



**STARK**  
CORPORATION

*“ To be **ultracompetitive** in everything we do ”*

*2022 Sustainability Report*

# Contents

1

Introduction

2

Governance

3

Environmental

4

Social



# INTRODUCTION

STARK pride ourself as global leader in all businesses we touch upon. With the strong intention to uplift the quality of life, we imprinted the principle “deliver societal value” into our mission as we believe this is the mean towards sustainable future growth

Under the management of STARK Corp, we ensure to deliver prosperity and sustainable growth to our customers, investors, business partners, and ultimately to our environment and society



# Towards the sustainable future



## 2022 ESG Performance

**>500**

Hours contributed in Leadership Masterclass

**>60**

R&D products being certified

**150**

Improvement projects through digital solutions

**1,856**

Employees with training development program

**3**

Independent directors out of 9 Board seats

**10**

Meetings were held by the Board of Directors

# Towards the sustainable future



## 2022 ESG Performance

**22,370** MW

Renewable energy installed

equivalent to planting

**1,200,000** Trees

Reduce **1,040** tons of CO<sub>2</sub>  
emission by replacing  
117 Forklifts with electric forklift

# Towards the sustainable future



## 2022 ESG Performance

>100

Families supported financially during the pandemic

>70

Staff's children received scholarships

>4,500

Electrical system design manuals distributed to institutes and universities across Thailand

>4,100

Engineers across the country in Thailand attended “*electrical system design*” seminar

>1,200

Electricians and college students participated in “*electrical installation and control*” workshop

>143,000

Meters of cables supported for social relief over 6 years

The background features a blue-toned network of white lines connecting various circular icons. These icons include a Wi-Fi symbol, a padlock, a bar chart with an upward arrow, a gear, a globe, a laptop, and a cloud with a gear. In the background, there are faint silhouettes of people, one of whom appears to be pointing at a screen.

**10**

Actions

# GOVERNANCE

# CORPORATE GOVERNANCE



Our Vision:

*“ To be **ultracompetitive** in everything we do ”*



Our Mission:

*“ To deliver the high level of economic value to our shareholders and **societal values** by providing competitive leadership and innovative management system along the value chain in our respective industries ”*



# CORPORATE GOVERNANCE

OUR



***Perseverance***



***Strive for Excellence***



***Customer Focus***

CORE



***Anticipation***



***Deep Dive***



***Disciplines***

VALUES

***Be Bold***



***Resource Maximization***



***Value the Right People***



# CORPORATE GOVERNANCE

## Our Code of Conduct and Business Ethics:

*In order to comply with the best practices regarding to ethics and morales of the company and its subsidiaries, STARK Corporation and its subsidiaries **to conduct business in accordance with ethical and ethical practice** is an important basis for enhancing and upgrade good corporate governance and are the cornerstone of the sustainability growth*



**STARK CORPORATION**

Punish according to the nature of the offense as appropriate to the case such as suspension or termination without compensation or legal action.

- Directors, executives and employees must not take any action that sends the maintenance of business ethics or is shared with members of the family, relatives, or close ones, to take any action that avoids code of conduct and business ethics for indirect personal benefit too.
- Executives and supervisors must be good role models in adhering to the code of conduct and business ethics, and have to oversee and encourage subordinates to comply with the code of conduct of the Company.


**Reporting Non-Compliance with the Code of Conduct and Business Ethics**

Directors, executives and employees of the Company and its subsidiaries are responsible for reporting practices that may violate the Code of Business Conduct of the Company. In case of being seen or being pressured / forced to take any action that is against the business ethics, immediately report to the supervisor or senior management or report complaints through the channels specified by the Company as follows:

- Listen and opinion box at specific points within the office
- Send a letter to Stark Corporation Public Company Limited, "Report a complaint"  
Address: 5165 Manveya Center Building 10<sup>th</sup> Floor, Phloenchit Road,  
Lumpinee, Pathumwan Bangkok 10330
- E-mail: [info@starkcorporation.com](mailto:info@starkcorporation.com)
- Telephone: +66 2690 5800

In this regard, the Company has a policy to protect the confidentiality and protect the person reporting the information in order to prevent the impact from reporting or reporting the said clue.

Hereby announced on 24 July 2020

  
(Mr. Charin Yansuckhai)  
Chairman

STARK CORPORATION PUBLIC COMPANY LIMITED  
5165 Manveya Center Building 10<sup>th</sup> Floor, Phloenchit Road, Lumpinee, Pathumwan Bangkok 10330 Thailand Tel: +662 26905800 Fax: +662 26905801 E-mail: info@starkcorporation.com

# GOVERNANCE STRUCTURE

The structure to ensure that the company has a strategic guidance and transparent decision-making process, in compliance to the regulation of a Public Company.

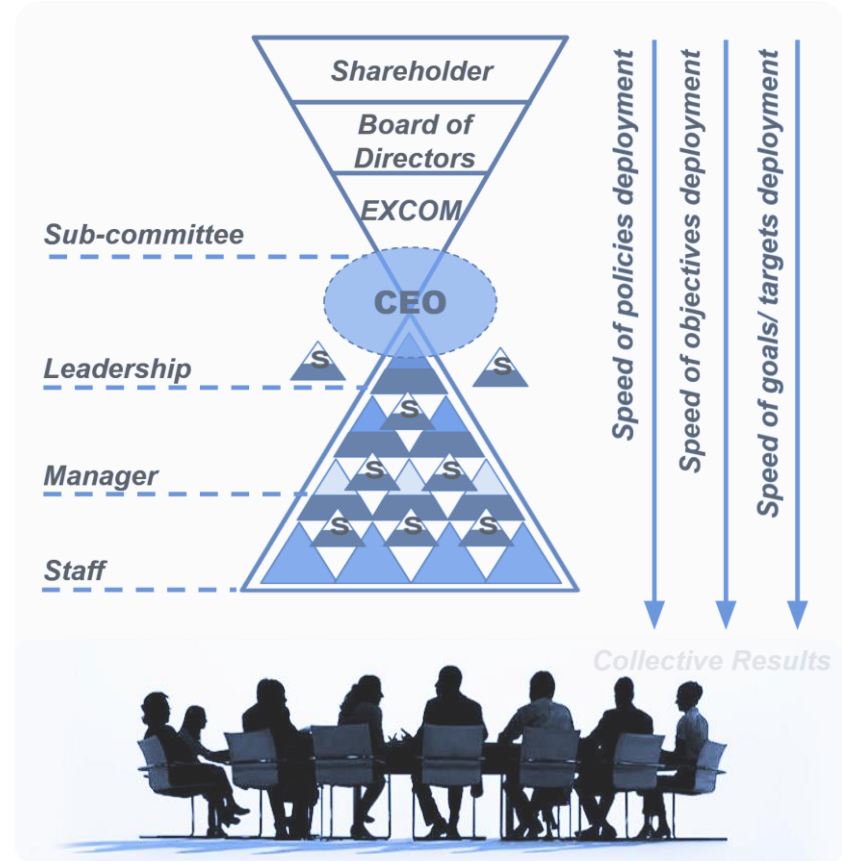
At the administrative level, policies and strategies are report to the Board of Directors and Audit Committee on a quarterly basis.



# MANAGEMENT SYSTEM

A unique management system to deploy the policies with clear objective, goal and target throughout the organization. The system ensures effective results with foolproof check and balance, while maintaining the execution speed.

From the Board of Directors to the Executive Committee and its Sub-committee, to the CEO, to functional leaderships, to middle managements, and to practitioners.



# OPERATIONAL EXCELLENCE

## LEAN MANUFACTURING AS AN OPERATIONAL EXCELLENCE BACKBONE

Lean is our back bone to deliver superior quality services, effective resources allocation, and sustainable human capital development. World-class lean methodology adopted to be an integrated organizational approach ranging from:

- routine abnormality management
- cadence operational audit
- result-oriented management review
- deep dive continuous improvement
- people centric knowledge management

Lean Enterprise Institute



# LEADERSHIP PRINCIPLES



**Result Oriented**



**Speed Execution**



**Honor, Courage,  
Commitment**

“To be ultracompetitive in everything we do” is an aspiration embedded in STARK leadership spirituality. Our resilient ecosystem has bonded us to become a unique leadership team with core values of “Result oriented”, “Speed Execution”, and “Honor, Courage, Commitment”.



# INFORMATION SECURITY & CYBERSECURITY

## *Digital to lead organization*

STARK is a digital ambition enterprise. With our policy of “Digital to lead organization” pursue our digital transformation program that has identified 44 improvement major projects for digital solutions in the year 2022.

The company is actively seeking for the best solution from the best partnership to protect our valued data and all stakeholders in adherence to information security laws and regulations including the Cybersecurity Act and Personal Data Protection Act.

# INNOVATION MANAGEMENT

An effective research and development team — one that produces innovative idea, revenue-generating product, service package and method — is crucial to STARK’s hyper growth strategy.

Our R&D team are set to success by

- Hire right talent at above average remuneration
- Create positive atmosphere
- Keep high priority budgetary allowance
- Celebrate both success and mistake



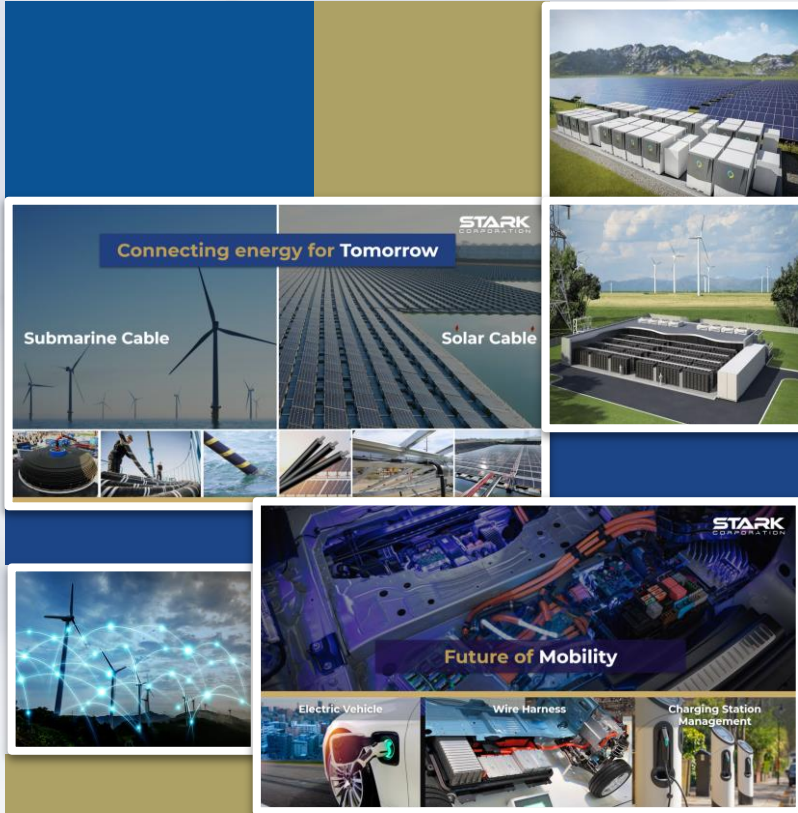
R&D Performance	2021	2022
No. of products certified	17	6
Investment in R&D	503 (0.5% of revenue)	10
No. of R&D personnels	95	101
R&D Partnership projects	7	10



Joint research on insulation material



# NEW S-CURVES



At STARK, a multiple new s-curves:

- Recognize the situation
- Refine
- Experiment
- Feasibility study
- Ideate customer centric product and service offerings

*This resilient business strategy enable us to lead the selected industries. Meaning that we learn to take in a big picture, seek for large opportunities, and drive growth for our stakeholders.*

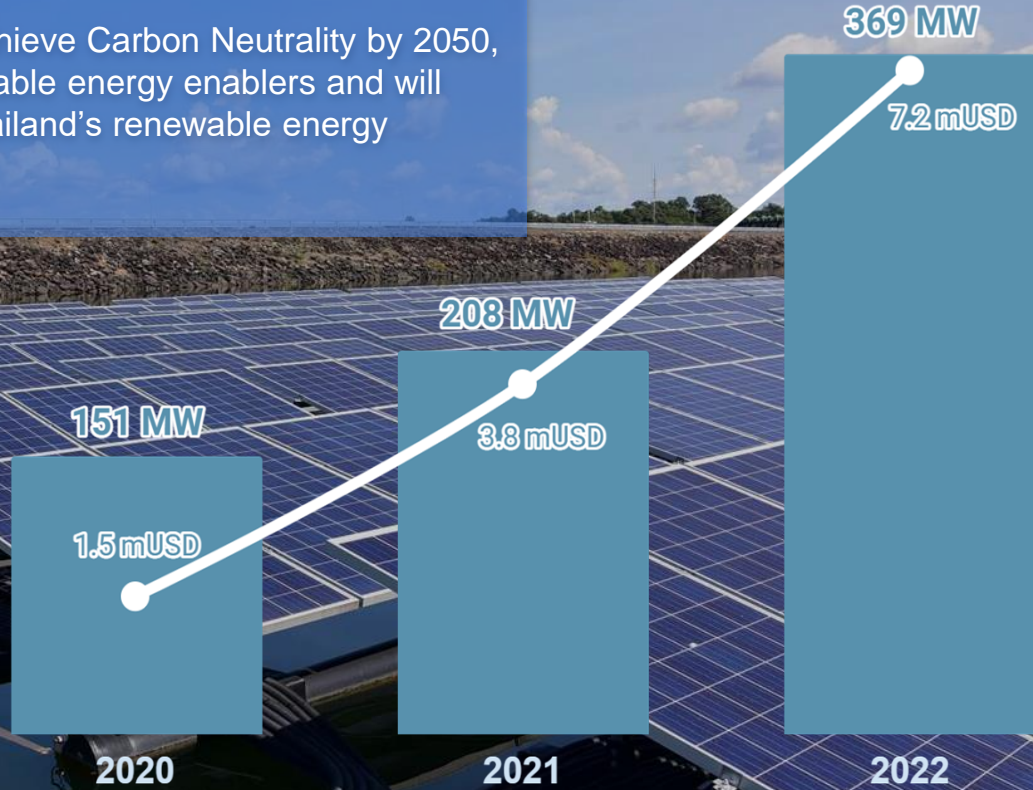


# ENVIRONMENTAL



# OPPORTUNITIES IN RENEWABLE ENERGY

Moving towards the National Goal to achieve Carbon Neutrality by 2050, STARK is proud to be one of the renewable energy enablers and will continue to take part in the future of Thailand's renewable energy landscape.



MITR PHOL Floating Solar Project (16 MW)  
BANPU NEXT Floating Solar Project (32 MW) at  
LK Rubber Industrial City Hub

# GREEN ENERGY HANDLING EQUIPMENT

STARK deployed over 117 tools and equipments including forklift trucks in our facilities to support in material handling. We plan to replace our fleet with electric forklift trucks as well as increase the adoption of automation system during the span of 5 years.

This action plan will reduce **1,040 tons of CO and CO<sub>2</sub>** emissions into the atmosphere, while enhancing both efficiency and cost effectiveness.



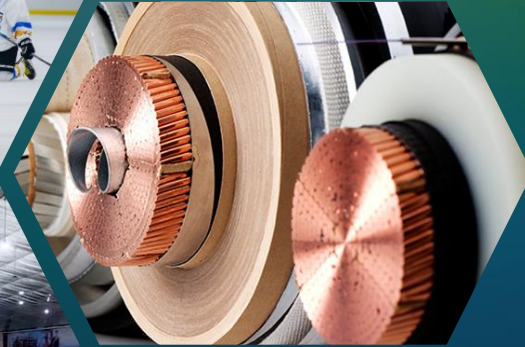
*Green Industry Certificate awarded by the Ministry of Industry, Thailand*



STARK corporation participates in the development of the industrial sector towards creating a green economy which would increase the green gross product of the country (Green GDP) as ratified by:

- Johannesburg Declaration on Sustainable Development (JDSD) in 2002
- Manila Declara, in 2009
- Paris COP21, French Republic in 2015

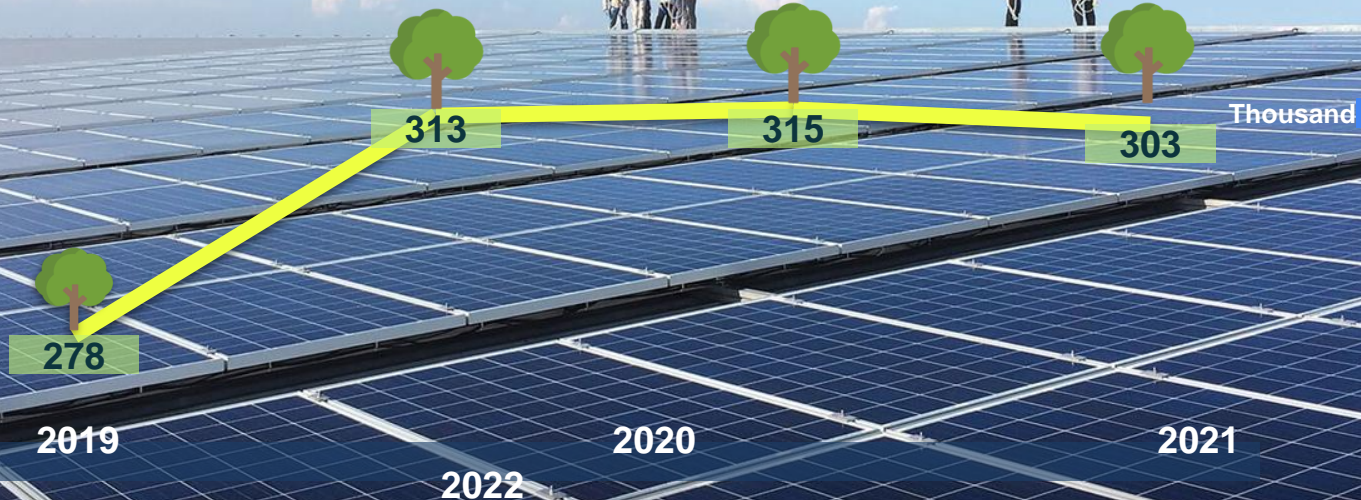
Key Measurement	Parameters	Standard	Actual
Wastewater	Biochemical oxygen demand	≤ 20 mg/l	8 mg/l
	Chemical oxygen demand	≤120 mg/l	<40 mg/l
	Suspended Solids	≤ 50 mg/l	7 mg/l
Air quality: Furnace	Total Particulate	≤ 240 mg/m <sup>3</sup>	8 mg/m <sup>3</sup>
	Carbon monoxide (CO)	≤ 690 ppm	<1 ppm
	Nitrogen oxide (NO <sub>x</sub> )	≤ 200 ppm	1.2 ppm
	Sulfur dioxide (SO <sub>2</sub> )	≤ 950 ppm	<1 ppm
Air Quality: Annealer	Total Particulate	≤ 320 mg/m <sup>3</sup>	32 mg/m <sup>3</sup>
	Carbon monoxide (CO)	≤ 690 mg/m <sup>3</sup>	187 mg/m <sup>3</sup>
	Hydrogen chloride (HCl)	≤160 mg/m <sup>3</sup>	<1 mg/m <sup>3</sup>



With cooperation with GC, scrap of cross-linked polyethylene (XLPE) has been studied to upcycle with other material scrap. The results were satisfactory. Prototype project is to make skate floor of IWIS International Training Center.

# GREEN ENERGY FOR SUSTAINABLE FUTURE

Due to climate change, Stark corporation has developed and sustained renewable energy system to replace conventional power generation within our factories and aim to take part in driving the future of clean energy. The installed solar rooftop from our 3 factories has already generated 22,370 MWh of electricity during 2019 till 2022 which is equivalent to planting 1,200,000 trees.



\*Annual tree planted equivalent



**13**  
Actions

**SOCIAL**



# HUMAN CAPITAL DEVELOPMENT



## OUR EMPLOYEES ARE THE HEART OF OUR SUCCESS.

At STARK, we encourage the staff at all levels to propose innovation initiatives resulting in benefit for both company and society.

With our operation spanning to Vietnam, we make sure that all staffs are treated equally despite differences in cultural background.

Human Capital	Dec 2022
Average income for STARK employee compared with average Thai income per person	2.53x
Total Employees	1,785
Annual employees wages and benefits (MB.)	836
<b>Breakdown by Gender</b>	
Male	1,388 (78%)
Female	397 (29%)
<b>Breakdown by Generation</b>	
Gen. B	5%
Gen. X	45%
Gen. Y	43%
Gen. Z	7%
<b>Breakdown by Nationality</b>	
Thai	892 (50%)
Vietnamese	717 (40%)
AEC (Burmese, Cambodian, Laotian)	176 (10%)
<b>Top 100 management breakdown by gender</b>	
Male	90
Female	33

# HUMAN CAPITAL DEVELOPMENT

## LEARNING ORGANIZATION

STARK believes in lifelong learning, preparing for the endless opportunities, with our ambition to be the “Learning Organization”.

By providing our staffs with intensive development programs and performance based merit scheme coupled with effective communication system such as management Town Halls and social media communication channels, they are clear with the company’s current direction and intuitively engaged to deliver their best performance.

In addition to the above, the total number of STARK employees trained goes up to almost 50% of the total employees.



Total Headcount for Training Development Program 2022			
PDITL/ TENCOM	TPC/DVN	ADS	TCI
308	730	734	84
1856			

# HUMAN CAPITAL DEVELOPMENT

## Highly-skilled staff development and promotion

STARK believes in equal opportunity and knowledge accessibility. In 2021, we initiated **'Sub-contractual staff conversion program'** whereby the hiring conditions are promoted for selected sub-contractual staff to become permanent staff. The same also applies to 2022 by having 9 more sub-contractual workers converted into permanent staff.

Selected staff received rigorous training and delivered exceptional working performances. And the sustainably integrated career & learning development bear its fruit.

**Congratulations!**  
ขอแสดงความยินดีกับพนักงานที่  
เลื่อนจากเป็นลูกจ้างชั่วคราวมาทำงานถาวร

**ขอแสดงความยินดี**  
โครงการเลื่อนจากจ้างชั่วคราวมาทำงานถาวร ปีที่ 2

จาก 9 พนักงานลูกจ้างชั่วคราว ที่ผ่านการประเมินผลดี 100%

**ขอแสดงความยินดี**  
โครงการเลื่อนจากจ้างชั่วคราวมาทำงานถาวร ปีที่ 2

จาก 9 พนักงานลูกจ้างชั่วคราว ที่ผ่านการประเมินผลดี 100%



## LABOR PRACTICE

**STARK respect and uphold fundamental labor rights. We are determined maintain our closely-knitted employee relations in every area of our business.**



Over the last 5 years, the labor union did not exercise their bargaining rights

We are integrated into a one harmonized society where labor union and management team are aligned as one team on goal

# TALENT ATTRACTION & RETENTION

## EQUAL PAY FOR EQUAL WORK

To truly demonstrate the principle of equality, STARK applied universal pay-rate for all staff regardless of their nationality or citizenship.

Closing this pay-gap has benefited in increased staff retention at operational level.



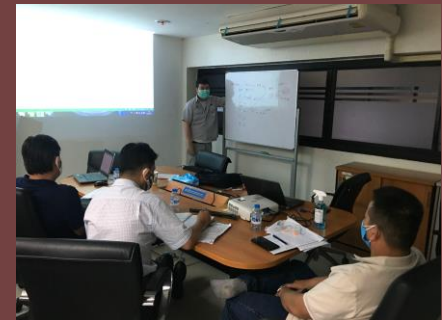
# TALENT ATTRACTION & RETENTION

## CROSS CULTURAL EXCHANGE PROGRAM

Experiencing and understanding of each other's culture will result in effective communication towards the same goal.

Thai and Vietnamese employees to share best practice and cultural understanding.

This is also a part of lateral promotion program for staff to explore new career opportunities in a different locations.



# TALENT ATTRACTION & RETENTION



## EMPLOYEE WELFARE

### **Educational assistance and scholarship for staff's children**

STARK provided educational assistance for 175 families, and scholarships for 79 families in 2022

### **Support on staff's major life events**

Marriage, childbirth, funeral, sickness or even retirement assistance

### **Encourage work-life harmony for healthy workforce**

Our STARK staff's self-care is one of our key priority. Encouraging our staff to balance their workday, home life, and relationships with their family members and other loved ones.

### **Extend our careness to staff's families**

STARK cares for our staff and their family's financial, health & well-being by providing health insurance, flood relief fund, etc.

# SOCIAL CONTRIBUTION

## PROVIDING POWER CABLES FOR THE SOCIETY



STARK provided over 100,000 meters of cables to various institutions and foundations over the past 6 years. **Over 43,300 meters of cables were distributed in 2022**



# OCCUPATIONAL HEALTH & SAFETY

Employee safety is of utmost importance for STARK. By reducing workplace related risks and providing a solid framework for health, safety and well-being of all our employees, our practice is in compliance with ISO 45001 which focus to enhance health and safety risk management.

Index/2022	Target	Actual
LTIR (Lost Time Recordable Injuries Rate)	0	0.83
TRIR (Total Recordable Injuries Rate)	0	1.66




## CERTIFICATE

This is to certify that

**Phelps Dodge International (Thailand) Limited**  
159 Moo 10 Soi Watratburana, Teparak Rd. Km. 17, Bangpla  
Bangplee District, Samutprakarn 10540  
Thailand

with the organizational units/sites as listed in the annex

has implemented and maintains an  
**Occupational Health and Safety Management System.**

**Scope:**  
The design and manufacture of copper and aluminum cables for power applications and telecommunication applications at Bangplee Thailand  
The design and manufacture of copper rod and copper and aluminum cables for power applications, Distribution of Copper Anode at Rayong Thailand

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

**ISO 45001 : 2018**

Certificate registration no. 438872 CHS18  
Valid from 2022-08-09  
Valid until 2023-08-08  
Date of certification 2022-08-09




**DQS GmbH**  
*Markus Blömer*  
Markus Blömer  
Managing Director



Certification Body: DQS GmbH, August-Schanz-Strasse 21, 69433 Frankfurt am Main, Germany  
Administrative Office: DQS MEG (Thailand) Ltd., Level 16, 40175, Luf @ Sukhum 10, Sukhum 10, Siam,  
Bangkok, Bangkok 10255, Thailand

Certificate Number: 0800020120181



## ISO 45001

Certificate of Approval  
This is to certify that

**Phelps Dodge International (Thailand) Limited**

Address of premises :

**Bangplee Plant** : 159 Moo 10, Soi Watratburana, Teparak Road, Km.17, Bangpla, Bangplee District, Samutprakarn 10540, Thailand

**Rayong Plant** : 9/9 Moo 4, Nikompatana, Nikompatana District, Rayong 21180, Thailand

has been assessed and found to be conforming to the requirements of  
TIS 45001-2561 (ISO 45001:2018)

for the scope :

**Bangplee Plant** : Design and manufacture of copper and aluminum cables for power applications and telecommunication applications  
**Rayong Plant** : Design and manufacture of copper rod and copper and aluminum cables for power applications

Management System Certification Institute (Thailand)  
President

*Punee Angsueingha*  
**(Mrs. Punee Angsueingha)**  
President

Management System Certification Institute (Thailand)




# OCCUPATIONAL HEALTH & SAFETY

## DRUG FREE WORKPLACE

Drug free workplace policy is strictly enforced at STARK. Employees are instructed regarding the policy to realize the danger and consequences from drug use and prevention.

The drug free practices are also extended to the families and communities outside workplace to uplift the quality of life.



*Drug-Free Workplace Campaign promoted and certified by the Ministry of Labour*

# CORPORATE CITIZENSHIP & PHILANTHROPY

## PHELPS DODGE DESIGN MANUAL

Phelps Dodge has organized a seminars as following:

- IEEE Power & Energy Series : Power Engineering & Infrastructure for development projects in the capital and major cities
- EV charging station and underground power distribution system
- Design technology and install an underground power distribution system via google meet



# CORPORATE CITIZENSHIP & PHILANTHROPY

## PHELPS DODGE DESIGN MANUAL

Our design manual “*Phelps Dodge Design Manual*” has been given out to electrical engineers, electricians, and learning institutions across the country to circulate the practical guidelines across the country.



Electrical Engineer and Electrician	Manual
300	500
University, Technical Institute, Technological College	Manual
22	350

# CORPORATE CITIZENSHIP & PHILANTHROPY

## Electrician assistant workshop “Electrical Installation and Control Skills”

Phelps Dodge organized workshops to provide professional skills in electrical installation and control guideline, with the goals to encourage and share knowledge to electricians and college students.

341  
College Students

300  
Electricians

10 Locations across the country

- Phra Dabos School
- Nan Technical College
- Trang Technical College
- Phichit Technical College
- Lopburi Technical College
- Rayong Technical College
- Lampang Technical College
- Chumphon Technical College
- Suphanburi Technical College
- NongKhai industrial and Community Education College



A hand holding a crystal ball against a sunset background. The crystal ball is held in the center-right of the frame, and it reflects the sunset scene. The background is a soft, blurred sunset with warm orange and yellow tones transitioning into a cool blue. The hand holding the crystal ball is in silhouette, with the fingers visible at the bottom and left sides of the ball.

**STARK**  
CORPORATION

*“ To be **ultracompetitive** in everything we do ”*