



2024
Employee Welfare Development
Performance Report

Triple i Logistics
Public Company Limited
and Subsidiaries





Throughout this report,

“Company” means Triple i Logistics Public Company Limited (TLG),

“Subsidiaries” means company in which TLG has more than 99% shareholding,

- Triple i Air Express Company Limited
- Asia Ground Service Company Limited
- Triple i Maritime Agencies Company Limited
- Triple i Supply Chain Company Limited
- Hazchem Logistics Management Company Limited
- DG Packaging (Thailand) Company Limited

“Group” means TLG and company in which TLG has more than 99% shareholding.



Guidelines for the Development of Employee Welfare and Quality of Life in the Workplace

The Group places importance on treating employees in accordance with labor protection laws, employment contracts, social security laws, Labour Protection Act, Social Security Act, Workmen's Compensation Act, Occupational Safety, Health, and Environment Act, Skill Development Promotion Act, Quality of Life Development Act, Labour Relations Act, and other relevant labor laws strictly. Additionally, the Group studies international labor standards, including the United Nations Guiding Principles on Business and Human Rights (UNGP) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as the guidelines for proper care of workers.

The Group operates within a framework under its Human Rights Policy and Human Resource Management Policy, which covers the treatment of workers with equality and fairness. In addition to regular compensation, the Group provides a wide range of benefits and privileges beyond the legal requirements, including emergency loans, health insurance for employees and their children to ease the burden of expenses in times of illness, accident insurance, and employee uniforms.

Moreover, the Group recognizes the importance of caring for and developing the quality of life of employees, and provides opportunities for employees to participate in making suggestions and to discuss welfare, benefits, and regulations that affect them together with the employer, including the development of a happy workplace, which is another key objective. The Group promotes employee well-being through the Triple i B-Happy program, which features eight happiness-focused activities inspired by the Happy Workplace concept from the Thai Health Promotion Foundation. These activities are designed based on employee feedback surveys to ensure they meet employees' needs and address all aspects of their quality of life. This contributes to the Group's sustainable development in the long term.



Employee Feedback and Grievance Mechanisms

In addition to treating employees fairly in strict compliance with labor laws, the Group places importance on human rights principles, including freedom of association, the right to collective bargaining, and freedom of expression. Therefore, the Group has established multiple feedback channels to provide employees with opportunities to share their opinions or file complaints through the following means:

- **Workplace Welfare Committee**

Were elected among employees as the representatives of employees, with the role and duties of participation in suggestions on guidelines for providing benefits for employees.

- **Supervisor / Human Resource Department**

Will hold a meeting to discuss the proposals together before escalating them to executives for further consideration, with the aim of maximizing benefits for employees.

- **Suggestion Box**

The responsible parties will review and discuss the proposals before forwarding them to executives for further consideration.

- **Employee Survey**

Human Resource Department took employee recommendations into consideration and improved the quality of life of employees.



Employee Survey



Suggestion Box



The Workplace Welfare Committee

The Group recognizes employees' freedom of association and collective bargaining in accordance with human rights principles. In 2023, the Management Committee resolved to hold an election for the Workplace Welfare Committee. The Committee serves as a bridge between employees and employers, utilizing labor relations principles to facilitate bilateral engagement.

The election was completed in the second quarter of 2024, and the role and duties of the Workplace Welfare Committee as the representative of employees in consultation with employers have been defined under the Labor Protection Act B.E. 2541 (1998), Section 96. The Group requires the Workplace Welfare Committee to meet at least once a quarter, as required by law.

Roles and Responsibilities of the Workplace Welfare Committee

- Collaborate with the company in discussions on providing welfare benefits to employees.
- Provide consultation and recommendations to the employer regarding the arrangement of welfare benefits for employees.
- Monitor, supervise, and oversee the welfare benefits provided by the employer to employees.
- Propose opinions and recommendations on welfare arrangements that benefit employees to the Labor Welfare Committee.



The Workplace Welfare Committee Meeting

Under the Labor Protection Act B.E. 2541 (1998), Section 98, it is stipulated that the employer shall hold a meeting with the Workplace Welfare Committee, as the representatives of employees, at least once every three months.

In 2024, the Group organized meetings between the employer and the Workplace Welfare Committee at the Triple i Logistics building, held in both onsite and online formats, totaling five sessions as follows:

- 12 July 2024
- 12 September 2024
- 30 September 2024
- 18 December 2024
- 23 December 2024

The Human Resources Department is responsible for recording the minutes of each joint meeting to be used for tracking the progress of each issue in the subsequent meetings.





Employee Welfare and Workplace Quality of Life Development in 2024

- Renovated the rest pavilion in the warehouse area in order to expand the usable area to be wider than before, able to accommodate more employees and prevent overcrowding, including planting additional trees around the pavilion to help block the sunlight during the day. Additionally, trees were planted around the pavilion to provide shade and reduce heat during the daytime.
- Supported sports for health according to employee suggestions, including covering the rental costs for the football field and badminton court and purchasing badminton shuttlecocks, table tennis tables, and equipment for employees.
- Gathered employee suggestions for the New Year party venue and annual trip destinations and made a preliminary selection for employees to vote on.
- Increasing the limit of dental coverage in the group insurance based on employee suggestions and allowing employees to purchase family plan group insurance at a cheaper price than in 2023.
- Activities under the Triple i B-Happy program to promote physical and mental well-being in the workplace, based on the results of employee interest surveys.

Triple i B-Happy

- Happy Body** - Lecture on “Cardiopulmonary Resuscitation (CPR) and Use of Automated External Defibrillators (AED).” / Lecture on “Good Health Is Not For Sale; You Have To Do It Yourself.” / “Counting Steps, The More You Walk, The More You Give” Activity / “Martial Arts” Workshop
- Happy Brain** - Training under the 2024 Annual Employee Development Plan
- Happy Money** - Lecture on the topic “Good Finance, Happy Work, Create Happiness in Life”
- Happy Heart** - Lecture on “Take Care of Mental Health to Prevent Desperateness.” / “Happy Birthday” Activity: Give birthday cakes to employees or send greeting cards with gifts.
- Happy Society** - “iii People Give Blood, Give Life” Activity / “Sewing Artificial Breasts for Cancer Patients” Activity / Supported sports equipment for schools with a budget from the “The More You Walk, the More You Give” Activity
- Happy Family** - Photo contest on “Thai Songkran Family Day” / Photo contest on “Favorite Pet” on World Animal Day
- Happy Relax** - “Office Syndrome Massage Therapy” Activity / Sports Activities
- Happy Soul** - Food offering to monks on important Buddhist days



Examples of Employee Welfare and Workplace Quality of Life Development

Before Renovation



After Renovation



The rest pavilion in the warehouse area was renovated to expand the usable space and accommodate more employees, based on employee suggestions and complaints.



Examples of Employee Welfare and Workplace Quality of Life Development



Supported sports for health according to employee suggestions / complaints



Examples of Employee Welfare and Workplace Quality of Life Development



Lecture on “Good Health Is Not For Sale;
You Have To Do It Yourself”



“Office Syndrome Massage Therapy” Activity