

SUSTAINABILITY REPORT 2015



IRC

Inoue Rubber (Thailand) Public Company Limited



Inoue Rubber (Thailand) Public Company Limited



Table of Content

Vision and Mission	a
Sustainability Policy	b
Message from Chairman	c
About this report	1
General Information of the Company	9
Business Overview	10
Sustainable Corporate Governance	13
Good Corporate Governance	15
Economic Performance	
The Company's Performance	18
Risk Management	19
Environmental Performance	
Energy Management	22
Water Management	24
Manufacturing Wastes Management	25
Social Responsibility	
Labor Treatment	26
Labor Relations	30
Participation in Community and Social Development	32
Customer Satisfaction Survey	36
Occupational Health, Safety and Environment	39
GRI Index	39

Vision & Mission

Be the Leading Company in Development and Manufacturing Quality Elastomer Products and Motorcycle Tyres and Tubes Products in Asean on the 7 Policies of;



- (1) Enhancing and Developing Quality of Safety Systems and the Environment Protection
- (2) Quality in Each Product with International Quality System
- (3) Best Satisfaction to Customers in All Product – Dimensions
 - Price/Cost (C) At the Best Competitive Level for Customers
 - Quality (Q) At the Best Competitive Quality Rating by Customers
 - Delivery (D) At the Best Competitive Delivery Rating by Customers
 - Services/Solutions (S) At the Best Service to Solutions for Customers at All Time
- (4) Developing Skills and Knowledge of Employees at All Levels to Achieve Their Performance Enhancement
- (5) Continuous Research and Development for Technical Improvement of Raw Materials, Processes, Products, and New Product Applications and New Markets
- (6) Generating Strong Financial Status and Attractive Return to Shareholders
- (7) Compliance with Corporate Social Responsibility Policy



Operational Policies for Sustainability

Quality Policy

1. “Quality First” means all manufactured products must meet the required standard by strictly complying with the procedures defined in the quality management system.
2. “Delivery on Time” means all efficiently manufactured products must be delivered in correct and timely manner.
3. “Customer Satisfaction” means focusing on development, improvement and rectification, including preventing potential problems that may occur and constantly reviewing quality system to ensure highest customer satisfaction.

Safety Policy

1. The Company considers safety to be a required duty of every employee in order to ensure proper.
2. The Company supports and promotes improvement of the environment and operational procedures, including the use of personal protective equipment (PPE) and maintenance of proper occupational health and hygiene among employees.
3. The Company has included Occupational Health, Safety and Environmental Committee in every project carried out. (Occupational Health, Safety and Environment Committee)
4. Supervisor shall be responsible for regulating and ensuring the safety of his/her subordinates.
5. The Company supports and promotes safety-related activities of every department.
6. The Company monitors and assesses operational performance in accordance with the safety standard.

Environmental Policy

1. Improve and develop environmental management system in compliance with laws and regulations relevant to the business operation of the Company.
2. Use electricity, water and other resources in efficient manner.
3. Reduce the amount of wastes and pollutions resulting from production process and other internal activities, including implementing preventive measures to minimize pollutions.
4. Provide trainings to employees in order to establish proper knowledge and understanding in regards to proper practice to be in line with related requirements and regulations and to create healthy environment for the Company and surrounding community.
5. Publicize the defined environmental policy among general public.



Message from Chairman

“ The aim to enhance the good corporate governance procedure and drive activities/ projects related to the Company’s social responsibility and respond to stakeholders’ needs effectively. ”



(Mrs. Pimjai Leeissaranukul)
Chairman

Presently, the concept of Sustainable Development gains global attention which is the Millennium Development Goals and the Company also pays attention to this agenda. In 2015, the Board of Directors passed the resolution to establish the Corporate Governance and Social Responsibility Committee in the replacement of the Social Responsibility Committee with the aim to enhance the good corporate governance procedure and drive activities/ projects related to the Company's social responsibility and respond to stakeholders' needs effectively.

Therefore, this is the first year that the Company has produced the "Sustainability Report" separated from the Annual Report by paying attention to stakeholders' analysis in compliance with the Guidelines of the Global Reporting Initiatives (GRI) – G4 version – and the Corporate Sustainable Practices of Listed Companies developed by the Stock Exchange of Thailand. The completeness of report focuses on 3 dimensions namely Economic, Social, and Environment. Additionally, this report also attained comments and suggestions from the Corporate Governance and Social Responsibility Committee, Executive Committee and the Board of Directors in reviewing on the materiality issues including other beneficial information supported prioritizing materiality issues and establishing policies as well as the target of the Company's sustainable development.

Economic

The Company has presented the growth performance among the volatility of the economic situation, thanks to the determination of employees at all levels in creating innovation and uplifting products in response not only to the current needs but also to the future needs as well. Its purpose is to meet customers' needs, reduce production costs, increase market share, and expand businesses to high growth markets as represented on the Company's net profit in 2015 which rose by 40.85% comparing to the previous year.

Social

The Company has been consciously realized the social responsibility including fair treatment of stakeholders by organizing CSR's activities/ projects in kinds of CSR-after-Process which supports education, safety drive campaign, and career and quality of life development to employees, nearby communities, wider communities, and the national level as well as the CSR's activities related to the Company's production process so called CSR-in-Process as mentioned in this report.

Environment

One of the important policies of the Company is enhancing and developing quality of safety systems and the environment protection under the goals to adopt innovation, conduct research and development in environmental management and production process to prevent accident and reduce pollution as well as consume existing resources efficiently and sustainably by transmitting positive impacts to stakeholders afterward.

Sustainability Report 2015

About This Report



This 2015 Sustainability Report was separately prepared by Inoue Rubber (Thailand) Public Company Limited, which is the first time the Company's Sustainability Report was excluded from the Annual Report. The contents of this report are consistent with Sustainability Reporting Guidelines defined by Global Reporting Initiative (GRI-G4) by fulfilling criteria requirements and covering all key indicators in economic, social and environmental aspects. This report presents operational results from October 1, 2014 - September 30, 2015 and reflects corporate performance in respect to stakeholders who play a vital role in driving the business of the Company towards sustainable growth and continuous improvement.

Key points selection criteria were based on the GRI-G4 guideline as follow:

1. Identification of Key Points

Consider the source of both internal information (organizational goals) and external information (stakeholders) relating to the matters concerned by or the expectations and requirements of relevant parties which may impact economic, social and environmental sustainability of the organization.



Inoue Rubber (Thailand) Public Co., Ltd.

Economic

Materiality Issues

- 1 Corporate Governance
- 2 Anti-Corruption
- 3 Risk and Crisis Management
- 4 Customer Relationship Management
- 5 Value Chain Management
- 6 Tax Implementation
- 7 Innovation of Business and Social



Social

Materiality Issues

- 8 Employee Engagement
- 9 Health and Safety Workplace
- 10 Promoting of a Better Quality of Life
- 11 Educational and Sport Support
- 12 Relationship and Cultural Heritage



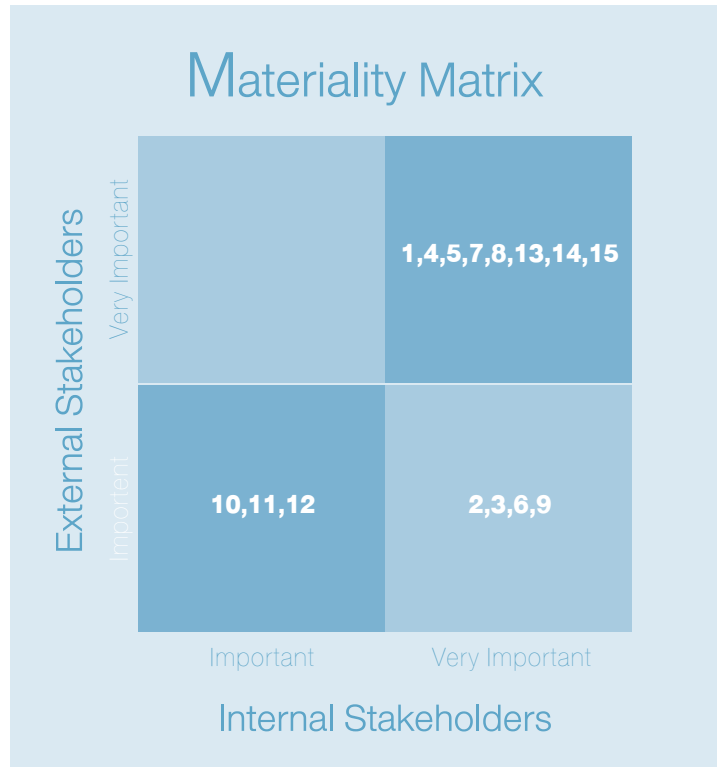
Environmental

Materiality Issues

- 13 Environmental Management
(The protection of pollution)
- 14 Conserving Energy and Reduce Global Warming
- 15 Reduction of Waste Generated by The Production Process

2. Prioritization

Once all key points which play a significant role in the organization and all stakeholders have been identified, the Company shall make comparison with GRI-G4 key point indicators and then provide the scoring based on the level of importance concerning two subject matters which included key points that may impact the organization by internal stakeholders and external stakeholders, which leads to the determination of Materiality Matrix as follow.



3. Reasoning towards the proposal of selected key points according to Materiality Matrix

Key points must be proposed to the Corporate Governance and Social Responsibility Committee (CGSR), Executive Committee and the Board of Directors for consideration and approval before disclosing in the report in order to ensure that the information presented are accurate and provided with sufficient reasoning to reflect organization growth and development in the most complete and precise manner.

4. Scope of Report

This report presents operational results concerning sustainability development carried out by the Company in the year 2015 which involved every function and project carried out at Rangsit site and Wangnoi site. The 2015 Sustainability Development Report is made available at www.ircthailand.com or for more information directly contact Inoue Rubber (Thailand) Public Company Limited, address no. 258 Soi Rangsit-Nakhonnayok 49, Prachatipat, Thanyaburi, Pathumthani Province 12120 Tel: (662) 996-0890 Fax: (662) 996-1439.



Inoue Rubber (Thailand) Public Co., Ltd.

Corporate Performance in Respect to Stakeholders

The Company clearly defines seven policies in handling the requirements and expectations of stakeholders as follow: (1) Enhancing and developing quality of safety systems and the environment protection (2) Quality in each product with international quality system (3) Best satisfaction to customers in all product - dimensions (4) Developing skills and knowledge of employees at all levels to achieve their performance enhancement (5) Continuous research and development for technical improvement of raw materials, processes and product applications and new markets (6) Generating strong financial status and attractive return to shareholders (7) Compliance with Corporate Social Responsibility policy. The Company also identifies and prioritizes the stakeholders accordingly which included employees, customers, shareholders, society/ community/ environment, business partners, media, government agencies, creditors and competitors, including defining the definition of stakeholders, analyzing expectations and requirements and actions carried out by the Company in meeting the requirements and expectations of the stakeholders as per the following details;

No.	Definition	Expectation/Requirement	Actions Taken
Employees	Employees mean a person earning salary and welfare from the Company.	<ol style="list-style-type: none"> 1. Workplace Safety 2. Suitable welfare and access to staff welfare provided by the Company 3. Career path and future planning 	<ol style="list-style-type: none"> 1. The Company implements safety policy and recognizes the importance of employee safety by providing knowledge and trainings relating to safety and carrying out safety drills and constantly reviewing safety knowledge and safety measures. 2. The Company offers various welfare programs for employees, including promoting good health and hygiene at workplace by providing first-aid room, cafeteria and transportation services. 3. The Company reviews employee incentives on a yearly basis and set up employee career development plan which is included in the Good Corporate Governance and Business Morality Handbook RE: Succession Plan.

No.	Definition	Expectation/Requirement	Actions Taken
Customers	Customers mean buyers or persons receiving the service given by business owner and/or users of products or services provided by business owner.	<ol style="list-style-type: none"> 1. Product quality 2. Quick, accurate and prompt service and delivery 	<ol style="list-style-type: none"> 1. The Company strictly complied with quality policy (Quality First, Delivery on Time, Customer Satisfaction) which allows it to gain numerous awards and recognition as a prove of its good quality and efficient delivery service. 2. The Company conducted customer satisfaction surveys on a regular basis in order to improve the quality of products and services.
Share holders	Shareholders mean the shareholders of the Company which consisted of major shareholders and minor shareholders as per the proportions of the quantity or value of shares.	<ol style="list-style-type: none"> 1. Higher returns 2. The Company's dividend payment is at satisfying level and consistent. 3. Positive revenue as well as stable and continuous growth 4. Future business expansion 	<ol style="list-style-type: none"> 1. The Company offered more communication channels for the shareholders to follow up on and be informed of the Company's information such as information from website, annual report, Stock Exchange of Thailand and analysts. 2. Shareholders' Meetings are held annually to meet up with the shareholders and report the Company's operating results and future project plans. 3. All shareholders are treated fairly (cited from Good Corporate Governance and Business Morality Handbook). It is clearly stated that the Company shall adhere equitable treatment among all shareholders without any discriminations. 4. The Company made suitable dividend payment to all shareholders and of which the rate of payment is consistent with other companies of the same business nature.



Inoue Rubber (Thailand) Public Co., Ltd.

No.	Definition	Expectation/Requirement	Actions Taken
Society/ Community/ Environment	<p>The Company has divided the definition for community into two categories as follow:</p> <ul style="list-style-type: none"> - Nearby Community which included community, school and family of employees. - Nation refers to the citizens, society and the country 	<ol style="list-style-type: none"> 1. Carrying out business in safe manner without causing impact on the community/ society and the nation. 2. Implementing conservation of the environmental and natural resources that are part of the production process such as water and energy. 3. Participating in community activities as a way to build good relationship between the Company and the community, including preserving local traditions. 	<ol style="list-style-type: none"> 1. Strictly follow the Safety Policy of the Company, including reviewing and conducting emergency drills such as fire evacuation. 2. The Company installed water treatment system and water reserve pond for emergency cases. In addition, the Company initiated various energy conservation projects such as solar panel installation and air ventilation system for heat reduction within buildings. 3. The Company constantly carries out community development projects and activities such as merit making on religious holidays, visiting nearby communities, supporting and assisting communities affected by natural disasters.
Suppliers	<p>Suppliers mean the group involved in the Company's business operation which included the provider of delivery service, service and raw materials.</p>	<ol style="list-style-type: none"> 1. Accurate and on-time delivery 2. Good quality and environmental-friendly product 3. Good relationship promotion activities 	<ol style="list-style-type: none"> 1. The Company carried out customer satisfaction surveys covering the aspects of product quality and delivery and product management. The survey results were used for creating improvement in products and delivery process. 2. The Company jointly carried out good relationship promotion activities with business partners and customers such as technician seminar program initiated under the cooperation between the Company and Sitthipol 1919 which aimed to provide knowledge about rubber and creating community network of technicians.

No.	Definition	Expectation/Requirement	Actions Taken
Media	Media shall include main stream media and social media which consist of analyst, newspapers, magazines, television, radio and online media.	Updating the Company's business and performance or business expansion, including other matters relating to each situation in accurate and timely manner such as an interview given by the management and activities carried out by the Company.	<ol style="list-style-type: none"> 1. The Company discloses its operational results on a quarterly basis by submitting a report to the Stock Exchange of Thailand, and disclosing on the website of the Company. 2. The Company regularly hold meetings with analyst on a yearly basis to report on its operating results for that year, including future business plan to ensure that all information are accurately provided to investors and interested parties.
Government Sectors	Government Sectors in this case shall refer to district offices, departments and ministries.	<ol style="list-style-type: none"> 1. Compliance with the laws 2. Social and environmental responsibility to co-exist in sustainable manner 3. Efficient safety and environmental management in plants in regards the handling of noise pollution and wastes 4. Cooperatively support the projects carried out government sector which shall be beneficial to the society and overall nation. 	<ol style="list-style-type: none"> 1. The Company had been certified with ISO14001 for efficient environmental management system which has proven that the Company's environmental management is carried out in a systematic and efficient manner. 2. The Company recognizes the importance of environmental conservations not only within premise of its factory but also the surrounding areas. Hence, the Company always treats all wastewater before releasing into the river, including conducting measurement of dusts inside the plant and implementing systematic wastes disposal by hiring an outsourced wastes disposal company. 3. The Company carried out various activities and projects to support operation of governmental sector such as IRC Ride for Life which is a project to promote save driving and "Hai Archeep, Hai Cheevit" which is a project initiated under a collaboration between the Company and state's prison to with the aim to promote career building among inmates.



Inoue Rubber (Thailand) Public Co., Ltd.

No.	Definition	Expectation/Requirement	Actions Taken
Creditors	Creditors refer to financial institutions and debenture holders	Compliance with the conditions and agreement stated in the loans and debentures	In the event that the Company has liabilities, it shall strictly follow the terms and conditions set forth in the loan agreement.
Business Rivals	Business Rivals shall include companies in IED products and motorcycle tires and tubes manufacturers	Free competition and carrying out marketing activities in a fair manner	The Company shall treat its business rivals as per the guideline stated in the Good Corporate Governance and Business Morality Handbook as a proof that the Company adhere fair competition and fair marketing activities.

General Information of the Company



Company Name

Inoue Rubber (Thailand) Public Company Limited

Address (Head Office)

258 Soi Rangsit-Nakhonnayok 49, Prachatipat Sub-district,
Thanyaburi District, Pathumthani Province 12130
Tel. (66) 2996 0890 Fax. (66) 2996 1439

Address of Wangnoi Site

157 M. 5 Phaholyothin Road, Lumsai Sub-district,
Wangnoi District, Phra Nakhon Sri Ayutthaya Province 13170
Tel. (66 35) 214 932-3 Fax. (66 2) 996 1471



Inoue Rubber (Thailand) Public Co., Ltd.

Business Overview

Inoue Rubber (Thailand) Public Co., Ltd. (the “Company”) was founded on December 15th, 1969. At present, the Company has registered capital of THB 200 million. The Company’s business operation is manufacturing elastomer products for automotive industry and motorcycle tires and tubes under the trademark called “IRC”. The Company has received promotional privileges from the Board of Investment (BOI) to operate production facilities at Rangsit, Pathumthani and Wangnoi, Ayutthaya. The Company manufactures and sells two main product categories as follow:

1. Motorcycle Tires and Tubes

The Company focuses on research and development as well as controlling of production process to continuously supply customers with accepted-quality products and new innovation in order to meet the diverse customer demands and lifestyles whether in terms of style, size, specifications or performance. The Company’s quality products are delivered to leading motorcycle manufacturers both in Thailand and overseas namely Honda, Yamaha, Kawasaki and Suzuki to be utilized in Original Equipment Market (OEM), allowing “IRC” to continuously gain highest market share in OEM market and being able to carry out product distribution in both domestic and oversea replacement markets.

2. Industrial Elastomer Parts

The Company manufactures and develops industrial elastomer parts based on different customer demands in terms of specification and application. The Company’s industrial elastomer parts can be divided into two main groups namely elastomer parts for automobile industry such as Hose Air, Weather Strip, Engine Mounting Rubber, Shield Fuel Tank, Rubber Gasket, Trunk Lid Cover, Rubber Fuel Tank Grommet, Rubber Sound/ Dust Seal etc. for other industries according to the specifications required by the customers such as rubber parts used in cooling machines, rubber cushions for electrical appliances, construction materials, container seals, railway transportation system, etc.

Throughout 46 years in its business history, Inoue Rubber (Thailand) Public Co., Ltd. managed to achieve sustainable growth together with production capacity enhancement and delivery of high-quality products, enabling the Company it gain its recognition and acceptance among both local and international customers including numerous honorary awards and ISO 9001:2008 and ISO/TS16949



accreditations as well as standard quality certification for tires and tubes granted by Thai Industrial Standards Institute, all of which marking the success of the Company’s rubber industry.

In addition, the Company ceaselessly carries out research and development to ensure that the products manufactured are suitable for its application purpose, geography and climate. Meanwhile, new products made by parent company in Japan have also been imported to be further developed to suit the needs of both domestic and foreign markets. What’s more, the Company constantly provides training programs for staffs in respect to innovative technologies, including investing heavily in testing tools and equipment that are essential to the development of rubber technology and efficiently controlling product quality to achieve maximum customer satisfaction.

Milestones in the Past 3 Years

For the past 3 years, the Company did not changed shareholders structure, management, nature of business and managerial authority significantly.

— Milestones in the Past 3 Years —

2015	<ul style="list-style-type: none"> • Received the Corporate Governance Report in “Very Good” rating surveyed by Thai Institute Of Directors which had been developed from “Good” rating last year – November • Received the Honorable Trophy of “Greening Supply Chains in Thai Auto and Automotive Parts Industries” project which is the cooperation among German International Cooperation (GIZ), Thai Automotive Institute (TAI), and The Federation of Thai Industries (FTI) in development and support of Thai’s automotive parts manufactures in developing the production process sustainably and eco-friendly as well as the effectiveness of energy consumption – October • Received the Honorable Certification in participation of Workplace Safety Project Honors HRH Princess Maha Chakri Sirindhorn from Department of Labor Protection and Welfare, Phatumthani Province – September • Declared the intent to join the Private Sector Collective Action Coalition Against Corruption (CAC) – August
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Inoue Rubber (Thailand) Public Co., Ltd.

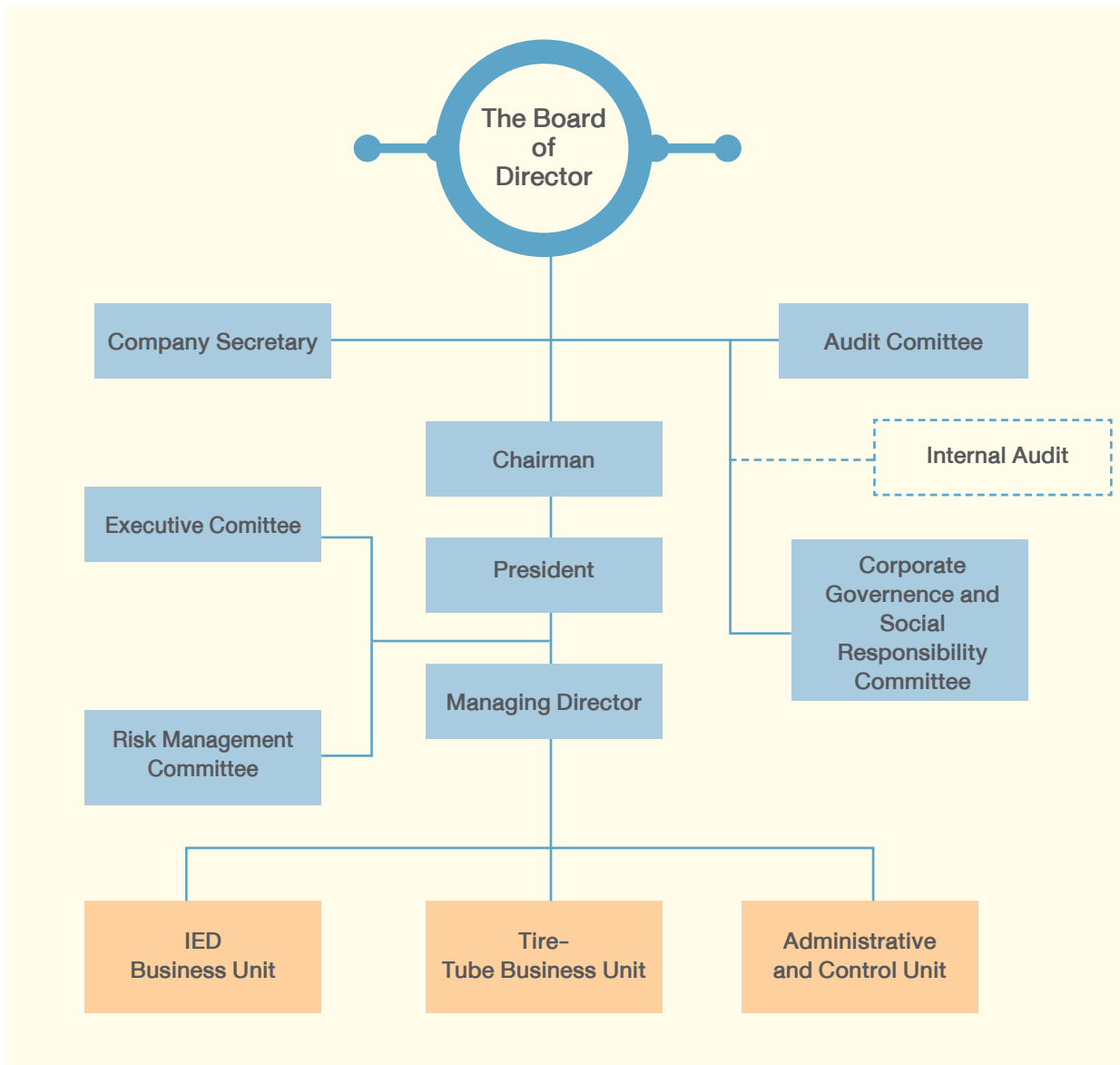
Milestones in the Past 3 Years

2014	<ul style="list-style-type: none"> • Received the certification of standard prevention and solution of drugs and additive substances usage in the workplace from Department of Labor Protection and Welfare, Ayutthaya and Phatumthani Provinces – June • Signed the Memorandum of Understanding (MoU) on Value-Adding of Natural Rubber by Using in the Railway System with the National Science and Technology Development Agency (NSTDA) and the Thailand Institute of Scientific and Technology Research (TISTR) – June • Developed the supply chain at the beginning level by initiating the development and value-adding on natural rubber to Cooperative Klongpang’s rubber farmers, in Trang Province; IRC had shared knowledge about storing Natural latex process with the appropriate moistness and intensity till transforming to rubber sheets in order to avoid exploiting benefits from agents and IRC also attained the qualified raw materials as needed. – June • Established the Corporate Governance and Social Responsibilities (CGSR) Committee by the Board and aborted the Corporate Social Responsibility (CSR) Committee since the scope of work has expanded and enhanced the duty of Good Corporate Governance in accordance with the international standards – May
2013	<ul style="list-style-type: none"> • Received Delivery Award for the year 2013/2014 at Quality, Cost and Delivery Awards Announcement of Thai Honda Manufacturing Co., Ltd – August • IRC Rangsit Site granted Zero Accident Award from Ministry of Labor for 3.1 million hour without a lost time injury – July • Obtained Outstanding Award for Labor Relations and Welfare of the year 2014 (4consecutive years) from Ministry of Labour – June • Gained Honorable Trophy for Establishment Model of Patumthani, due to participation in Integrated Management on Promoting Occupational Safety and Disease Prevention for the Employees in the Establishment Project – June

Sustainable Corporate Governance

Good Management System

The Company carries out efficient management system through the Board of Directors, Independent Directors, Audit Committee, Executive Committee, Risk Management Committee and Corporate Governance and Corporate Social Responsibility Committee, all of which play a vital role in scrutinizing and studying the guidelines on supervision and management of the Company, including the secretary and internal auditors. All directors have independence to express their opinions on the Company's operation to ensure that business is efficiently, accurately and transparently administered by the management as shown in the organizational chart below:



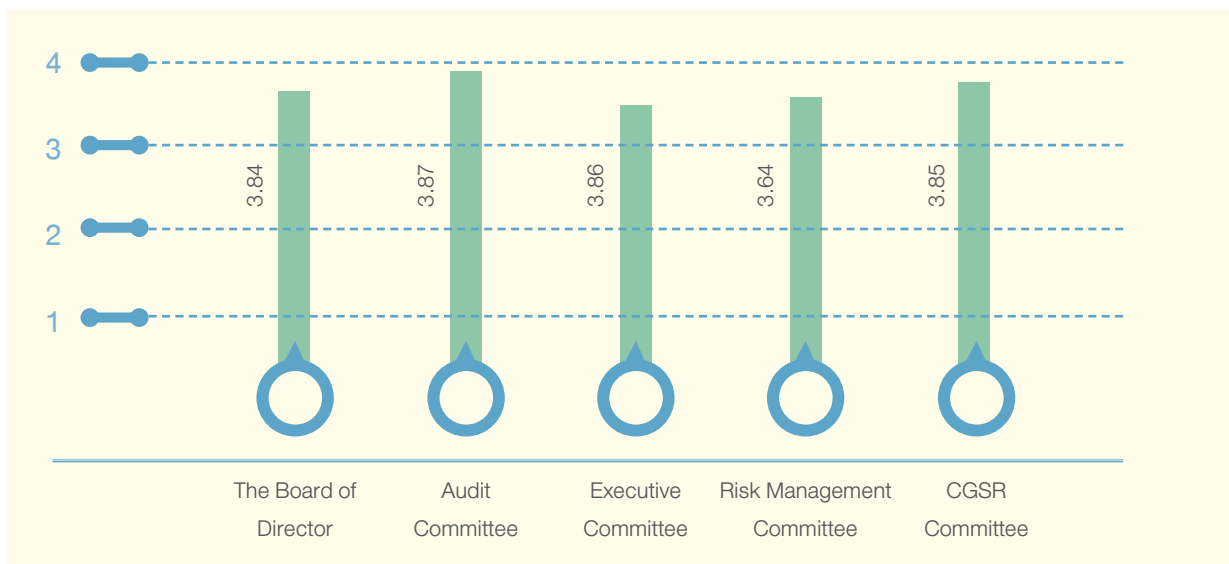


Inoue Rubber (Thailand) Public Co., Ltd.

The Company's efficient management system is not only reflected in its outstanding revenue throughout the past years but can also be proven by excellent assessment results of the Board of Directors and sub-committees.

In 2015, the Company's assessment form has been improved for consistency with the assessment of the Stock Exchange of Thailand including the roles and responsibility of each committee so that the assessment results can efficiently reflect the performance of the directors which can in turn be used as a tool to constantly measure performance as well as confidence of investors.

The Board of Directors and Sub-committees' Self-Assessment Result in



The Board of Directors and sub-committees are required to conduct Board Self-Assessment both individually and by group on a yearly basis to be used as a scope in assessing the performance of the Board of Directors, including reviewing and evaluating the opinions concerning the performance of the Board during the past year in order to uplift performance efficiency. The assessment criteria are consistent with the guideline defined by the Stock Exchange of Thailand and the Charter of the Committee.

The 2015 Annual Performance Assessment of the Board of Directors, both individually and by group, covered three key points including: structure and qualifications of the Board of Directors, Board of Directors Meeting, and roles and responsibility of the Board of Directors. The Company also prepared Individual Self-Assessment covering the same key points to ensure consistency and convenience in comparing the assessment results. However, there will be a difference in the roles and responsibility of each committee. Also, the assessment topics for the Audit Committee will also differ from other committees as per the following details: (1) the review of the Company's financial statements to ensure they are presented accurately and adequately, (2) the review of the Company's internal control system to ensure it is efficient and effective, (3) the review of the Company's compliance with the securities and exchange law, the Stock Exchange of Thailand's regulations, and other laws related to the Company's business, (4) selection and appointment of auditors, (5) the review of connected transactions and (6) the preparation of the Audit Committee Report.



Good Corporate Governance

The Company prioritizes and implements good corporate governance based on the guidelines provided by Securities and Exchange Commission (SEC), Stock Exchange of Thailand (SET) and Thai Institute of Directors to support business operations of the Company and achieve the defined goals and objectives to ensure sustainable growth of the organization. The Company has reviewed and updated the contents of the Handbook Good Corporate Governance and Business Morality so that it is consistent with the current situation and more internationalized in order to ascertain that the Company will develop good corporate governance system that focuses on the best interests of shareholders, stakeholders, including corporate social and environmental responsibility, elimination of activities that may be conflicting with the Company's business operation. The Handbook of Good Corporate Governance and Business Morality was prepared, reviewed and approved by Corporate Governance and Corporate Social Responsibility Committee, Executive Committee and the Board of Directors accordingly.

Such policy was distributed among all staff as deemed appropriate and is made available in the 2015 Annual Report including the Company's website. The policy covers various aspects as follow:

1. Corporate Governance Policy

- Right of Shareholders
- Equitable Treatment of Shareholders
- Role of Stakeholders
- Disclosure and Transparency
- Responsibilities of the Board

2. Business Morality

- Shareholders Policy
- Customer Practices and Product Quality Policy
- Suppliers/ Creditors Policy
- Employees Policy
- Employee Practice Policy
- Rivals Policy
- Social Responsibility and Environment Policy
- Anti-Corruption Policy



Inoue Rubber (Thailand) Public Co., Ltd.

3. Code of Conduct for Directors and Employees

- Self-Conduct and Reaction to Colleagues
- Conflict of Interest
- Maintenance and Use of Properties of the Company
- Acceptance or Giveaway of Gift or Entertainment
- Purchase and Sale of Securities of the Company and Insider Information
- Controls and Internal Audit and Financial Reports
- Anti-Corruption Measures

Through strong commitment and focus in improving the Company’s business operation to be in line with good corporate governance throughout the past years, the Company managed to outstandingly improve its CG score from 3-star level, or “Good”, in 2014 to 4-star level, or “Very Good” in 2015, marking the Company’s success resulting from its strong commitment in improving the organization’s good corporate governance.



Year 2013

Year 2014

Anti-corruption Policy

The Company carries out its business in an honest and transparent manner and in compliance with good corporate governance principle, including raising anti-corruption awareness among staff at all level. To ensure this, the Board of Directors therefore included Anti-corruption and Anti-Bribery Policy in the Handbook of Good Corporate Governance and Business Morality to be used as a clear guideline in carrying out the Company’s business operation. Furthermore, the Company also joined the Private Sector Collective Action Coalition Against Corruption (CAC) to announce its stance against all forms of corruption. All directors, executives and must strictly comply with this policy.

Major Anti-corruption Developments in 2015

- The Company has included Anti-corruption policy in the Handbook of Good Corporate Governance and Business Morality to display its determination and intention against all forms of corruption in hope to raise the common understanding in regards to anti-corruption policy within the organization, including informing all relevant parties regarding the Company's commitment against corruption.
- Determining channels for whistle blowing or raising complaints in the Anti-corruption Policy, including protection for whistle blowers or complainers. The Company offered more channels for accepting complaints to ensure higher convenience and that the supervisors and related human resource agencies have carried out their duties in providing advice and monitoring the behaviors and activities of staff or officials to ensure they are performed in lawful manner. The Company guarantees protection for all whistle blowers. The Company's channels of complaints included:
 1. Verbally inform the Chairman of the Company
 2. Written letter or Comment Box
 3. Email: listen@ircthailand.com
 4. www.ircthailand.com
- Included anti-corruption risk assessment as part of the Company's risk assessment routine to support and enhance Anti-corruption Policy and monitor performance to ensure the operation is carried out in concrete and clear manner.
- The Company joined the Private Sector Collective Action Coalition Against Corruption (CAC), a national level project initiated under the collaboration of Thai Institute of Directors (IOD), Thai Chamber of Commerce, International Chamber of Commerce, Thai Listed Companies Association, and Thai Bankers Association and supported by both the government and Office of the National Anti-Corruption Commission.



Inoue Rubber (Thailand) Public Co., Ltd.

Economic Performance

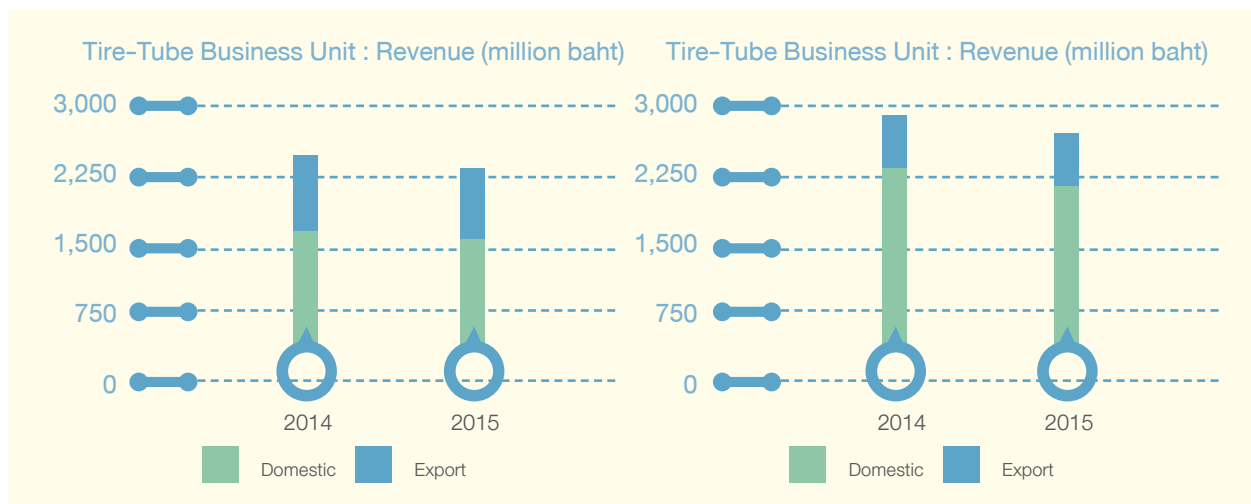
The Company's Revenue

In the fiscal year 2015, the Company's total revenues amounted to Baht 5,186.25 million, downed by Baht 310.27 million or 5.64% compared to the previous year.

The Company's Performance in the Fiscal Year 2015 (Ended September 30th, 2015)

(unit: Million Baht)	FY. 2015	FY. 2014	%YoY
Total Revenues	5,186.25	5,496.52	-5.64%
Cost of Sales and Services	4,330.72	4,789.44	-9.58%
Selling and Administration Expenses	307.16	318.03	-3.42%
EBIT	527.79	372.39	41.73%
Net Profit	441.52	313.47	40.85%
Basic Earnings per Share	2.21	1.57	40.76%

- Motorcycle tires and tubes business was driven by the production for exports. The export market both original equipment manufacturer "OEM" and replacement spare parts have grown to offset the declining in Thailand's domestic demand.
- Industrial elastomer part business was in line with the overall automotive sector in the fiscal year 2015, which slightly contracted by 1.23%. Thanks to, the production for exports both in automotive and motorcycle expanded 35.18% and 18.36% respectively and the high growth export destinations were Asia, Australia, and North-America markets. However, the Company has diversified the industrial elastomer products into other industries such as agricultural machinery, construction, and infrastructure etc.





The Company's operating costs

Since the economy has yet recovered enough, caused the oil and commodity process dramatically dropped; moreover, the natural rubber prices remained flat comparing to the previous year together with the managing cost of the raw materials efficiently by devoting to research and development. This caused EBIT rose by 41.73% and benefited to net profit reached Baht 441.52 million, increased by 128.05 million baht or 40.85%, as well as the basic earnings per share were Baht 2.21, increased by Baht 0.64 or 40.76% comparing to the previous year.

Risk Management

In 2015, the Company has faced a lot of challenges from the economic volatility both domestically and globally which directly impacted on the foreign exchange rates and the continued drop in commodity prices comparing to the previous year. The Company has realized about the uncertainty and challenges among economic situation and the future of the industry.

The Company set up the Risk Management Committee in responsible for proposing and establishing policies and procedures on the enterprise risk management to cover each kind of risks related to the Company's business operation appropriately and efficiently. Moreover, the Committee shall develop strategies in accordance with risk management policy by being able to assess and monitor the Company's risk management performance to be at the acceptable level in line with the business operation. Furthermore, the Committee shall be responsible for regulating, controlling, monitoring, and assessing the overall risk management performance as well as risks of every business unit in compliance with policies and procedures regarding to determined plans and implementation, and provide recommendation for the Company's risk prevention and risk reduction to be at the acceptable level. Lastly, the Committee shall report risk management progress and performance to the Board for acknowledgement and/ or consideration quarterly under 5-step of risk management framework namely; risk identification, risk assessment, risk reporting, risk controlling, and risk monitoring by separating risks into 4 categories including (1) Strategic Risk (2) Operational Risk (3) Financial Risk (4) Compliance Risk as reported on the Company's Annual Report 2015.



Inoue Rubber (Thailand) Public Co., Ltd.

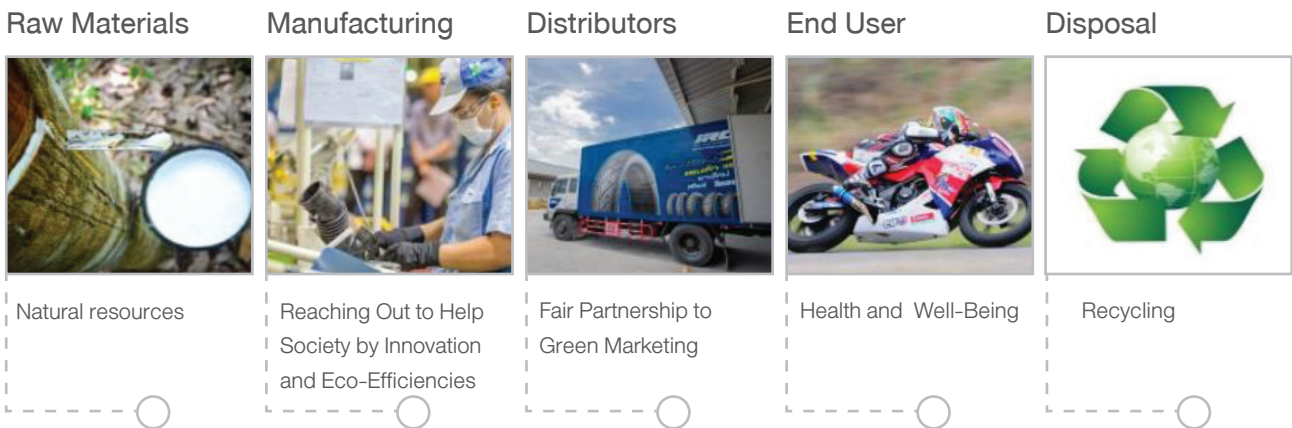
Environmental Responsibility

The Company is well aware of the importance of environmental conservation and therefore implements Environmental Governance Policy concerning the improvement and development of environmental management system to ensure consistency with the laws and regulations relevant to the Company's business, including efficient use of energy, water and other resources, the reduction of wastes and pollutions resulting from production process and activities carried out by the Company and preventive actions to minimize pollutions.

In addition, the Company insists on establishing comprehension among staff in regards to compliance with relevant regulations and practices by providing employee trainings in order to create good environment for workplace, surrounding communities, society and the overall country.

The Company's environmental concerns can be found in every process starting from value chain to correct waste disposal procedure without causing environmental impact as per the following details:

“ A Concept whereby Company Integrates Social and Environmental Concerns in the Business Operations and in the Interaction with It Stakeholders on A Voluntary Basis ”



The Company's Raw Material Uses

List	FY2015 (TON)	FY2014 (TON)
Natural Rubber: NR	4,674.30	4,303.27
Synthetic Rubber: SR	3,886.74	4,154.89
Carbon Black	7,324.99	7,535.11
Nylon	1,037.84	1,027.76

The Company promotes the use of local natural rubber in order to support Thailand's agricultural sector, particularly rubber farmers. Hence, "Klong Pang Rubber Cooperatives, Trang Province" was initiated under the collaboration between the Company and rubber farmers. Under this project, the Company assists rubber farmers by providing them the knowledge on how to properly store latex including the manufacturing process of rubber sheets as a way to set up raw material standard in meeting the requirements of the Company and assisting rubber farmers in meeting the market demands of natural rubber. Through "standardized and safe production process", the Company managed to control the quality and create higher value for Thailand's natural rubber and raising higher income among rubber farmers, allowing them to further gain financial stability and better quality of life.

Management

Since Energy Conservation Promotion Act B.E. 2535 has been imposed, the Company and all staff have been aware of energy conservation and adhered to the Act. Moreover, energy conservation campaigns had been carried out both to the public and within the organization for mutual electrical and fuel energies and water uses reduction success. The Company also set up environmental goals in hope to preserve and continuously develop its environmental management system, including engaging the staffs, business partners and stakeholders in participating in such development and implementing Environmental Management System ISO 14001 as a guideline in regulating environmental management system within the factories.

The Company's spending on environmental conservation and preservation is as follow:



Inoue Rubber (Thailand) Public Co., Ltd.

Project Details	Budget (Baht)
1. Replacement of over 500 fluorescent and metal halide lamps with LED lamps	400,000
2. Zoning electrical air pressure regulator valve installations in shut down/ no-operation areas	200,000
3. Dense roofs replacement with transparent roofs in manufacturing plants for lamp lighting reduction at daytime projects	3,000,000
4. Solar Panel Installation	340,000
5. Renovation of Water Treatment System	200,000
6. Renovation of Air Ventilation System	3,500,000
7. Air Ventilation System Installation for reduction of air pollution and heat within workplace	1,500,000
8. Installation of efficient dust and chemical vapor arresters and Wet Scrubber	1,000,000
รวม	10,140,000

Energy Management

The Company also looks through the future by establishing a unit to be specifically responsible for energy conservation operation to ensure it is carried out in continuous and sustainable manner. This includes machinery designing and development and the use of high-technology in replacement of human labor for better time efficiency, higher productivity and maximum effectiveness, including lowering accidents at work and reducing carbon dioxide emission by no less than 460 tons/year through various projects such as;

- Replacement of over 500 fluorescence and metal halide lamps with LED lamps. LED lamp has longer working's life at least 15,000 hours. In addition, its capacity is equal to incandescent 40 watt lamp, but uses the electricity only 5 Watt so that it can save the energy up to 85%.

Table of quality comparison between fluorescence lamp and LED lamp

Lamp's	Working's life (hour)
Fluorescence Lamp	8,000 – 20,000
LED Lamp	15,000 – 50,000

Source: www.egat.co.th

- Zoning electrical air pressure regulator valve installations in shut down/ no-operation areas
- Dense roofs replacement with transparent roofs in manufacturing plants for lamp lighting reduction at daytime projects
- Solar Panel Installation which is a project initiated to provide an alternative energy reserve due to its efficient reduction of energy consumption. The total budget spending on the project was Baht 340,000 whereas the expected payback period is 10 years. With the capacity to generate power by 5 75 KW, solar cells can therefore help to reduce energy consumption of office buildings by as high as 50%, or about Baht 33,696 a year. This is only one proof that we run our business with great responsibility toward the environment and the society. Apart from realizing the importance of efficient energy consumption, we also look for innovative technology and developing products that are eco-friendly and can help to minimize energy consumption as well as costs of business. The Company also set up a CSR Working Team to give employees more chance to be involved in the project, including encouraging them to express their opinions and exercise their creativity in driving the project forward and efficiently achieving the determined goals.





Inoue Rubber (Thailand) Public Co., Ltd.

Power Generated by Solar Panel Project	
Daily production	24 kW
Monthly production	720 kW
Annual production	8,640 kW
Total value of energy reserved	33,696 Baht/year

Water Management



To ensure proper water quality control, the Company therefore installed a wastewater treatment system for all plants wastewater. The treated wastewater is retained in water reserve pond for emergency use and other uses in plants. Quality measurement finds the treated wastewater to meet the standard. Samples quality check is also carried out by out-sourced licensed agency registered with the Department of Industrial Works. The Company's average water used in production process about 108,405 cube/year.

The Company uses recycled water for watering plants, lavatory usage and reserved in the designated water reserve pond in case of emergency such as fire, using recycled water amounted to 90% of total recycled water.

Furthermore, waste water treatment system has been improved in order to reduce chemical oxygen demand (COD) from 300 down to 75, which allows the Company to maintain water quality standard at 120 based on conduction standard, and reducing biochemical oxygen demand (BOD) from 50 down to 18, which allows the Company to maintain water quality standard at 20 based on conduction standard.



Heat, Air and Temperature Management

The Company installed air ventilation system in order to reduce air pollution and heat within workplace. The air ventilation system at Forming Department has been renovated, allowing temperature to reduce by 3°C-10°C.

- Renovation of air ventilation system at Tire Production Facility, allow temperature reduction by 3.5°C.
- Renovation of air ventilation system in Press 2, allowing temperature reduction by 3°C.C
- Installation of efficient dust and chemical vapor arresters and Wet Scrubber which operates on air, dust and water counter flows. Measurements by the agency registered with the Department of Industrial Works found the vapor from arrester parameter value is within standard.

Manufacturing Wastes Management

In response to the expanding global warming effect caused by carbon dioxide emission and fuel combustion for generation various forms of energy which resulted in climate changes, the Company therefore initiated a campaign in reusing and processing manufacturing wastes in order to promote efficient use of limited resources. Partial manufacturing wastes are distributed to be converted and used in as alternative fuel in order to minimize the use of fossil fuels as much as possible. Meanwhile, part of waste rubber is sold to waste rubber processing plant for recycling. Environmental conservation and reduction of global warming effect are now the main responsibilities of the Company.



Wastes and Excess Materials Disposal

Pre-disposal waste separation campaign had been implemented for systematic wastes management to utilize and manage them suitably and correctly. Hazardous wastes are delivered to reliable licensed plant for treatment/disposal whereas recyclable wastes are sold to recycling plants and general wastes are disposed by municipality.





Inoue Rubber (Thailand) Public Co., Ltd.

Corporate Social Responsibility

Labor Treatment

Since Employees is “the key toward organizational success and sustainability”, the Company therefore places great importance in every employees-related matter from employee recruitment to performance assessment and employees development. The Company also included employees work policy, employee code of conduct, and employee treatment policy in the Good Corporate Governance and Business Morality.

In addition, the Company insists on creating and maintaining safety at workplace for employees whether it be the safety towards life or property, including providing suitable welfare to meet the occupational health and safety requirements for business facility such cafeteria and medical service provided by the Company to ensure that employee management is properly carried out and in compliance with the defined policy.

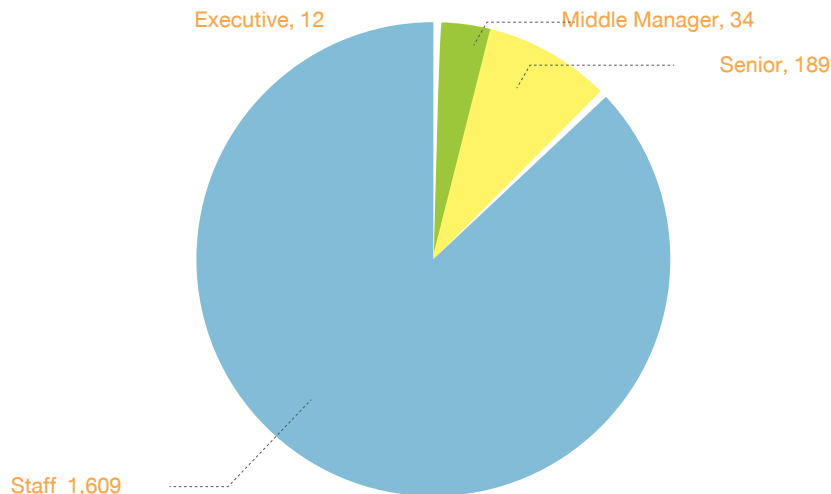
REPORT 2015



As at September 30, 2015, the Company and subsidiaries consist of the following number of

Business Unit	Number of Employees (person)
Administrative and Control	169
Tire – Tube	864
Industrial Elastomer Parts	669
IRC (Asia) Research Co., Ltd.	106
Kinno Hoshi Engineering Co., Ltd.	36
Total	1,844

The Scale of the Employee in the Year of 2015



In 2015, the Company's total number of employees as at September 30, 2015 equaled to 1,844 persons of which can be divided into 12 persons in the management level, 34 persons in manager level, 189 persons in supervisor level and 1,609 persons in operational level. Of this number, 5% are new employees whereas 13% are employees who resigned. The Company managed its employee in five aspects as follow:

1. Selection and Recruitment

The Company selects and recruits the employees according to the defined recruitment plan, good governance principle and business ethics. The selection and recruitment processes are carried out in transparent and equitable manner by considering the applicants' qualifications, knowledge, skills and experience in correspondence to the work position including considering development potentials to ensure development readiness among all employees. Each applicant shall be considered with no discriminations to their nationality, race, religion, gender, age or physical defect.

2. Incentive and Wage

The Company specifies employees' scope of work is determined based on their work position and responsibilities to be fair with wages and promotion. To be clear and consist with general standards, the Company therefore conducted surveys to compare the employees' revenues and incentives with labor market and the changing cost of living to ensure they are suitable.



Inoue Rubber (Thailand) Public Co., Ltd.

The Company determined fair incentive for employees of all levels based on personnel performance assessment as well as short-term and long-term operating results of the Company. Employees of all levels shall be treated fairly in accordance with human rights principles which included non-discrimination, no use of forced or child labor, non-involvement in human trafficking activities and promotion of gender equality. In regards to the appointment and transfer in work position and granting of rewards and enforcing of disciplinary actions, it shall be carried out with integrity and based on the knowledge, competency and suitability of each employee. In addition, the Company insists on forming “Labor Union” among the employees to be responsible for monitoring labor conditions and ensuring the benefits and welfare of employees as a way to achieve satisfaction and properly address the needs of employees.

Labor Union: The Company treats all levels of employees fairly and without discriminations. All employees are equally entitled to the rights defined by the Company’s regulation regardless of whether or not he/she is a member of the Labor Union. The established Labor Union shall cooperate with the Company in ensuring the welfare of employees and constantly consult with the management.

The Company also appointed Personnel Committee as a representative of all employees. Members of the committee appointed by the Labor Union and elections shall consult with the appointed representative which is a high-ranking executive to ensure that adequate personnel welfare and benefits are provided by the Company. During the past years, the meetings held between both parties were carried out smoothly whereas all issues and doubts had been addressed or clarified.



3. Competency Development for Better Career Opportunity

The Company is committed to personnel development at all levels to enhance their work performance. Hence, investment in Human Resource Development is therefore crucial by focusing not only on personnel knowledge and skills development but also personal attitude in order to adjust personnel behavior and attitudes to correspond with organizational culture. According to the policy, personnel development is a systematic process beginning from orientation stage onwards. New employees shall gain learning experience from Productivity Training and Education Center which encompasses essential aspects of the Company including safety which shall be learned through simulations in or-

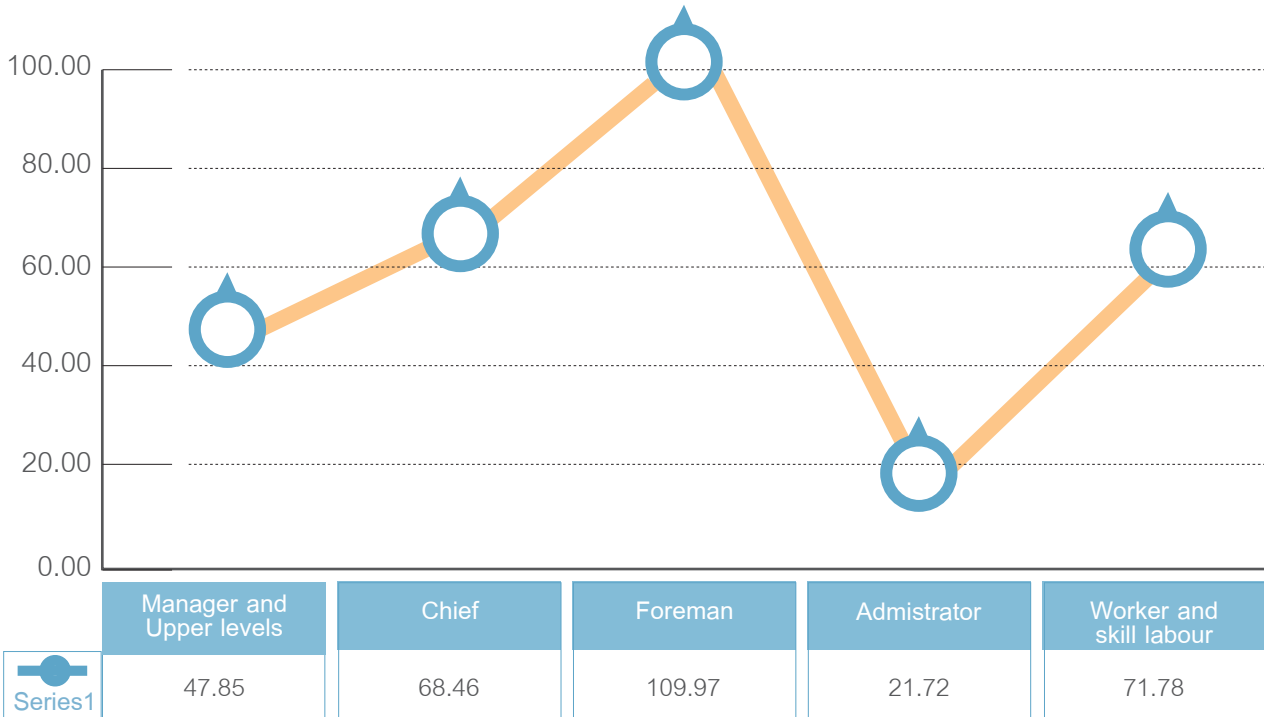


der to raise awareness and understanding among employees regarding machinery's basic operating system and risk avoidance. Once initial training is completed, On-the-Job Training shall be monitored by the Human Resource Department to evaluate new employees' readiness for work, work performance and adaptation towards the organizational culture.

By recognizing the importance of continuous competency development, the Company therefore arranged for knowledge and skill review and trainings twice a year to ensure employees at all levels always possesses the knowledge and skills required by their work standard. The Company also launches individual development plan which helps to analyze each employee's strong and weak points, including carrying out employee functional competency assessments by the employees themselves and their superiors to identify areas of improvement and development. The process enables accurate personnel development and clear changes in working behavior of employees after training. The information from analysis will be used in selecting proper training courses to fulfill the development needs of each personnel. This can be done through in-house training which focuses on work execution basics and employee promotion and off-house training which focuses on competency development for specific work position.



Hours of Training per Employee in 2015



In addition, scholarship and training programs in Japan under the cooperation of the Association for Overseas Technical Scholarship (AOTS) and Inoue Rubber (Japan) Company Limited are also provided to employees for On-the-Job Training, including gaining direct work experience and work system development for real life application. The training period is 6 -12 months.



In 2015, approximately 98.60% of employees participated in the trainings with overall average training hours totaling 24.05 hours.

4. Labor Relations

The Company recognizes the importance of individual differences and has therefore promoted organizational values and culture which focus on accepting and respecting differences among employees in order to achieve unifying working environment and building good relationship among all employees as a way to promote happiness at workplace. Employees' happiness in correspondence to the assigned duties together with continuous trainings and developments will enable higher performance efficiency and allowing the Company to achieve the defined operational goals. Throughout the past years, the Company launched numerous activities in hope to establish good bonds among the employees and the management as follow:



Sports IRC SPORT DAY was carried out to promote healthy exercise and healthy life among employees, including the use of free time efficiently and creating unity and work focus among employees.

- Tradition and Culture Conservation New Year Party/Annual Merit Making Event was held including paying respect to the house spirits and merit making on religious holidays, offering of gifts and paying respect to senior employees and the elderly from nearby communities to ask for blessings and success in life and career and a display of gratitude as well as conservation of Thai culture and tradition.



Safety BIG Cleaning Day was held to engage employees' participation, including instilling discipline among employees and setting up workplace standard to ensure cleanliness and convenience in line with the 5S Policy of the Company.

RT 2015 |

Innovation and Operation QCC Quality Contest was initiated to promote employees' participation in conducting QCC. The contest involves problem-solving of issues found in the daily routine of employees and providing optimal benefits as per expected with the aim to promote continuous QCC skills development among employees to uplift organizational QCC level towards national level.



5. Participation in Community and Social Development

The Company believes that employee engagement in community and social development activities are a way to develop “competency” and raise a sense of “value” towards themselves and the overall society. Hence, the employees are encouraged to collaborate with the surrounding communities and areas in initiating and carrying out activities that will constantly help to promote good quality of life and good environment for the communities.

The Company's Engagement in Community and Social Development

The Company believes that sustainable happiness can be achieved through mutual sharing and co-existence with the society and the environment which can be done by running the business while conducting social development and environmental preservation. The Company does not only focus on the developments of internal factors but also external factors, the society and the environment to ensure growth in a balanced and sustainable manner.

In 2015, various projects had been initiated based on current social issues, expectations/ needs of stakeholders, global trend, political situation and natural disaster. Each project was carried out through sharing to sustainably create a happy society as follow:

REPORT 2015



Klong Pang Rubber Cooperatives Under this project, rubber farmers had been provided with essential knowledge in developing rubber quality before distribution such as how to measure rubber quality, how to produce good quality and standardized rubber sheet in order to meet market demands and production safety. This did not only help to raise the price of natural rubber in the market but also enabled the Company to gain natural rubbers that meet the required quality and standard level.



Give Career, Give Life Project A project launched in April, 2013 under the cooperation between the government sector by the Department of Corrections and the private sector by Inoue Rubber (Thailand) Plc. Under this project, the government and private sectors collaborative established an organization for joint-cooperation by consulting with experts in various areas both in terms of theory and practice such as developing the potentials of female inmates in Thanyaburi Female Prison so that once they have been released they can return to the society as a good citizen and support themselves as well as their family and refrain from committing crimes.



IRC Ride for Life Project A project continuously implemented by the Company each year in every region of Thailand to promote motorcyclists to be knowledgeable both theoretically and practically. The project was assisted by the police and experts from Motorcyclists Association of Thailand in providing such knowledge and ensuring that it can be applied in the daily life of the participants as way to prevent and reduce road accidents and their impact on life and property.





Inoue Rubber (Thailand) Public Co., Ltd.

Safety Helmet Campaign A campaign initiated to promote compliance with the traffic rules among general public in order to reduce road accidents and raise safety awareness among commuters when traveling the road.



Vocational Education Support The Company donated IRC Eco Run Tire to Panjavidhya Technological College Team who won the Honda Soichiro Cup Honda Eco Mileage Challenge in Japan and bringing fame to Thailand.



Factory Visit of Professors and Students This project encourages students to put learned knowledge into practice in order to gain real working experience and enabling them learn and gain practical experience which cannot be done in classroom or a laboratory.



Global Warming Reduction Campaign A campaign initiated under the cooperation between the Company and Sitthipol 1919 Company Limited, the supply agent in replacement market, to encourage all motorcyclists using IRC inner tubes to help reduce global warming by returning IRC inner tube cases via repair/supply agent stores for correct disposal.



Massage Therapy by the Visually Impaired An activity initiated by Industrial Relations under Human Resource Department to provide massage therapy to create relaxation among employees who are experiencing fatigue from work as well as to promote job opportunity among the visually impaired. The massage therapy service is available on every Tuesday and Thursday. The project did not only help to enhance personnel performance efficiency but also raise income among the visually impaired people which helps to promote a better quality of life for the community which corresponds to the objective of sustainable development. Apart from massage therapy, the Company also arranged a space for the blind's market where those with physical disability can come and sell their products on the premise of the Company as a way to support and promote income among the disabled.

Merit Making on Religious Holidays An activity carried out to engage employees in the conservation of Thai culture and traditions, including providing convenience for the employees in taking part in religious ceremony. The event is held regularly by the Human Resource Department.





Inoue Rubber (Thailand) Public Co., Ltd.

Responsibility towards Customers

By recognizing the importance of customers and products delivering to customers, the Company therefore established quality policy which emphasizes on the quality of products and services delivered to the customers, including guideline of practice concerning the delivery of good quality product according to or exceeding customer expectation under fair condition which is included in the Good Corporate Governance and Business Morality Handbook. The Company also provides accurate, adequate and updated information relating to products and services for the customers to ensure they have sufficient knowledge of the products and services to assist them in making decision. The Company never overstates or gives out misleading information in regards to the quality, quantity or conditions relating to its products and services whether it be on advertisement or any other channels of communication. The Company also values customer confidentiality and shall not unlawfully use any information for personal interests or the interests of relevant parties. In addition, the Company focuses on providing timely customer response, including efficient complaint handling system and proper channels for customers to raise complaint relating to the quality of products and services. Customer satisfaction surveys have also been carried out for analysis and review of organizational quality system and further improvement of products and services.

Customer Satisfaction Survey

With “Quality First, Delivery on Time, and Customer Satisfaction” being its topmost priority, the Company therefore conducted customer satisfaction survey annually with the aim to the results in determining ways to develop the existing services in various aspects and improve its products and services to efficiently meet customer requirements. Customer satisfaction survey carried out by the Company encompassing three major areas including product quality, product delivery and servicing. The survey itself consists of five main topics including:

1. Customer satisfaction towards the quality level and development of product quality
2. Customer satisfaction towards product application
3. Customer satisfaction towards product design and product comparison with other competitors.
4. Customer satisfaction towards delivery service in terms of promptness, accuracy of product quantity and related documents, packaging standard and coordination with relevant parties.
5. Customer satisfaction towards service and communication, completion and accuracy of purchase orders, coordination and after-sale service.

Throughout the past years, the Company has been ranked in Excellent Level, allowing it to earn Delivery Award for the year 2013/2014 at Quality, Cost and Delivery Awards Announcement presented by Thai Honda Manufacturing Company Limited.



Customer Opinion

The Company embraces every customer opinion and suggestion as they are useful information for the Company. All customer opinions and suggestions shall be considered for product and service improvement. The customers may raise their opinions and suggestions through the channels provided by the Company as follow:

- Inoue Rubber (Thailand) Public Company Limited. (Rangsit Site) 258 Soi Rangsit-Nakhonnayok 49, Prachatipat Sub-district, Thanyaburi District, Pathumthani Province 12130 Tel. (66) 2996 0890 Fax. (66) 2996 1439
- Inoue Rubber (Thailand) Public Company Limited. (Wangnoi Site) 157 M. 5 Phaholyothin Road, Lumsai Sub-district, Wangnoi District, Phra Nakhon Sri Ayutthaya Province 13170 Tel. (66 35) 214 932-3 Fax. (66 2) 996 1471
- www.ircthailand.com

Occupational Health, Safety and Environment

The Company established a policy for promotion of occupational health, safety and environment at workplace and promotion of good health among employees and their families,

Promotion of Occupational Health, Safety and Environment at Workplace

Occupational Health, Safety and Environment Committee (HSE Committee) had been appointed by the Company to develop the policy and practices on security, safety and environment to ensure proper health care, safe working environment and prevention of accidents at workplace. All new employees must undergo safety trainings carried out by the Company's safety department and safety drills such as fire evacuation drill must be implemented on a regular basis.

During the past year, the Company was presented with Outstanding Award in Occupational Health,



Inoue Rubber (Thailand) Public Co., Ltd.



Safety and Environment at the 26th National Work Safety Convention and has been recognized as a zero accident organization with 3,106,945 hours without lost time injury. The Company sets its zero accident targets at 5,000,000 hours without lost time injury and continuously communicates with the employees.

Employee and Family Health Promotion

Since good health will lead to good quality of life, the Company therefore provides medical expense and annual health check welfare for employees as well as their spouse and children, including low cost health check opportunities and vaccines during outbreak.

The Company received ASO Thailand Silver Class Certification for efficient AIDS and tuberculosis prevention and management in enterprise from the Department of Labor Welfare and Protection, the Ministry of Labors and the Department of Disease Control under the Ministry of Public Health.



General Standard Disclosures	Page	Note
STRATEGY AND ANALYSIS	B	
G4-1	C	
ORGANIZATIONAL PROFILE		
G4-3	1	
G4-4	5	
G4-5	5	
G4-6	5	
G4-7	5	
G4-8	14	
G4-9	21	
G4-10	22	
G4-12	22	
G4-13	16	
G4-15	11, 13	
IDENTIFIED MATERIAL ASPECTS AND BOUNARIES		
G4-18	1,2	
G4-19	2	
G4-20	2	
STAKEHOLDER ENGAGEMENT		
G4-24	1	
G4-25	2	
G4-26	3	
G4-27	3	
REPORT PROFILE		
G4-28	1	
G4-30	1	



Inoue Rubber (Thailand) Public Co., Ltd.

GRI Index



I SUSTAINABILITY REPORT 2015

General Standard Disclosures	Page	Note
G4-31	2	
G4-32	33	
GOVERNANCE		
G4-34	9	
G4-35	9	
G4-36	2,9	
G4-37		ANNUAL REPORT
G4-38		
G4-39		
G4-40		
G4-41		
G4-42		
G4-43		
G4-44		
G4-45		
G4-46		
G4-47		
G4-48	9	
G4-53		
G4-54		
G4-55	21	
ETHICS AND INTEGRITY		
G4-56	11	
G4-57	11	
G4-58	12	
ECONOMIC		

General Standard Disclosures	Page	Note
Economic Performance		
G4-EC1	14	
G4-EC2	15	
ENVIRONMENT		
Material		
G4-EN1	16	
Energy		
G4-EN3	17,18	
G4-EN6	18	
Water		
G4-EN8	19	
G4-EN10	19	
Emissions		
G4-EN19	28	
Effluents and Waste		
Overall		
G4-EN31	17	
Supplier Environmental Assessment		
G4-EN32	16	
G4-EN33	16	
SOCIAL		
LABOR PRACTICES AND DECENT WORK		
Employment		
G4-LA1	22	
Occupational Health and Safety		
G4-LA5	22	



Inoue Rubber (Thailand) Public Co., Ltd.

GRI Index



I SUSTAINABILITY REPORT 2015

General Standard Disclosures	Page	Note
G4-LA6	31	
G4-LA8	22, 23	
Training and Education		
G4-LA9	24	
G4-LA10	23	
G4-LA11	23, 24	
HUMAN RIGHT		
Investment		
G4-HR1	29	
SOCIETY		
Local Communities		
G4-SO1	25, 26	
Anti-corruption		
G4-SO3	15	
G4-SO4	12	
G4-SO5	12	



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