

“ Focus on creative development of quality real estate projects under good management to create suitable returns and sustainable growth. ”

**- VISION -**

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## PRODUCTS

Creating products with inspiration and deliver quality for all services (Inspiring)

## SOCIETY AND ENVIRONMENT

Encourage social and environmental awareness (Caring)

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## STAFF

Be proactive, think out of the box (Proactive)

Encourage collaboration to achieve organizational goals (Collaboration)

## SHAREHOLDERS

Generate stability and suitable returns under the concept of good governance (Reliable)



**– MISSION –**



- Maintain continuous revenue growth by focusing on creative development of products and services in order to create value-added innovation for customers of UV Group, as well as focusing on market expansion and increase of products or services variety in order to spaciouly respond with customer demand and diversify business risks.
- Seek for investment opportunities in businesses with potential or business synergy with partners who possess expertise and experience in real estate development business and related businesses.
- Encourage usage or development of innovation and new technologies in order to increase products and services quality of UV Group to be remarkable, acceptable, and satisfying for customers at maximum, as well as creating benefits to consumers, society, and all stakeholders.
- Give importance to human resource investment which is an important factor driving businesses of UV Group to achieve planned targets continuously and sustainably, including targets of business performance and targets of corporate responsibilities to society, environment, and all stakeholders.



## **- CORE BUSINESS STRATEGIES -**

# Corporate Social Responsibility

The Company adheres to operate business with fairness under good corporate governance, transparency, accountability. It aims to drive business growth along with awareness on its responsibilities to economy, society, environment, and stakeholders, which is an important guideline to enable businesses of UV Group to grow with stability and long-term sustainability. In this regard, the Company prescribes Corporate Social Responsibilities as one of the important goals that UV Group must take into consideration and give importance to the business operations. The Company prescribes its mission with consideration of society, environment, and all stakeholders as the framework for its business operations and guidelines as follows: "The Company focuses on creating products with inspiration and delivering of quality in all services (Inspiring) under consciousness of sharing and caring to society and environment (Caring) together with support for progress and out of the box thinking of its employees (Proactive) and encourage its employees to collaborate to achieve corporate objectives (Collaboration) in order to deliver constant and stable returns under good corporate governance to shareholders (Reliable)".

In this regard, the Company operates its businesses and manage its organization according to Corporate Social Responsibility Guidelines of the Stock Exchange of Thailand (the "SET") in 8 aspects as follows:

## Fair business operation

UV Group operates its businesses and manage its organization strictly under laws, regulations, and provisions of related governing entities, as well as considering Corporate Governance Policy and Code of Conduct of the Company (additional details in item "Corporate Governance Policy") that the Board of Directors prescribe the Company to formulate as practice guidelines for executives and all employees of UV Group to strictly comply in order for UV Groups' business to be operated with transparency, fairness, social and environmental responsibilities, and equal protection of all stakeholders' rights. This covers (1) Rights of shareholders including basic rights, rights to receive important information equally and timely, rights in shareholders' meetings (2) Equal treatment to all shareholders, protection of minor

shareholders' rights, preventive measures on using internal information for personal benefits or trading of the Company's securities, procedures with conflicts of interest (3) Consideration on roles of all stakeholders, including shareholders, employees, customers, trade partners, creditors, competitors, society and environment, covering human rights, protection and non-infringement of intellectual property (4) Information disclosure and transparency, focusing on disclosure of the Company's significant information with accuracy, completion, reliability, and transparency within the appropriate period and in accordance to laws, and (5) Responsibilities of the Board of Directors who govern business to be line with laws, policies, objectives, regulations of the Company and resolutions of the shareholders' meetings.

## Anti-corruption

UV Group formulates policy and practice guideline for anti-corruption, as well as reviewing such policy or practice guideline regularly. It prohibits the Board of Directors, executives, and all employees to be involved with any forms of corruption and prescribes them to strictly comply with regulations and Thai laws related to anti-corruption. In addition, it uses such policy as part of training agenda for new employees and part of knowledge test related to the Code of Conduct of UV Group, as well as communicating and monitoring its executives, employees, and trade partners to strictly comply with policy and practice guidelines related to anti-corruption such as procurement, receipt of gifts, assets, or other benefits, etc. Furthermore, the Company arranges appropriate risk management system to monitor and manage risks related to corruption efficiently. The Company's internal audit department is responsible for review and assessment of operations in each department to be in line with laws, policies, and regulations of UV Group in order to reduce corruption problems. The Company also provides multiple channels to accept whistleblowing or suspiciousness related to corruption from stakeholders of both internal and external and clearly prescribes procedures to manage complaints and protection measures for whistleblower.

In fiscal year 2018, the meeting of the Company's shareholders No. 6/2017-18 on 14 September 2018 provided approval for





the Company to announce its purpose to join Thai Private Sector Collective Action Coalition against Corruption (“Thai CAC Project”), in which on 19 September 2018, the Company announced its purpose to join the Thai CAC Project. The Company is in preparation process in various aspects and is arranging self assessment related to anti-corruption measures, as well as preparing documents to submit for approval as a member of Thai CAC Project from Thai CAC Council to be completed within the prescribed time frame.

## Respect for human rights

UV Group adheres to operate businesses according to laws, corporate governance principles, and code of conduct by prescribing the Board of Directors, executives, and employees to give importance and respect to human rights of individual, society, and community. This includes equal treatment to all individuals without discrimination, avoidance of acts that violate human rights, and support for human rights such as encoring its directors, executives, and all levels of employees to treat one another with respect, honour, and equality. UV Group does not limit rights of individuals with differences and prevents any cases of threat, harassment, and violation. It treats employees in relation to employment, compensation, promotion based on work capability and efficiency rather than individual characteristics. Furthermore, it also communicates to and encourages parties related to business operations of UV Group such as suppliers,

contractors, joint ventures to operate businesses with fairness and respect to human rights. The Board of Directors, executives, and employees must not neglect or ignore when witnessing actions that violate human rights related to UV Group. They must report information and provide cooperation in any examination for facts in which the Company will give fairness and protection to whistleblowers related to violation of human rights within UV Group.

## Fair labour practices

UV Group adheres to strictly treat employees with fairness in accordance to labour laws and regulations related to employees in which the Company has policy to provide compensation, welfare, and other benefits appropriately and in line with results of performance assessment of each employee and the Company’s performance. It also manages work environment to be secured for lives and assets of employees, respects and protects rights and freedom of employees from violation, as well as encouraging employees of all departments and levels to develop and present their capabilities and values by regularly arranging training seminars to increase their knowledge and skills for higher work efficiency which are beneficial for the progress in their career path. The Company also encourages employees to have balance for work and personal life through activities beneficial to employees under UV FAMILY Project that the Company has continued since 2017. The activities organize within fiscal year



2018 include “Good Health Good Life” Project, a campaign promoting exercise for employees, “Happy Health” Project, a weekly physician visit to provide health consultancy to employees, “We Care” Call Center Project, arranging psychological experts to provide consultancy to employees via phone (Please see details related to policies and activities for employee development in item “Human Resources Development Policy”). Furthermore, the Company also establishes communicating channels to receive opinions and suggestions from employees of all levels equally and fairly and also establishes channels for employees to notify actions that are against its corporate governance by incident or situation that impacts the work or the decision of the employees in accordance to the Whistleblowing Policy of the Company. In addition, the Company also gives importance to the labour treatment of trading partners related to business operations of UV Group such as the labours of construction contractor for GRAND UNITY Condominium Project which must receive treatment from employer in regard to their compensation and safety for their lives and properties with fairness and legally rightness to labour laws and related laws.

## Responsibility on consumer

UV Group is aware of the importance of creating satisfaction and confidence to the quality of products or services of UV Group for customers who are important stakeholders who will support

businesses of UV Group to grow continuously and sustainably in long-term. UV Group aims to create, manufacture, or procure products that have quality and safety to usage of consumers with prices that are proper and fair. It designs, selects, and controls manufacturing, procurement, services before sales and after sales to be in line with global quality standards such as TL, a manufacturer and distributor of zinc oxide powder, which has certifications of Quality Management Systems Standards (ISO Standard), Good Manufacturing Practice (GMP), Hazard Analysis Critical Control Point (HACCP), and Occupational Health and Safety Assessment Series (OHSAS).

Furthermore, UV Group continues to improve quality and types of products and services to align with demand of each customer group and keep up with trends or lifestyle changes in each period such as

- Development of Condominium under new brand of GRAND UNITY which focuses on a location nearby skytrain station and modern room design with space layout that maximizes benefits to usage of residents with different lifestyle, as well as creating environment and facilities within the project to be ready in every aspect in order to provide good value and life quality to residents sustainably, including the use of new innovations and technologies for the projects to be consistent for the target customers lifestyle.



- Research and development on zinc oxide to reduce its particle to nanometer scale in order to support usage in industries of cosmetics, textile, and electronics.

The product development of UV Group above are in conjunction with its mission that focuses on "Creating products with inspiration and delivering of quality in all services". The Company aims to disclose information related to products and services of UV Group accurately, completely, and sufficiently, as well as arranging channels for customers to provide suggestions or complaints related to products and services in accordance to the Company's Whistleblowing Policy.

## Environmental conservation and efficient resource consumption

UV Group is aware of business operation on the basis of environmental responsibilities in every processes of manufacturing or procurement of products or services in which it prescribes policy for UV Group to strictly operate businesses under laws or regulations related to environment and encourages all businesses to consume natural resources at the maximum benefits and efficiency including consumption of energy, electricity, water, paper, and other non-renewable material such as installation of solar cell on factory roof of zinc oxide factory of TL. For the fiscal year 2018, TL installed additional solar cell on the rooftop of warehouse building and utility building in order to use electricity from solar cell panels in the factory which helps save



electricity costs by an estimate of 1.40 million Baht per year. It also encourages usage of modern technology or equipment that provides energy conservation and pollution reduction for environment to apply in production processes of products or services of each business such as the use of ready-made bathroom in GRAND UNITY Condominium Project which helps reduce dust, noise pollution, and construction period, and the use of Oxygen Enrichment and Auto Pusher systems in zinc oxide production processes of TL which result in stable stove temperature, reduction of natural gas energy usage, reduction of dust spread and heat in production process. In addition, it encourages UV Group to join environmental or energy projects to increase efficiency of energy consumption which will help reduce energy costs in long-term and reduce environmental pollution from its business operations. This includes submission for certification of environmental management standards ISO 14001 and energy management standards ISO 50001, certification of Green Industry, certification of LEED Green Building standard (Leadership in Energy and Environmental Design) of United States Green Building Council (USGBC), etc. Furthermore, it prescribes operation procedures to be in line with security, health, and environmental standards regulated by laws in order

to be practice guidelines for employees which is one approach that can help reduce and prevent impacts that may occur from UV Group's business operations to community, society, and environment, as well as arranging employee training to provide knowledge and foster consciousness on social and environmental responsibilities. In fiscal year 2018, UV Group assigned employees to attend courses or seminars in order to follow up on information, knowledge, and technology related to energy saving and environmental conservation to apply on business operations of UV Group such as the seminar "Guidelines on energy saving by ESCO", organized by the Federation of Thai Industries, the seminar "Guidelines on collection of energy points under Integrated Energy Conservation Promotion Program", organized by the Institute of Industrial Energy, the Federation of Thai Industries, etc.

## Development on community or society

UV Group operates its businesses in conjunction with its awareness on social responsibilities by focusing on support of public and community activities to improve life quality and provide benefits to community and society where it operates in, especially activities for human capability improvement in education or professional skills to youth or those with disadvantages, as well as encouraging its employees to have conscious mind and act as good citizens for community and society. The details related to activities for development on community or society of UV Group can be viewed more in item "Corporate social responsibility activities (After Process)".

## Innovation and dissemination of innovation through the operation with responsibilities to the society, environment, and stakeholders

The Company encourages its personnels in all of its businesses to present knowledge, idea, or start doing things with new methods in order to stimulate its personnels to take part in creating positive idea or methods that are beneficial to work or create additional value to products or services of UV Group. It also encourages applying modern technologies or tools in its business operations to increase efficiency of production processes or procurement process for products and services of UV Group in terms of quality or production increase of products or services, or positive changes to environment, society, community, or stakeholders related to its business operations. The Company will support creation of the aforementioned innovation in the level of internal working process within organization and also in

the level of collaboration with agencies or external organizations such as trade partners, educational institutions, etc. The practice guidelines on innovation and innovation dissemination of UV Group includes the support for executives and employees to analyse business processes and search for risks or negative impacts to environment or society resulting from its business operations, as well as studying for solution approaches to reduce impacts. This also includes studying for opportunities to develop idea or technologies to solve the problems and lead to creation of innovation beneficial to business and disclosing such innovation in the aspects that are beneficial to society and environment for acknowledgement of public and stakeholders in order to create confidence to target customer group and its stakeholders.

Over the past period and fiscal year 2018, UV Group has developed innovation and procedures that are beneficial to society and environment such as

- Designing and selection of construction material that reduce energy consumption and pollution impacts during construction period of GRAND UNITY Condominium Project such as the design of cooling system and ventilation system to reduce energy consumption, the use of ready-made bathroom and precast concrete wall to reduce time, waste material, dust pollution, and noise pollution during the construction.
- Applying Oxygen Enrichment system and Auto Pusher system in the production process of zinc oxide powder of TL which results in stable stove temperature, reduction of natural gas consumption, reduction of dust spread and heat from production process, and creating products with purity and quality meeting customer demand while staff in production unit gain more safety at work. In 2018, TL also improves bag compression equipment which reduces the spread of zinc oxide powder during packing by 95% and also installs additional solar cell on the factory roof. Due to its determination to improve production technologies and environment of both within its operational area and surrounding community continuously on the basis of social and environmental responsibilities, TL has received certifications and awards as follows:

- Green Industry Award at Level 4 from Ministry of Industry which certifies it as a business that adheres to business operations that are environmental-friendly for sustainable growth by focusing on 3 aspects, including (1) Development and improvement of production efficiency (2) Environmental management for continuous improvement, and (3) Social and environmental responsibilities for both inside and outside organization. The Green Industry Award at Level 4



that TL has received shows that the organization has developed the corporate culture on environment which has been put into effective practice.

- The Excellent Role Model Establishment on Safety, Occupational Health, and Working Environment Award 2018 by the Department of Labour Protection and Welfare.
- Certification for joining Drugs-Free Workplace Project Level 1 from the Department of Labour Protection and Welfare which shows that the business has drug management system.

## Activities and report preparation process

In fiscal year 2018, UV's business operations are strictly in line with laws, regulations, and requirements of related agencies in which UV Group's business operations have not been found during auditing period as violating laws or the 8 principles of guidelines for corporate social responsibilities established by the SET, or have not been accused for any negative impacts to society and environment.

The Company discloses information of policies, procedures related to business operations and social support activities of UV Group which presents social and environmental responsibilities for sustainable growth of the business and overall society according to the principles of the guidelines of corporate social responsibility by the SET into the Annual Report and the Annual Registration Information (Form 56-1) in order to disclose such information to shareholders, investors, and stakeholders of UV Group to acknowledge. The Annual Report and the Annual Registration Information (Form 56-1) of the Company can be viewed in the Company's website at [www.univentures.co.th](http://www.univentures.co.th) or website of the Securities and Exchange Commission (the "SEC") at [www.sec.or.th](http://www.sec.or.th) or website of the SET at [www.set.or.th](http://www.set.or.th).

## Corporate social responsibility activities (After Process)

In fiscal year 2018, UV Group organized activities for benefits of society and environment as follows:

### Social activities

- Rose sale in the month of love (February) in which all revenue without deduction of expenses were given to the Heart Foundation of Thailand under the Royal Patronage in order to support the Heart Association of Thailand, heart disease patients, and other public benefits.



- Collection of old calendars to donate to Center for Technology Services for the Blind to use for making Braille alphabet books for visually impaired individuals.
- Fund raising activity from executives and employees of UV Group to use the fund on organizing activities beneficial to society and environment including donation of consumable goods to disadvantaged youths.



- Organizing children day and donating consumable goods to youths at Pakkret Boy Home (Baan Bhumivet), Nonthaburi Province.
- Organizing children day and donating rice and seasoning for lunch to students of Wat Kum Tae School and Wat Don Phutsa School, Phra Nakhon Si Ayutthaya Province.
- Making Breast Implants activity to donate breast implants and sale revenue to breast cancer patients at Phramongkutkiao Hospital.





### Educational activities

- Educational fund sponsorship to Graduate Studies of Mahidol University Alumni Association.
- Educational fund sponsorship to well-performed students who lack funding at Wat Don Phutsa School, Phra Nakhon Si Ayutthaya Province.
- Providing training and knowledge related to energy-saving building system to students who visited Park Ventures Ecoplex under "Be Green The Eco Knowledge Program" which included students from King Mongkut's Institute of Technology Ladkrabang, Thammasat University, and Rangsit University.



### Environmental activities

- Installment of additional solar cell on the rooftop of warehouse building and utility building of TL in order to use electricity from solar cell panels in the factory which helps save electricity costs by an estimate of 1.40 million Baht per year.
- Campaign to support energy conservation and using natural resources for maximum benefits within offices of UV Group continuously such as shutting off lights and electrical equipment when they are not used, consuming water with appreciation, reduction of paper usage in office (The Paperless Office), using iPad in meetings of the Board of Directors of UV Group. Furthermore, TL also organizes activities to foster conscious mind on energy and environmental conservation continuously such as corporate inspector for energy usage campaign, 3S campaign (Clearing Up, Organizing, Cleaning), 3 Rs (Reduce, Reuse, Recycle) campaign, and campaign for sorting dangerous and non-dangerous material.

