

Sustainability
Development
Report
2014

FAIR OPERATING PRACTICE
HARMONIOUS ALIGNMENT OF SUCCESS
ENVIRONMENT HUMAN RIGHTS
ANTI-CORRUPTION INNOVATION
SOCIAL RESPONSIBILITY SYNERGY **SUSTAINABILITY**
ETHIC PREMIER CORE VALUE
LABOUR PRACTICES COLLABORATION
GOOD GOVERNANCE



Message from Chairman



Premier Technology Public Company Limited is a subsidiary of Premier Group. The Company's core business is to invest in the information technology business and provide office rental. The Company's subsidiary is Datapro Computer Systems Company Limited. The Company and its subsidiary engage with the core value and philosophy of "The Premier Business, The Premier People, The Premier Society" in order to operate successful and sustainable holistic business (Harmonious Alignment of Success) as a combination of structural innovation of ideas and good corporate governance. This will lead to the development of sustainable business, employees and society. Therefore, Sustainability development reporting is a separate report from Annual Registration Statements (Form 56-1) and annual report to disclose and dissemination the operations of the Company and its subsidiary about the sustainability And hope that it will benefit to all Stakeholders in consideration of the trust and confidence of the Company and its subsidiary's operation. It may be considered in the development and deployment guidance for the operation or performance of an organization or person in our society and towards the same goal is to create. "Success is sustainable."

Vichien Phongsathorn

Chairman

Premier Technology Public Company Limited and Sustainability Development

Premier Technology Public Company Limited is a subsidiary of Premier Group. The Company's core business is to invest in the information technology business and provide office rental. The Company operates the business with the awareness of social responsibility under "The principle of sustainability development for the society, Premier Group of Companies", focus on the core values and philosophy of "The Premier Business, The Premier People, The Premier Society", to be successful, sustainable and holistic business with honesty and fairness to all stakeholders in line with corporate

governance policy and management in framework of ethics, to be transparent, can be checked and fair to all concerned. The Company also has internal control system, Risk Management and internal audit which are reasonable and effective, give priority to the rights of shareholders, treat all shareholders equally and fairly, to comply with legal requirements Regulations Related which will enable the company and its subsidiary to achieve sustainable growth, increase the confidence of shareholders, investors and all stakeholders.



กลุ่มบริษัทพรีเมียร์
PREMIER GROUP OF COMPANIES

VISION

To be leading Thai corporation that enhances society,
promotes organization and motivates staff to achieve sustainable
success and harmony

The Premier Business

The Premier People

The Premier Society

Harmonious Alignment of Success

CORE VALUES

To deliver
quality
products and
services

To utilize
innovation to
enhance the
quality of
life, society and
the environment

To foster mutual
prosperity of staff,
the organization
and society

To promote
collaboration
between
specialized teams
to maximize
efficiency

To act in
a moral and
ethical manner
and uphold
Thai tradition

Business

Good for organization, customers,
shareholders and business partners

- Efficiency & productivity
- Trustworthiness
- Recognition & respect
- Financial strength & profit
- Sustained growth

People

Good for our people

- Continuous skill development
- High ethical and moral integrity
- Strength and security
- Team work
- Achievement & progress
- Pride and happiness

Society

Good for society

- Enhance quality of life
- Preserve Environment & conserve natural resource
- Promote moral and ethical behavior
- Preserve Thai's values and culture
- Foster a peaceful society
- Cultivate harmony and happiness

Vision and Mission

The Board of Directors has determined the vision and mission of the Company and its subsidiary to be in line with the business and reviewed annually.

Vision

Focus on the investment in the Information Technology Service Business to serve increasing demand of the local business community.

Mission

- Continue to enhance the IT Services to cover enterprise wide requirements
- Invest in ongoing development and certification of local (Thai) resources to enhance quality and professionalism
- Concentrate on high quality customer services to ensure customer success
- Implementation of the principles of good governance

Nature of Business

The core business that the company operates is to invest in the information technology business and provide office rental. The Company's subsidiary, Datapro Computer Systems Company Limited, operates the business of a Total Enterprise Solution and Service Provider. The subsidiary also has its own developed products and products that have been appointed as their distributors of the leading global companies, including providing IT services in various aspects. Details are specified in Annual Registration Statement (Form 56-1).



The principle of sustainability development “for the society”, Premier Group of Companies

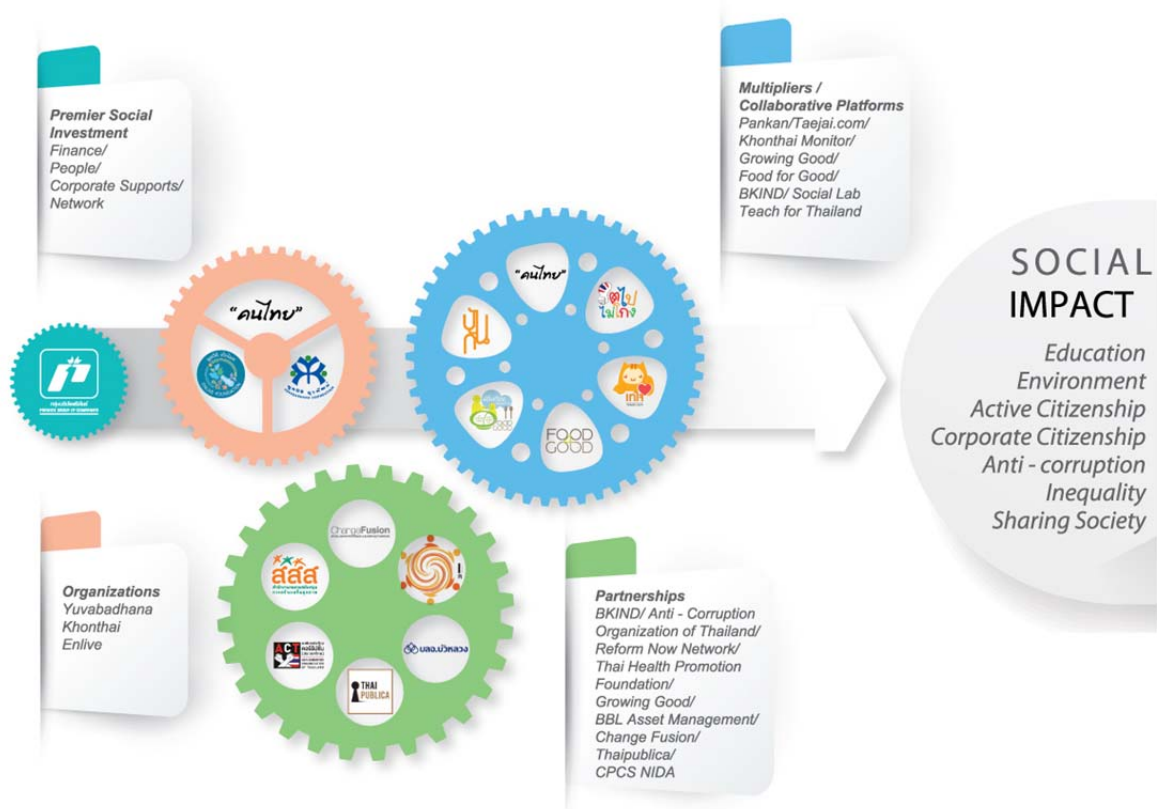
Premier Group of Companies adhere to mutual success of business, employees and society, which is considered to be the main mission in every process of business operations; in order to deliver quality products and services with value, to build credibility and trust with all stakeholders by the administration with good governance.

Premier Group of Companies cultivate and create understanding on organization’s core value to employees to be strong as the basis for discipline in operating business, along with using mechanism of provident funds and saving cooperative to promote stability for employees in long-term by aiming to achieve sustainable success of the business, employees and society.

Premier Group of Companies believes that “Mutual Sustainability is the keystone to the survival of business and society”. In all activities of Premier Group of Companies emphasized on participating with efficiently propulsion as can be seen from the management team and volunteer employees to participate in various projects as if working in their own organization. In addition, Premier Group of Companies has been honored by

a group of people with knowledge and competence to be the committee of the foundation in Premier Group of Companies.

From the aforementioned of principle of propulsion to create sustainable society, Premier Group of Companies aims for the large results from society that create the participation to expand resources, which are fund, participation of people and network as well as creating awareness of stakeholders and active citizen and active corporate citizen. To support the work in society development both in issues manner and spaces manner, by directly or cooperate with various associates to create the “multiplier” for the purpose of creating the ecosystem of active citizen and active corporate citizen as a mechanism to mobilize more resources, allowing people in the society to understand and inspire them to top up to create sharing in the society.



Premier Group of Companies conduct the activities to create sustainable society through sustainable social development line such as



- Yuvabadhana Foundation that emphasized on educational development

มูลนิธิเพื่อ
“คนไทย”

- For Khonthai Foundation emphasized on the development of well-being and happiness of Thai people



- ENLIVE Foundation focuses on nurturing, restoring and conserving sustainable environment and nature

- Food4Good project emphasized in creating food entrepreneurs network to participate in Thai society development by helping Thai children to have good nutrition.

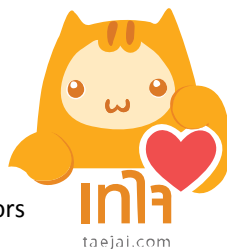
All of these activities adhere to creating benefit both directly or through creating tools, mechanism or organization for people to participate and utilize, which will lead to a multiple sustainable results.

Activities that Premier Group of Companies have operated in accordance with the creation of “multiplier” principle are:

- “Pankan Shop” project by Yuvabadhana Foundation has created this significant mechanism to allow people to participate and share, which was able to expand into 4 branches and 2 franchises in 2014. The result Pankan shop was able to raise money as educational fund for disadvantaged students 2,163 scholarships in 2014.



- Website “Taejai.com” has been able to raise funds from donation to support in various activities and projects more than 4 million baht from more than 1,000 donors by the number of projects completed over 50 projects.



- Food4Good project was able to create food entrepreneurs network to participate in Thai society development by helping Thai children to have good nutrition diet and able to grow properly from more than 18 leading restaurant business. In 2014, there were more than 500 stores and was sent to more than 30,000 high-quality food to the plate to help children in Foundation for Children with Disability (FCD), Holt Sahathai Foundation and Baan Nokkamin Foundation.

- “Growing Good” project is a project that foster people to be good which is the core values of the nation. Premier Group of Companies intended to expand this project wider in order to have more society values; by which the Yuvabadhana Foundation had trained teachers in the network of more than 260 people from 68 schools all over the country.



In addition to the mechanism “Participation for the public” as discussed above to a “multiplier” and Premier Group of Companies also added a “multiplier” by working with partners in the network. This will build the mechanism of driving the collective participation to an exponential growth through Khon Thai Foundation and partners are:

- Anti-Corruption Organization of Thailand



- “BKIND” The mechanism that investors can invest to do good, i.e., firstly to support any company with corporate governance under ESGC criteria and then 0.8% invested money shall be shared to support projects for the social benefit purpose.

มูลนิธิเพื่อ
“คนไทย”



- Reform Now Network





Thai Health Promotion Foundation

- “Inspiring Thailand” Project: The mechanism of building participation of people nationwide with the objectives to encourage Thai people to implement their dreams of Thailand as the happy place to live, which consists of 1) To create the joint target of all citizens; 2) To launch projects to orientate change of the Country; 3) To develop and set up leader networks; 4) To publicize the projects that encourage people’s participation in activities aiming at common benefits of all people.
- www.khonthaivoice. is the mechanism of hearing opinions of 100,000 Thai people nationwide about Thailand in their dreams: what they want to see and what they are ready to do, in order to disseminate to the



government instrumentality and the public as guidelines to steer the social development.

- “To launch projects to orientate change of the Country”: The mechanism of pooling national “resources” which are not only “funds”, but focused on knowledge, expertise, experience and networks for the purpose of enhancing systematic collaboration to launch projects for social interests including the process of implementation, following up and assessment.
- “Thai Spending Watch” Project: The mechanism for people to act together in various government project in order to fight against fraud and corruption through www.thaispendingwatch.com.
- “SUT-CHA-RIJ-THAI” course (Anti-Corruption Curriculum) is an online mechanism for learning and self-assessment allowing people to learn what should be done and should not be done.

Sustainability Development Policy and Process of the Company's and its Subsidiary

The aforementioned working principle to develop sustainable society of Premier Group of Companies was the policy that the Company's and its Subsidiary has always used as a guideline in operation for a successful sustainable holistic business with integrity and fairness to all stakeholders such as shareholders, customers, trading partners, creditors, employees and societies.

Regarding to integrate corporate social responsibility into business strategy explicitly which can be seen from various activities in the business operation of the Company and its subsidiary, Significant issues are presented explicitly in this report, which is considered as business operating strategies that integrate with sustainable development.

However, the Company and its subsidiary had analyzed stakeholders that may be effect from

business operation in terms of economic, society and environment; as well as had defined as development plan in various aspects since 2013 by using "ISO 26000" standard framework together with "Enterprise's social responsibilities regulations" of Stock Exchange of Thailand as disclosed in the annual report of the year 2013.

In 2014, the Company and its subsidiary have been analyzing, reviewing and monitoring development plan for the year 2014 which was specified in 2013 continuously; including reviewed and improved strategies, corporate social responsibility operation plan, analyzed effects towards stakeholders and determined the key performance indicator to explicitly and easily monitored the measurement by using "ISO 26000" standard framework together with "Enterprise's social responsibilities regulations" to present as Premier Technology Public Company Limited's Sustainable development report in this issues.



Monitored and reviewed development plan for the year 2014, which was set in 2013

The Company and its subsidiary had monitored and reviewed development plan for the year 2014 that was set in 2013, according to the following topics:

1. Development plan on operating business with fairness

- To enhance knowledge and understanding on good corporate governance to the executive officers and employees of sales unit and sales promotion unit that participated in the Business Process Improvement Training; and to be able to correctly pass on knowledge or give information to agencies or organizations. It is expected to be 100 percent complete in the 2nd quarter of 2014.



Monitor and Review

The executive officers and employees of sales unit and sales promotion unit participated in the Business Process Improvement Training; and able to correctly pass on knowledge or give information to agencies or organizations. It was 100 percent completed in the 3rd quarter of 2014, which is 1 quarter slower than expected due to the improvement of working processes pattern and developing the systems to be appropriate and more flexible. However, the Company has regularly reviewed and developed the working process to be inline and appropriate with the changes that may occur in the future.



- Improve service level agreement standard by reviewing the agreement to be able to put into actual practice and be accepted by the subsidiary and customers.

Monitor and Review

The subsidiary's legal unit has developed the service level agreement that can actually put into practices and is accepted by the subsidiary and customers; by reviewing previous service agreements, including monitored and studied more on legal requirements. The legal unit has also developed a service agreement to contain significant part of the agreement as a set standard, which is 100 percent in accordance with the plan in 2014. It was found that part of the agreement were not able to be defined as a standard due to the need to adjust according to the different odds and ends of service details that were delivered to organizations.

- Develop the process and working document in recording the delivery of services to customers in order to be able to verify the delivering and receiving services explicitly.

Monitor and Review

Executives and employees of sales unit and sales support unit work in collaboration and had determined the process as well as developed the working document in recording the delivery of services to customer, in order to be able to verify the delivering and receiving services in accordance to the plan at 100%. This has been put into actual practice with every unit that provides services.

2. Anti-Fraud and Corruption Development Plan

- Practice in accordance with the "Anti-Corruption Policy" continuously, as well as compile "Measures for Anti-Fraud and Corruption Handbook" in written form for the executive officers and employees to use as guidelines in preventing fraud and corruption in the company, subsidiary, trade partners' company and customers. Set penalty to deterrence fraud and corruption. This also includes eliminating risk on fraud and corruption in subsidiary business operation. The handbook is expected to be complete in the 2nd quarter of 2014 and plan to have all executive officers and employees'

signature to ensure that they have acknowledge and consent to practice in line with the mentioned measures.

Monitor and Review

The Company and its subsidiary have strictly practices in accordance with the “Anti-Corruption Policy” as announced to all employees to acknowledge, through internal corporate communication and website of the Company and its subsidiary. Letter of acknowledge and agree to abide by the policy and measurement for anti-fraud and corruption were given to all employees to sign (100%). The document was set as a standard for new employee as well. Moreover, the legal unit has completed compiling “Anti-Fraud and Corruption Handbook” in written form in the 2nd quarter of 2014 according to scheduled.

3. Respect Human Rights and Treat Labour Fairly

Respecting Human Rights

- Provide “Preparing and/or breast feeding room” that are clean and convenience by applying available meeting room and reserve the rights for women staff that are in the period of breastfeeding their child to use the room. The room will be ready in the first quarter of 2014.



Monitor and Review

Subsidiary’s administration department together with department in various offices of subsidiary had organized and adjusted the meeting rooms that are ready to be applied and used as “preparing and/or breast feeding room” with being entirely private and cannot be seen from the outside. The room is cleaned daily, where refrigerator for storing milk and socket are provided; as well as chairs that are comfortable for preparing and/or breast feeding. The preparation of such room has been completed in the 1st quarter of the year 2014 as plan and the room will still be retain as determined.

- Decrease contagious disease in workplace by defining measures in controlling of epidemic at the sick person. The human resources management department will provide hygiene mask to every office.

Monitor and Review

Human resources management department together with procurement department prepared adequate hygiene mask for every office for the year 2014, to decrease contagious disease in workplace in accordance with the measures in controlling of epidemic at the sick person. The aforementioned method will be maintained and continuously put into practice for the next several years.



Treating Labour Fairly

- To prepare job position and responsibility development plan to change the status of temporary to permanent staff, so they will have good quality of life and stable life, as well as can also help reduce shortage of human resources in giving Company’s services.

Monitor and Review

Human resources management department of the subsidiary has completed the preparation of such plan in 2014 and was able created satisfaction to all temporary staff that passed the selection criteria to be permanent staff at 80 percent from inquiring and interviewing 33 persons of the aforementioned employees in 2014.

- Building good relationship between employees in the present communicating era, where number of employees increased and having to perform their task with other offices or other department to have closer relationship and be more familiar with each other by adjusting e-mail system to show the picture of the staff that receive and send messages through e-mail.

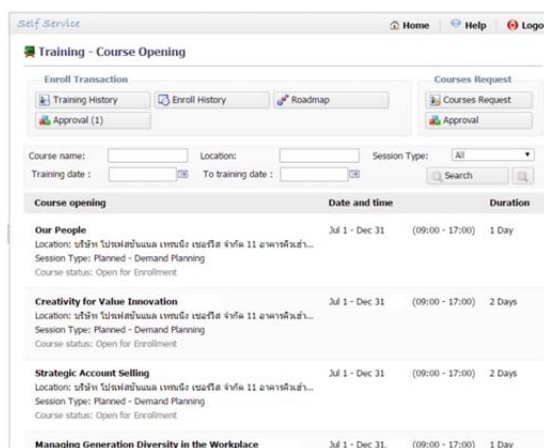
Monitor and Review

Information Technology department of the subsidiary has featured the email system that can show the picture of users and has used the system at 100 percent in the 1st quarter of 2014. From informally randomizing to inquire through telephone and meeting, it was founded that employees that uses the systems give corresponding opinion related to the better relationship of employees from different offices or departments from being able to know each other through e-mail that show the images of the other speaker.



4. Responsibility to Consumers Development Plan

- Human resource management unit regularly prepared personnel development plan for employees to realize on strictly delivering products and services with responsibility and in accordance with the condition specified in the service agreement.



Monitor and Review

In 2014, Human resource management unit has included content on delivering of products and services with responsibilities in accordance with the conditions into every Soft Skill training courses, where subsidiary's employees must be trained in accordance with the training road map. This can be said that the human resource management unit had 100 percent organized personnel development plan on the delivering products and services with responsibility in accordance with the conditions and will continue to conduct such plan in the future.

- The marketing and corporate communication department developed information for sales of goods and services by focusing on "Value" and "Worthiness" in using product and service from subsidiary, which helps customer to correctly understand about subsidiary's price setting and services.

Monitor and Review

The marketing communication department, corporate communication department and senior executives of subsidiary have work in collaboration to develop communication guideline for executives and departments related to sales and services; through executive and supervisor of every unit's meeting in the 1st quarter of the year 2014. It was found that, in presenting subsidiary's details of products and services to customers, trading partners and general people is aiming in the same direction, which are focusing on "Value" and "worthiness". This can be said that the subsidiary was able to communicate by emphasizing on value and worthiness to the public at 100 percent.

- Marketing and corporate communication department collaborate with business alliances organized training and seminars to provide news and information on products and services to customer and general people every quarter.

Monitor and Review

In 2014, the marketing communication unit and corporate communication unit of subsidiary had organized training and seminar to provide news and information on products and services to customers and general people quarterly and have accomplished 100 percent according to plan. The organizing of such training and seminars were both done by the subsidiary itself and the cooperation of business alliances.



- Organize the system and regulation of knowledge management in providing services to develop the potential and rapidity in giving services to customers.

Monitor and Review

Subsidiary's IT service department has continuously develop the available system of knowledge management in providing services, due to the rapid and continuous development of information technology for enterprise causing the IT department to continuously manage the information of knowledge. Therefore, the company was not able to specify the key performance indicator of the plan into numbers.

5. The development plan on Environmental Care

- Due to the services given to subsidiary's information center, which required regular test on electric backup generator causing noise pollution to the neighbors, to solve this problem the subsidiary has determined a plan to build soundproof walls on the impact area.

Monitor and Review

From surveying the surrounding area and consulting the specialist in building soundproof walls, it was found that in building such walls will send more negative effects to the stakeholder around the area, such as noise, the scenery of the houses and buildings around that area. Therefore, discussion had been made and had decided to determine the method in reducing the noise of electric backup generators in the year 2015.

- To develop work process by using information technology system to support the process. This helps reduce 30 percent of the use of paper and copy, as well as helps reduce 10 percent pollution in the office that occur from using the photocopying machine.

Monitor and Review

Working process development unit has develop the system to be in line with the working procedure that was adjusted in 2013 and is 100 percent completed, which was put into actual use for all department of the subsidiary in the 2nd quarter of the year 2014.

6. The development plan on Participating in community and society development

- Top up "Khleng Tachang Sai Hoi SodCheun" project to be a continuous activity that can instill consciousness in social responsibility and to have volunteers among employees and community. This is done by inviting employees and nearby community to participate in developing the project for keeping Khleng Tachang to always be clear and clean and to not make any water pollution, as water is the sources of smell and bacteria. The activity will be organized at least every quarter of the year 2014.



Monitor and Review

In 2014, the subsidiary has organized collecting garbage in Klong Tachang activities twice in the first 3 quarter of the year 2014, by receiving cooperate from volunteer employees of subsidiary which goes according to the schedule. Though such activities came to a halt in at the end of 3rd quarter due to the fact that Klong Tachang has officially been considered to be developed and treated by the Prawet District Office, Bangkok.

- The Company and its subsidiary have stipulated long-term policy in supporting community and society development activities through the operation of various foundations by donating 5 percent of net profit of each year to the foundation. This is Premier Group of Companies' main mechanism for driving participation in society development.

Monitor and Review

The Company and its subsidiary adhere to 100 percent completely practice in accordance with the long-term policy of Premier Group of Companies.



- The Subsidiary stipulates long-term policy to support goods that Yuwabadhana Foundation distribute and uses it as New Year gifts for the customers and trade partner. The activity has been ongoing for more than 10 years.

Monitor and Review

In 2014, the subsidiary has support goods that Yuwabadhana Foundation distributes by using it as New Year gifts for the customers and trading partner 100 percent as planned.

- Maintain the participation of executive officers and employees in fund raising activities of employee's club for "DCS Club" Fund.

Monitor and Review

In 2014, the subsidiary's employees club (DCS Club) was able to raise fund at 100 percent according to plan by participating in the activities of clubs from employees to put into DCS Club Fund. (As it is a volunteer funding of employees, therefore, there is no numerical target in the amount of money that would be received.)



7. Innovations and dissemination of Innovations from conducting corporate social responsibility

In 2013, the Company and its subsidiary have no plan for innovation and the dissemination of innovation.

Strategies and business operation plan that integrated with sustainable development

The Company and its subsidiary have reviewed business operation activities that effect both positive and negative side to stakeholders in the previous year. The working group has stipulated as development plan for the year 2015 in an appropriate aspects to develop the strategies in operating business; in order for the business to operate with corporate social responsibility sustainable and in line with the sustainable corporate social responsibility principles which are as follows:

1. Fair Business Operation

The Company and its subsidiary operate business by adhered to rightness and fairness, which is the core value of “Premier People”, where executive officers and employees continuously abided by; and is in accordance with good corporate governance policy. The Company and its subsidiary have also stipulate code of conduct toward the customers, trade partners, creditors, competitors, shareholders, employees, societies and environment in the “Premier Group Ethics” handbook (publicize on website) so that the Company’s executive officers and employees will practices in accordance to the guidelines.

The subsidiary delivers Information Technology for organization products which required expertise in installation that can be used practically. Throughout the past year, the subsidiary focuses on delivering personnel that were trained and has been certified by the products owner to provide services in installing hardware and software that can be use practically.

Development plan for the year 2015

- Review and monitor the working process pattern and support system to be in line and bestead the operation correctly, appropriately, does not violate any law and flexibility to work regularly on a quarterly basis through the meetings of senior executives of the subsidiary that have been set to have this meeting together quarterly.
- Improve service level agreement standard by reviewing the agreement to be able to put into actual practice and be accepted by the subsidiary and customers by continuously develop and improve to make it appropriate with the changing situations or regulations, where the subsidiary’ legal unit is responsible for reviewing such agreement regularly every quarter.
- Explicitly develop and stipulate the terms of payment for products and services with the trading partner and is acceptable by both parties, to strictly be able to practically put into practice, where unit responsible for the products will negotiate with the products owners and explicitly set as conditions in the sales and purchase contract documents. The subsidiary’s legal unit is responsible in reviewing the contract before signing a deal.

2. Anti- Fraud and Corruption

The Company and its subsidiary operate business with “Premier Group Ethics” and in accordance with good corporate governance, integrity, morality, accurately, transparently and have corporate social responsibility.

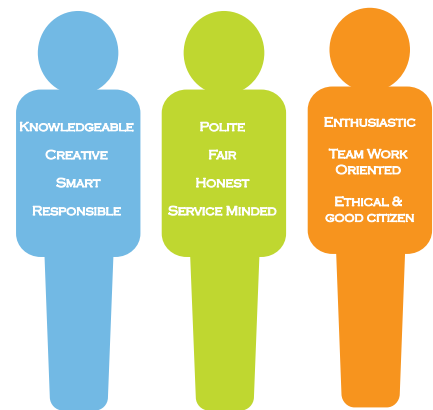
In 2011, Premier Technology Public Co., Ltd co-sign to show intention to be “Collective Action Coalition Against Corruption: CAC”. This is to show intention and determination on Anti-corruption in any form and in 2013, the Company and its subsidiary have conduct self-

evaluation on Anti-Corruption measures to submit to Thailand's Private Sector Collective Action Coalition Against Corruption and the Company was certified as a full member of Thailand's Private Sector Collective Action Coalition Against Corruption on July 4, 2014.



OUR PEOPLE

Moreover, the subsidiary has provided “Our People” training to all new employees for the year 2014. Topic such as things that employees should do to be able to practice with integrity, adhere to principles of morals, ethics, rightness, transparency and have social responsibility in line with Premier Group ethics that the executive officers and employees have been continuously practiced.



DEDICATED TO
SERVICE EXCELLENCE **DCS**

Development Plan for the year 2015

- Risk management sector includes the eliminating of risk on fraud and corruption in subsidiary business operation into the risk management plan that has been reviewed and monitored quarterly.
- Human resource management department determined to have all executives officer and new employees signatures to ensure that they have acknowledge and consent to practice in line with the mentioned measures.
- To use “Anti-Corruption policy” and to practice more explicitly and concretely, the Company and its subsidiary’s legal department will include Anti-Corruption policy into contract documents and commercial documents.
- Human resource management department together with subsidiary’s legal department work in collaborate to set plan in fostering the value on honesty to subsidiary’s employees through training, along with determined regulation for Anti-fraud and corruption for the employees to understand and put into practice. It is expected to be complete in the 2nd quarter of the year 2015.
- Executives from all department of subsidiary reviewed “Measures for Anti-Fraud and Corruption Handbook” for the subsidiary which shall be completed in the 2nd quarter of the year 2015; in order to submitted to the subsidiary’s employees through various communication channels such as placed copies of the handbook in every department and store as digital documents to be able to browse through the network system.
- Engage in supporting the dissemination of “Growing Good” project that the Yuvabadhana Foundation will train the teachers from the schools all over the country which is considered as a mechanism that will help enhance the sustainable quality society development.
- Study and understand the tools of “Thai Spending Watch” Project which is the mechanism for people to collaborate being the eyes and ears in various government project in order to fight against fraud and corruption; as well as to launch the activities to disseminate or interpose in order to create awareness on fraud and corruption to trading partners, customers and employees. The Company had determined to disseminate in various form and once every quarter in the year 2015.

3. Respect Human Rights and Treat Labour Fairly

The Company and its subsidiary treat their employees equally and fairly on the principle of human rights. There is no discrimination on skin color, race, gender and religion. The company does not use child labour or any illegal labour and provide wages and remuneration management policies by adhered to principle of fairness, suitable with the nature of job responsible and the competence of each employees, which is comparable to the company with the same type of industry. Along with continuously provide employees with development policy as well as support knowledge and competence in order to develop their skills and abilities, which will lead to career advancement.

The subsidiary used IT expertise in adjusting to support the employees to access into company’s news and information equally by which 98 percent of the employees used computers to connect to the company network system to access into the aforementioned information at all time. The company also provide communication channel through digital media that were installed in every subsidiary offices in order for the employees to receive news thoroughly.



For welfare policy, The Company provided welfare for employees such as employee provident fund, social security fund, group health insurance, group life insurance, group accident insurance, annual health check-up, company's hospital room, preparing and feeding room with milk refrigerator, employees bus, other welfare related to support money for employees on different occasions etc.

The Company stipulates policy on intellectual property, refrain employees from violating others intellectual property, whether its domestic or international intellectual property and forbid the use of any software that violates copyright in the Company.



As in previous year, there is no violation of labor law, law on hiring, consumers, business competition and environment or any violation of other intellectual property.

In 2015, the subsidiary had considered hiring 1 handicapped to take responsibility in giving IT services through telephone, which the subsidiary had set up the workplace to be appropriate for the employees. Moreover, the subsidiary had coordinate with institutes and foundation that supervise on handicapped labor allocations to consider hiring more handicapped labor in the appropriate position for the year 2015.

Moreover, the subsidiary established an employee club, which is known as “**DCS Club**”. DCS Club is managed by employees from every department and jointly set plan and activities which will benefits in terms of creative recreation promote on having volunteer mind to customers, trade partner and employees. To build participation of employees and conducting activities that promotes environment protection according to the employee interest.



Development plan for the year 2015

- Decrease contagious disease in workplace by defining measures in controlling of epidemic at the sick person. The human resources management department will provide hygiene mask to every office and set as continued plan from the year 2014.
- Improve the working space to be appropriate for subsidiary's handicapped employees. The subsidiary's administration and those employees' department to coordinate with the building owner in renovating the space to be appropriate such as restroom, ramp down from the building etc.
- Department of personnel management prepares job position and responsibility in order to change the status of temporary to permanent employee, so they will have stable and good quality of life, as well as can also help reduce shortage of human resources in giving Company's services. This plan is set as continuous plan from the year 2014.

4. Responsibility to Consumers

The company and its subsidiary have the policy to meet the customer satisfaction by selecting quality products that have been accepted internationally, along with providing after sale service that have the quality according to ISO 2000, ISO27001 safety standard and provide continuity services in accordance with the ISO22301 standard.



Moreover, subsidiary's information technology department had use the existing service knowledge management system to develop for the continuous in managing the knowledge data with the purpose to develop potential and the speed in providing services to customers.

The subsidiary had regularly disclosed information related to product and service that are benefit to customers and general public, sharing IT



knowledge and experience to groups of individual or community through social network and seminars that were held annually.

The subsidiary provided channels for customers to complain or comment through customer satisfaction of products or services survey which is conducted twice a year; as well as provide help desk system that is available 24 hours through telephone and internet.

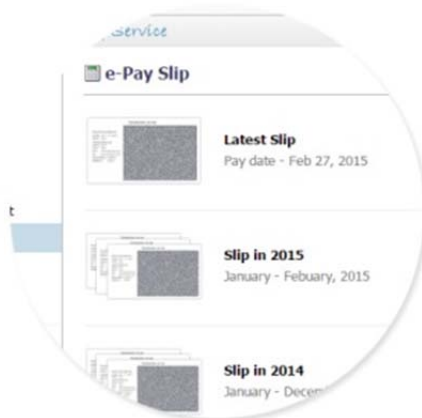
Development plan for the year 2015

- Human resource management sector regularly prepared personnel development plan for employees to realize on strictly delivering products and services with responsibility and in accordance with the condition specified in the service agreement. By setting it as plan that was carried over from the year 2014 in order to organize training for new employees, including the provision of new courses that are appropriate and in line with the business operation.
- Marketing and organization communication department collaborates with business alliances organized training and seminar to provide news and information on products and services to customer and general people every quarter.

5. Environment Care

The Company and its subsidiary operate business in accordance with “Environment and Society Policy” of Premier Group of Companies (Publicize on Company and subsidiary’s website) and strictly practices in accordance with the environmental laws and safety of public sector.

The Company and its subsidiary selected products based on the efficient use of resources in order to participate in the preservation of the environment, the share of corporate employees and customers. This can be seen clearly from the supply of equipment and technology that takes efficiency power consumption to provide service in Data Center Energy Saving or "Green Data Center" as well as regularly manage the measurement of power consumption process, as it can measure the energy use or PUE below 1.7 which is considered to be energy saving more than 30% compared to a conventional system. This helps the business organization to reduce business cost in long-term.



The subsidiary has continuously publicize information on Data Center Energy Saving Services or “Green Data Center” to customers, trade partners and general people; to create understanding and awareness of consuming power efficiently, especially customers that used the Company services will be considered as part of the society that helps save energy.

Moreover, the subsidiary has utilized technology that the subsidiary is expertise in to replace the use of paper and copies such as the development of IT system to cover all the jobs that need to use paper and copies such as documents supporting the procurement, salaries and employee tax, notification and company news.

In the year 2014, the subsidiary's employees from every office have work in collaboration to create awareness in the use of energy and enforce the participation by informally proposing the project within the sector. In order to find ways to use energy with awareness such as turning the light off while on break, turning off electronic appliances that does not affect the services, using the back page of the paper, collecting old calendars every year to deliver to Foundation for the blind in Thailand under the Royal patronage of H.M. the Queen to be produced as learning materials for blind students, using the car together etc. Such participation of employees was well accepted and has received good feedback; and likely to continue practiced and top up to extend more results.



Development Plan for 2015

- To develop work process by using information technology system continuously in order to reduce the use of paper and copies progressively in the overview and able to reduce the amount of carbon that occur from using the photocopying machine.
- The information technology service unit studied the use of alternative energy from solar energy for the Data Center by getting knowledge and feasibility studies from the companies in the environmental business unit, Premier Group of Companies, to summarize as guidelines for further development in the year 2016.
- Participated in Enlive Foundation's activities, which is the foundation under the Premier Group of Companies' Social Development Business Unit; in order to use it as the mechanism in extending the result of various activities relating to caring and protecting the environment for the purpose of creating participation in wide area. This is done through communication to trading partner, customer, employees and their family by setting the subsidiary's corporate communication department to follow up and coordinate directly with the foundation and communicate to the subsidiary's network, which is expected that there will be communication and invitation to participate at least 2 times or 2 activities in 2015.

6. Participate in community and society development



The Company and its subsidiary practice in accordance with the "regulation to the public society" that is specified in the business ethics in supporting activities that are benefit to the society and community.

Throughout the years, the subsidiary has regularly share its knowledge and experience in information technology through training and seminar without charging any fee to groups of individual or community such as educational institution, trading partner, customers, computer system developers etc.

From the business operation related to data center services, the subsidiary has defined as regulation of having unlimited service renewal with no additional charge for customer who uses data center service for the purpose to administrate, store, disseminate and brows back of information that are widely useful to the society such as educational information, community and public health information, economic information, and news and information that are benefit to the public.





With having expertise in information technology and experience in disseminate digital content through high speed system network, the subsidiary has developed the system to support the continuous of educational access of Thai youth through activities with trading partner and customers in live broadcast reviewing knowledge before entering into the university for students all over the country through high speed network signal and has been stored in order to easily access information at any time. The purpose is to support the access of educational information equally and to minimize the expenses for teenagers living far away.

In 2014, the subsidiary has process the Khlong Tachang project, which is a drain canal that located next to the Premier Place building, Srinakarin Rd., which is the Company's building and the subsidiary office. The "Khlong Tachang Sai Hoi SodCheun" project was established since 2013 and has continued to 3rd quarter of 2014. With the sharing of such care, the company expected to extend the results to build awareness of the public sector that considered to formally develop and improve by the Prawet District Office, Bangkok.

Moreover, the company also participates in the community and society development activities through business operation of various foundations by donating 5 percent of net profit of each year to the foundations. This is Premier Group of Companies' main mechanism in driving participation in society development.

Employee club or DCS Club has contributed DCS Club fund to Yuvabadhana Foundation to manage the fund in accordance with the main objectives of the Foundation. The mentioned fund come from collecting annual donations by the employees from the club's activities and in 2014, the total amount of donations that was supported by the employees were amounted to 22,410.00 baht. At present, 6 students have graduated from high school, 2 students were supported in information technology professions, and 1 student at Bachelor degree level.



Development plan in 2015

- Organize events to regularly exchange knowledge on system development between subsidiary and trading partner, disseminate knowledge to student and independent system developers at least 2 times in 2015.
- By supporting community and society development activities through the operation of various foundations by donating 5 percent of net profit of each year to the foundations. This is Premier Group of Companies' main mechanism in driving participation in society development.
- By supporting products that Yuvabadhana Foundation distributed and uses it as New Year gifts for customers and trade partner.
- Maintain the participation of executive officers and employees in fund raising activity of employee's club for "DCS Club" Fund, in order to support Youth education to create sustainability future for youth and society around.

7. Innovations and dissemination of Innovations from conducting corporate social responsibility

Innovation of thought Structure

"Principle Works to develop the social sustainability of the Premier Group of Companies" that emphasized on the core value and philosophy in working which is "The Premier Business, The Premier People, The Premier Society" for mutual sustainable success. This is considered as the innovation of

thought structure which affects the business operation of the company in Premier Group of Companies to have balance in value and value to community, society and environment accompany with the sustainable business growth.

The subsidiary combines business operation activities from selecting products, trading partner, determining guidelines in sales and services, which also cover the organization support of every business unit to consider mutual sustainable success and does not have negative impact to all stakeholders under the philosophy in operating business and 5 core values of Premier Group of Companies (As shown in appendix 1 of this report). It can be considered that these are sustainable innovation of thought structure that are relay and disseminate to executives, employees, customers and trading partner to acknowledge the operating guidelines through various business activities that adhere to good business operation and through participating in activities of associate network, civil society as part of the mechanism in participation and extend the results to society broadly.

Innovation Development

Information Technology Business is a business that required fast access and at pace with the changing technology. Study and research of the personnel are the significant factors in development that leads to the expansion of innovation.

In 2014, subsidiary's enterprise systems development unit together with the trading partner had studied the use of alternatives system, Open Source, to develop and applied to the new system for data management in order to support the business decision making of the organization, as well as to develop as alternative products and services that can be present to customer.

The innovation development of such new product shows the potential and benefit of alternative systems such as open source that can be studied, edit and broadly published without license fees. But in order to develop such system, a system developer with knowledge and expertise is required, which is very limited at present.

Development plan for the year 2015, to develop and disseminate innovations

- Organize events to regularly exchange knowledge on system development between subsidiary and trading partner on a quarterly basis.
- Cooperate with trading partners that are specialize in system development to regularly organize events that disseminate knowledge and understanding to educational institutions and independent developers both in Bangkok and provincial area, at least 2 times in the year 2015, with the objectives to :
 - Support to have sufficient system developers for services both in Bangkok and provincial area.
 - Encourage educational institutions and independent developers to use alternative tools to efficiently develop the system.
 - To enhance the career opportunities for students and independent developers, especially local level.

Appendix

The principle of sustainability development “for the society”, Premier Group of Companies

The core value of the Group Premier of Companies is achieved sustainable (Harmonious Alignment of Success) of business, employees, and society as the mission of the organization. The Business, all of the business process, Premier Group of Companies intends to conduct business to partners, customers to receive quality products and service, ready to build value, ready to develop and build trust and confidence in the management with good governance, ready to create transparency to all stakeholders. The employee, Premier Group of Companies has cultivated a strengthened understanding of the core value of the organization; strengthen discipline, responsibility and performance as a basis for discipline in the business and citizenship by using the mechanisms of provident fund, savings and credit Cooperatives. The employees will have long-term stability and maximum benefit. The important part of our core value is to co-create and develop Premier social in a sustainable manner. The Premier Group of Companies believed that "Sustainability is an important condition of the survival and growth of the business, employees and society"

To build mutual sustainable success, The Premier Group holds 5 core values in operating business.

1. Quality
2. Creativity
3. Mutual benefit
4. Knowledge integration
5. Moral and ethics

The business operations of the Premier Group of Companies for sustainable social development raise from building of awareness and understanding among employees in the core value that "the business, employees and business create sustainable success," a mechanism to create an ecosystem of engaging the public, cause the process a virtual collaborative practice continuously, constantly and regularly; use management resources, personnel, volunteers and funding to support growing and dynamic range expansion. Establish a mechanism for the common people more accessible to the creation of a repeat for creating the larger mission. Cooperation and help each other do indeed achieve sustainable change for the better.

