

PPS

2018 Sustainability Report



PROJECT PLANNING SERVICE PLC.

TRUSTWORTHY INNOVATIVE SOLUTION

VISION

PPS determines to be leader in innovation and services of engineering consulting business and fully integrated investment for real estate business, construction, and urban development.

MISSION

1. We will deliver the high-quality services to create value satisfaction and maximum benefit above the customers' expectations.
2. We will develop the working process via innovation together with human resource continuously.
3. We will maintain the profit rate for shareholders by giving the customers successes regarding on the ethics and benefits for everyone.
4. We determinedly search for the investment channels and business opportunities.
5. We are accountable for the community, society, environment, nation, and shareholders.

VALUE

P

P

S

Professionalism

Positive Attitude

Service Mind

G

R

O

U

P

Good Governance

Reliability

Ownership

Unity

Persistence

STRATEGY

1. Create the advanced competitive capabilities and also increase revenue generation and profitability rates with the services generated by innovation.
2. Create clarity in marketing strategies and enhance the image of products and services (brands) as for creating brand awareness with new customers. Also, for creating awareness of skills, capabilities, and new service offering of the company group.
3. Create opportunities for business expansion by seeking partners who enable the company to expand the scope of consulting services in the areas of real estate business, construction, and urban development to be international and technological.
4. Create capability to be the funding source provider for investment.

LONG-TERM GOAL

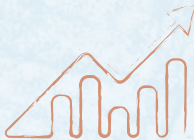
1. To continually gain profits by means of investment and various businesses.
2. To be the internationally acknowledged Thai brand.

Remark Approved by the Board of Director's Meeting No. 4/2018 held on November 12 nd, 2018.

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Care Our Environment

Care & Share Society



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Message from The Board of Director

We have operated the business with sustainability in several years passed by fighting against various resistance from inside and outside the organization. This year is another year that PPS is still listed in Thailand Sustainability Investment Index (THIS index) continually for four years. Although, PPS is a small registered company, we have applied Sustainability Development Goals (SDGs) as a guideline of strategy planning for developing company business. We believe that operating by following this plan might be what the world needs in order to make the better world so we are responsible in doing this. If we succeed, other companies or people would notice the benefits of sustainability development as we have done. In 2018 is the appreciated year for PPS, we received Outstanding Sustainability awards and Best company performance from SET awards 2018 in the same year. It emphasized that sustainability and business operating ability is the same thing, cannot be divided apart and cannot do only one of them for the long-term goals.

Learning and transferring the organization's model are what PPS has done continually, resulting the activities in this year did not create from only the center but the employees have created and organized by themselves. For example, Last Forest Preserve 2 project which is the continued project for following up the operation from last year. In 2018, we have collaborated with several external institutions in order to build connection among identical industry and other industries, causing the sustainable connection, for instance, Set Social Impact Gym 2 project is the transferring business operating to social (Social Enterprise) as a road to country's future because creating new generation is the important part of social sustainability process.

In addition to regular knowledge transfer projects such as White Engineer project or Knowledge by Uncle P project, we created new project for transferring knowledge to societies which is InnoCon project in 2018. The InnoCon project has the participation between engineers, architects, construction contractors, city developers, and property developers from both Thai and foreigners in order to exchange the technological knowledge in business operation, including the problems which have to be adjusted and developed further. PPS believes that the technology development will make the society run the business with transparency, can be verified and increases value to the country.

Finally, even though it is an issue that has been discussed in various ways about sustainable investment with the question of 'What we do? Why do we invest in these things?' In which many times, the calculation (Return on investment, ROI) of these things is impossible or there is so much abstract that many people may not give value to doing these things but they only look at the value of short-term and medium-term returns, such as returns in terms of sales and profits in cash. While many times these sustainability projects cannot be measured in the same way because investment for sustainability is an investment for the success and growth of the organization in the long term.

We could say that PPS gives confidence and measures our own sustainability from creating sustainability through creating people and creating a new generation of people by measuring the value and size of sustainability from the number of people we created and sending them to society. We have creating people who can deliver good works to customers and be good people of society. In addition, we have instilling continuous development processes to create innovation for the company, their department, and society around them. It is a measure of the value of sustainability from the number of friends and the number of connections which are constantly increasing.

PPS would like to promise once again that we will deliver a culture of continuous development in order to maintain the value of 'Trustworthiness' for the sustainability of PPS, society, nation and the world.

Mr. Phongthon Tharachai
Board of Director



*Good deeds must be
done from the heart.
Doing good for
goodness.
Do not enchant in it
and not expect to be
rewarded by doing
good deeds.*



We are PPS

*Another year walking together...
Get to know and be bound to each
other more and more*

If we compare Project Planning Service Public Company Limited or PPS as a person, it could be a 31-year-old man who is ready to have a perfect family, a high level of career security, having a warm and trustworthy personality. Moreover, he will be a sincere consultant to other people and have a strong passion and creativity at work.

Another year passed, PPS got through many thick and thin. Before we moving on to the next challenges, let's review and get to know PPS in the impressive through time.

Project Planning Service Public Company Limited was established in 1987 by Mr. Prasong Tharachai and Mr. Somphant Hongchintakul and was registered to mai in 2012. Recently, we have 345 high passion and powerful employees cover all departments which are Management, Headquarter supports, Engineers, Architects, Technicians, Security Officers, and Administrative Departments and Secretaries. We are consulting engineers who offer a numerous of services in management and construction supervision as follows;

- Structural and Architectural works
- Utilities system (electrical and communication systems, air conditioning and ventilation systems, sanitary and fire protection system)
- Civil works
- Landscape
- Interior decoration

The outstanding of PPS is we are the first engineering consulting company with the certification of quality standard ISO 9002 from the Engineering Institute of Thailand under His Majesty the King's Patronage and EAQA (Environmental Accredited Quality Assessment) Institute in the UK since March 1999. The company has been improving and developing the quality system until being certified with the quality standard ISO 9001 : 2015 from EAQA on May 2018. The quality standard has been applied in every project and has an internal audit by officers from the trained company, also has been followed up by EIT-CBO and EAQA.

One important thing that could confirm our sincerity is our participation in Thailand's Private Section Collective Action Coalition Against Corruption (CAC) for showing the intention and determination in as forms of anti-corruption since 2014 and we have been continuously certified by CAC since January 22nd, 2016 to present. We remain to adhere to conduct the business with transparency, fair, having the responsibility for social and stakeholders, including the prevention of corruptions that may occur in the organization.

Besides learning, creating, and developing new things unceasingly, the next target of PPS or this 31-year-old man is opening the world, receiving new things which will happen according to the modern era and will never forget to share knowledge, experiences, and all the good things to society in return.

PPS – Project Planning Service Public Company Limited

Listed on mai

Type of business : Property and Construction (PROPCON)

Registration date : June 25th, 2012

Registered capital : 215,999,890.25 Baht

Number of permanent employees : 345 employees

(issued at December 31st, 2018)

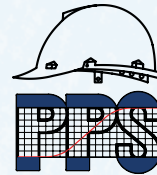


31 years
with the power
of creations



1987

PROJECT PLANNING SERVICE CO.,LTD (PPS)
has been established.

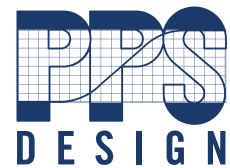


1987

Grand Hyatt Erawan Hotel

1989

World Trade Center Bangkok (Phase 1)



1990–1995

Established PPS Design Co., Ltd (PPSD)
Baiyok II Sky Tower "The deepest structure in Thailand at that time"

1997

Central World Tower and Central World Plaza
First Consulting Company that get ISO 9002 : 1994 certified

1997–2002

Metropolitan Rapid Transit, MRTA Initial System Project
"The first subway in Thailand"



2001–2010

The New Head Office of Bank of Thailand Project
"The full service for project management"

2001–2006

Suvarnabhumi Airport (World Class Airport)
Received Certified ISO 9001:2008

2011

MRTA Blue Line Extension Project

2012

Being on the list of the Market for Alternative Investment (mai)
and changed the company's name to be
Project Planning Service Public Company Limited.

swan & maclaren
creating architecture since 1892



2013

Be the partner with Swan & Maclaren (Thailand) Company Limited to establish "Swan & Maclaren (Thailand) Company Limited and Established "PPS Information Consultant Company Limited (PIC)"

2014

Signatory Company of Thailand's Private Sector Collective Action Coalition Against Corruption's Declaration of Intent The first year of SD Report publishing



2015-2019

- Magnolias Waterfront Residences (ICONSIAM C1) และ The ICONSIAM Superlux Residence (ICONSIAM C2) "The tallest building in Thailand"
- Organize activities to transfer engineering knowledge and spared goodness to communities for creating a sustainable society
- Siam Sindhorn "The New Luxurious Mixed Used Development in Central Bangkok"

2016

Established Sapat Project Company Limited (SAPAT)



**PPS
ONWORKS**



2016-2021

Suvarnabhumi Airport
(World Class Airport Development Project Phase 2
"World Class Airport"
Creating and developing PPS innovations
for managing project information
to enhance construction project management activities.



2018

Established Profincoin Group Company Limited as a joint investment company to offer investing alternatives for micro and macro investment opportunities, and change the subsidiary named PPS Design Company Limited to be PPS Oneworks Company Limited and PPS Information Consultant Company Limited to PPS Innovation Company Limited for expanding the business types and supporting current business.

2018-2021

SIAM SCAPE (BLOCK H) "Life & Learning Experiences"
The Mall 2 Ramkhamhaeng
The new Mixed-use Complex

2018-2021

Emsphere The third mall in The Em District project that will provide a vibe that "Bangkok has never experienced before"

Company Highlights



Trustworthiness

5-star CG SCORING awarded company of 4 consecutive years in the business for over 32 years.

Certified collective action against corruption (CAC) and renewed in 2018.

Award winning company from SET such as Best Company Performance Award 2018.

Award winning company of Sustainability Investment Award 2018 Outstanding.

Listed in THSI (Thailand sustainability index) for 4 consecutive years.

PPS has succeeded in increasing the strength of the capital base, completing the conversion of pps-w1. Currently, PPS has more registered capital as 215,999,890.25 baht, resulting in an increase in capital base and cash for investment in 2019.

Professionalism

PPS gradually adjusted the non-profit business units and merged the business units of the company to be understood and monitored the work result more easily, less complicated.

We have new business partners who are in the same business field, equal size and could encourage the business expansion of the company to international. Additionally, for merging the group of companies' portfolio to be stronger and able to apply for the PPP works in infrastructure that will be happening shortly. Also, increasing the potential in applying for domestic works which the company never has done before and expanding the works all over the region.

Focuses on investing in Construction Technology by improving the company itself and by collaborating with the new business partners to implement the technologies, which are already used and abroad successful, in the domestic market.

Innovation and Sustainability

PPS has expanded the scope of work into the Quantity Surveyor and Technical support by using Building Information Management (BIM), enabling to expand the revenue base of existing customers and expand to new customers and new business.

PPS adapted to the changing competitive conditions, from only services, turn into delivery more tangible services and products which consist of the design work together with the supervising, or the controlling of work and installation of efficient energy-using work, also a shop drawing etc.

Shareholding Structure

PPS

Business under Project Planning Service PLC



The step of unstoppable development for being responsible
over 400 projects in the public and private sectors

Infrastructure

- Metropolitan Rapid Transit (MRTA) Initial System Project
- MRTA Blue Line
- Suvarnabhumi Airport Phase 1
- Sirat Expressway Project - Bangkok Outer Ring Road
- Suvarnabhumi Airport Phase 2

Office Building

- Baiyok II Sky Tower
- Head Office of Bank of Ayudhya (Kyumgsri)
- Information Center of Krungthai Bank
- Information Center of Bangkok Bank
- Head Office of Amway Thailand
- Thairath Building
- Thansettakij Building
- Sathorn City Tower.
- Sun Tower

Residential

- Rhythm Sukhumvit 36-38
- Rhythm Sukhumvit 42
- Aspire Wutthakat
- L&H Sukhumvit
- Metro Park Condominium
- Urbana Sathorn
- I-CONDO Kaset
- The Le Raffine Condominium
- The Park Chidlom
- Magnolias Waterfront Residences (ICONSIAM C1)
- The ICONSIAM Superlux Residence (ICONSIAM C2)
- Muniq Sukhumvit 23

Residential

Magnolias Waterfront Residences (ICONSIAM C1)
The ICONSIAM Superlux Residence (ICONSIAM C2)



Hotel

- Grand Hyatt Erawan
- Grand China Hotel
- Centara Grand At Central World, Bangkok
- The Renaissance Phuket
- Phuket Arcadia Naithon Beach
- West Sands Phuket
- Banyan Tree Resort & Spa Koh Samui
- Holiday In Express Soi soonvijai Bangkok
- Bangkok Midtown Hotel

Holiday In Express Soi soonvijai Bangkok



Bangkok Midtown Hotel



Retail and Modern trade

- Gaysorn Complex
- Central World
- The Platinum Fashion Mall
- Central Plaza West Gate
- Central Changwattana
- Central Marina
- The Street Ratchada
- Mega Bangna
- TESCO Lotus
- Makro
- HomePro
- Sermthai Complex, Mahasarakham
- The Mall 2 Ramkhamhaeng
- Emsphere

The Mall 2 Ramkhamhaeng



Emsphere



Hospital

- Bangpo Hospital
- Nakornthon Hospital
- King Chulalongkorn Memorial Hospital



Mixed Use Project

Siam Sindhorn



Siam Scape (Block H)



Industrial Project

- The Metropolitan Waterworks Authority
Water Pipeline Laying
- NEO Factory



Others

Supreme Court of Thailand



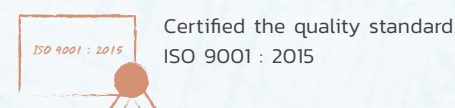
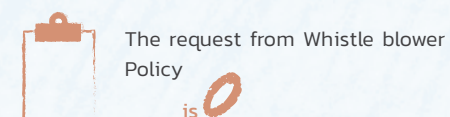
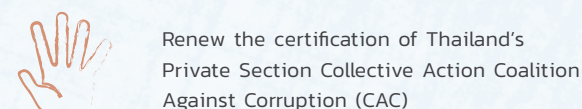
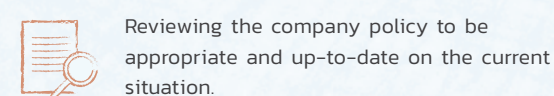
- Internet Data Center (INET-IDC 3)
- Golden Buddha Temple
- Phra Buddha Metta Wat Thipsukhontharam,
Kanchanaburi

Holiday Inn Express Samui Bophut & Holiday Inn Resort Samui

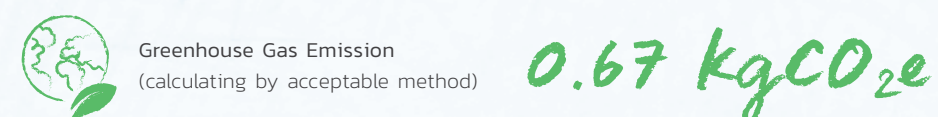
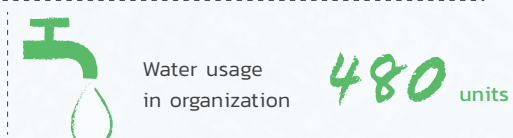
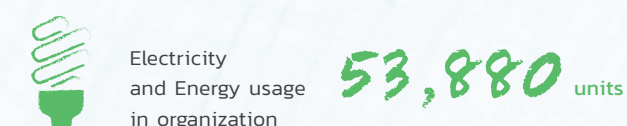
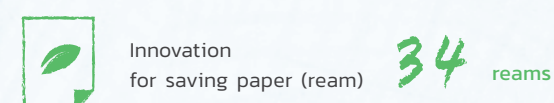
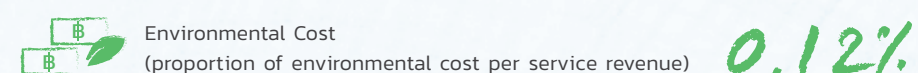


What We Achieved in 2018

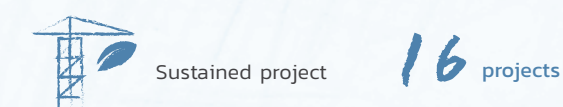
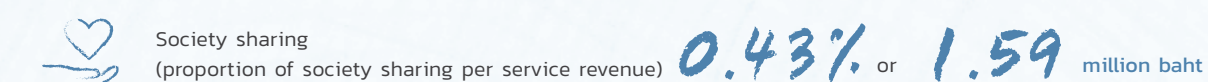
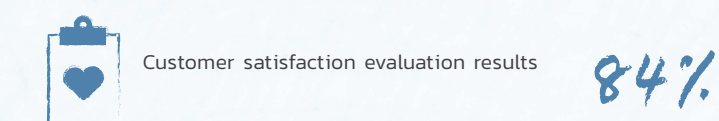
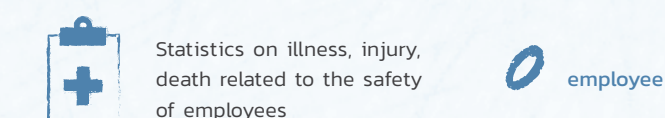
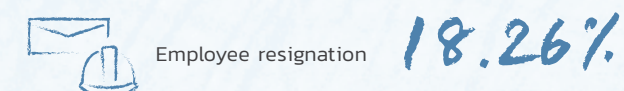
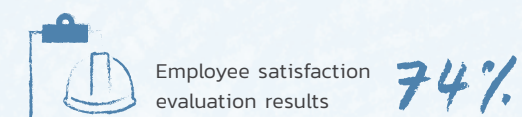
Economic and Good Governance



Environment



Society



Award 2018

Outstanding sustainability Award 2018
and Thailand Sustainability Investment 2018
Awards from SET Sustainability Awards



Best Company Performance Awards
(Company listed on mai)
from SET Awards 2018



The Outstanding Continuing Professional
Development Engineering Server Award 2018
from the Council of Engineers



PPS Sustainability Approach

PPS has a strong commitment and has a vision to develop the organization to be strong and sustainable growth. Our aims are not only to strengthen business operations and company performance but also strengthen in other sections by developing our potential in order to have balance and sustainability in company growth in the future. We have separated the results of operations into the following 10 main topics based on the framework of sustainable development. The details are as follows.

1. Corporate Governance
2. Business operation with fairness
3. Anti-Corruption
4. Respect for Human Rights
5. Fair Practice to Labor
6. Responsibility to customers and consumers
7. Community and Social Development
8. Environmental Operation
9. Innovation and Distribution of Innovation
10. Sustainability Report Preparation

Corporate Governance and Social Responsibility

PPS pays attention to the correct business operation with regard to stakeholders in every department in order to be a transparent, fair and honest business operation. Thus, the Board of directors of Project Planning Service PLC considered appointing Corporate Governance and Social Responsibility Committees for supporting the performance of Board of Directors. By considering the internal and external changing factors that affect company's sustainability within economic, society, and environment including adjust policy and seeking for the method to develop the responsibility in both ways.



Duties and Responsibilities of Corporate Governance (CG)

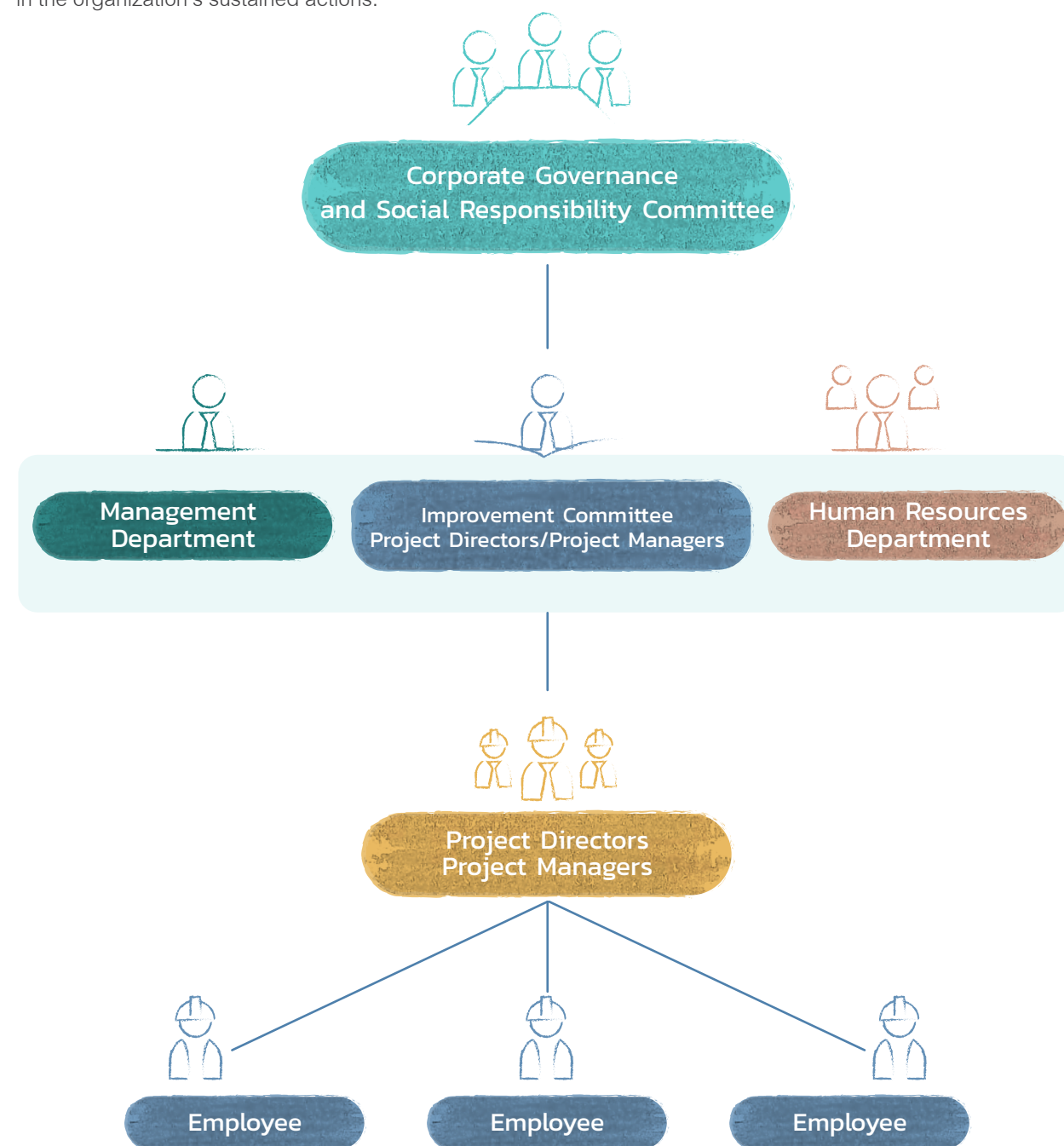
1. The committees are responsible for formulating strategies and guidelines for good corporate governance of the company including considering the anti-corruption policies to be suitable for the business model, company environment, and organizational culture then proposing to the Board of Directors for approval.
2. Monitor and guide the principles of good corporate governance to the Board of Directors in order to achieve good governance in accordance with the principles appointed by SET and also the internationally accepted principles.
3. Consider, review and revise the requirements regarding business Ethics and the company's Code of Conduct including Anti-Corruption Policy to be appropriate and up to date. Establish operational guidelines consistent with good governance principles then proposing to the Board of Directors for approval.
4. Public relation the policies and the guidelines and supports the participation in good corporate governance.
5. Receive complaints or clues about non-compliance with laws, regulations, code of conducts, and ethical requirements of the company or acts of corruption that involving by the company's employees. Additional, investigate the notified facts and proceeding to propose the matter to the Audit Committees and the Board of Directors to consider the punishment or solving such problems.
6. Periodically report the results of the operation to the Board of Directors.
7. Perform other works assigned by the Board of Directors.

Duties and Responsibilities of Social Responsibility (SR)

1. Approve the policy guidelines and strategies for developing society and environment.
2. Support the company's social and environmental activities and propose to the Board of Directors.
3. Plan the annual work plan and budget for social responsibility operations (SR) and propose to the Board of Directors.
4. Consider and follow the progression of social responsibility operations (SR) and evaluate the succeeded results and project quality.
5. Publicize the policies and the guidelines and supports the participation in the company's social responsibility operations (SR).
6. Continuously report the results of the operation to the Board of Directors.
7. Perform other works assigned by the Board of Directors.

Convey the sustainability policies through the company's sustainability management structure.

Because the sustainability is important to everyone, PPS therefore conveys the sustainability policy to employees in every department in order to create the correct understanding and motivate employees to participate in the organization's sustained actions.



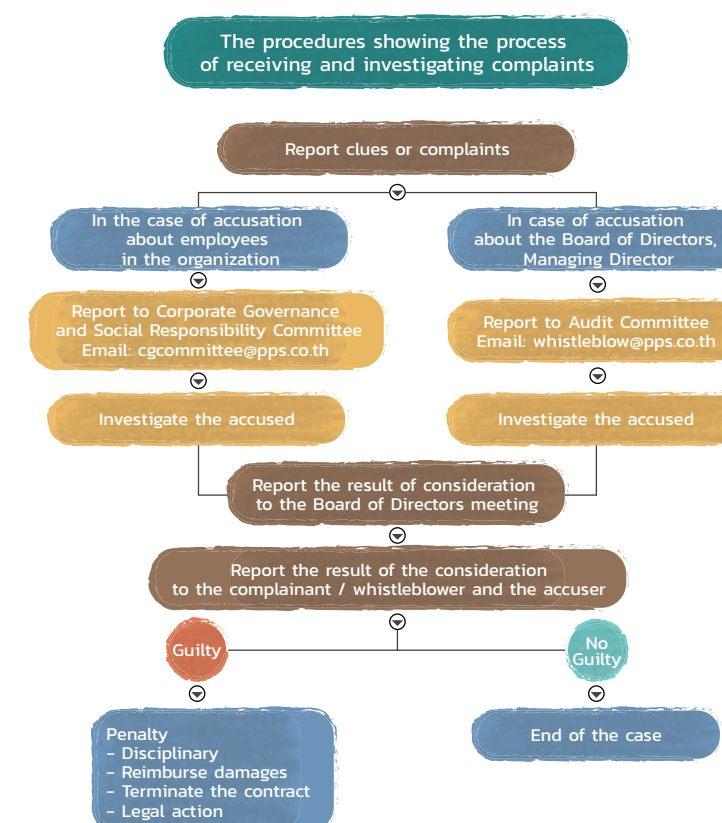
Anti-corruption Policy

The corruption is considered unacceptable in society, whether it is the smallest social unit like a family or the organization to the national level. PPS pays attention and focuses on creating the revised No. 1/2018 written Anti-Corruption Policy in order for everyone in the organization, whether executive level, company's directors or even employees for strictly implemented and maintained a good company's culture.

By conveying the policy through work is "Transparent operation, Pay attention to good governance, Defense corruption" which all of these elements will enable PPS to conduct business and develop the organization to sustainability.

Non-corruption, passed from generation to generation

Reliability and confidence in integrity are at the heart of PPS's commitment to creating a good image and instilling in the minds of employees so that PPS is truly a non-corruption organization. We therefore **communicate to employees to realize and understand the anti-corruption policy correctly** since the beginning of work through training in the professional ethics and morality course for employees to understand their duties. Also, it is a transfer of company's culture and consciousness of being a good engineer in the PPS form for future generations. In addition, there is **a process of investigate corruption through the company's complaint channels** in order for employees or persons who witnessed corruption to report clues or information safely.



In order to announce the intention of anti-corruption, PPS participated in Thailand's Private Section Collective Action Coalition Against Corruption (CAC) in 2014 and was certified as the Certified Company by the committee of Thailand's Private Section Collective Action Coalition Against Corruption (CAC) since 2016. Then, we have completed the renewal of membership certification in 2018.

Stakeholder Engagement

Stakeholder	Method	Expectations	Response to expectations	Result
 Employees • Permanent employee • Outsource	✓ Exchanging opinions and suggestions between executives and employees	✓ Compensation and welfare	✓ Review and manage compensation and welfare to be satisfied and able to compete at the same industry level.	✓ The survey of employee satisfaction and organizational commitment is 74.39% (survey once a year)
	✓ Employee Satisfaction Survey	✓ Progress and security in career	✓ Create salary structure and career path for employees	✓ Employee resigned rate is 18.26%
	✓ Listening to opinions and complaints through various communication channels both direct and indirect such as letter, http://www.pps.co.th , Whistleblower System.	✓ Learning and Self-Development	✓ Create personnel development plans to develop potential and maintain good personnel with the organization.	✓ Average of employee training is 10.68 hrs./ person/year, total 3,676 hrs.
		✓ Working Security	✓ Create safety and occupational health systems in operation	✓ Update ISO to 9001:2015, already announced in the organization.
		✓ Equal and fair practice	✓ Treat every employee equally and fairly	
		✓ Participation in the comments	✓ Organize activities to create engagement and encouragement for employees	✓ From the implementation of the safety policy, found that there were no serious accidents, work stoppages or sickness due to work

Stakeholder	Method	Expectations	Response to expectations	Result
 Customers • Government Sector • Private Sector	✓ Collaborate Meeting	✓ High quality work	✓ Professional operations according to international standards	✓ Customers trust and believe in company's operation
	✓ Visiting customers	✓ Appropriate price	✓ Maximizing customer satisfaction service	✓ New customers increase from telling by existing customers
	✓ Customer Satisfaction Survey	✓ Deliver work on-time	✓ Develop working processes to be most effective	✓ Received very few complaints from customers and can managed to be satisfied for both parties
	✓ Listening to opinions and complaints through various communication channels both direct and indirect such as letter, http://www.pps.co.th , Whistleblower System	✓ Construction Security	✓ Strictly and fairly complying with conditions and agreements.	✓ Partners trust and believe in company's operation
		✓ Transparent working process	✓ Operate under Anti-Corruption Policy	
		✓ Compliance with laws and professional ethics		
 Partners • Partner • Supplier	✓ Meeting for discussing together	✓ Creating additional value and long-term cooperation	✓ Build confidence for partners through efficient and standardized operations	✓ No complaints from partners
	✓ Visiting and socializing to exchange opinions and suggestions	✓ Fair and transparent operations	✓ Develop and expand the business base to grow continuously and have the potential to advance business in the same industry	✓ No payment, calling, receiving, or accepting property or other benefits in dishonest trade
	✓ Listening to opinions and complaints through various communication channels both direct and indirect such as letter, http://www.pps.co.th , Whistleblower System		✓ Strictly and fairly complying with conditions and agreements.	

Stakeholder	Method	Expectations	Response to expectations	Result
			- Treat partners equally, transparently, and fairly by not calling, receiving, or accepting any other property or benefits - Operate under Anti-Corruption Policy	
 Designers/Contractors	- Meeting for discussing together - Listening to opinions and complaints through various communication channels both direct and indirect such as letter, http://www.pps.co.th, Whistleblower System	- Professionally giving advice - Good and efficient cooperation - Fair and transparent operations - Working Security	- Professional operations according to international standards - Strictly and fairly complying with conditions and agreements. - Treat designers and contractors equally, transparently, and fairly - Operate under Anti-Corruption Policy - Create safety and occupational health systems in operation	- From the meeting and continuously following the work, making the operation strict on the plan - Designers/Contractors trust and believe in the professional consulting engineering - No complaints - No serious accidents, work stoppages or sickness due to work
	- Continuously survey communities' effects and needs on filed - Arrange activities for supporting and encouraging the cooperation between organization and	- Security and environmental effects management - Immediately and efficiently complaints management	- Survey the communities' effects and needs - Build good relationships between people in the community and company	- Recognized by people in the community for the business of the organization - People in the community have more knowledge and understanding about engineering and mechanics

Stakeholder	Method	Expectations	Response to expectations	Result
	- Opinion surveys to receive complaints and suggestions - Accurate and fast communication through various channels	- Participation in community development for sustainable growth - Receiving help, supporting and promoting various aspects	- Survey the communities' effects and needs - Build good relationships between people in the community and company - Professional operations according to international standards - Systematic environmental and safety management - Organize activities to disseminate knowledge and understanding to people in the community - Operate sustainability projects covering economic, social and environmental aspects in order to develop communities for sustainable growth - Support and promote the communities through projects, events and fundraisers.	- Recognized by people in the community for the business of the organization - People in the community have more knowledge and understanding about engineering and mechanics - The success of the corporate sustainability project that has been cooperated by all sectors - Individuals who are underprivileged or lacking have the opportunity to study and develop themselves. - No complaints or serious consequences were found that results in business interruption
 Societies	- Arrange activities for supporting and encouraging the cooperation between organization and communities - Listening to opinions and complaints through various communication channels both direct and indirect such as letter, http://www.pps.co.th, Whistleblower System	- Energy and Environment Management - Obtaining useful information and being able to apply in various situations	- Professional operations according to international standards - Systematic energy and environmental management for maximum benefits - Organize activities to disseminate knowledge to society such as Changmun's trip, Changmun's Blog, Uncle P Animation	- Society has been accepted and supported continuously - From systematic energy and environmental management resulting in a better image of the organization - People in the community have more knowledge and understanding about engineering and mechanics

Stakeholder	Method	Expectations	Response to expectations	Result
			Support and promote society through activities and projects	- PPS Training Center is certified by the Council of Engineers. There are various employee training courses and can produce continuous learning units (PDU) up to 1,766 units. - PPS received the Outstanding Continuing Professional Development Engineering Server Award, 2018 (second year) from the Council of Engineers
 Shareholders/ Investors	Annual General Meeting (AGM)	Return of Investment	Build trust to shareholder and investor	Shareholder and investor trust and have good relationship to the organization
	Giving the correct and fast information to shareholder and investor	Good performance and continuous growth	Prepare the business model for sustainability	Performance continuously grow
	Investor Relation Communication	- Business Security - Transparency	Develop and expand the business base to grow continuously and have the potential to advance business in the same industry	Dividend payment to shareholders continuously every year
	Company Visit	Fast, accurate and complete disclosure of information on decision time	Provide various communication channels	Received various awards such as Top Corporate Governance Report Awards, Best Company Performance Awards from SET Sustainability Award 2018 (second year), Outstanding Sustainability Awards, and Thailand Sustainability Investment 2018 (fourth year) from SET Sustainability Award 2018 organized by The Stock Exchange of Thailand
	Listening to opinions and complaints through various communication channels both direct and indirect such as letter, http://www.pps.co.th, Whistleblower System		Disclosure the accurate information on decision time	

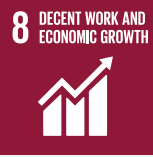
Stakeholder	Method	Expectations	Response to expectations	Result
 Mass Media	- Press conference - Executives and Investor Relations Interview - Opportunity Day - Company's various communication channels such as letter, http://www.pps.co.th, Whistleblower System	- Obtaining fast, accurate, complete, and verifiable information - Participation in disclosure of business information	- Disclosure accurate, complete, and verifiable information - Create the easy-access and reliable channel for presenting company information - Listening to opinions through various communication channels	Mass media acknowledged and presented information and good image of the organization

Sustainable Development Goals (SDGs)

The world is changing rapidly, so there are various factors which should be developed according to the era. The United Nation (UN) created Millennium Development Goals or MDGs according to the term ending in 2015 and there is post-2015 development agenda, according to the paradigm "Sustainable Development." The keyword of post-2015 development agenda is Sustainable Development Goals (SDGs) which would be the goals of 17 sustainable development.

PPS has considered and realized this issue, therefore selected the goals according to the sustainable development linked to the strategies for sustainable business operation of the company and the stakeholder expectations have shown that there are 9 goals related to PPS. We have defined the operation plan as follows.

Goals according to SDGs	Operation Plan	Benefits to Company	Benefits to Social and Environment
 SDG no.4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	✓ Organize activities for developing engineering knowledge to communities, organizations, and institutions ✓ Participate in educational supporting for the youth (page 51-52,86-90)	✓ Exchanging knowledge between educational institution and company ✓ Add quality personnel to meet the requirements of the labor market ✓ Create good relationship between people in society ✓ Participate in social development according to the vision and mission of the company	✓ Reduce unemployment rate ✓ The society has quality labors that meet the needs of the market. ✓ Increase educational opportunities to youth ✓ Increase the chances of getting more jobs
 SDG no.7 Ensure access to affordable, reliable, sustainable and modern energy for all	✓ Participate/support in developing energy usage efficiency (page 60, 70-73)	✓ Reduce energy usage ✓ Support the country's policy	✓ Reduce the causes of air pollution ✓ Reduce the impact of global changes ✓ Reduce health effects

Goals according to SDGs	Operation Plan	Benefits to Company	Benefits to Social and Environment
 SDG no.8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	✓ Legal employment ✓ Treat all employees equally, no social discrimination (page 51-52, 76-82)	✓ Create love and bond between employees and organization ✓ Support the country's policy	✓ Create career equality, no social discrimination ✓ Promote legal employment
 SDG no.9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	✓ Develop innovations that contribute to the industry ✓ Support the development of technology, research and innovation of the country ✓ Encourage employees to innovate to facilitate work (page 49, 58-65, 72-73, 79-80, 88-89)	✓ Generate revenue for the company ✓ Create ideas and develop new things to be innovation of the organization employees	✓ Create innovation for country developing ✓ Promote the research and development of technology in the country
 SDG no.11 Make cities and human settlements inclusive, safe, resilient and sustainable	✓ Establish safety measures and operational plans for risk management from disasters. ✓ Provide knowledge for prevention and response to disasters (page 43, 44, 48, 58-60)	✓ Reduce the impact and risks of disasters ✓ Build good relationships and confidence for employees and communities	✓ Create innovation for country developing ✓ Promote the research and development of technology in the country

Goals according to SDGs	Operation Plan	Benefits to Company	Benefits to Social and Environment
 SDG no.13 Take urgent action to combat climate change and its impacts	✓ Create policies, measures and activities to reduce greenhouse gas emissions (page 50, 70-73)	✓ Reduce the impact of natural disasters that may affect the operations of the company ✓ Create cooperation to solve problems in the organization	✓ Reduce the impact on the environment and global resources
 SDG no.15 Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	✓ Promote and co-develop to increase green space for the country ✓ Promote income generation for the community from the preservation of forest areas (page 95-97)	✓ Build a good relationship between company, people in the community and government	✓ Increase green areas and restore the degraded forests of the country ✓ Reduce deforestation ✓ Generate income and food resources for people in the community
 SDG no.16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	✓ Announce the intention of anti-corruption and receive CAC certification ✓ Provide knowledge and support the subsidiaries including partners in anti-corruption and participate in CAC (page 29, 48, 56)	✓ Create a good image and confidence in the company for people in society. ✓ Create transparency and sustainability in business operations	✓ Reduce corruption problems in the country

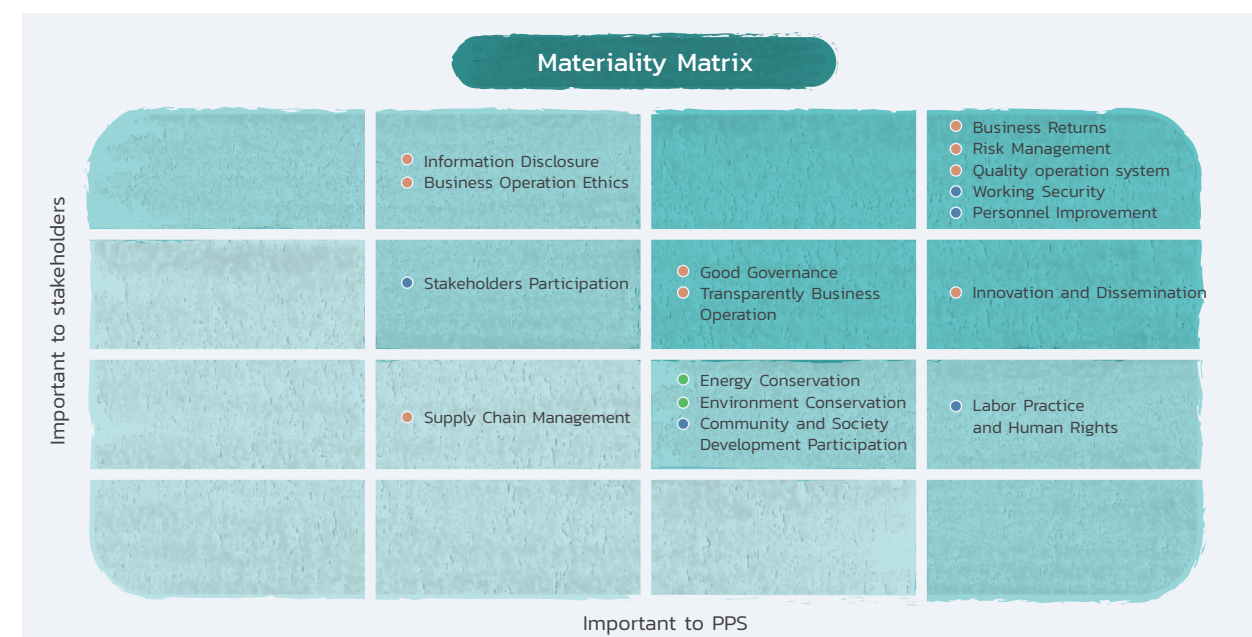
Goals according to SDGs	Operation Plan	Benefits to Company	Benefits to Social and Environment
 SDG no.17 Strengthen the means of implementation and revitalize the global partnership for sustainable development	✓ Promote the development, transmission and dissemination of environmentally friendly technologies for the country ✓ Support/promote/cooperate between government, private sector and society for sustainable national development (page 60-63, 72-73, 87-89)	✓ Generate revenue from developing innovations that help protect the environment and the industry of the country ✓ Build a good relationship between companies in various industries and agencies	✓ Achieve the development goals of the country



Sustainability Issue

As a leader in the business of consulting engineers that has always been trusted, PPS is more likely to maintain leadership in all dimensions. In addition to the importance of producing qualified engineers for quality work, we have to show good leadership to the society. We believe that a leader must not only consider in returns or income but must care about the voice of people in the surrounding society for solving problems and participating in the development and bringing the business to grow together with the company.

Therefore, we value the participation of stakeholders both inside and outside the organization by gathering opinions and expectations from internal factors, which is the goal and business plan, and external factors, which is the expectations of stakeholders as derived from the analysis of the opinion surveys and global change trends including the approval from the Corporate Governance and Social Responsibility Committee and prioritize the impacts on stakeholders and the company in economic, social, and environmental aspects by managing sustainable development issues according to GRI Sustainability Reporting Standards.



Economy

- Business Returns
- Risk Management
- Supply Chain Management
- Quality operation system
- Innovation and Dissemination
- Good Governance
- Transparently Business Operation
- Information Disclosure
- Business Operation Ethics



Environment

- Energy Conservation
- Environment Conservation



Social & Community

- Personnel Improvement
- Working Security
- Labor Practice and Human Rights
- Stakeholders Participation

Risk Management

Risk management is one of the main missions for every institute which is important and essential in preventing and controlling various risks that may occur from uncertain situations and affect the overall business success. Risk management also helps to promote and drive business operations to be smooth and efficient.

PPS adheres to the principles of basic risk management based on the idea that the organization will be able to exist by creating value added to stakeholders of the organization. Moreover, recognizing the risks and opportunities that will affect or increase the value to stakeholders. Therefore, risk management is a tool which helps company manages uncertainty.

We have improved the risk management and risk governance frameworks through adjusting roles and responsibilities of the Risk Management Committee to monitor, supervise, determine the policy direction, support and promote risk management for maximum efficiency. Also, determining risk management as the important mission of all departments and must continuously report to Audit Committee and the Board of Directors.

Instill loving and create corporate risk management culture



PPS has instilled the importance of risk management to employees in all levels and has also provided training to disseminate knowledge about risk management for the company's personnel in order to find standards for preventing and managing risks correctly. In addition, we also support employees who are interested in participating in training courses with institutions as well for example "How to Develop a Risk Management Plan" organized by Thai Institute of Directors.

Three Major Risk Issues of PPS

Economic	
Risk Issue	Risk management guidelines
1. Business Operation Cause - Higher market competition Effect - Inconsistency of income	- Create competitive advantage especially the use of technology and innovation to create business differences. - Operate according to the quality policy to improve working efficiency of the company in order to maintain the old customers to continuously come back for the service and gain new customers from the introduction of existing customers. - Expand the scope of work and look for new businesses that generate income.
2. Research and innovation Development Cause - Modification, copy, or reproduce Effect - Damage and loss of income	- Create competitive advantage especially the use of technology and innovation to create business differences. - Operate according to the quality policy to improve working efficiency of the company in order to maintain the old customers to continuously come back for the service and gain new customers from the introduction of existing customers. - Expand the scope of work and look for new businesses that generate income.

Social Risk	
Risk Issue	Risk management guidelines
1. Recruiting qualified personnel to meet the needs Cause - Labor market competition in personnel recruitment - The existing employees are not qualified to accept certain government projects Effect - Insufficient competent personnel - Lack of income from receiving new project work	- Recruitment through various medias - Provide benefits and rewards that are greater than the competitors - Develop the potential of existing employees and promote professional promotion - Build good relationships within the organization to maintain key personnel
2. Security risk Cause - Operational in risky construction area	- Every project is conducted according to ISO 9001: 2015 and SHE Policy - Have appropriate preventive measures

Risk Issue	Risk management guidelines
Effect - Injured staff - Working delay - Community and society lack confidence in company	- Manage safety training for employees including organizing activities to provide knowledge, understanding and safety awareness for the community

Environment	
Risk Issue	Risk management guidelines
1. Risk from environmental control Cause - Air pollution - Sound pollution - Water pollution Effect - Environmental measurements of the project are not standardized - Community and society lack confidence in company	- There are measures to control pollution emissions, not exceeding the standard value - Manage safety training for employees including organizing activities to provide knowledge, understanding and safety awareness for the community
2. Risk from climate change and natural disasters Cause - Climate changes and Global warming such as flood, earthquake, fire, windstorm Effect - Climate changes and Global warming such as flood, earthquake, fire, windstorm	- Keep information up-to-date - Prepare an emergency plan to reduce the risk - Focus on energy saving and environmental and social conservation as a corporate culture and as a policy of the company



Sustainability Strategy

STAGE 1 in Organization

- Have a business ethics
- Have Good Governance
- Anti-Corruption
- Support campaign of Saving energy, water, electricity, and papers
- Solar Cell installation on the headquarter rooftop
- Employees Caring
Promote potential development training for employees
Great welfare

STAGE 2 Projects

- Control quality of work with ISO 9001:20
- Safety policy (ISO, SHE Policy)
- Develop innovations; Project Live, Sitewalk for increasing working efficiency
- Have the measures in controlling pollution emissions and waste
- Have the criteria in selecting partners
- Customers caring

STAGE 3 Community

- Provide complaint channels for the community
- Have community opinions survey
- Provide knowledge, understanding of engineering and safety awareness for the community

STAGE 4 Society

- PPS Training Center
- White Engineer Project
- Animation "Knowledge with Lung Pee" and Changmuns Blog
- Collaborate with universities for project visit and social research to students

- Organize community developing activities

PPS Run for Love

Last Forest Preserve 2

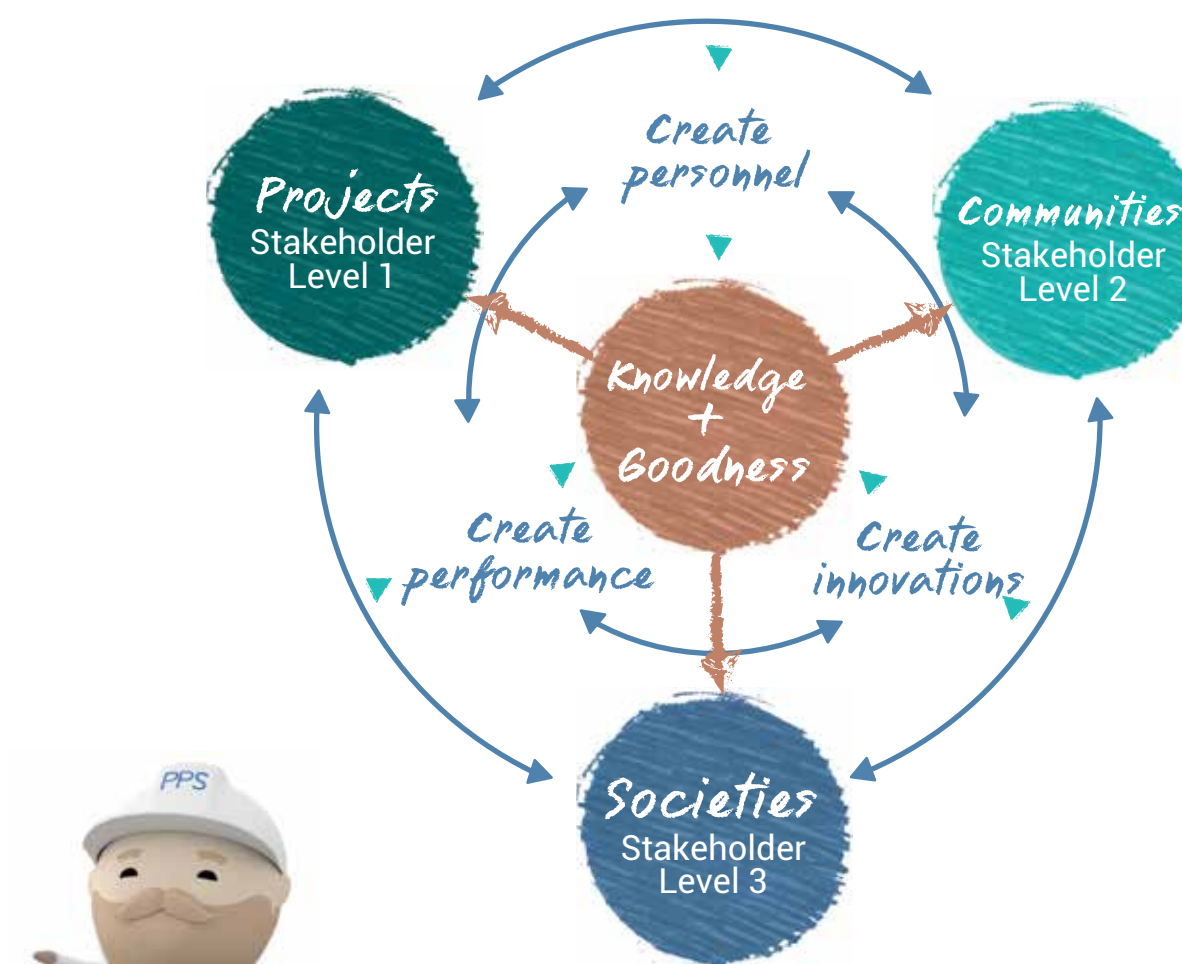
PPS and classroom builder 2



The values of the organization that PPS uses as the core of our business operation to sustainably develop is "Trustworthy Project Manager" by emphasizing the concept of managing the shareholders' money for maximum benefits which will bring maximum returns to stakeholders as well. PPS values the changing era, which the technological advancements have contributed to the industrial revolution. Thus, we have adapted and developed innovations for organization operation in order to be more facilitated and efficient. Moreover, it is also the value increasing and creating business sustainability for the company. "Trustworthy Innovative Solution" becomes company motto which we created for encouraging personnel and society acknowledge the change of business operation development. We maintain the trustworthy and add innovation development to become "Smart Consultant", the leader of the consulting engineer business with modernization and international.

In PPS's aspect, sustainability is the endlessly expanded development and the transfer of advancement in the good directions. Hence, our sustainability development guidelines would be the form called PPS UNIVERSE by focusing on personnel and organization development as the first priority. After that, sending this personnel to share the knowledge and ability for developing responsible projects, surrounding communities, and societies. This is the huge mirror which communities and societies could see and acknowledge the identity of PPS who has 'Smartness' which is the expertise in career and 'Goodness' which is the morality in operation, resulting in customers, shareholders, and the general public have confidence and trust in the company.

From the endlessly sustainable development guidelines, causing the strategy called PPS IGNITE which we adhere leading to continuously practice by having three related core elements as **create personnel**, **create performance**, and **create innovations**. The combination of all three elements will lead to simultaneous development, forwarding practices from generation to generation, making our business run smoothly, and building stability for the company, employees, society and stakeholders.



"The strategy for sustainability of PPS is **creating personnel** by developing people to have knowledge together with the consciousness of good engineer. Then, sending these engineers to **create accomplishments** by delivering high quality works to customers. From the working which creates a mechanism to innovate and **create innovations**, developing the work to be more efficient. These PPS engineers are the seeds of goodness that will grow into the big sustainable trees, transfer knowledge and spared goodness to communities for creating a sustainable society and continue this strategy from generation to generation."



SD Roadmap 2018-2022



OUR HOME Economic



PPS BRANDING

Actions

5-year goals

2018 Goals

Good Quality

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> - Use ISO 9001 in quality and safety supervision - Develop the efficiency in creating works according to customer's expectations | <ul style="list-style-type: none"> - Apply the newest version of ISO - Measure performance from customer satisfaction by maintaining a satisfaction level of more than 70% | <ul style="list-style-type: none"> ✓ Certified ISO 9001:2015 ✓ The satisfaction level is 84% |
|---|--|--|

Good governance

- | | | |
|--|--|---|
| <ul style="list-style-type: none"> - Operate business with transparent and good governance - Select partners who operate business with transparent and meet the company standard | <ul style="list-style-type: none"> - Receive complaining report of un-transparent operation through Whistleblower policy as 100% - Select partners who meet 100% of the company standard | <ul style="list-style-type: none"> ✓ No complaints of un-transparent or could manage the complaints 100% ✓ Prepare Vender list and adjust the criteria for selecting partners |
|--|--|---|

Good Communication

- | | | |
|--|---|--|
| <ul style="list-style-type: none"> - Have communications for marketing management and public communication in both inside and outside of the organization | <ul style="list-style-type: none"> - Have clear communication of vision, mission, strategy, and operation goals - Expand the target markets and add value to the organization to be equivalent to international standards | <ul style="list-style-type: none"> ✓ Provide PPS NEWS for announcing news and benefit to employees ✓ Organize and participate the activity for reporting of operation to investors, analysts, and medias |
|--|---|--|

PPS BRANDING

Actions

5-year goals

2018 Goals

Good Communication

- | | | |
|--|--|---|
| | | <ul style="list-style-type: none"> ✓ Change subsidiaries business for expanding the chance to generate income which recently, the company has two subsidiaries operating in construction business as PPS Oneworks and PPSI that announced for public in InnoCon Bangkok 2018 |
|--|--|---|

PPS INNOVATION

Actions

5-year goals

2018 Goals

Good Innovation

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> - Develop innovations for increasing efficiency in operation - Use the innovations in project management | <ul style="list-style-type: none"> - Collect all information of company operation in the center database - Employees can use company's innovations 100% - Generate income from innovations created by the company | <ul style="list-style-type: none"> ✓ Collect all information from each projects to be the center database as 100% ✓ Employees can access and use company's innovations as 100% (My PPS, PPS Document control, ProjectLive Sitewalk) ✓ Organize IT Camp Project for training about company's innovations and training to use Document Control and PPS BIM Project to employees |
|---|--|--|

 OUR ENVIRONMENT



REDUCE GHG EMISSIONS		
Actions	5-year goals	2018 Goals

Health & Environment

○ Increase green area ○ Reduce GHG usage ○ Reduce electricity usage ○ Reduce papers usage and wasteful resources	- Control pollution emission to be under the standard - Organize the environmental activities or campaigns both inside and outside of the organization - Reduce 20% of CO2 emission - Control quantity of paper usage and apply technology to support - Have efficient management of energy and environment that cause new business	- Record the pollution emission control through EIA REPORT which recently the company could control pollution emission to be under the standard - Operate for reducing electricity usage and measure the result; ✓ Change the light bulbs to LED ✓ Install the Solar Cell on the headquarter building - Reduce paper using under 800 reams/year
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 OUR COMMUNITY



PEOPLE		
Actions	5-year goals	2018 Goals

HR Benefit

- Give good welfares and PR the benefits to all employees	- Maintain employees satisfaction to be more than 70%	- Employees satisfaction is 74%
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Good governance

- Treat employees equally - Anti-illegal employment	- No unequal and illegal employment	- No unequal and illegal employment
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COMPETENCY		
Actions	5-year goals	2018 Goals

PPS Training Center

- Organize activities for develop working potential to employees and public	- Create training principles for employees and public - Support career promotion - Organize activities for employees and public - Receive the international standard such as RICS, PMP, IOSH - Generate income from training	- Organize training for customer Areeya Property Public Company Limited with the topic Construction Management and Follow-up, value 34,000 THB - Organize English on Site for the knowledge of English in operation - Collect comments and needs from employees in suggesting new principles for training department in 2019 (such as Safety Training, Middle price estimation, and Construction contract management) - The result of organizing engineering development activity is 3,676 units from 344 people, 10.68 training hours/person/year
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COMPETENCY		
Actions	5-year goals	2018 Goals

PPS Training Center

		- Receive IOSH certification (about safety in national level), causing the company can determine training principles, examination, and request for the license - Promote employees to have professional examination, by having 2 employees who was promoted to be Professional Engineer which is Mr. Prarunya Kamahayung and Mr. Momgkolchalearm Koonsombut
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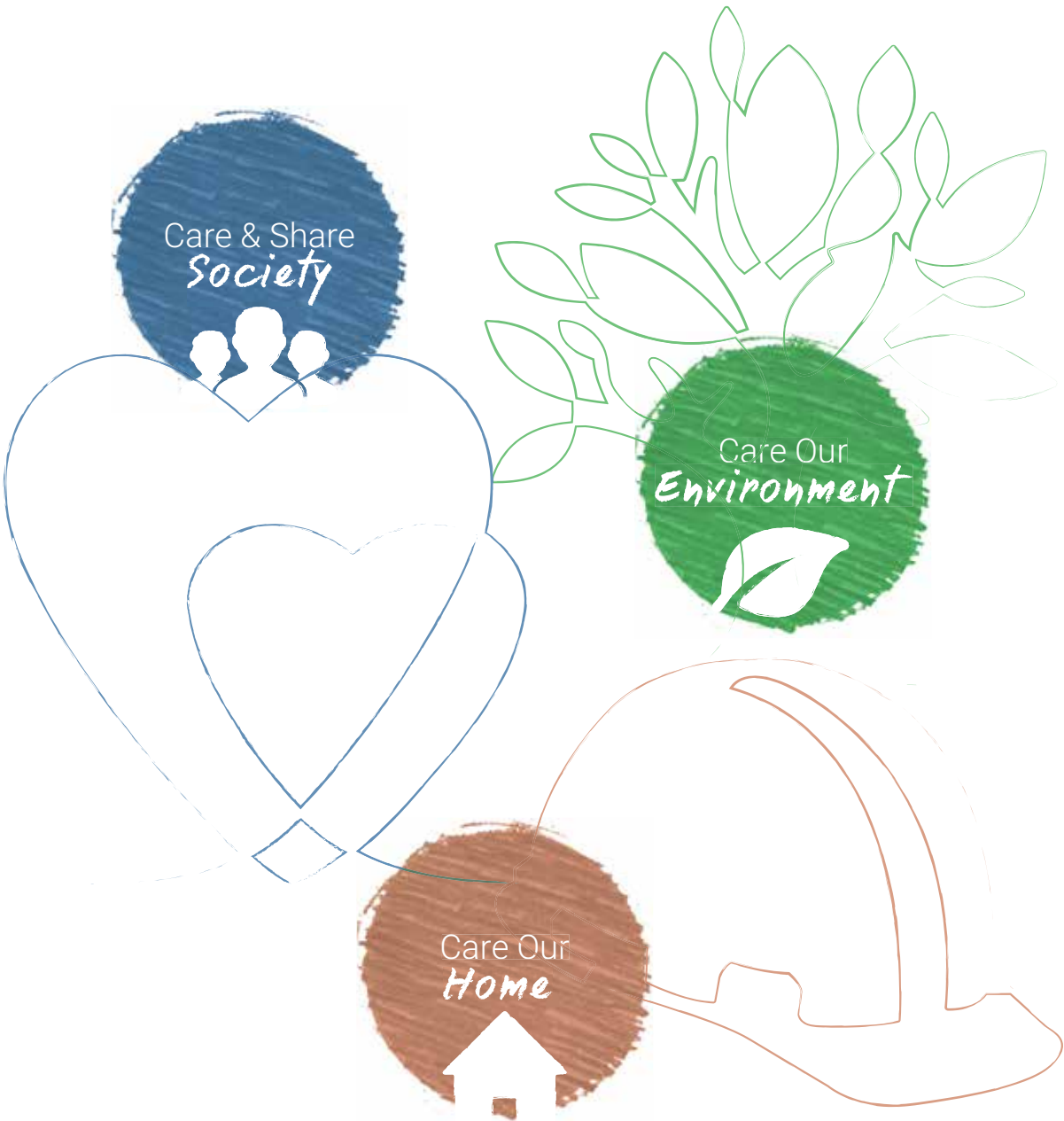
EXPERTISE SHARING		
Actions	5-year goals	2018 Goals

CSR project planning

- Organize CSR projects which give the returns to society, environment, and company by encourage employees to participate in the activities	- Operate CSR from employees at least 10 projects	- Operate CSR from employees at least 2 projects/year
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Knowledge sharing

- Organize activities to share engineering knowledge to community or organization and educational institute who interested (White Engineer, Knowledge by Uncle P)	- Organize activities at least 25 projects	- Organize activities at least 5 times/year
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Care Our
Home



Sustainability Performance



Ethics in Business Operation

Morality and honesty are the basic attributes of successful people since they are the symbol of faith and cause organization's credibility for the sustainable operation in this competitive era. At the present time of wide-opened world, there are plenty founding organizations and companies in various professional fields. It is not only the smartness of personnel's that can make a success, but also the goodness that will be an important part of being trusted and long-term accepted.

PPS acknowledges its importance, so we have committed to run the business morally since the past until the present time. As PPS' commitment that we will run the business fairly, honestly, transparently, verifiably, and professional responsibly. We will also sustainably add an additional value to every stakeholder. Moreover, the regulation about ethics in business and ethics manual for company's board of directors, chief executive, and employees will be set as a standard and guideline in business operation and operational practice which is comprehensive in various important aspects such as the instruction for company's business operation, board of directors, chief executive, employees, business operation that associates and benefits to economy, society, environment, professional ethics, including the suggestion when there is any issue.

According to PPS's commitment to run the business fairly, honestly, transparently, verifiably, and professional responsibly resulted that no complaint was given from the not-following the ethics regulation including none of company's operation that against to business operation related law or provision was found.



The Evaluation from Corporate Governance Survey

We truly stand for our aspiration which is to equally support and take care of every stakeholder. For this reason, we have been evaluated as an excellent corporate scoring of Thai-listed Company from Corporate Governance Report (CGR) survey since 2015 to 2018. This survey uses the good governance criteria from the Securities Exchange of Thailand as a reference. This criteria can be divided into 5 sections including shareholders' rights, equitable treatment of shareholders, roles of stakeholders, disclosure and transparency, and board of directors' responsibilities.

The Evaluation by the Stock Exchange of Thailand

In the SET Sustainability Awards 2018 event, PPS has received an **Outstanding Sustainability Awards and Thailand Sustainability Investment Awards** for the fourth consecutive year as a listed company in Market for Alternative Investment. The award is given to the outstanding organization's sustainability through the consciousness of environment, society, and good governance in order to be an example to other listed companies and to encourage them to conduct their business in accordance with the sustainability guidelines widely.

Furthermore, we received the **Best Performance Awards** for the second consecutive year in SET Awards 2018. Stock Exchange of Thailand gives the award to the listed company that has an excellent overall operation in each group considering from company's turnover, the corporate governance, and the compliance to regulation of the Securities Exchange of Thailand.

The Evaluation by the Thai Institute of Directors

PPS is scored 96 points out of 100 points and grouped in excellent scoring in corporate governance.

The Evaluation of the Annual General Shareholders' Meeting Management by Thai Investors Association, Thai Listed Companies Association, and the Office of the Securities and Exchange Commission

PPS is scored 99 points out of 100 points in the evaluation of the annual shareholders' meeting management in 2018.





To Achieve Good Quality

“Making the Crisis an Opportunity”

The Unordinary Origin of ISO in PPS

Everyone can probably remember the time back in 1994-1996 when a historical disruption occurred in Thailand which was known as the Tom Yum Kung Economic Crisis. This led to bankrupts in many companies, and layoffs in order to keep the company running. However, fortunately, Project Planning Service Public Company Limited or PPS did not have to face the two mentioned alternatives. We were heading towards our 10th anniversary of the business and the executive board had a further vision than that. We made some adjustments and started being part of ISO (International Organization for Standardization) for the first time. The person who will share the experience has been through the incident and that cannot be anyone other than Mr. Eakkamol Lertchunhakit, Chairman of Improvement Committee and the project director of the company.



The origin of ISO in our company

“Around 1996-1997, ISO became part of many businesses such as bank quality systems. However, we were a consultant company, so we thought that we should have this standard as well. As many people know that the Tom Yum Kung crisis affected badly to the construction market. Consequently, many of our employees were left unassigned, but we did not have the layoff policy in mind. Therefore, we turned this crisis into an opportunity by finding new development strategies to the company. The idea was proposed by Mr. Prasong Tharachai, the current chairman of the board and Mr. Somphant Hongchintakul, current vice chairman of the board. The idea was to have these unassigned employees learned about ISO, starting from ISO series 9000. We had training sessions, passed the evaluation, and eventually received the certificate around 1999. Our first ISO series 9000 was ISO 9002 version 1994.

Later on, when the economy started to recover, it was when our system was getting in place. Our employees were more skillful, and we had good tracking work systems. Afterwards, we had an adjustment to continuously update the ISO versions from then. Additionally, we always keep ourselves updated with the systems in the world, in other words, if there were newer versions, we would accordingly adjust to that change. For example, in 2005 we changed from series 9002 to 2000 which ISO 9001 covers every quality of our service. We did not stop improving, so we adjust to the upcoming systems. In 2018, we changed to ISO Series 9001 version 2015 which is the latest one.”

The Difference of ISO

Past-present and Towards the Future

“The obvious difference of ISO since the past until present is that it addresses more about the organization. In other words, in the past, ISO focused on quality systems, tracking, and feedbacks. For example, if we checked on an industry and picked up a product, it must be able to tell the origin of the materials and whether we could track every step of the production. The added feature of ISO Series 9001 Version 2015 is that it mentions the context of organization and how every department is involved in the quality system as well as how they understand about the quality system, and whether it follows the company's quality system. This latest version focuses more on risk management. It emphasizes the context of organization and the risk management that occurred, which include the projects that PPS was in charge of as well as the internal projects. Since PPS is a public limited company, risk management is therefore significant.”

In the following years, we will still be focusing on quality management. However, we would put more emphasis on innovations and sustainability. For example, we used to check the documents in the form of hard copies in a paper checklist. We will then change to digital files in order to focus on the importance of quality management which have a high demand on controlling documents. In terms of sustainability, we are now planning to start ISO Series 26000, the standard for social responsibility. We are forming a team to study about ways to have social responsibility for the organization as a whole. PPS has received various awards from the Stock Exchange of Thailand regarding sustainability. Therefore, it should not be hard for us to process ISO 26000 Social Responsibility in order to make sustainability more universal. The fact that we established a simple model as mentioned will enable the young bloods of PPS to continue the business. This will also enable them to continuously follow up or develop based on our system.

What is ISO Cost Coding?

“A simple example for ISO Cost Coding is the product barcode. Generally, customers do not know or see the significance and purpose of barcodes. However, they are essential for manufacturers to keep track of data. PPS intends to create a data source which everyone in the company can access. For example, suppose that we produced chairs, they can be classified into many categories such as chairs with backrests, wheels, etc. However, if we identify these chairs with codes, it would be easier to categorize, and the data would also be universal. They can further be used to analyze. As you can see, our projects are data oriented. For example, questioning the types of concrete, the number of cubes, types of reinforcements, how much each type weighs. This is the data that will be used to analyze and utilize in the future.”

Why do we need ISO?

“ISO is the universally accepted standard. Many companies might think that they already have their own set of standards which made them neglect its importance. However, they are not able to fully admit to everyone that their standard is internationally accepted. The fact of receiving ISO means that we did not achieve it on our own and internally evaluated it. We processed the standard and have been externally evaluated based on their criteria which is universally accepted

I would like to share my personal experience when I first heard the word ISO 9000 from Mr. Prasong Tharachai and Mr. Somphant Hongchintakul. I was a site engineer at the time. The three sentences I understood about this was 'Write down what you think. Do as what you have written down. And note the things you have done.' To write down what you think means that every company must have a qualified manual. We have to determine how we can make the company have good quality. By following the ISO structure, we have to write it down by ourselves and make it understandable for the employees. Next, to do as what you have written down means that after having a qualified manual, we have to narrow down what can be done according to the manual we have written. For example, if we inspect the performance which is based on the standard of the Engineering Institute of Thailand, we have to know what is stated in the qualified procedure, have we been inspected using this procedure?, and who will be the inspectors, which can be the Project Manager or Project Engineer. Finally, to note the things you have done such as Documentation means that the newer employees in charge must be able to know if a pillar is examined based on the qualified procedure. We must be able to find the notes and prove that it had really been inspected. Furthermore, the notes should identify that the concrete and steel are qualified according to the standard before being formed into a pillar. There should also be an inspection during the concrete pouring process in order to prevent the silting of stones. Everything must be noted and able to be reviewed."



To Achieve Good Innovations

The competition of being successful in different types of career is predicted to increase in the future. This motivates every organization to initiate unique products and services by creating innovations to be used as the important strategy to differentiate themselves from others. Accordingly, the benefit falls to the business. As PPS is an engineering consultant company that has long been known, we have been through working with various technologies.

A consultant role is to make a progress report as well as be the inspector. PPS has been through all types of technologies, to mention the paper checklists to emails, to phones, to smart phones. Recently, users can access data via smartphones by logging in to the website. Later on, we faced a change in which the word 'innovation' covers more than IT but includes innovative performance as well. The biggest change would be when PPS entered the stock market. Therefore, we sent more employees for training and motivated them to think of innovations that will improve performances. We came up with the Future Leader competition, which the winner would get a scholarship to study about innovative fields. The company later adjusted their working model according to the rapid change of time. PPS has collaborated with an IT company to develop a mobile application. "Sitewalk" is the application used for inspecting projects and reporting. Afterwards, we stored data that could be easily accessed via Google and applications which our employees were adaptable to the change. Additionally, there is also "My PPS," the main application for PPS employees to receive data as well as identify the tariff and refer the individuals in order to check in and log in to a specific place in the project. PPS has adjusted the visuals and functions in terms of document control. We call it 'PPS Drive' which means



to gather data and store them as the center platform. Furthermore, it classifies the data although they are stored in the central server. Despite the classification, the data is accessible to everyone.

Why "Consult" must be adaptive

Working model in the present time has been changed undoubtedly. They can now use their smartphone or tablet on the condominium inspection and check up on any information such as the amount of problematic room or real-time checking the amount of available room. The customer or product owner desires for a fast information access as well as the ability to check it by themselves.

PPS conducts this innovation into the new working model and collect all the data for a statistical analysis. The purpose is to prevent and solve problems for every project in the future. Thus, we can use an innovative information (or IT data) in both practical and analytical use.

On the other hand, the innovation is not the only factor that effect on customer's decision making. Many companies may increase their wage from the advantage of digital technology or the new innovation but they have no professionalism. As PPS, we are pertinacious to be an expert and responsible organization along with the professional emphasizing. The new innovation will be used as an addition for a faster operation. We also work on the performance development that leads to the effective work and the new innovation. It will finally be the driven force to develop human performance which create more value to contribute more work. More effective work causes more fund for inventing new innovation like a cycle. Everything supports and benefits to each other and this cycle can be part of constant and sustainable business conduction.

"I would like to share my own experience when Mr. Prasong Tharachai explained about ISO 9000 to me. It was the first time I heard this word and I was only a site engineer at that moment. I understood with three sentences. They were 'write what you thought, do what you wrote, and note what you have done.' I have used these sentences as a principle for working in the quality system from the past until the present time. According to the growth of PPS in the previous period, a systematic work is still not enough to create more sustainability. Thus, the innovation becomes an important factor. The board of directors has created the strategy of the sustainable development which is called 'PPS Ignite' or 'create personnel, create performance, create innovations.' Since our purpose is to be Smart Consultant with a Proactive working style, that have the correct knowledge and use innovation on the operation to collect and analyze the data. Later on, the analyzed data will be used as a knowledge sharing for further employees in the organization."

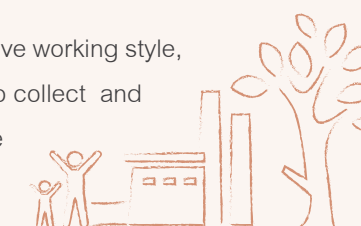


Image Management of Subsidiaries to Increase Opportunities of Additional Income

PPSI : PPS Innovation Co., Ltd

PPS foresees the uncertainty of the income from the construction management companies, which are the main PPS business. We, therefore, have to adjust and find different ways to make more income by merging our two subsidiaries including PPS Information Consultant Co., Ltd (PIC) - our technological service business, and Sapat Project Co., Ltd – our energy management consulting business into **PPS Innovation Co., Ltd (PPSI)** for providing comprehensive building management service.

We plan the construction based on building suitability and investment value to meet our customers' requirements such as renewable energy installation, using LED lights, and thermal insulation installation which helps lowering a room temperature to reduce energy consumption. Also, the staffs are informed to realize the advantages of the building energy management system. One of the most important advantages is reducing cost from energy conservation such as reduced electricity cost. Even though the cost of adjusting to be the energy conservation system is increased, we are able to pay back and lower the cost in our organization in the long run. Moreover, we can immediately reduce the construction cost as we are able to design types of energy conservation materials and system in advance. We also provide our customers energy measurement system for compiling energy conservation data to compare the system before and after adjusting it. For energy measurement, either data logger or personnel measuring the energy around the building are used. Then, the data is put in Internet of Things system (IOT) which is an effective and low-costed indication and can be online in real time. Furthermore, project communication and public relations, progress report, demonstration in multimedia forms, and a public relations event are provided.



PPS ONENETWORKS: PPS Oneworks Co., Ltd

PPS Oneworks Co., Ltd is the company that changed from PPS Design Co., Ltd (PPSD) by joining financed with leading Italian architects - Oneworks which has many experiences whether airport work, railway work, ship work, and urban design, increasing the ability to get more works. Including increasing the technological capabilities of the company in design, and quantity surveyor. Moreover, the technical support by using BIM (Building Information Modeling) in building model in order to be useful in design, construction supervision, and budget management. Furthermore, it could help to present project information clearly, understanding the same way between a project owner, project consultant, designer, and contractors. Also, collecting all project information for the further construction management.





To Achieve Good Communication

PPS emphasizes the importance of organizational communication. Employees have to have unified understanding in visions, missions, strategies, and goals clearly through the company meetings to let the employees involving in giving their opinions and developing the company. In 2018, we created PPS News to inform the employees the information and welfare and MyPPS system has been used as a channel to communicate among the employees and inform company policies.

For external communication, we have communication tools to make shareholders, partners, and customers, as well as mass media accurately understand the PPS Company. The communication tools are providing accurate public relations through company events and chances to get involved in various events in order to expand the visions and target markets, and make the company equivalent to an international one. For example, we arrange an annual general meeting of shareholders, the Opportunity Day event, PPS Company Snapshot, and the Road Show event to disseminate the company information including financial statements and company business plans for investors, analysts, and mass media.

Additionally, PPS does not neglect to consider the key of the good organizational communication which is correctly informing or reporting the truth. It begins with creating reliability, operating the business based on good governance, and emphasizing interaction between internal and external personnel for the company efficiency and effectiveness, leading to the sustainable business.



The image features three children, a boy on the left and two girls on the right, holding a large globe. The globe is constructed from a dense arrangement of green leaves and branches, giving it a natural, organic appearance. The children are also dressed in clothing made of similar green foliage. They are standing in a field of tall grass and wildflowers under a bright, sunny sky. The overall theme is environmental care and sustainability.

Care Our
Environment





Care for Health Cooperate Social Responsibility

Apart from being a good construction supervisor, PPS's resolution is to encourage our employees to get involved in controlling factors affecting the environment. The company's policies aim to support the energy conservation by cultivating the concept of reducing the use of alternative or renewable energy for society and environment in the long run. Meanwhile, that concept is related to basic health care which the employees and society members should receive. Therefore, the company has initiated many projects to stimulate awareness in the energy conservation and the environment related to good health of the employees and many agencies in the communities in which we have organized the events. We are willing to continue the projects both inside and outside the organization to be the norm in energy and resource management for the environment, quality of life, and good health of everyone in the society.

Green Office

(Carbon Footprint for Organization : CFO)

PPS has established the policy on carbon footprint to determine objectives, policy scopes, and responsibilities in the office. Carbon Footprint for Organization (CFO) refers to the amount of greenhouse gas emitted from different activities in many offices or organizations such as electricity and refrigerant usage and sewerage.

Due to the effects from global warming, many countries are active to reduce the greenhouse gas emission. PPS foresees and realizes these problems so we measure and evaluate the CFO in our organization to control and use energy more worthily and decrease the use of some energy which we can replace them with other energy. In addition to the health and environmental problem reduction, the cost is lowered and the business chance is increased. As we all have known that the energy is an important factor in the construction. PPS aims to be a professional energy consultant for our customers along with being a construction supervisor such as arranging refrigerant and materials selection system and greenhouse gas releasing system.

PPS has registered carbon footprint for organization with Thailand Greenhouse Gas Management Organization (Public Organization: TGO) on January 26, 2018. The award ceremony for the entrepreneurs who have passed the carbon labelling registration was held on September 19, 2018 at Wipawadee Ballroom, Centara Grand at Central Plaza Ladprao, Bangkok by TGO. Having received this certification, we confirm proceeding CFO in our organization for achieve our goals in the future.

Solar Cell Installation and a Policy to Reduce the Usage

Solar cell is an interesting alternative energy with principles of converting the sunlight. Advantages of the solar cell are that it does not cause pollution, it is a power generation device that does not make loud noise, it can easily maintain, and it can be used automatically by converting the sunlight to electricity which can be used immediately. PPS cultivates the awareness of energy conservation and resource reduction to everyone in the organization, as well as learn about the alternative energy. Thus, in 2018, we installed solar cell on the roof of our headquarter building. The electricity production is connected to the original on-grid system of the office building. The measuring, recoding, and demonstrating systems from the solar cell can be accessed via a mobile application.

Moreover, another PPS's policy is worthily managing other resources. We have measured water, electricity, and paper usage every month. We also limit the annual usage. Then, it showed that the usage of these resources in our office is reduced continuously. Furthermore, we have used LED lights as they may be one of the ways to stop global warming. Most of the electricity are from fossil fuel which causes the greenhouse gas during the production process. Using LED lights, thus, would help decreasing a lot of energy consumption, which means that we can also reduce releasing the greenhouse gas.

PPS desires to be one part to help saving global energy by beginning with ourselves first and we emphasize our employees to aware resources values. Installing LED lights at the office on Rama IX Soi 58 instead of using Fluorescent and Down Light which are being used in the office now can reduce the energy consumption and still maintain the standard brightness level. As a result, the building has less heat and we can save an air conditioning cost. We can help the world and the country. Moreover, we can drive the organization in terms of the good image and also determine the energy cost.





Before having policy			After having policy			
Comparing the usage of water, electricity, and papers in 2015–2016			Goal of the usage of water, electricity, and papers of PPS Headquarter in 2017–2018			
List	2015	2016	List	Water	Electricity	Papers
Water (unit)	524	497	Usage goals	500 unit	50,000 unit	800 unit
Electricity (unit)	59,040	58,400	Total on Jan–Dec 2017	473 unit	58,960 unit	768 unit
Paper (ream)	965	1,085	Total on Jan–Dec 2018	480 unit	53,880 unit	812 unit

Remark:
The usage of papers increased because of the number of project and employee raised, including the expanding of the company scope of work.

Green Building Standard LEED

Create new innovations for worthwhile resources using

LEED (Leadership in Energy/ and Environment Design) is the building construction standard in order to evaluate attention and environmental friendliness of building and constructing. The evaluation criteria consist of seven categories as follows;

- 1. Sustainable Site, accessing the environment friendly transportation
- 2. Water Efficiency
- 3. Energy/ and Atmosphere, energy efficiency
- 4. Material and Resources, for selecting trash reduced construction material
- 5. Indoor Environmental Quality, for resident’s health
- 6. Innovation in Design, to construct green building
- 7. Regional Priority

As a professional construction supervisor with many experiences, PPS has applied the principles for innovation development that consider many things including Project live Sitewalk and Bluebook with which we can compile data of types and quantity of materials used in each project. As a result, we can control and reduce unnecessary materials and advise our customers other materials which can decrease resource and energy consumption. Moreover, we can reduce the production cost and we can use the information we collect from the beginning of the construction to be certified as an international standard building from the Leadership in Energy and Environmental Design (LEED). More importantly, as seen in WELL Building Standard – a healthy trend that gains a lot of interests from many people, it is shown that PPS has never stop developing ourselves and we will get maximum value of the new innovations.



Proud of the Green Projects We involve

We have been one part to build a world standard building to be both Green Building and Green Area, reflecting to our cares and responsibilities to the society and environment. For example, we conducted international standard building construction (LEED) such as Iconsiam Superlux Residence project that concerns about the quality of life of the residents and the nearby society. We proceeded following by LEED to reduce global resources by using some recycled materials, and controlling air quality and materials that have toxins during the construction. Moreover, Siam Sindhorn project was certified by LEED with the idea of designing the most durable building for up to 100

years, as well as withstanding frequent natural disasters such as a flood, an earthquake, and a storm and we also concerned about future safety. This project also aims to accommodate elders. These 2 projects are the pride of PPS showing that we are a part in the environmentally friendly buildings.

After-Construction Customers Service: Tesco Lotus Energy Saving

For over 24 years, Tesco Lotus customers have trusted and let us be a consultant taking care more than 192 projects. “Tesco Lotus Energy Saving” is another project which PPS has an opportunity to coordinate and collect energy saving data for Tesco Lotus such as LED project – using LED lights instead of the old ones, ozone generator installation (Non Chemical Treat Condenser side) or using Air-Cool Chiller instead of Water Cool Chiller. We collected data before and after using energy saving products. As a result, apart from reducing energy consumption, it is indicated that our customers can reduce their cost from energy saving.

At the opening ceremony of Tesco Lotus Bang Kruai-Sai Noi which is the 2000th branch of Tesco Lotus in August 2018, PPS received the certification of Long-Standing Partnership as a Thai partner of Tesco Lotus. It was such an honor for our ability and sincerity we give to our customers.



Care & Share *Society*





PPS strongly believes that knowledgeable and good people are valuable human resources. The core priorities that PPS always focuses on are the human resources development for sustainability which forms organization culture, and gathering knowledge components from the company's innovation in order to deliver a better service for our customers, integrated to build up the business that generates more turnover. However, considering a person to work for the company is based on fair selection. It means we take the differences in education, cultures, political views and physical disabilities into account without discrimination. In addition, we also encourage our employees to develop themselves at all times.

Create Smart Personnel
(always promote and develop knowledge to employees)

How we take care our employees

When a new member has stepped into PPS family, every one of them is officially our human resources whom considered valuable and appropriate varying in age, sex and maturity. We gradually make an ice breaking for our employees to learn organization culture, personnel development suiting with our business sectors and lastly, career path planning so as to simultaneously develop organization and people to effectively grow together. Therefore, PPS has established a training center to specifically develop in engineering profession, which is called PPS training center. The training center provides various personnel development programs. For example, In-house Training, this training will be given by internal trainers or external lecturers or speakers. Public Training, On the Job Training, Self-learning (E-learning) and Coaching. We commit for all employees should have a training to improve their work performance at least 9hrs/person/year. Moreover, we also have divided the programs into 5 levels according the career path as follows;

Level 1 “Basic Training (0-1 years' experience)”: Focuses on new employees aiming to understand the roles of engineers or architects in terms of management and construction work control, including morals and professional ethics.

Level 2 “Intermediate Training (1-3 years' experience)”: Focuses on experienced employees to have knowledge and ability to inspect, control construction works, cost estimation for construction works and including standard quality inspection such as promotion process of civil engineers, guidelines for standard construction price estimation, IQA, ISO:2015 standard and Un-Site training.

Level 3 “Advanced Training (4-6 years' experience)” Focuses on senior staffs or project managers in order to advance to the next level of management. For example, FIDIC contract management, using Microsoft Project for construction planning, risk and loss prevention and project manager training course.

Level 4 “Continuous Training (6+ years' experience)” is a soft skill training to boost the skill in different tasks, including a key to drive for progressive and successful work such as, Essential Innovation, Powerful Communication, Leadership Skills and Responsibility for sustainable development, and etc.

Level 5 “Special Training” is a training with more specific purposes in order to increase skills and expertise in specific areas of work to be more solid; for example, IoT (Internet of Things), BIM, Green building and Government Procurement and Supplies Management Act B.E. 2560

Year	No. of principle/year	Employee training hour/person/year	Employee training hour /year
2016	22	11.80	3,054
2017	19	9.13	3,303.5
2018	27	10.68	3,676

Executive Training

Executive Training is a special course which is given for specific groups of employees who have a potential and outstanding performance. For this reason, we have designed the course and career path in the field to have them ready for future development as “an executive” consisting of engineer and business administration curriculum such as, Business for Non-Business, Investment Strategy, Creating and Leading a Culture of Innovation, The Strategy of Leadership (SOFT) and Customer Expectation and Relationship. Also, to continuously respond the concept of personnel development plans and to comply the business practice for sustainability and excellence in the same field.

Motivation for professional license promotion

Being an engineer, the profession itself is controlled under the Engineering Act and professional engineering license is a must to have for an engineer which can be divided into 3 levels; Associate engineer, Professional engineer and Senior professional engineer. Professional engineering license is regarded as a key and honor in professional engineering. For this reason, it is why we have our own training center for employees to collect PDU points which are used for examination for the next professional license level. We also promote by giving a prize for those excel and pass the exam; as a result, the more we have advanced engineers, the more various construction projects we will progress in both government and private sectors as well as we can assure for our customers that they are going to get the product meeting their needs. In 2018, there are 2 PPS employees who have been promoted to Professional engineer license; Mr. Prarunya Kamahayung and Mr. Mongkolchalerm Koonsombut whom the company has contributed 30,000THB for their will and dedication.



"Professional engineering license is the thing which makes us proudly call ourselves as an engineer. I have my commitment to take the exam for promotion. The given prize is also another way that helps driving me for the exam but the most importantly, the will come from myself that I want to learn and develop myself all the time. In this field, we must be knowledgeable for it. If we don't develop ourselves in an ability of construction control, we will not be accepted from contractors or even owners. The PPS training center has a major role for me to have more confidence to advance the exam, which is very good because the company has free training courses so that I don't have to take external training elsewhere. For the old curriculum in my opinion, it is already covered but it should differentiate between the employees who take a training may for those have experience and no-experience in another group. Mainly, the training concentrates more in each training group."

I want to tell everyone that many people in this company have enough potential and knowledge to excel to professional engineering level. Some may think it is difficult but I want to tell you at least you have to try first. From my experiences I want to share is "Be confident and you will make it"

Mr. Prarunya Kamahayung
Project Manager



"Professional engineering license helps me to work more in various ways in my opinion. I planned to take the exam to promote myself in the first place. When our company has this project, I don't hesitate to join the training which helps me a lot. PPS training center makes me see the path. If there's no the training center, I may have study on my own."

For the training course in 2018, I wish to have more English classes because every engineer should have more English knowledge in the level of advanced which contributes to a good performance.

I want to invite any other engineers to take the promotion exam. My idea is that when we write our plans, the committees are going to ask about what you have written. With this, it may guide you to have more confidence"

Mr. Mongkhonchalerm Khoonsombut
Project Manager



BEST PRACTICES

Dealing with problems found in construction sites is one of the tests for every PPS employee have to encounter all the time they are working. PPS has been receiving a lot of compliments from project owners. This success comes from our valuable personnel that they can adapt the knowledge from the company to create construction projects to increase the work efficiency and solve the problem. Not only they give their knowledge in academic article to employees for study as a practical guideline but the company also consider their academic works to promote those engineers to be project manager as well.



Mr. Thanavhat Sriutai, Homepro Rama3 Project manager, has written the article suggesting the differences between air-condition system for computer room and natural air-condition in terms of in room heat, relative humidity, controlling period, humidity temperature, air purification- Fresh air and working hours. He also suggests the tips and techniques of how to install Flexible Connector properly.



Mr. Chetsada Mekklom, Project manager, has written an article concerning soil loading by using Plate Bearing Test method in order to solve the underground rock problem which are located above the foundation of construction site. He solves this problem by extracting the rock in foundation hole position in order to make it the most horizontal, after that, add sand and press. Then apply Plate Bearing Test method to determine the soil loading capacity. He also wrote articles about how to choose, install and cautions of Rockwood Panel.



IT CAMP

Not only promoting capability of engineering profession but PPS also promotes the employees to develop themselves along with the company's technology innovation. PPS held the first practical training camp or IT camp 1 to promote the understanding and knowledge in information technologies which PPS has developed. Moreover, it is an opportunity for executives and employees to take a part in a workshop of how to properly use the information system. The activity itself consists of how to install/use the application, Sitewalk & ProjectLive for internal audit within project, how to differentiate the document and upload via Document Control or PPS Drive, and basic video editing for making a progression report of project in video or Monthly video report, for example. This activity enables an opportunity for employees to take a part in commenting and developing the innovation so as to apply in the company.



PPS IMPROVEMENT AWARD

In accordance with the strategy: creating people, creating work and creating PPS innovation in which let the employees come up with an innovation to facilitate and increase efficiency in every working progress, in 2018, PPS supports its employees to propose an idea about inventing innovation individually through the competition: PPS IMPROVEMENT AWARD. The first prize was awarded to Miss Suchiwa Sribunrueang, a PPS employee who is in charge of Suvarnabhumi Airport Phase 2 Project, had proposed a movable duplicating box in which is useful for duplicating engineering structure.

Pay attention to the good care

Employee Joint Investment Program (EJIP)"

EJIP is a program that gives an opportunity to the employees to be the owner of the company by holding company's stock with equal capability and rights to the other stockholders.

This program has been designed for 3 generations. The first generation started with the program manager and chief executive. The second and third generation gave an opportunity to the general employees to join this program. From the first and second generation of EJIP, the employees who joined this program received 150% of invested principle in return within 2 years.

Provident Fund

PPS promotes its employees to have savings for retirement or resignation by making 5% deduction from the salary every month and another 5% of provident fund from the company. This can be registered twice a year: during December to January and June to July.

Working Experience

Percentage of Grant-in-aid and Its Benefits

Less than 3 years	0
3 years but less than 4 years	50
4 years but less than 5 years	75
More than 5 years	100

Retire Welfare

Personnel who retires at the age of 60 will receive a pension as a compensation in accordance with the labor legislation. Moreover, one will be able to work with PPS and will receive salary and fringe benefit according to the condition of one-year contract. This fringe benefit will help maintain learned and talented employee accompany with PPS continuously and will also help coaching the new employee in the future.

Maternity Leave Welfare (up to 6 months)

Persisting in Running a Child-Friendly Business

In 2015, PPS had joined the "Child-Friendly Business" held by UNICEF with a promise to respect the family's rights by increasing the day off for maternity leave up to 180 days. This is to let the mothers be ready before and after giving birth so as to completely recover from the birth of their babies. In addition, a newborn will need a good caring and nursing from his or her mother during this period.

Achieving 'Trustworthiness' Medal on Your 15th and 25th Year of Working

Another activity which marks the bond among employees and organization is awarding a medal made from 1 and 2 THB of gold to the employees who works from 15 to 25 years for the organization. This is to thank for hard and trustworthy work done for the organization and achieving this medal is considered to be the most honorable reward. It is a pride of the organization to have potential employees who have always done good work consistently.

New Year's Party

Celebrating New Year's Eve is one of the activities held by PPS to bring joy and happiness to the employees. A lot of New Year presents are given in return for hardworking such as a trophy for outstanding employee in each department, a golden necklace, and numerous presents from drawing lots. Furthermore, the party includes varieties of games and activities such as football match, ROV competition, cheerleading, chess, crane game, photobooth, and some role plays competition from each department. Stickers will be purchased for the points, and the department with the highest score will be the winner. All income from purchases will be donated to the Foundation for Needy Students under Royal Patronage of Her Majesty the Queen. In 2018, the total donation was 40,000 THB.

"Trustworthiness" Award

This special award will be given to the PPS employee who has both outstanding working skill and goodness. The employees with the following characteristics will be nominated in the meeting to find the most potential employee by the director and will be nominated to the board meeting for consideration and approval.

The chosen employee will receive twenty-five stangs of golden ring, a trophy, the highest bonus of the company, promotional consideration and increasing in salary to thank and to encourage for self-development. In 2018, there are three employees who received this award namely Mr. Pongthep Peeramaytangkul, Mr. Pongtorn Changkeaw, and Mr. Anuwat Saekuat.

Teamwork Promotion



"The 4th Generation Adventure Team Synergy" at Chulachomklao Royal Military Academy

The activity was held by PPS to let the new employees adapt with the organization's system. Both new and present employees joined this activity so that the newbies would be able to familiarize with their colleagues and would be given some advice before starting working with the company under Chulachomklao Royal Military Academy's philosophy: "Leader, Follower and Discipline".

Annual Seminar

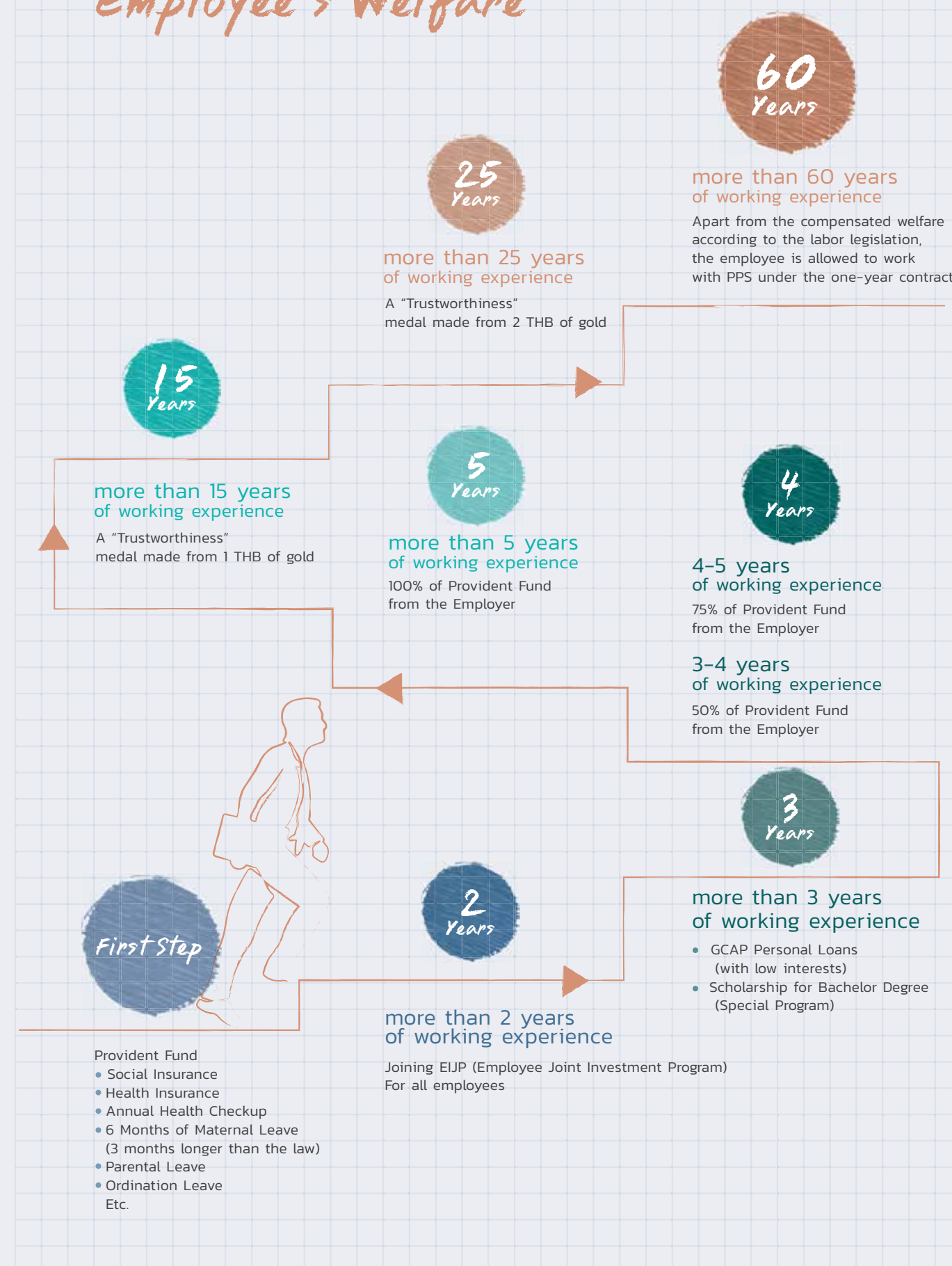
Every year, the company manages some budget for a seminar both in the country and overseas in order to let the employees from different fields meet, converse and exchange about the experiences and useful knowledge. In 2018, the company's seminar was held in Australia.

Employee's Satisfaction Survey

Employee's satisfaction is one of the important keys of the administrative development to look for the factors that effect on employee's satisfaction and motivation. Moreover, the employees are allowed to comment on the company to the further improvement and also to suggest some academic and social workshop. In 2019, the employees are looking forward to offering a safety estimating price course and contractual business course. Apart from these, there are more interesting additional welfare and a CSR activity for interested employees.

The analysis result will be brought to develop the personnel management and human resources, moreover, it will be brought to create happiness, satisfaction and motivation for the employees to work for the organization. In 2018, it is found that 74 % of employees were satisfied the most with the carefulness of the director and only 18.26 % of employees resigned from the company.

Employee's Welfare



Our Client

Client Responsibilities

Approaching to the clients with sincerity and fairness, and always being ready to help them. This is one of the company's standard ethics for the boards, director and employees. Thus, PPS gives precedence to the client's satisfaction and always bring their recommendation and suggestions for evaluating the project in order to improve and develop the service and progress of the company. Moreover, we also improve our innovation to allow a convenience for both working and tasking. Apart from this, we also use PSS Drive to systematically manage the quality and to present the advancement of the project in a form of video so the clients will be able to easily understand and to be accompany with the project all the time. This will make us solve even more quickly and will satisfy the client's needs along with the company's motto: *"Trustworthy Innovative Solution"*.



Client Satisfaction Survey

Because of the client's satisfaction has always been indicating our success, we have improved and developed the service and the company's progress. According to the result in 2018, PPS was satisfied by 84% of the clients and PPS Customer Satisfaction Award was awarded to the employees to make an adjustment for parking building and shopping areas in Central Chonburi which was the most satisfied project by the clients. "The clients appreciated with the teamwork and made compliments to all employees, both QS and CM, who dedicated to this work. The client will surely comeback for the service in the future."

Apart from this, a lot of compliments from the clients were directly sent to the PPS employee which was a pride of all PPS employees from the director to the employee themselves.

The list of employees who received compliment from customers

Mr. Archan Chantanarat
Tesco Lotus Borabue Mahasarakham Project

"He is the project manager who has never done Hyper Market work before but he can manage the project nicely, I appreciated."

Mr. Prapan Anantasiri

Mr. Prawat Kittipongpairaj
Supreme Court of Thailand Project

"The work is really good especially Mr. Prawat, he is accepted and very trusted."

Mr. Nawat Kaewkao
(Court of Justice Specialist)

Mr. Komsan Promsri
Tesco Lotus Store Improvement Project

"He clearly examined the documents."

Mr. Luekiat
(Store Development Manager)

Mr. Pongtorn Changkeaw
Thairat Building 9 and Building 1 Renovation Project

"He has taken good care of work"

Khun Tassanee Kroulee
(Civil Engineer)

Ms. Ratanaphorn Phokhamchai
Le Monaco Project

"She provided good help and cooperation."

Khun Tassanee Kroulee
(Civil Engineer)

All PPS employees of Central Plaza Chonburi Project

"I would like to commend to everyone, both QS and CM, for working with willingness. They are the appreciated team which I want to working together in the further projects."

Mr. Srisak Rujganjana
(Senior Manager of Central Plaza Chonburi)

Mr. Apichart Srisuk
TTesco Lotus Energy Saving Project Phase 1

"I would like to give a compliment to Khun Nhong, Apichat for his good working"

Mr. Gayasit Piyamongkolvong (Energy Manager)

Mr. Serm Sak Kanjamaphonkul
and Mr. Somchai Pakasai
SLD Building Renovation Project

"I would like to commend both staffs who have taken good care of the work."

Mr. Nawatchai Marumdee
(Senior Project Construction Manager)

Mr. Tawin Songkramrod
Hua Hin Residential Project

"They are the best team that I used to cooperate, especially Mr. Thavin."

Khun Tassanee Kroulee
(Civil Engineer)

Mr. Kritsada Noihnan
Thairat Building 17 and Factory Renovation Project

"Khun Gan can supervise and cooperate with Thairat very well."

Mr. Peerapat Buakho
(Electrical Engineer)

Mr. Khunnayos Boonperm
MRTA : Blue Line Extension Project

"Khun Yot has a good attention on following the work and taking care of the employer's benefit as well."

Mr. Vittaya Punmongkol
(Project Director/Assistant Director of MRTA)

Our Society

*"if you want to go fast, go alone.
If you want to go far, go together."*

African Proverb

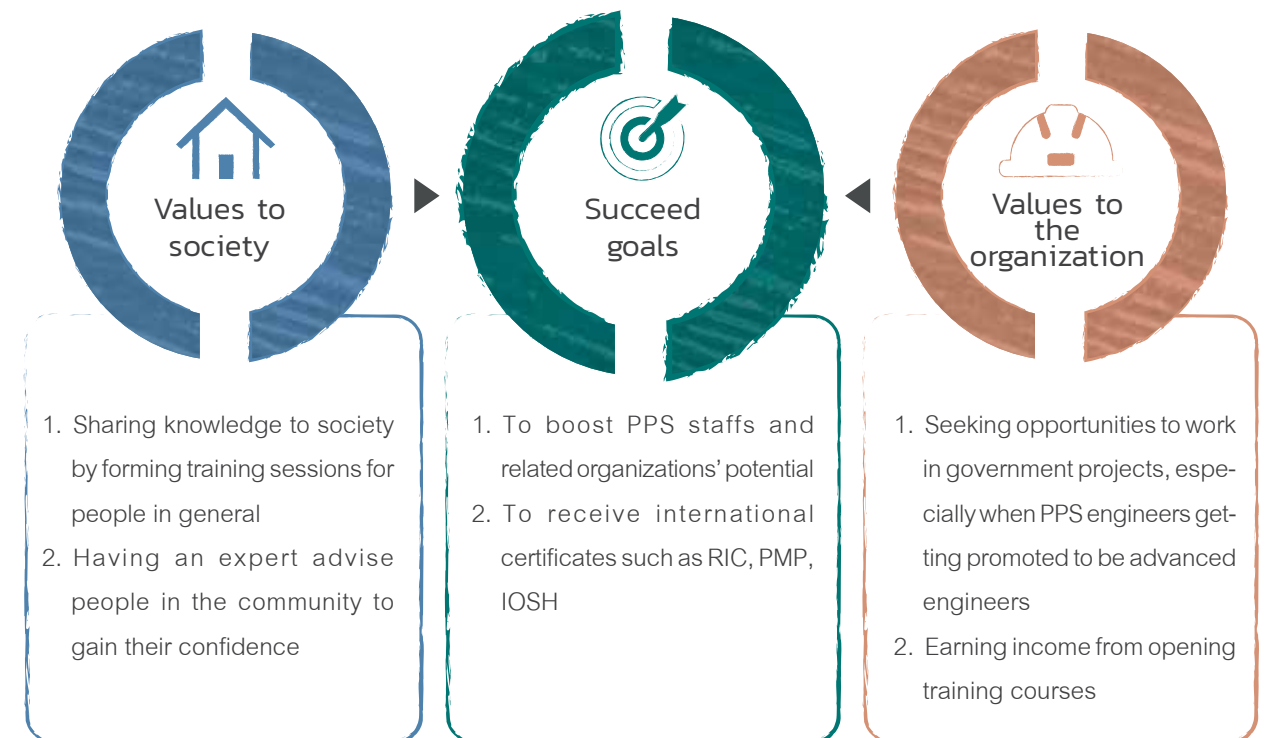
Because sustainable steps are making people in the society be involved and step forward together, PPS shares out the expertise of engineering and spread out the idea of being good engineer who concerns, takes care and is responsible to the society. The company presents it through different kinds of activities to draw an inspiration and light up some thoughts to make a good society in accordance with the form of PPS IGNITE.

Knowledge Sharing

PPS Training center

Apart from developing the employees, PPS had also established PPS Training Center as a qualified and standardized engineering training institution to both internal employees and people in general who are interested. The training center is certified by Council of Engineering and it is allowed to continuously design the units in curriculum. For those who join the training, they will receive PDU unit and will be sent to do the test to check the career competence in order to ask for upgrading engineering license. In 2018, 1,766 different units were formed and 27 different curriculums were held including Government Procurement and Supplies Management Act B.E. 2560 Curriculum and FIDIC Construction Contract Administration Curriculum which were interested by a lot of people. Furthermore, the experts were sent to train Construction Control and Management Curriculum to the clients of Areeya Property Public Company Limited

From being engrossed in coming up with the important curriculum about engineering in order to develop the knowledge of Thai engineers, PPS Training Center received the 2018 Continuing Professional Development (COD) Award from Council of Engineering (Two years in a row) and was also certified as a world standard from IOSH institution which is the world's biggest health and safety organization. As a result, PPS Training Center is allowed to hold a training course, testing, and asking for a certification from IOSH institution for those who pass the testing.



"White Engineer" Project

White Engineer is a sustainable society project focusing on building engineering network and enhancing skillful, knowledgeable and reliable images of the engineers by having senior engineers act as role models to the junior in order to create exceptional an engineering network and society.

This project is conducted by sharing knowledge through creating the networks in the universities and schools. PPS prioritizes the power of the new blood, the encouraging these students to understand the attitude of being good engineer is an important drive.

If the concept of White Engineer is instilled from generation to generation, the excellent and reliable engineer network will be established from now on. Moreover, PPS created a Facebook page to be a

communicator of sharing and exchanging engineering knowledge, including growing good attitudes among the engineers themselves. This fan page even allows those engineer-to-be to learn from the senior engineer role models. Nowadays, although the construction industry is assumed to be a gray business, it can be proved that the White Engineer can be successful and accepted in Thai society.

Changmuns Blog

It is the source of various handicraft information and engineering articles, including a wide range of topics that are interested by people in general. The blog passes on knowledge by adding some useful and practical comments in each article. Nowadays, the blog has published more than 153 articles via <http://changmuns.blogspot.com/> and <https://www.facebook.com/changmuns>

"Knowledge by Uncle P" Animation



"How good it will be if complicated engineering information is designated to be easy to understand" is the purpose of creating "Knowledge by Uncle P" animation. The information is presented through cute and fun animations which can be watched by any member of the family. PPS has created the main character "Uncle P", a senior engineer under the slogan "Reliable". "Uncle P" can answer any questions asked by another character "Mr. Mole", a trouble-maker mole. In the animation, Uncle P explains complicated and confusing engineering information in a simple and easy way. He makes such confusing information turn out to be easily absorbed, no technical terms mentioned. Consequently, the animation is suitable for the young to the old. Besides, the viewers can adapt and apply useful information from Uncle P in their daily life. It can be observed that this animation indirectly instills and fosters good attitudes in children mind so that they will become engineering role models

later on. This project is related to the "White Engineer" project as the "White Engineer" mainly focuses on creating engineering network among the engineers themselves. However, this project continues "White Engineer", from creating the network among the engineers to creating the network among general people in society. The animation is published on Youtube Channel, "Changmuns Channel", including on Facebook Fanpage "White Engineer", in which anyone can visit.



InnoCon Bangkok 2018

InnoCon Bangkok 2018 is another activity that helps publish engineering knowledge. PPS invited members in the engineering industry, such as the National Institute of Thailand under H.M. the King's Patronage and Thai Construction Industry Association in Phra Borommaratchatham (TCA) to co-organize the InnoCon Bangkok 2018. This is to educate people in general about technological development and construction industry development through the talk "Direction of designing

industry in Thailand and Strong technological driving keys of the future". The Innocon was honored by His Excellency Lorenzo Calanati, an Italian Ambassador to Thailand, to give an opening speech. Furthermore, there were Thai and foreign industrial business operators, 49 Architects (A49) company, Ananda Development Public Company Limited, Thai Obayashi Company, Khon Kaen Phatana City of KKDT (Developer of the infrastructure Khon Kaen), Metropolitana Milanese Company (Developer of Milan, Italy and Develop of Milan Expo 2015) and Oneworks Company (Italian first-class architects) participating in the event to exchange engineering information to form a path to develop construction industry in Thailand and to encourage real estate entrepreneurs to invest in property development. This will advance competitions among property investors in Thailand.

SET Social Impact Gym by mai (Social Enterprise, SE)

SET Social Impact Gym, established by the Stock Exchange of Thailand (SET), is an activity that PPS has been participating in the project for 2 years. The SET supports the enterprises since every small enterprise means the strong businesses of the country. Besides, PPS realizes that the concept of helping one another in forming businesses, along with developing communities and environment should be published as they are the must-to-do paths to improve society.

In this project, Dr. Phongthon Tharachai, a CEO of PPS and an experienced businessman, joined the event as a coach. He shares some business tips and educates social enterprises about business administration. Therefore, this encourages the SEs to self-develop and stabilize their businesses later on. It can be predicted that the SEs will be able to improve their businesses for long-term growth with their highest potentials. In 2018, Dr. Phongthon Tharachai educated the SEs who invested in non-toxic seafood. This seafood gave advantages to the consumers as it was toxin-free. Especially, those sea animals were caught by local fishermen. This way helped shorten the length of time that seafood preservation was supposed to be. It also prolonged old traditions of local fishing. Dr. Phongthon Tharachai said to those who are interested to be the SEs that "Don't stop doing good to society, even you have been doing it for a long time and still haven't been successful. Please remember that we're now doing well and that's what we always intend to do. Don't give up."

In addition to joining as a coach to SE, PPS buys products and services in order to support the SES and to gain more income to the community.



Collaboration project of the Educational Department and Business Department

The PPS has collaborated with Thai-Nichi Institute of Technology and Bangkok International University in exchange knowledge. This is completed by bringing students from these two universities to be trainees during summer break or to take a course in the cooperative education for 4 months in order to get an insight into their future careers. It is expected that the

students will gain experience by learning from a real situation. In return for cooperating with PPS, the universities will receive feedback from each student. The PPS' staffs will evaluate the students' potentials that they are suitable for an engineering industry or not. The staff will also consider adjusting the training sessions. This is to gain the highest benefits for those who participate in the project.

In addition, the PPS staffs are the ones who train and educate the students themselves to observe the students' potential directly. When the training sessions are completed, the PPS staffs will offer the job to the outstanding students. It can be seen that the PPS provides opportunities for the students to work for the organization in the future. It also benefits the organization as it is a good way to select new potential employees. Apart from the two universities, the PPS provides opportunities for students from other universities to visit the site to take an observational study.

Moreover, the PPS has signed academic cooperation with Ramkhamhaeng University to plan to conduct research for the sake of society. This also creates harmony between education and business sectors which will result in developing engineering industries.

CSR Sharing

"Children today are good engineer-to-be" Project

It is common that everyone has dreams when they are young and a lot of them wants to become an engineer. This PPS project inspires them to accomplish their dream. The PPS staffs first initiated the project, surveyed areas and helped others by themselves making them to be a role model for people in society. This encourages other people to be generous and do good deeds for society. This project has run for 4 years. It was first started by the PPS staffs as they wanted to create some good activities for children on the children's day. The staffs aimed to inspire children to become a good engineer and see the staffs as a role model. This event has gained a lot of good feedback from the children because there were many recreational activities so the children had fun during the event. They also learned how to become a good person in society, along with how to become a good engineer in the future.

"Friendly Football Match of Members in Engineering Society" Project

During 2nd EIT CONSTRUCTION UNITED CUP, building contractors, construction project consultants, and

project owners will probably meet with one another and may have a chance to play football together. Therefore, playing football together can strengthen a good relationship and they will also feel relaxed after work. Apart from this, the PPS and partnerships have a football team compete in the 2nd EITCONSTRUCTION UNITED CUP. The winner will receive a trophy, sponsored by the Engineering Institute of Thailand Under H.M. The King's Patronage. Additionally, the donation collected from various organizations will be given to students who are in need in order to purchase sports equipment.



"Sharing for children" Project

Since education is an important key to be successful in the future, the project aims to complete children's dreams, even just to make them smile by providing them educational opportunities. This

project is initiated by the donation from Friendly Football Match, 2nd EIT CUP. In this time, the PPS chose to donate to Ban Nok Hoe School, Yang Si Surat District, Mahasarakham Province, Hat Sai Thong School, Palian District, Trang Province, and Police School, Border Patrol of Ban Mai Pattana Santi, Mae Chaem District, Chiangmai Province which these provinces are in the north and northeast. Besides, since the Engineering Institute of Thailand Under H.M., The King's Patronage has just established for a full 75 years. Therefore, they donated sports equipment, school supplies, lunch budget, and other necessary stuff. These equipment, donation and other stuff will help complete those young athletes' dreams and help them to be healthy and happy in their life.



"Community development project with customers" Project

"The project will not be done smoothly if it is not accepted by the surrounding community." is the key to a successful project. The PPS always creates the same harmony with each community, along with educating and cooperating people in the community such as handicraft courses. In 2018, the PPS and customer networks, Tesco Lotus, inquired about the needs of the community near the construction sites. Then, the PPS and Tesco Lotus organized a project to develop the various areas which will be beneficial to the community. The project managed the areas to build activity areas, playgrounds, and school buildings, including providing stationery for students in Ban Yod Don Chi School, Phibun Mangsahan District, Ubon Ratchathani. Moreover, multipurpose building, cafeteria, and bathrooms in Kut Sa Wittayanukul School Phon Thong District, Roi Et Province were repaired. This project also supported the Child Development Center, Ban Bueng Ta Kon School (Bangkok Bank 1) Mueang Phichit District Phichit Province, to build a flagpole base and repaired the cafeteria and public utility for Baan Thu School, Phang Nga District, Surat Thani Province, etc.

Care & Share Society



PPS Run for Love

"Being healthy means happiness.", "The power of people who love to run" and "Happiness can be spread from a person to another person"

PPS has started this project since 2013 from the initiative to run for health by a few employees. Then it was getting bigger and bigger. Eventually, it turned out to be that we want to run for others. Therefore, the PPS Run for Love was first started and became popular among the PPS staffs. This activity strengthens a good relationship between employees even though they are from different departments. Together, they collect mileage runs to help fellow employees that are having health problems and have to pay for medical expenses apart from welfare and social security. This event also supports and encourages those volunteers to hold a stopwatch for other runners so that they can get to the finish line on time, including donating to help underprivileged children and those who are in need.

Nowadays, this charity run has collected up to 67,017 kilometers of running distance and the PPS will donate 10 baht per kilometer so that employees will be able to withdraw the money to donate to charitable activities. For example, during 3rd Phra Narai Maharaj Hospital

Mini-Half Marathon, many employees donated to purchase electric beds and medical equipment for patients.

Not only the employees will have good health by running but it also strengthens relationships among the employees themselves and between the PPS employees and other organization employees. This value should be instilled from generation to generation until it becomes a role model for people in society.



"The start is my boss, Dr. Phongthon Tharachai, who has exercised by running. He thinks that all staffs should have the activity for exercising after working hard. Thus, the running group called 'PPS Run For Love' was established with 80 members. We collect the point as running for 1 km. equal 10 baht and we will use this money for developing society"

*Because the heart that runs
for others,
is the fully happiness heart.*

Mr. Teewara Tiemtan



"In 2013, my respected brother asked me to try marathon, which is Bangkok Marathon that has been organized at the end of every year, or the marathon with famous motto as 'Running for Changing' from the movie 'Seven Something' (2012).

After applied that program, I have continuously applied the other started from 10 km. to 21 km. and 42.195 km. Since I got through these programs that I used to think I cannot do, I have never could not do it anymore.

Setting goals that are difficult to do or almost impossible. When we can accomplish it, we can improve both physical and mental power."

Dr. Phongthon Tharachai



Care & Share
Society



PPS and classroom builder 2

PPS prioritizes the education one of the bases for sustainable society. We have the project at Ban Tha Yae School, Kanchanaburi which is the Sufficiency Economy School and has been developed until became the Model School. However, the limited budget and the number of student increasing, resulting there was a lack of space for doing activities in the classroom.

Therefore, PPS staffs from the Supreme Court project organized the activity "PPS and classroom builder 2" by using the budget from the prize money that the Supreme Court received in the New Year's Party, 2018 to build the new classroom for Prathom 6 students by constructing for 9 weeks. After following up the project, the staffs noticed that the school needs more space in the classroom for more activities. Thus, PPS staffs continue expanded classroom space for the school. This activity that the staffs build the classroom by themselves, causing the understanding in other aspect excluding consulting engineer's aspect. Moreover, we could apply this meaningful experience with working operation and it increased unity among the staffs as well.



1. Build the unity among employees in the organization
2. Create the additional construction experience to employees
3. Build good relationship between the organization, community, and government institutions



1. Build the educational center in community
2. Develop for sustainability in education for youth



Mr. Apiwat Rattanataweekun
Civil Engineer

"At my first step working with PPS, I got a question from HR department that 'How can you help in developing the company to progress?'

I answered that I am willing to develop and comply with the company's policy in order for us to develop in the same direction. What PPS has always instilled in me is a good engineer must have social responsibility. The PPS and classroom builder 2 project is occurred from the need to develop society by starting at attention to the children and support them to be educated adult in the future according to the heart resolution, increasing our passion and do not afraid of the mistake from what we done."



Mr. Prawat Kittipongpairoj
Chairman of Risk Management Committee and Project Director

I have been working with PPS since 1992 until now, or 27 years. I learned various kinds of work. Nowadays, the company has grown up, developed, and changed in many aspects according to the modernization and technology changing, the adaptation is important. On behalf of one of the employees, I have to adapt with the fast changing as well. Moreover, I was thinking to be a part in developing and walking with the company. When the company announced the policy about the employees' participation in developing society through presenting sustainable activity, it was the door to me to participate in "PPS and classroom builder project".

We received the cooperation from various departments both inside and outside the organization. Additionally, the company value the operation that benefit to community and society, the company supported more budget in order to organize PPS and classroom builder 2 project, so I could continue to complete the promise giving to the school. I would like to thank you to the executives very much.



Last Forest Preserve 2



The pride of PPS from instilling in the process of thinking from the inner feelings of employees who want to be good engineers and help society when there is an opportunity. These mentioned are showed through the society project starting from the idea of the employee such as Last Forest Preserve 2" is a CSR project from the Tesco Lotus Nang-rong, Buriram staffs as a return gift to the community after the work finish. The project is to follow-up and continue to solve the problem in order to preserve the trees in Dong Yai Wildlife Preservation Area which is the last fertile forest in Buriram. In addition, it is also part of the area 'Dong Phaya Yen - Khao Yai' which has been announced by UNESCO to be 'Natural World Heritage Site' with Ta Phraya National Park since 2005. The staff helped to expand the watershed forest on an area of 1 rai, which has been cooperated with the Department of Forestry, Nang-rong villagers and students from the school in the area. On the occasion of the 1st anniversary of the activity, PPS employees have returned to explore the projects that have been done.



For this following up, we started walking to the positions which we planted the trees and found that there were only 40 trees out of 100 trees because the planting area is far from the community, so they could not have probably caring. We have prepared 100 more trees to repair and replace died trees. We selected an edible species including *Dipterocarpus alatus* which underneath the shadow of the tree, useful for mushroom formation. When the tree is 3 years old, the mushroom will start to grow and can be collected every year throughout the life of the tree. So that the villagers can bring mushrooms to eat and sell in the future. If the community has enough income, the problem of forest encroachment will be gone.

The highlight of project following up is the sustainable process of problem learning and problem solving. The students might get the precious experience from us, and we hope that they will use this experience in studying, working, or doing activities successfully in the future.

Problems from plant the forest in last year

1. Lack of the continuously take care of the seedlings
2. Problem from planting cover crops (lemongrass grow up so fast, they took the food from the seedlings)
3. Villagers' pets destroyed the seedlings

Problems solving

1. Cooperate with Bansubsomboon School for promoting forest preservation activities
2. Eliminate cover crops that took the food from the seedlings
3. Supporting fencing around the area to protect destruction from the pets



"The first thing I would like to say is being PPS employees is worthy than I expected, especially PPS provides various CSR project showing the social responsibility.

For Last Forest Preserve 2 project, planting trees for ecological benefits and for the living of people in the community. Normally, this kind of project is difficult to start because collaborating various departments to preserve this area together is not easy. However, maintaining the trees to grow up and survive is harder. Thus, we pay attention in budget planning in order to succeed in this project.

Don't you ever curious that how many company that operate business by not only values the business income but also the social responsibility. PPS acknowledges the problem and value of these things, so that we, PPS employees, have a chance to return the benefits to communities, societies, and our world and drive the society with sustainability."

The most valuable thing is we are a part of people who make a social contribution.

Mr. Thakorn Sirawutthiporn
Project Manager



1. The unity of employees
2. Inherited the intention of being a good engineer
3. Build good relationship between the organization and people in the area

Value for the organization

Value for the societies

1. Reduce the problem of forest encroachment
2. Increase green area and absorbing CO2 area
3. Generate income and food resources for community
4. Have good relationship between people in the area and government institution

PPS Sustainability Performance Statistics

Economic

Economic Value Creation	Unit	Consolidated Financial Statement		Separate Financial Statement	
		2017	2018	2017	2018
Revenue from Services	Million baht	388.95	378.50	364.42	364.05
Net profit/ (Loss) Net	Million baht	55.17	7.42	49.39	7.34
Net profit/ (Loss) Net per share	Baht/share	0.082	0.009	0.073	0.009
Total assets	Million baht	406.14	406.43	402.21	403.62
Total shareholders' equity	Million baht	333.15	321.53	330.46	319.15
Return on shareholders	%	20.06	2.27	17.96	2.26
Return on total assets	%	15.81	1.83	14.20	1.82
Salary and employee benefits	Million baht	236.54	258.50	227.28	250.37

Tax

Economic Value Creation	Unit	Consolidated Financial Statement		Separate Financial Statement	
		2017	2018	2017	2018
Total Income	Million baht	396.03	387.09	372.28	376.22
Profit before Tax	Million baht	67.08	11.28	61.27	8.89
Tax expenses	Million baht	12.52	3.82	11.87	1.55
Net profit	Million baht	51.56	7.42	49.39	7.34

Research and Development Investment

List	Unit	2017	2018
Proportion of research and development investment per revenue from services	%	0.86	0.76
	Million baht	3.12	2.78
Paper saving innovations	Ream	24	34

Personnel

Employee	Unit	2017	2018
Total number of employees			
Total	person	339	345
Classified by employment type			
- Employee	person	314	324
- Part-time employee	person	25	21
New employment (employee)			
Total	person	73	68
- Headquarter	person	2	10
- Project Director	person	-	-
- Executive	person	-	-
- Project	person	71	58
New employment (part-time employee)			
Total	person	4	3
- Headquarter	person	4	2
- Project Director	person	-	-
- Executive	person	-	-
- Project	person	-	1
Resignation (employee)			
Total	person	38	60
- Headquarter	person	4	13
- Project Director	person	-	-
- Executive	person	-	-
- Project	person	34	47

Personnel			
Employee	Unit	2017	2018
Resignation (part-time employee)			
Total	person	2	4
- Headquarter	person	-	4
- Project Director	person	-	-
- Executive	person	-	-
- Project	person	2	-
Resignation (part-time employee)			
Number of eligible employees for parental leave	person	314	316
Number of employees using parental leave	person	3	4
Number of employees returning to work after the end of parental leave	person	3	4
The rate of return and retention of employees returning to work after the end of parental leave	person	100%	100%
Training			
Average training hours divided by duration of employment	Hrs/person/year	10.9	10.68
0-1 year	Hrs/person/year	16.42	16.01
1-3 years	Hrs/person/year	13.94	16.34
4-6 years	Hrs/person/year	7.87	11.46
More than 6 years	Hrs/person/year	5.98	9.32
Lost Time Injury Frequency Rate (LTIFR)			
Employee	person	-	-
Death from working operation			
Employee	person	-	-
Important labor disputes			
Number of HR complaints	case	-	-



Environment in the organization

Employee	unit	2017	2018
Proportion of environmental expense per revenue from services	%	0.14	0.12
Amount of GHG emission from electricity usage	KgCO ₂ e	0.74	0.67



Pollution and Waste

Pollution and waste control and surveillance results in the construction work in 2018

Control issues	Target for measurement	Operating result
Pollution emission - Green House Gas (GHG) - Carbon Dioxide (CO) - Sulfur Dioxide (SO2) - Nitrogen Dioxide (NO2) - Hydrocarbon	Under standard according to National Environment Board (CO<30 ppm, SO2<0.30 ppm, and NO2<0.17 ppm)	Under standard
Pollution and waste emission Such as smell, noise, smoke, radiation, garbage, effluent, or other waste	Under standard according to National Environment Board (average noise level 24 h under 70 dB(A) and maximum 115 dB(A). Total amount of dust <0.33 mg/m ³ and amount of 10 micron dust <0.33 mg/m ³ , and water quality index under standard)	Under standard



Satisfaction Evaluation

List	unit	2017	2018
Result of evaluation of employees satisfaction to company	%	80	74
Result of evaluation of customers satisfaction to company	%	80	84

↑ Social Sharing

List	unit	2017	2018
Proportion of social sharing per revenue from services	%	1.10	0.43
Number of sustainable projects organized by the company	Project	24	16

⚖ Legal

Legal Compliances in 2018		
Control issues	Target for measurement	Operating result
Violation of environmental laws	0 case	No violation of environ-mental laws
Violation of economic and social laws	0 case	No violation of economic and social laws

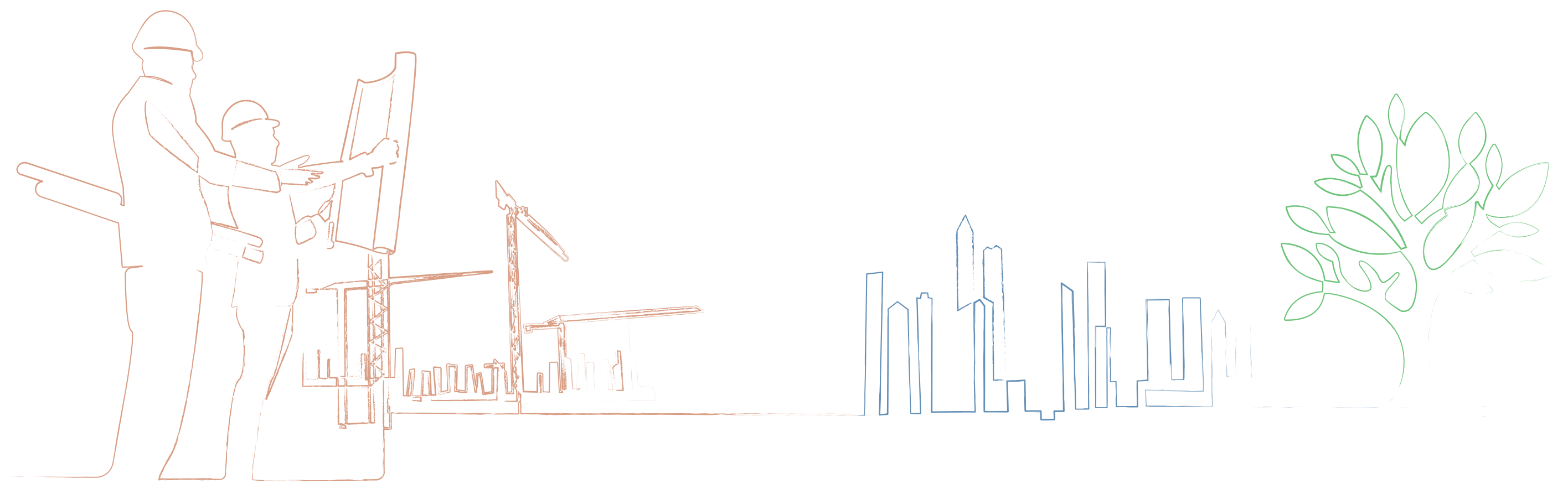
About This Report

This Sustainability Development Report presents the operation result of Project Planning Service Public Company Limited for communicating with stakeholders to acknowledge the progress of sustainability plan and the commitment to continue the plan under the business operating strategy related to the management for sustainability including economic, social, and environmental issues. The operation in 2018, the company still conducts business with social responsibility in business process and conducts social activities as well.

The content and essence of sustainability reporting this issue is between January 1, 2018 to December 31, 2018 by focusing on the implementation of the Sustainable Development Master Plan 2017-2022 and this report has been prepared in accordance with the GRI Standards: Core option. Moreover, the company associates the performance according to the strategy that responds to Sustainability Development Goals (SDGs) which the company has selected conformed issues with the company's business and related to stakeholders, presented in this report.

More Information

If you have any suspicious or suggestions, please contact Sustainability Department, Project Planning Service Public Company Limited 381/6 Soi RamalX 58 (Soi 7 Seree 7) RamalX Road, Suanluang, Bangkok 10250
Tel: (662) 718 2785-9 Fax: (662) 300 5545-6 E-mail: rattanaporn.s@pps.co.th



Survey of Readers' Opinions

The results of this survey will be valuable input for improvement of future PPS Sustainability Report. Thank you very much for your kind cooperation.
Please indicate a ☒ in the box and leave your comments in the space provided.

1. Please indicate the group of stakeholder relevant to you.

☐ Shareholder/Investor

☐ Customer

☐ Employee

☐ Communities around the establishment

☐ Business Partner

☐ Government Agency

☐ Academician

☐ School Student/University Student

☐ Mass Media

☐ Other, please specify

2. Where did you receive PPS Sustainability Report 2018 ?

☐ Annual General Meeting for Shareholders

☐ Seminar/Exhibition/Lecture

☐ PPS Employees

☐ PPS Website

☐ Other, please specify

3. Please indicate your purpose of reading PPS sustainability report 2018.

☐ To get to know PPS

☐ To support investment decisions

☐ To prepare my own report

☐ For research/education

☐ Other, please specify

4. Please indicate your purpose of reading PPS sustainability report 2018.

• Using easy to understand language

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Visualization of photos, graphs, and tables

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Report design

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Overall satisfaction

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

5. Please indicate your interest in material issues of PPS Sustainability Report 2018.

• Vision and Goals of business operation

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• What we achieved in 2018

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Message from the Board of Director

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Company profile

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Sustainability Performance Result

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Our Pride Awards 2018

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Corporate Governance and Social Responsibility

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Sustainability Management Structure

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Ethics in Business Operation

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Risk Management

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Anti-Corruption Policy

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• EMERGING RISK

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Good Governance Evaluation

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Stakeholder Engagement

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Sustainability Development Goals (SDGs)

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Sustainability Issues

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Sustainability Strategy

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Sustainability Performance

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• OUR ECONOMY

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• OUR ENVIRONMENT

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• OUR COMMUNITY

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Employee's benefits

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• CSR Project

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

6. Completeness and credibility of PPS Sustainability Report 2018.

• You understanding of PPS's material issues

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Alignment between PPS's sustainability strategy and sustainability performance

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Suitability and reliability of content

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

• Relevance to your interests and expectations

☐ High

☐ Medium

☐ Low

☐ Dissatisfied

7. In your opinion, does the report cover all of PPS's material sustainability issues?

☐ Yes

☐ No

If no, please explain and indicate which issue you believe should be included.....

8. Please provide other comments and suggestions on how to improve future reports.

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GRI Standard

GRI Standard	Description		Page/Link/ Comment	SDGs
GRI 102: General Disclosures 2016	ORGANIZATIONAL PROFILE			
	102-1	Name of the organization	11	SDG 8
	102-2	Activities, brands, products, and services	10-11, 17	
	102-3	Location of headquarters	103	
	102-4	Location of operations	103	
	102-5	Ownership and legal form	Annual Report & PPS Website	
	102-6	Markets served	10-11, 18-21	
	102-7	Scale of the organization	10-11	
	102-8	Information on employees and other workers	99-100	
	102-9	Supply chain	10-11	
	102-10	Significant changes to the organization and its supply chain	2-3	
	102-11	Precautionary principle or approach	41-43	
	102-12	External initiatives	24, 36-39, 57-58	
	102-13	Membership of associations	30-35, 57	
	STRATEGY			
	102-14	Statement from senior decision-maker	6-9	
	102-15	Key impacts, risks, and opportunities	6-9, 41-43	
	ETHICS AND INTEGRITY			
	102-16	Values, principles, standards, and norms of behavior	2-3, 16, 26-29, 40-43, 56-57	SDG 16
	GOVERNANCE			
	102-18	Governance structure	Annual Report	
	102-19	Delegating authority	26-29, 36-47, 56-57	
	102-20	Executive-level responsibility for economic, environmental, and social topics	28	SDG 16
	102-22	Composition of the highest governance body and its committees	Annual Report	SDG 16
	102-24	Nominating and selecting the highest governance body	Annual Report	SDG 16
	102-25	Conflicts of interest	29	SDG 16
	102-26	Role of highest governance body in setting purpose, values, and strategy	2-3, 6-7, 44-47	
	102-28	Evaluating the highest governance body's performance	48-52, 56-57	
102-29	Identifying and managing economic, environmental, and social impacts	40-43		
102-32	Highest governance body's role in sustainability reporting	30-35, 40		
102-33	Communicating critical concerns	30-35		

GRI Standard		Description		Page/Link/ Comment	SDGs
GRI 102: General Disclosures 2016	STAKEHOLDER ENGAGEMENT				
	102-40	List of stakeholder groups	30-35	SDG 8	
	102-41	Collective bargaining agreements	75-83		
	102-42	Identifying and selecting stakeholders	30-35		
	102-43	Approach to stakeholder engagement	30-35		
	102-44	Key topics and concerns raised	30-35, 40		
	REPORTING PRACTICE				
	102-45	Entities included in the consolidated financial statements	17, 98, 103		
	102-46	Defining report content and topic boundaries	103		
	102-47	List of material topics	30-35, 40		
	102-48	Restatements of information	103		
	102-49	Changes in reporting	103		
	102-50	Reporting period	103		
	102-51	Date of most recent report	103		
	102-52	Reporting cycle	103		
	102-53	Contact point for questions regarding the report	103		
	102-54	Claims of reporting in accordance with the GRI Standards	103		
	102-55	GRI content index	105-109		
	102-56	External assurance			
ECONOMIC PERFORMANCE					
GRI 102: General Disclosures 2016	103-1	Explanation of the material topic and its boundary	22, 98		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	22, 98	SDG 8, SDG 9, SDG 17	
ANTI-CORRUPTION					
GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its boundary	29, 56		
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	22, 29, 56	SDG 16	
	205-3	Confirmed incidents of corruption and actions taken			

GRI Standard		Description	Page/Link/ Comment	SDGs
ENERGY				
GRI 103 Management Approach 2016	103-1 103-2 103-3	Explanation of the material topic and its boundary The management approach and its components Evaluation of the management approach	70-73	
GRI 302 : Energy 2016	302-1 302-3	Energy consumption within the organization Energy intensity	71-72	SDG 7, SDG 8, SDG 12, SDG 13
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GRI 103 Management Approach 2016	103-1 103-2 103-3	Explanation of the material topic and its boundary The management approach and its components Evaluation of the management approach	71-72	
GRI 303 : Energy 2016	303-1 303-3	Water withdrawal by source Water recycled and reused	72	SDG 6 SDG 6, SDG 8, SDG 12
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GRI 103 Management Approach 2016	103-1 103-2 103-3	Explanation of the material topic and its boundary The management approach and its components Evaluation of the management approach	70-73	
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GRI 103 Management Approach 2016	103-1 103-2 103-3	Explanation of the material topic and its boundary The management approach and its components Evaluation of the management approach	101, EIA Report	
GRI 306: Effluents and Waste 2016	303-1 303-3	Water discharge by quality and destination Water discharge by type and disposal significant spills	101, EIA Report	SDG 3, SDG 6, SDG 12, SDG 14, SDG 15

GRI Standard		Description	Page/Link/ Comment	SDGs
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GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its boundary	26-48, 41-43	
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	103-3	Evaluation of the management approach		
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	41-43, 48-52	
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GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its boundary	76, 83	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 103 Management Approach 2016	401-1 401-3	New employee hires and employee turnover Parental leave	99-100	SDG 5, SDG 8
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GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its boundary	43, 58-60	
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	103-3	Evaluation of the management approach		
GRI 403: Occupational Health and Safety 2016	403-2	Types of injury and rates of injury, occupational Diseases lost day, and absenteeism, and number of work-related fatalities	23, 100, 102	SDG 3, SDG 8
TRAINING AND EDUCATION				
GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its boundary	51-52, 76-80	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 404: Training Education 2016	404-1 404-3	Average hours of training per year per employee Percentage of employees receiving regular performance and career	23, 76-79, 100	SDG 4, SDG 5 SDG 8

GRI Standard		Description	Page/Link/ Comment	SDGs
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GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its boundary	32-33, 48-52	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 413: Local Communities 2016	413-1	Operation with local community engagement, impact assessment, and development programs	90, 97	SDG 4, SDG 11, Goal 12, Goal 17
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GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its boundary	26, 31-32, 44-45, 48-49	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and action taken	31-32, 48-49, 84-85	SDG 5, SDG 8, SDG 16
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GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its boundary	48-52, 56-67	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 417: Marketing Labeling 2016	417-3	Incidents of non-compliance concerning marketing communication	56-67, 84-85	
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GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its boundary	26-27, 56-57	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	102	SDG 16

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