

Talent Attraction and Retention

Siamgas and Petrochemicals Public Company Limited and its subsidiaries ("the Company") place significant emphasis on continuous employee care and retention. This approach ensures business continuity, enhances competitiveness, and mitigates the impact of human resource shortages. The Company is committed to developing its workforce with the skills and knowledge necessary to address business challenges and improve organizational operations, both now and in the future. Regular surveys identify training needs, assess the application of acquired knowledge in the workplace, and gather employee feedback and suggestions. These insights are analyzed to refine operational strategies and address issues more effectively. Additionally, policies are revisited to promote capable employees aligned with succession planning, fostering a positive organizational attitude. Strong relationships between supervisors, employees, and peers are nurtured to encourage loyalty and attachment to the organization, supporting the ultimate goal of becoming a global leader in sustainable energy.

Compensation and Benefits

The Company prioritizes fair and reasonable compensation and benefits to ensure the well-being of employees and their families. Key components include:

Salaries

Salaries are determined based on job responsibilities, cost of living, minimum wage laws, and industry benchmarks, considering both current and future business competitiveness.

Short-term Benefits and Incentives

The Company provides welfare and benefits to employees at all levels, including: annual bonuses, performance-based rewards (KPI evaluations), discounts on products and services within the group, employee life and health insurance plans, annual health check-ups, and support during accidents, emergencies, or natural disasters affecting employees.

Long-term Incentives

The Company provides a provident fund for employees as a retirement savings plan. Employees can contribute a minimum of 5% of their wages, and the Company matches this contribution at the same rate. Employees will receive their accumulated savings along with benefits as specified by the Company's terms upon leaving their employment.

Employee Engagement Assessment

The Company conducts annual surveys to assess employee engagement and analyzes the results to identify key focus areas for improvement. It has been found that recognizing and praising employees beyond monetary rewards and managing personnel effectively are critical factors in enhancing engagement. The Company encourages all departments to contribute suggestions for improving these focus areas. Activities are organized to provide opportunities for the Managing Director to communicate annual business strategies, corporate values, and insights for achieving success, fostering employee involvement. Additionally, the Company implements programs to enhance the quality of life for employees, addressing physical health, mental well-being, social wellness, and financial health, ensuring true overall happiness and well-being within the organization.

Employee Satisfaction Initiatives

Heath Well-being	<ul style="list-style-type: none"> ● Annual Health Check-ups: Support for health screenings tailored to risk factors for employees at all levels and across all business groups. ● Promotion of Exercise for Better Health: Provision of easily accessible exercise facilities for employees at the headquarters. ● COVID-19 Prevention Activities: Promotion of practices to prevent the spread and contraction of COVID-19, along with the distribution of herbal remedies (Andrographis Paniculate and fingerroot) to all employees. ● Life Insurance: Coverage amounting to 12 times the employee's monthly salary. ● Accident Insurance: Coverage amounting to 24 times the employee's monthly salary.
Social Well-being	<ul style="list-style-type: none"> ● Blood Donation Activities: Encourage and support employees in participating in charitable acts to help save lives.
Employee Benefit	<ul style="list-style-type: none"> ● Meal Benefits: Provide three meals a day for employees at the headquarters. ● Cost-of-Living Allowances: Ensure financial support for employees. ● Special Financial Assistance: Offer support for employees earning a monthly salary of no more than 20,000 THB. ● Get-Well Gifts: Provide care packages for employees during illness.

Financial Well-being	<ul style="list-style-type: none"> Happy Money Program Promote financial literacy among employees by encouraging saving, debt management, and investing to yield returns. This ensures they have emergency funds and financial security upon retirement. Debt Relief Center Collaborate with external organizations (e.g., the Bank of Thailand, the Thai Bankers' Association, and other banks) to provide tools and channels for managing employee debts, helping them restore normalcy and well-being in their lives.
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