25.17
EBITDA	118,786,668	44.80	85,969,681	33.80	131,434,70	34.91

Financial Ratios		2020	2019	2018
Current Ratio	(Times)	4.93	17.45	15.42
Gross Profit Margin	(%)	78.66	79.08	82.45
Profit Rate/ Performance	(%)	32.84	28.45	31.25
Net Profit Ratio	(%)	26.39	22.77	25.17
Shareholders' Equity Ratio	(%)	11.91	9.70	15.25
Rate of Return (Asset)	(%)	10.55	8.94	14.09
Debt Rate per Shareholders	(Times)	0.17	0.09	0.08
Rate Payable Dividend	(%)	102.89	98.44	98.09
Maximum Rate Arbitrary	(Baht)	0.12	0.10	0.16
Number of Shares Issued	(per million)	600.00	600.00	600.00
Book Value per Share	(Baht)	0.99	0.97	1.02
Ratio of Market Price per Equity Shares (P/E)	(Times)	32.24	33.57	25.33

Revenue Structure

Unit: Million Baht

Revenue Structure	2020		2019		2018	
	Value	Percent	Value	Percent	Value	Percent
Beauty Cosmetics Products						
✚ Sliming Products	2.10	0.72	4.07	1.47	5.97	1.59
✚ Anti-Wrinkle and Anti-Spot Products	1.41	0.48	4.57	1.66	21.43	5.69
✚ Skincare Products	1.10	0.37	1.52	0.55	2.71	0.72
Total	4.61	1.57	10.16	3.68	30.11	8.00
Dietary Supplement Products						
✚ Fat Reduction Products	4.69	1.60	1.72	0.62	8.42	2.24
✚ Healthcare Products	227.49	77.50	208.87	75.65	250.03	66.42
✚ Skincare Products	0.01	0.00	0.04	0.01	0.16	0.04
✚ Health Drink Products	39.32	13.39	48.64	17.62	81.11	21.54
Total	271.51	92.49	259.27	93.90	339.72	90.24
Total Sales Revenue	276.12	94.06	269.43	97.58	369.83	98.24
Other Revenues ^{/1}	5.41	1.85	0.69	0.25	1.46	0.39
Finance Revenues ^{/2}	12.02	4.09	5.99	2.17	5.15	1.37
Total Revenue ^{/3}	293.55	100.00	276.11	100.00	376.45	100.00

Note: ^{/1} Other revenues consist of the accrued commissions, adjusted as income, service income, profit from sale of assets, profit from exchange rate, etc.

^{/2} Financial revenues consists of interest income, profit from the sale of financial assets, dividends received from investments in stocks, etc.

^{/3} Total revenue before commission paid to customers was 28.39 million baht in 2020 and 21.78 million baht in 2019, deducted from sales revenue in accordance with Thai Financial Reporting Standard No.15 "Revenue from Contracts with Customer". Therefore, it does not match the financial statements showing total income in 2020 amount of 265.15 million baht and year 2019 amounting to 254.33 million baht.

Sustainable Development Structure

"APCO" has appointed an advisory team to oversee the Company's sustainable development

The 3 advisory boards consisting of social, economic and educational experts as follows:

1. Assoc. Prof. Arunee Wiriyaichitra
2. Dr. Jingjai Hanchanlash
3. Mr. Sakda Sreesangkom

Great Pride



Corporate Governance Report of Thai Listed Companies 2020

4-star rating (very good) from the Thai Institute of Directors Association (IOD)

97%

The quality assessment of the 2020 Annual General Meeting of Shareholders

(AGM Checklist) from the Thai Investors Association



Thailand's SMEs Reputation Awards 2019

from the Faculty of Communication Arts, Chulalongkorn University

APCO Sustainable Development Policy

Asian Phytoceuticals Public Company Limited is committed to drive the organization and operate the business with social responsibility by focusing on sustainable development and adding value to society and all stakeholders. The Board of Directors has developed a sustainable business operating framework for the concept, practice, and operating guidelines in a direction that is in line with the corporate sustainability policy and goals as follows:

1. Conduct business with a balanced economy, society, and environment, within the framework of good corporate governance, legal compliance, business ethics, anti-corruption, and promoting compliance with human rights principles. To create sustainable business growth and for the utmost benefit that is fair to all groups of stakeholders.
2. Increase positive impact and reduce the negative impact of operations along with business growth by covering economic, social, and environmental aspects, including creating a sense of performance with social and environmental responsibility.
3. Grow business through the creation of environmentally friendly innovations with an emphasis on the economy and sustainable environment.
4. Disclose transparent sustainability performance in line with the accepted international standard guidelines for continuous development.

The Board of Directors, the Executives, and all APCO employees are responsible for supporting, advocating, and operating in accordance with the established sustainability management policies and framework.

APCO's Value Chain



Stakeholder Engagement

APCO identifies stakeholders as a result of the process throughout the value chain. It comprises of the Company's activities including purchasing, production, storage, distribution, marketing and sales. From there, the expectations of the stakeholders were obtained from several different stakeholders. Participation channels are made through appropriate communication processes and channels, and define meeting stakeholder expectations. The operation is carried out throughout the value chain, where the Company classifies stakeholders into 7 groups: shareholders and investors, employees, customers, joint ventures, partners and creditors, competitors and community and society.

Stakeholders	Method of Engagement	Expectations / Requirements	Our Responses
Shareholders and Investors	➤ Annual General Meeting	➤ Return on performance	➤ Proper dividend payment to shareholders
	➤ Annual Report and Suitability Report	➤ Risk Management and Good Corporate Governance	➤ Managing the organization according to the principles of good governance effectively.
	➤ Investor Relations	➤ Equal and fair treatment	➤ Disclosure of correct, complete, timely and transparent information
	➤ Website : http://www.apco.com	➤ Accurate, complete, timely, and transparent information	
	➤ Shareholders & investors meeting through various activities		
	➤ Opportunity day		
Employees	➤ Employee meetings	➤ Equitable and fair compensation and welfare	➤ Establish a policy to comply with labor laws and pay fair
	➤ Executives VS employees		

Customers	meeting	➤ Employee development	compensation.
	➤ Line : Communication within APCO	➤ Career advancement and security	➤ Provide appropriate training for knowledge and skills.
	➤ Announcement	➤ Compliance with the terms and conditions of the employment contract	➤ Promote training / seminars
	➤ Message from CEO to Employee	➤ Good environment and work safety	➤ Take care of safety and Good hygiene at work
	➤ Comment box		
	➤ Newsletter	➤ Product quality	➤ Develop products and services to be able to standards for both quality and safety
	➤ Counseling by Medical Scientist	➤ Consultation on the use of the product	➤ Set product prices appropriately
	➤ Factory visit	➤ Right product price	➤ Increase communication channels promotion
	➤ Meet with customers	➤ Ability to respond to customer needs	➤ Train staff for serving and solve problems for customers appropriately
	➤ Website : http://www.apco.com	➤ Accurate disclosure	➤ Business operations with transparency and have a code of conduct
	➤ APCO Contact Center 1154	➤ Security and privacy of customer data	
	➤ Comment box		
Joint Ventures	➤ Integrative negotiation (win-win)	➤ Fair and transparent business operation	➤ Conduct business fairly and transparently
	➤ Meeting	➤ Risk Management and Good Corporate Governance	➤ Disclosure of correct, complete, timely and transparent information
		➤ Accurate, complete, timely, and transparent information	
Partners and Creditors	➤ Contract which is legally binding by law	➤ Compliance with the terms and conditions of the obligation	➤ Fairly comply with the business terms of the agreed parties and have good ethics
	➤ Follow-up on progress in the ongoing work plan as well as listening and solving problems in working together	➤ Being a good business partner and having a long term relationship	➤ Build a good relationship with suppliers
		➤ Financial discipline and competence to pay off debt on time	➤ Pay the debt on schedule
		➤ Fair and transparent business operations	➤ Comply with laws and regulations related
Competitors	➤ Website : http://www.apco.com	➤ Ethical business operation	➤ Treat competitors fairly and transparently.
	➤ Company news	➤ Free and fair trade policy	➤ Behave within the framework of fair competition.
		➤ No policy in trade competition to obtain illegal and unethical information from competitors	
Community and Society	➤ Social activities and campaigns	➤ Potential impact of the Company's operations	➤ Follow the law and various regulations related to the environment
	➤ Visiting of community representatives	➤ Promotion of the quality of life and the creation of the community	➤ Job creation, career promotion for the community and community economic development
		➤ Environmental Stewardship	➤ Cultivating consciousness and educating employees to maintain and care for the environment

Materiality Assessment Process

The Company has a 4 step processes to assess the materiality of sustainability by



Identification

Step 1 Identification

The Company has identified material issues from both internal and external factors covering 3 dimensions of sustainability development: 1) economy 2) society and 3) environment, in matters that all 7 groups of stakeholders have expressed their expectations and needs through various forms of engagement approach including the impact boundary to various groups of stakeholders



Prioritization

Step 2 Prioritization


The Company brings the issues that are analyzed, prioritized in two criteria: the key issues affecting the business operations of the organization by the stakeholders within the organization (Horizontal) and the key issues that affect the expectations of stakeholders outside the organization (Vertical) in the materiality matrix



Validation

Step 3 Validation

The Company verifies the completeness of the material issues before presenting to the Executive, advisory team and the board to approve the content and present in the sustainability report



Continuous Improvement

Step 4 Continuous Improvement

The Company reviews material issues to develop and continuously improve the content of information disclosure for the following year.

Step 1: Identifying Materiality

In 2020, the Company reviews material sustainability issues to ensure that the Company's material issues are truly consistent and responsive to the expectations and needs of stakeholders. Therefore, the material sustainability issues identified in this report have been changed from the Sustainable Development Report 2019 from 9 to 11 issues as follows:

1.1 Material Issues

Economic



1. Corporate Governance
2. Anti-Corruption
3. Fair Operating Practices
4. Risk Management
5. Innovation Development

Social



6. Employee Development and Caring
7. Compliance with Human Rights and Fair Labor Practices
8. Safety and Occupational Health
9. Responsibility for Consumer and Society

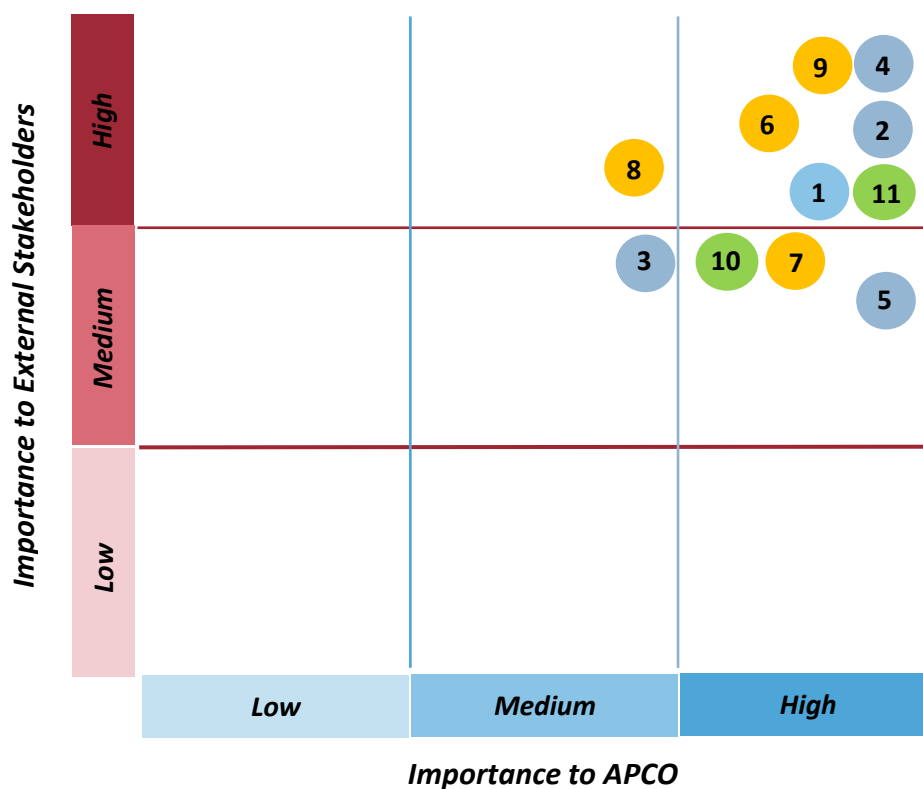
Environment



10. Implementation of Environmental Law
11. Environmental Management and Greenhouse Gas Emissions

Step 2: Prioritization

Results of the prioritization of material issues



Economic

- 1. Corporate Governance
- 2. Anti-Corruption
- 3. Fair Operating Practices
- 4. Risk Management
- 5. Innovation development

Social

- 6. Employee Development and Caring
- 7. Compliance with Human Rights and Fair Labor Practices
- 8. Safety and Occupational Health
- 9. Responsibility for Consumer and Society

Environment

- 10. Implementation of Environmental Law
- 11. Environmental Management and Greenhouse Gas Emissions

Step 3: Validation

The responsible section of the Company provides a summary of material sustainability issues aligning with GRI standard and presenting results to prioritize management and advisory team to verify correctness and consider the completeness of material issues of the Company before presenting the conclusion to the Board of Directors of the Company for approval and then including in the annual sustainability report.

Step 4: Continuous Improvement

The Company reviews material issues from hearing the opinions and suggestions of all stakeholders regarding the Company's sustainability disclosure to ensure that the communicated material issues are truly consistent with and meet stakeholder expectations to develop and continuously improve the disclosure content in the next year.

Impact Boundary

Materiality	Internal		External					
	APCO	Employees	Shareholders and investors	Customers	Joint ventures	Partners and Creditors	Competitors	Community and Society
Economic								
1. Corporate Governance	*	*	*	*	*	*	*	*
2. Anti-Corruption	*	*	*	*	*	*	*	*
3. Fair Operating Practices	*	*	*	*	*	*	*	*
4. Risk Management	*	*	*	*	*	*		
5. Innovation Development	*	*	*	*	*		*	
Social								
6. Employee Development and Caring	*	*						*
7. Compliance with Human Rights and Fair Labor Practices	*	*	*					*
8. Safety and Occupational Health	*	*						
9. Responsibility for Consumer and Society	*	*	*	*	*			*
Environment								
10. Implementation of Environmental Law	*	*	*	*	*	*		*
11. Environmental Management and Greenhouse Gas Emissions	*	*	*	*	*	*		*

Sustainability Management, *The Company has done the following*

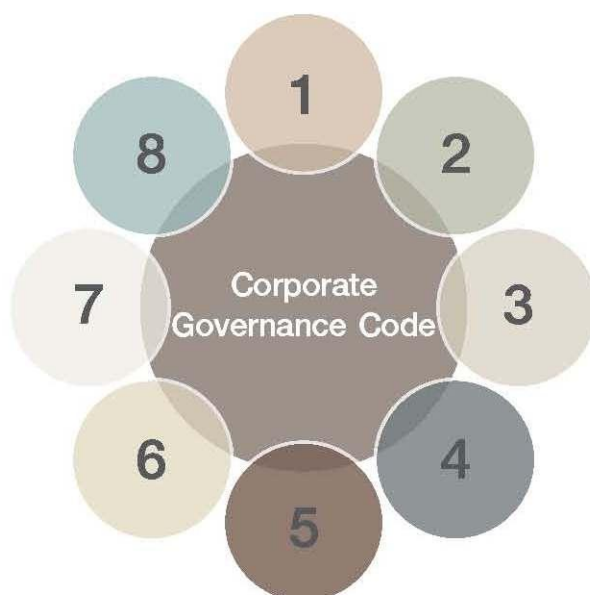
Economic

The economic operations for sustainable development of the organization are divided into the following main activities:

1. Corporate Governance
2. Anti-Corruption
3. Fair Operating Practices
4. Risk Management
5. Innovation Development

1. Corporate Governance

The Company utilizes the 8 principles of Good Corporate Governance for listed companies 2017 of The Securities and Exchange Commission, Thailand (SEC) in guiding the policy development through consideration and approval from the Board of Directors and made in a manual form as guidelines in accordance with the said principles to be used by the Board of Directors, Executives and Employees. The Board of Directors has always reviewed and improved the principles of corporate governance.

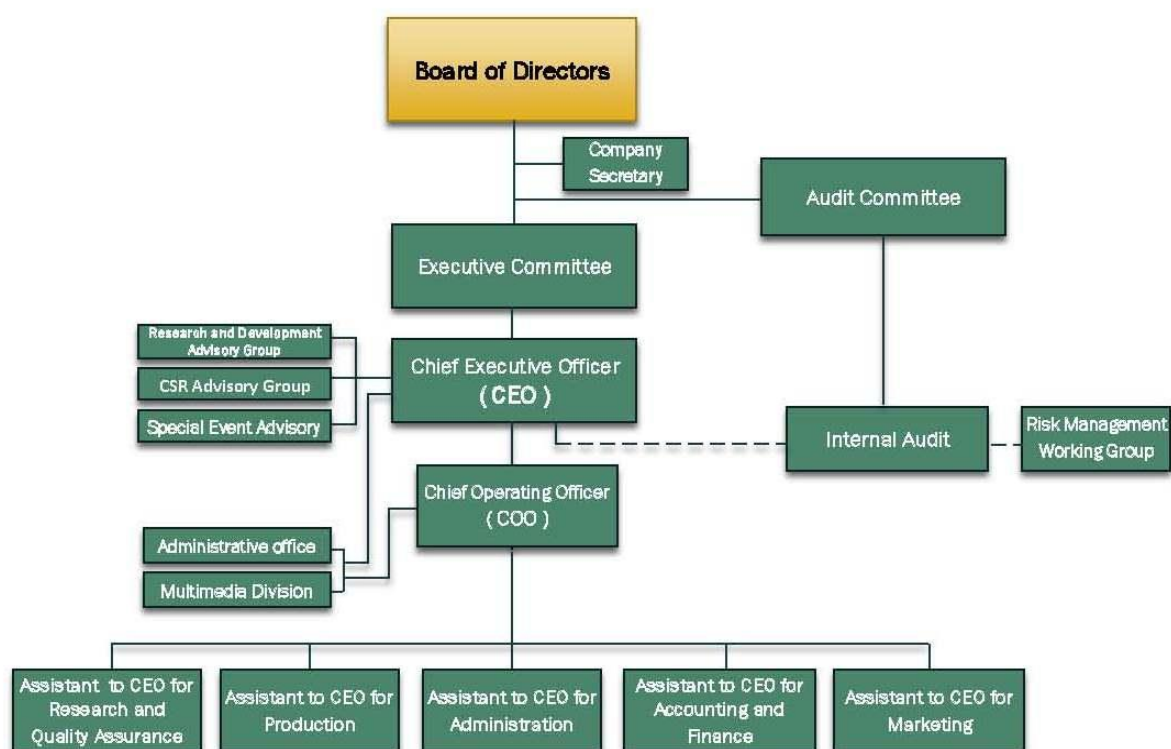


1. Establish Clear Leadership Role and Responsibilities of the Board
2. Define Objectives that Promote Sustainable Value Creation
3. Strengthen Board Effectiveness
4. Ensure Effective CEO and People Management
5. Nurture Innovation and Responsible Business
6. Strengthen Effective Risk Management and Internal Control
7. Ensure Disclosure and Financial Integrity
8. Ensure Engagement and Communication with Shareholders

Governance Structure

The corporate governance structure of Asian Phytochemicals Public Company Limited consists of:

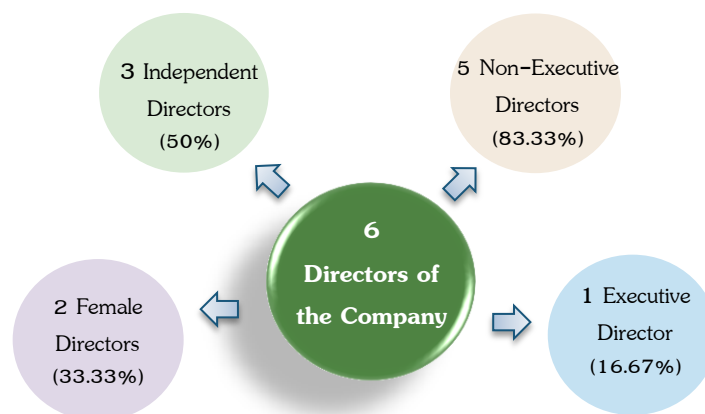
- The Board of Directors
- 2 sub-committees assigned by the Board of Directors, namely the Audit Committee and the Executive Committee
- Management team



The Board of Directors is the top executive of the organization and represents shareholders. It has an important role in corporate governance to monitor the Company's objectives, define vision, mission and business goals and conduct business according to strategies and plans with responsibility, prudence and honesty within the scope of the Company's Articles of Association and according to the law for the maximum benefit of the Company, shareholders and all groups of stakeholders.

The Board of Directors consists of both male and female directors who have knowledgeable abilities and experiences in conducting business that are beneficial to the Company. At present, the Board of Directors has a total of 6 directors, 4 males and 2 females

- One Executive Director (16.67%)
- 5 Non-Executive Directors (83.33%) being 3 independent directors (50%) who act as the Chairperson of the Audit Committee, one female and two male members of the Audit Committee. The Chairperson of the Audit Committee is knowledgeable and experienced in reviewing the accountability of the Company's financial statements



In terms of management, the Company has the Chief Executive Officer as the highest leader of the management acts in receiving goals, policies and strategies from the Board of Directors. The Company determines that the Chairperson of the Board of Directors must not be the same person as the Chief Executive Officer to achieve the balance and the review of the management and clearly separated the power and duty of the Board of Directors and the management.

The Board of Directors Meeting

5 Times → 100 %

In the year 2020, the Company held 5 meetings of the Board of Directors. The attendance rate of individual directors is 100% of the entire meeting of the year in order to monitor various operations of the Company including determining the business direction of the Company for sustainability and achieving the goals.

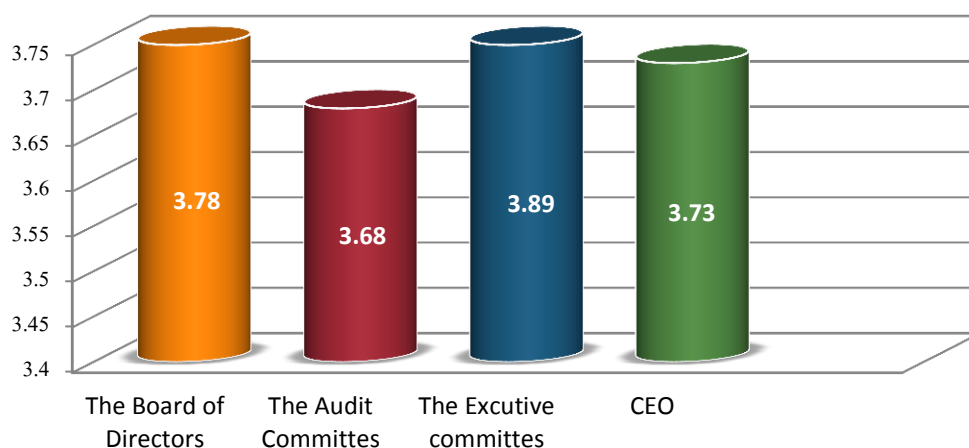
The Board of Directors' Development

The Board of Directors has the policy to support and provide trainings and workshops to all involved employees in the corporate governance system, such as the Boards, Audit Committee and Executive Committee in order to continuously help improve their performances. Trainings and workshops may be arranged in the office or at other external institutes.

Performance Assessment

The Company has evaluated the annual performance of the Board, Audit Committee and Executive Committee as a whole and evaluated the annual performance of the Chief Executive Officer at least once a year

The results of the annual performance evaluation in 2020 are as follows:



Note: Based on 4 points from the following scoring criteria

0 = Strongly disagree or there is no action in that regard

1 = Disagree or have a minor action

2 = Agree or proceed with the matter

3 = Quite agree or have an action that is good

4 = Strongly agree or has an excellent process for that matter

(See more details in the 59-1 One Report 2020, "Corporate Governance")

2. Anti-Corruption



From its inception, the Company consistently and strictly upholds the policy of white business in its law, morals and ethics. The Company has also made its commitment against corruption by joining the Thailand's Private Sector Collective Action Coalition Against Corruption or "CAC." Moreover, it is determined, as the main policy of the Company, that everyone in the Company shall refrain from asking for or accepting any corrupted benefits from the business partners, as indicated in the Business Code of Conduct. Everyone in the Company is expected to have good understanding on anti-corruption and to conform to the policy. Also,

it is expected that the stakeholders learn about the Company's determination to fight corruption. The investigation procedures and penalties for malpractice, which are as severe as disemployment, are stated in the Manual on Good Corporate Governance and Business Code of Conduct.

All the stakeholders including employees can directly contact or file a complaint or whistle-blowing regarding the offence, fraudulent act, or suspicion of misconducts or any matter which may directly damage the Company by the following methods

- **Self-filing with the Audit Committee or Company Secretary or**
- **Mailing to the Audit Committee of
Asian Phytochemicals Public Company Limited
84/3 Moo 4, Superhighway 11 Road, Ban Klang, Muang, Lamphun 51000 or**
- **Sending electronic mail to www.apco.co.th under the heading "Whistleblowing and Complaints"**

The informant will be protected without any disclosure of his personal information to any person. The questions, complaints, and suggestions will be forwarded to the relevant authorities to detect and find out the further solutions.

In 2020, there were **no complaints** regarding corruption, violations or not complying with laws, regulations, regulations, orders, announcements of the Company including good corporate governance and business ethics of the Company.

3. Fair Operating Practices

The Company upholds business ethics in its operation and management. In this regards, the Board of Directors provided the Manual on "Good Corporate Governance and Business Code of Conduct" for the Directors, Executives and Employees of the Company to adhere to as the guidelines for performing their duties in an honest, up-to-standard, high-quality and fair manner. The same practice is expanded to cover the care of every group of stakeholders which are shareholders, employees, clients, partners and creditors, competitors, society and environment. The practice guidelines regarding the rights and benefits of all stakeholders are stated in the Company's manual on "Good Corporate Governance and Business Code of Conduct" and published on the Company's official website (www.apco.co.th) as well as the Company's Annual Report.

4. Risk Management

The Company attaches great importance to effective risk management because it is an important process in business operations that will lead the business to sustainable growth. The risk management process follows the risk management policy approved by the Board of Directors as follows:

Policy for Risk Management

Regarded as a small-sized company, the risk management committee is not yet formed. As the Company has realized the importance of risk management, the sufficient risk management system is then created by the Board of Directors through a working group of risk management team consisting of executives of each division who need to take charge of risk assessment, plan and creation of risk management measures, assessing risk which might put an impact on the Company's business, and monitoring activities of risk management performed by other internal divisions. In this regard, risk management is the responsibility of all executives including the installation of risk management as a part of performance.

Risk Management Process

The Company uses the risk management process in accordance with the COSO ERM Framework of COSO (Committee of Sponsoring Organizations of the Treadway Commission). Starting by defining the scope of potential risk to the business, the Risk Management Working Group will work with the head of each department as the risk owners to consider risk factors on a regular basis. When risks are known then they enter the procedure of risk analysis process, risk assessment and risk ranking by assessing the likelihood, impact and then entering the risk reduction process or risk control to be at an appropriate and acceptable level. The internal audit department will monitor and evaluate the efficiency and effectiveness of the risk management plan and method.

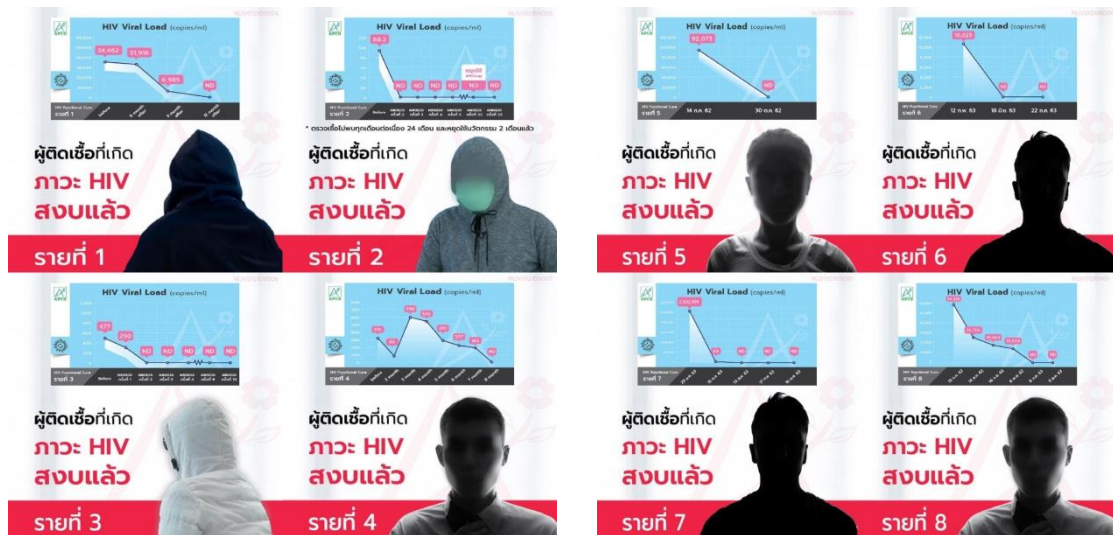
In the year 2020, the Risk Management Working Group holds a meeting with senior executives from all departments to consider risk factors, including the efficiency and effectiveness of the risk management approach to reduce the opportunity or impact on the business, image or stakeholders to be at an appropriate and acceptable level in accordance with the Company's risk management policy, especially considering the backup plan for the parties in case of unexpected events such as the outbreak of Coronavirus Disease

5. Development of Innovation

Today in treatment of AIDS or HIV infection, antiretroviral products are used to suppress viruses multiply by copying themselves, but these antiviral products have side effects that will manifest themselves in a serious way, both short and long term. Therefore, it is the reasons why people who are infected do not want to receive antiretroviral drugs. Moreover, anti-HIV drugs can control AIDS to only a certain extent; as soon as patients stop using them, HIV will return quickly, up to tens of thousands within 15 - 30 days

“Innovative Plant-Based HIV Immunotherapy” is an innovation that APCO's Operation BIM researchers have achieved in immunosuppression to combat HIV by significantly increasing Th1 leukocyte up to 200% and Th17. The white blood cells Th1 and Th17 that stimulate Th17 have the ability to release substances that deal with HIV and various viruses, as well as in conjunction with stimulating another white blood cell in the body, namely the T cell destroyer or killer T cells, which are primarily responsible for the management of counterfeit fragments that enter the body, by chasing virus-infected cells and decomposing them completely from the body. It is an innovation to eliminate HIV without antiretroviral drugs that are safe and free of side effects. And eventually HIV will continue to decline, continuously until not detected in the long run. The body will become healthy and return to have the same level of CD4 as a normal person, approximately 600 cell / cu.mm.

This innovation has test results and can help new HIV-infected people who have not yet used antiretroviral products to enter a Functional Cure or inactivated HIV. APCO believes that this innovation can bring new HIV-infected persons to the same HIV-cured-like state.



Social

Social Action for Sustainable Development is divided into the following main activities:

- Internal Sustainable Development

- 6. Employee Development and Caring
- 7. Compliance with Human Rights and Fair Labor Practices
- 8. Safety and Occupational Health

- External Sustainable Development

- 9. Responsibility for Consumer and Society

- Internal Sustainable Development

6. Employee Development and Caring

"Personnel" is an important resource that drives the Company to achieve its goals. Currently, the Company has a total of 114 male and female personnel, including 1 disabled employee (female), 2 elderly employees 60 years (female) and 100% of the senior executives is Thai and 100% of the employees are local.

Sex		
	Male	45
	Female	65
Workplace		
	Head Office	49
	Ratchadapisek Branch	48
	Chiang Mai Branch	3
	Chonburi Branch	3
	Suratthani Branch	7
Employment Type		
	Permanent Employee	110
	Contract Employee	-
Age		
	18-35 Years	28
	35-50 Years	61
	50 Years or more	21
Level		
	Executive	9
	Management	15
	General	86

New Employees		
	Male	4
	Female	4
Age		
	18-35 Years	5
	35-50 Years	1
	50 Years or more	2

Employees Resign		
	Male	5
	Female	7
Age		
	18-35 Years	8
	35-50 Years	3
	50 Years or more	1
Turnover Rate		
	% to total employees	10.91

* As December 31, 2020

The development and care of personnel will enable the staff to perform at their full potential. This is an important mechanism to help the organization grow steadily and sustainably. The Company has done the following:

6.1 Employee Development

The Company has the policy to develop and promote the human resources with better knowledge and understanding to bring effective performance, promoting their advancements of career path, and enhancing the Company's competitiveness in its core businesses.

The training plans for developing its human resources are divided into three parts

- (1) Developing the Company's key potential whereas all employees are educated about its core businesses, acknowledgement of the targets and goals, and awareness of the Company's changes as well as adjustment for the future change.
- (2) Developing the employee's efficacy for better knowledge and expertise by allowing them to take courses relating to their duties in order to master their work skills and providing useful books and reading materials to help promoting their knowledge.
- (3) Developing the leadership especially the departmental heads and other higher positions to lead the roles and teamwork to prepare for the business targets and changes.

In the year 2020, Asian Phytoceuticals Public Company Limited has arranged training courses for employees, average training hours are 3.04 hours / person / year, (52.27 % of the total number of employees) which was consistent with the government policy that wants to promote and support the workplace to develop skills for employees, not less than 50 percent



6.2 Employee benefits and caring

The Company provides equitable benefits and benefits to employees according to the standards and higher than the standard of Labor Protection Act, such as

- Annual Bonus
- Giving gold as a token of appreciation to the employees working with the Company for 5, 10, 20 and 30 years
- Provident fund, social security
- Incentive pay, allowance for food and engine oil, uniforms
- Providing annual medical check-up for employees to prevent the risk from work-related diseases
- Granting the employees the privilege to buy the Company's products at 50% off prices, up to 1,000 baht/month
- Financial support for funeral in the event that the father, mother, spouse or child of the employee is deceased
- Group Insurance
- New year gifts for staff

As a result, the rate of attendance and resign of employees is low.

In addition, the Company also enhances the care of employees' health as follows:

- **Employee Immunization Program.** It is a project to take care of employees during the COVID-19 virus outbreak by providing all employees with the Company's products to increase immunity against COVID-19 during the first and second of virus outbreaks, also including introducing and educating employees on how to fight the virus through the Company's communication channels continuously.





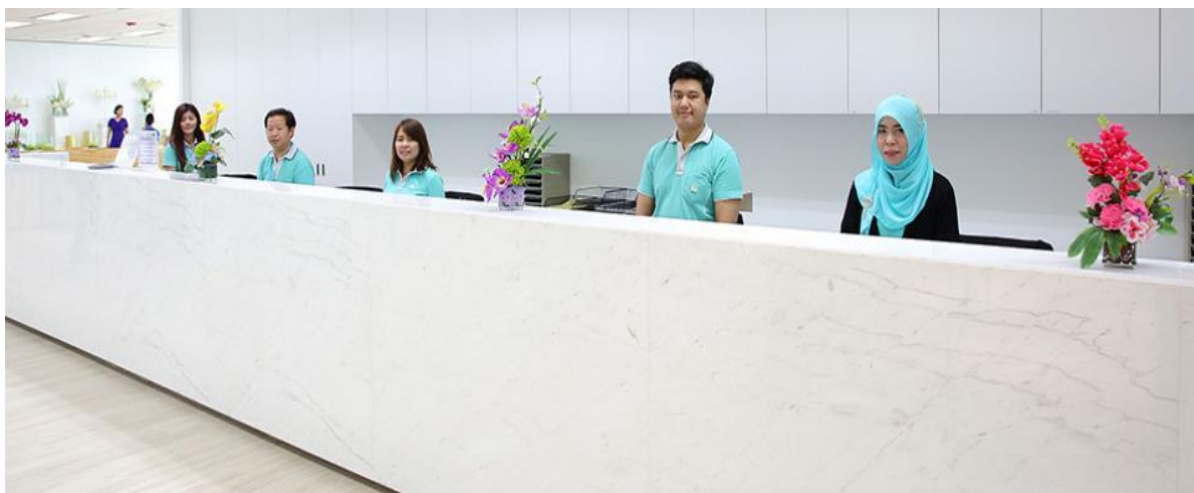
7. Compliance with Human Rights and Fair Labor Practices

The Company respects the human rights of all employees, and clearly outlines in its policies on human rights policy that the Company intends to treat each and every employee with respect and regards for their personal rights. Moreover, the Company carefully protects the personal information of employees, keeping their information confidential. The Company does not tolerate discrimination of race, nationality, religion, gender, age, disability, or sexual orientation. All illegal acts of discrimination are deemed unacceptable.

The Company adheres to the labor law provisions as a minimum requirement that all employees will receive and some are higher than those prescribed by the Labor Protection Act to ensure equality and fairness for employees. Conclusions of action are as follows:

- No child labor
- Providing a fair compensation according to qualifications and experiences
- Allowing the employees to choose days and time of working
- Allowing functions switched in order to be appropriate for pregnant employees (In the year 2020, 3 employees taken parental leave and 1 employee returned to work after parental leave)
- Having systematic evaluation process on the employees work performance to be considered for salary adjustment and bonus payment
- Giving opportunities for the employees to voice their opinions regarding the Company's operations
- In the event of termination , the Company pays appropriate severance pay to employees based on the conditions defined by Labor Protection Law
- Employing of persons above 60 years and over (2 persons)
- Employing one handicapped person which is the proportion prescribed by law

In 2020, **no practice was found** to be inconsistent with the non-violating human rights policy and no complaints were found about such human rights violations.



8. Safety and Occupational Health

The Company prescribed "Safety, Occupational Health and Working Environment Policy" and disseminated to employees to practice along with the regular duties. The Company appointed the safety officer, Occupational Safety, Health and Environmental Committee according to the law that establishments with 50 or more employees must have a Safety, Occupational Health and Working Environment Committee. The working group has one chairman and three representatives from employers and employees for operating safety and health systematically in accordance with the Company standards and strict legal requirements to achieve a more secure operation. The aim is to be a non-accidental organization, a safe place to work and a good environment for employee hygiene.

The Company has planned and trained fire protection systems and practice fire escape for employees at least once a year, including regular fire extinguishing equipment checks.

Based on this commitment, the rate of harm or injury of employee work is zero every year.

Summary of harm or injury of employee

	2020	2019	2018	2017	2016
Number (person)	0	0	0	0	0

In addition, the Company pays attention to the care of its employees both physically and mentally. The Company organizes health care activities for employees. Employees must leave 30 minutes before the normal time every Thursday - Saturday in order to exercise. The Company provides support for the venue and exercise equipments, including the provision of green space around the workplace for staff to relax and provide a sanitary canteen to employees.



- External Sustainable Development

9. Responsibility for Consumer and Society

The Company presses an importance on consumers and society by implementing sustainable development through enterprise products and services. Focus on the manufacturing procedure to deliver products that are up to international standards, valuable and safe, as well as rendering the highest benefit to the consumers. There is a quality inspection system from the quality inspection department before the product is sold to consumers. The Company serves the customers honestly with its White Business Policy.

9.1 Standard and Safety

The Company has been accredited with standards and systems to build confidence for customers

- Every product is certified by Food and Drug Administration (FDA)
- The Company's products have received Halal certification
- The factory has received Good Manufacturing Practice (GMP) certification



9.2 Product Disclosures

The Company has a product information channel to build confidence for customers as follows:



- Television program providing academic information on the effectiveness of the products through the interviews with academicians and consumers, hosted by well-recognized moderators. This information can help the consumers to make a decision before buying

- A conference call to discuss China-Thai COVID-19 Pneumonia Prevention and Clinical Protocol.



- Many communication channels are available to provide products' information for the consumers, for examples, Facebook, Facebook live, YouTube, Website
- The consumers can buy the products from well-trained sales agent through sales agent channel and obtain close suggestions
- The instruction on product usage is thoroughly explained for the utmost benefit of the consumers
- Highly qualified academicians are stationed at the regional office branches to give advices and answer questions
- Product testing activities were organized both nationally and internationally in order to show the consumers to the effectiveness of the product
- Permission must be granted by the interviewees prior to every interviews and data collection. Consumers' information will be kept confidential
- The return policy and product recall policy are prescribed as guidelines in case there are problems relating with the products

9.3 High Quality Products

- The research and product development team comprises experts in interdisciplinary fields from the universities around Thailand and abroad
- Products have been researched and developed for continuous improvement
- Using natural raw materials that are not harmful to the environment
- Packaging made from recyclable materials

9.4 Community Participation

- Donating the Company's products for the care of HIV orphaned children of the Baan Gerda, Lopburi Province. This has been done continuously for the ninth year with the aim of enhancing the quality of life of infected orphans, by giving products for free for life. In 2020, the Company has given products to infected orphans a total of 1,000 bottles and given to people infected with HIV who have entered the Company's product testing program totaling 1,516 bottles.
- Donating the Company's products for the care of deprived cancer patients
- Providing the information on alternative treatments for illness to the hospitals' personnel
- Improving the quality of life of villagers by creating jobs to supplement incomes from collecting and slicing *Garcinia atroviridis*. This also helps raising the price of the mangosteen, soybean, black sesame, guava and asiatic pennywort
- Creating jobs and incomes for business partners, for examples, packaging companies, cold storage industry, shipping industry, etc.
- Building Thailand's reputation through the products which are resulted from high-quality researches

Environment

Environmental Action for Corporate Sustainability are divided into the following main activities:

8. Implementation of the Environmental Law
9. Environmental Management and Greenhouse Gas Emissions

10. Implementation of the Environmental Law

The Company focuses on environmental conservation simultaneously with business operations by taking into account the impact on the environment and continuously promote natural resource conservation activities in accordance with the regulations of the industrial estates where the head office of the Company is located. The Company adheres to local laws and regulations including standards related to the environment by realizing that promoting of environmental quality and maintaining ecological balance is a common mission of all sectors. It is also a way to build confidence among stakeholders including customers, shareholders, employees, business partners and the local community.

11. Environmental Management and Greenhouse Gas Emissions

In environmental management, the Company gives an importance to its energy usage by protecting and managing its environmental quality with mitigating the environmental impact of the business by improving, modifying and developing the process to become a truly environmental organization. Conclusions of action are as follows:

Reduction of GHG Emissions

- Promoting the recycling of materials, especially the Company's main supplies such as paper to be used on both sides before being digested for use as a shockproof material
- Promoting the adjusting method of document storage from hardcopy documents to scanning and saving documents as soft files
- Choosing appliances that are energy-saving label 5, green label
- Adjusting the air conditioner at 25 degrees. It is required to turn off the air conditioner in the break time and during cold weather
- Turning off the lights in the factory, and in places where there is no need and during lunch time
- Replacing the lamp to save energy

- Using dried leaves to make fertilizer
- Increasing green area to improve and maintain the scenery of the workplace

The Company is currently studying the organization's carbon footprint assessment guidelines and guidelines for verification to use the results as a guideline for management including disclosing information to stakeholders in the future.



Environmental Quality Management

Monitoring light intensity, sound, air quality by the private sector on an annual basis. In the year 2020, The Company was measured by S.T. Environment Co., Ltd.

Measurement result is above standard criteria as follows:

	Standard	Measurable
Light Intensity (Lux)		
Fine work (14 Points)		
Point 1		535
Point 2		489
Point 3		533
Point 4		756
Point 5		716
Point 6		636
Point 7	Not less than 400	732
Point 8		470
Point 9		405
Point 10		607
Point 11		497
Point 12		511
Point 13		618
Point 14		646
Rough work (7 Points)		
Point 1		350
Point 2		334
Point 3		502
Point 4	Not less than 300	344
Point 5		503
Point 6		320
Point 7		307
8 Hours Volume (dB(A))		
Laeq	Not less than 85	80.3
Lmax	Not less than 140	89.9
Air Quality (mg/m ³)	Not less than 10	0.3197

Energy Management

The Company aims to reduce energy consumption because in addition to reducing the impact on the environment, it can also reduce the cost of production. In the year 2020, the Company's consumption of electricity and LPG is at the same level as in the previous year. Although there is a higher production volume

The amount of energy consumption in 2020 is summarized as follows:

	2020	2019	2018	2017	2016
Electricity (Kilowatt-hours)	292,780	281,840	347,260	322,432	292,624
LPG (Kg)	6,543	5,007	10,392	11,307	13,746
Diesel (Liters)	-	-	5,400	2,800	9,600

Water Management

The Company uses only one source of water from the Industrial Estate Authority of Thailand, which the Company is aware of the risk of the crisis of scarcity of water resources that are becoming more severe and widening, therefore, there is a policy to encourage employees to use water economically by adopting 3R principles is to reduce, reuse and recycle to be adapted as appropriate for the organization.

Water consumption in 2020, which decreased from the previous year, is summarized as follows:

	2020	2019	2018	2017	2016
Water (Cubic meters)	4,245	9,660	5,506	5,990	6,641

Waste Management

The Company has a policy to sort out unused materials by type and store in a systematic manner. Before sending to a disposal person who is authorized by the Department of Factory to be used to landfill or proceed in accordance with the law, divided into

- Organic waste such as food scraps is fermented to make fertilizer
- General waste such as plastic bags, foam boxes and non-recyclable waste is stored for delivery to landfill operations by Thao Boonruang Limited Partnership, a private agency certified by the Ministry of Industry
- Recycled waste such as plastic bottles are sent to the buyer for recycling

- Degradable waste such as raw materials which is left over from production is distributed to make fertilizer

Summary of gross weight of garbage in 2020 is summarized as follows:

	2020	2019	2018	2017	2016
General waste (Tons)	2.97	3.35	4.48	4.92	1.70
Recycled waste (Tons)	2.2	3.8	5.00	2.25	1.60
Degradable waste (Tons)	19.95	21.75	15.40	21.10	27.20

Wastewater Management

Wastewater from the Company's processes and activities undergoes the treatment process and checks by Global Utilities Services Limited, a private agency certified by the Industrial Estate Authority of Thailand on a monthly basis. It is ensured that effluent quality meets the effluent quality standards in accordance with the industrial estate laws that do not affect the environment and living organisms in natural water bodies and report to the relevant governmental authorities by law.

Wastewater quality measurement as of December 23, 2020

	Standard*	Measurable
pH	Between 5.5-9.0	7.9
B.O.D. (mg/L)	not more than 500	8
C.O.D. (mg/L)	not more than 750	30
SS (mg/L)	not more than 200	<10

* Industrial Estate Authority of Thailand Notification No. 76/2560

Environmental protection

- Participation in the environmental governance project (White flag, green star) of the Industrial Estate Authority of Thailand to promote public participation in supervising factories in industrial estates. The Company received good -excellent assessment results
- The Company has received the green industry certification from the Ministry of Industry
- The Company according to the White Factory Project obtained Standard on Prevention and Solution to Drugs Problems in an Establishment Certificate
- The Company (Branch office) is housed in an environmentally, friendly building with LEED Gold standards (Green Leadership in Energy and Environmental Design), from the prestigious Green Building Institute of America.

- Using natural raw materials that are not harmful to the environment
- Controlling raw material quality since the beginning of cultivation by requiring farmers to stop using pesticides at all stages of cultivation
- In the manufacturing process that produces dust, the Company uses water to trap dust to prevent the spread of dust particles into the atmosphere



GRI Content Index

	Disclosure	Page	Note
Organizational profile			
102-1	Name of the organization	Cover, 6, 7	
102-2	Activities, brands, products, and services	6, 7, 11	
102-3	Location of headquarters	7	
102-4	Location of operations	7	
102-5	Ownership and legal form	9	
102-6	Markets served	10	
102-7	Scale of the organization	7, 9, 28	
102-8	Information on employees and other workers	28	
102-9	Supply chain	14	
102-10	Significant changes to the organization and its supply chain	6	
102-11	Precautionary Principle or approach	25	
102-12	External initiatives	14	
102-13	Membership of associations	23	
Strategy			
102-14	Statement from senior decision-maker	5	
102-15	Key impacts, risks, and opportunities	25	
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	8, 20	
102-17	Mechanisms for advice and concerns about ethics	20	
Governance			
102-18	Governance structure	21	
102-19	Delegating authority	21	
102-20	Executive-level responsibility for economic, environmental, and social topics	11,21	
102-21	Consulting stakeholders on economic, environmental and social topics	11,21	
102-22	Composition of the highest governance body and its committees	21	2020 56-1 One Report P.76-83, 89-91
102-23	Chair of the highest governance body	21	56-1 One Report P.78
102-24	Nominating and selecting the highest governance body		56-1 One Report P.89-91
102-25	Conflicts of interest		56-1 One Report P.71
102-26	Role of highest governance body in setting purpose, values, and strategy	21	56-1 One Report P. 3, 63
102-27	Collective knowledge of highest governance body		56-1 One Report P.77

102-28	Evaluating the highest governance body's performance	23	56-1 One Report P.94
102-29	Identifying and managing economic, environmental, and social impacts	16	
102-30	Effectiveness of risk management processes	25	
102-31	Review of economic, environmental, and social topics	17	
102-32	Highest governance body's role in sustainability reporting	13,16	
102-33	Communicating critical concerns	14	
102-34	Nature and total number of critical concerns	14	
102-35	Remuneration policies		56-1 One Report P.92
102-36	Process for determining remuneration		56-1 One Report P.92
102-37	Stakeholders' involvement in remuneration		56-1 One Report P.92
102-38	Annual total compensation ratio		56-1 One Report P.92
102-39	Percentage increase in annual total compensation ratio		56-1 One Report P.92
Stakeholder engagement			
102-40	List of stakeholder groups	14	
102-41	Collective bargaining agreements	14	
102-42	Identifying and selecting stakeholders	14	
102-43	Approach to stakeholder engagement	14	
102-44	Key topics and concerns raised	14	
Reporting practice			
102-45	Entities included in the consolidated financial statements	9	
102-46	Defining report content and topic Boundaries	18	
102-47	List of material topics	18	
102-48	Restatements of information	4	
102-49	Changes in reporting	4	
102-50	Reporting period	4	
102-51	Date of most recent report	4	
102-52	Reporting cycle	4	
102-53	Contact point for questions regarding the report	49	
102-54	Claims of reporting in accordance with the GRI Standards	4	
102-55	GRI context index	44-48	
102-56	External assurance		This report is not externally Assured.
Economic Topics			
Management Approach			
103-1	Explanation of the material topic and its Boundary	20	
103-2	The management approach and its components	20-27	

103-3	Evaluation of the management approach	20-27	
Economic Performance			
201-1	Direct economic value generated and distributed	10-11	
Market Presence			
202-2	Proportion of senior management hired from the local community	28	
Anti-corruption			
205-1	Operations assessed for risks related to corruption	23	
205-2	Communication and training about anti-corruption policies and procedures	23	
205-3	Confirmed incidents of corruption and actions taken	23	
Environmental Topics			
Management Approach			
103-1	Explanation of the material topic and its Boundary	38	
103-2	The management approach and its components	38-43	
103-3	Evaluation of the management approach	38-43	
Energy			
302-1	Energy consumption within the organization	41	
302-2	Energy consumption outside of the organization	41	
302-4	Reduction of energy consumption	41	
302-5	Reductions in energy requirements of products and services	41	
Water			
303-1	Water withdrawal by source	41	
303-2	Water sources significantly affected by withdrawal of water	41	
303-3	Water recycled and reused	41	
Emissions			
305-5	Reduction of GHG emissions	38-39	
Effluents and Waste			
306-1	Water discharge by quality and destination	42	
306-2	Waste by type and disposal method	42	
306-5	Water bodies affected by water discharges and/or runoff	42	
Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations		No such incidents

Social Topics

Management Approach

103-1	Explanation of the material topic and its Boundary	28	
103-2	The management approach and its components	28-37	
103-3	Evaluation of the management approach	28-37	

Employment

401-1	New employee hires and employee turnover	28	
401-3	Parental leave	28	

Labor/Management Relations

402-1	Minimum notice periods regarding operational changes		Comply with local laws and regulations
-------	--	--	--

Occupational Health and Safety

403-1	Workers representation in formal joint management-worker health and safety committees	33	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	33	

Training and Education

404-1	Average hours of training per year per employee	29	
404-2	Programs for upgrading employee skills and transition assistance programs	29	
404-3	Percentage of employees receiving regular performance and career development reviews	29	

Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees	28	
-------	--	----	--

Child Labor

408-1	Operations and suppliers at significant risk for incidents of child labor	32	
-------	---	----	--

Human Rights Assessment

412-1	Operations that have been subject to human rights reviews or impact assessments	32	
-------	---	----	--

Local Communities

413-1	Operations with local community engagement, impact assessments, and development programs	37	
-------	--	----	--

Customer Health and Safety

416-1	Assessment of the health and safety impacts of product and service categories	35	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		No such incidents

Marketing and Labeling			
417-1	Requirements for product and service information and labeling	35	
417-2	Incidents of non-compliance concerning product and service information and labeling		No such incidents
417-3	Incidents of non-compliance concerning marketing communications		No such incidents
Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		No such incidents
Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area		No such incidents



Contact Point

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