



2015

Sustainability Development Report

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About this Report

In 1995, Delta Electronics (Thailand) Public Company Limited or “Delta Thailand” or “Delta” began disclosures on its performance in the Annual Report. In 2013, Delta launched its first report on Corporate Social Responsibility, including environmental and social aspects with iCSR format. Delta has achieved successful growth rate and has gained valuable confidence from its stakeholders. As a result of this the Company has taken considerable steps to improve the methodology of disclosure on Sustainability by implementing GRI-G4 in 2014.

Report Cycle

For the year 2015 (January 2015 - December 2015)

Report Boundary

This report covers the Company’s operations in Thailand which include its factories in Bangpoo Industrial Estate, Samutprakarn and factory in Wellgrow Industrial Estate, Chachoengsao. Meanwhile, the Company’s endeavors to extend the boundary of Sustainability Development Report by disclosing its Economic, Social and Environmental facts and to share information of its subsidiaries in India and Slovakia.

Methodology

The content of this report has been selected as per the Company’s stakeholders’ feedback via our on-line questionnaire published on http://www.deltathailand.com/about_csr.php and also through face-to-face random interviews. The Company bases on Global Reporting Initiative’s GRI-G4 frameworks to identify the questionnaire’s aspects per sustainability context, data collection as well as the report implementation. The report qualitative and quantitative contents can be obviously indicated with GRI Content Index which shows in the final page after table of Company’s performance annex portion.



President's Message

As we make every effort to continuously reduce overall carbon footprint through our products and technology, we believe a truly sustainable business model must also provide immense values to our stakeholders not only through our product and services but also through our earned goodwill that will go a long way for a better environment for the communities around us, a better future for their next generations and a healthy working environment for our employees.

In terms of business practices and corporate governance, Delta Electronics (Thailand) PCL. shall continue to be an open and transparent organization about our progress and the challenges we face. We shall strictly abide by the rule of law without exception. An integral part of sustainability will be the effort invested in the Corporate Social Responsibility (CSR) which will remain a belief and passion integrated into our daily activities.

In order to ensure such efforts are systematically carried out and continuously improved over the years, our CSR team has been re-organized with a lot more activities carried out in 2015 and projects are planned ahead in line with the Sustainability Development direction. In addition, this is the inaugural edition of our Sustainability Development Report which will lay out our ongoing endeavors and showcase our future projects on environmental, social, economic and governance matters.

On behalf of our committed staff, I would like to thank the various organizations that have recognized our contributions in these areas. Thailand Greenhouse Gas Organization has awarded Delta with the Carbon Footprint Reduction (CFR) Award and the Low Emission Support Scheme (LESS) Award. Also the Association Southeast Asian Nations (ASEAN) ranked Delta among the top 50 companies in Thailand in the ASEAN Corporate Governance Scorecard. It is a milestone achieved that Stock Exchange of Thailand listed us in the Thailand "Sustainability Investment 2015" list. Delta once again is recognized with the CSR-DIW Continuous Award 2015 for the fifth consecutive year by the Department of Industrial Work under the Ministry of Industry.

With Delta's stimulating future growth plans we promise our corporate culture of innovation, customer satisfaction, quality, teamwork and agility, will play a vital role to achieve bigger things and enrich lives in a truly sustainable model for a better tomorrow.



Dick Hsieh
President

2015 Highlights

Delta has carried out CSR activities continuously and consistently towards the Company's mission "to provide innovative, clean and energy-efficient solutions for a better tomorrow". Since the scope of CSR programs has been predetermined to align with business strategy, both short-term and long-term, the activities are therefore covered from economics throughout society and environment. Our CSR activities have always been steadily received interests and cooperation from the stakeholders and related parties.

During the past year, the Company extended the scope of activities to Corporate Citizenship to help enrich benefit for the entire society towards sustainable development. Examples include a student training program that is associated with additional support on both resources and IT personnel to enhance research capability for Educational system in Thailand, innovation dissemination of energy conservation subjects, safety and sanitation of the employee's descendants within their communities, and last but not least, providing full support to "Delta Startup", the business initiative competition to win a hundred thousand Baht fund proposed by the Small and Medium Enterprise Development Bank of Thailand (SME Bank) in a bid to stimulate new innovation creation among small and medium enterprises.

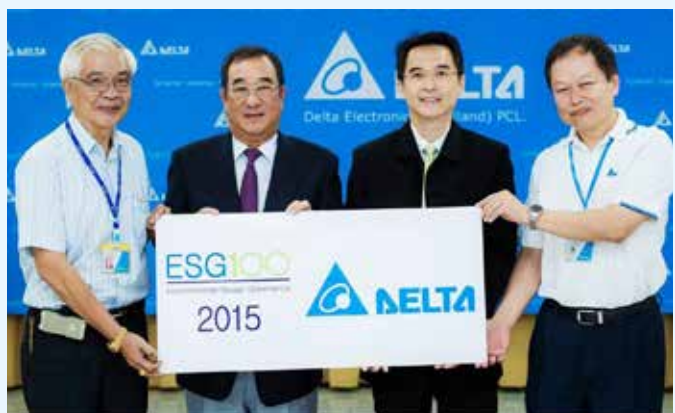
Best Corporate Brand Value in Electronics Sector

On August 18, 2015, Delta Electronics (Thailand) PCL., represented by Mr Dick Hsieh, President, received Thailand's Top Corporate Brand Value Award 2015 as the Best Corporate Brand Value of listed company in Electronics Sector as evaluated by Assoc. Professor Dr. Guntalee Ruenrom and Dr. Ake Pattaratanakun, Master of Science in Marketing, Chulalongkorn Business School.



Listed in Thaipat's ESG100 Universe

THAIPAT's ESG Rating Unit is a pioneer in sustainability assessment of Thai listed companies. The components assessed include Environmental, Social and Governance (ESG) factors. The companies in the ESG100 list will be monitored annually via ongoing media reports, stakeholder commentaries, publicly available information, and the companies' involvement in and response to violations, lawsuits and controversies.



Out of the 567 SET-listed companies, Delta as an outstanding company in electronics components sector is recognized as one of the top 100 companies in Thailand for its business performance with being socially responsible based on ESG assessment. Delta is honored to be recognized with the ESG100 certification which further adds another proof to the Company's success in our efforts towards sustainable growth.

Delta Startup Program, a business initiative competition to win a hundred thousand Baht fund

Delta Electronics (Thailand) in cooperation with the Small and Medium Enterprise Development Bank of Thailand (SME Bank) arranged a business initiatives competition for the new generation entrepreneur. This program is intended to become a role model and helps encourage business initiatives among juvenile, pupils, students and young people, who have the potential to do business but lack of fund or facing difficulty to access source of fund, to be able to gain strength and achieve sustainability in developing and growing their businesses. Last year, there were 11 among 73 business initiatives to which Delta provided supported fund throughout the entire projects.



Listed in 'Thailand Sustainability Investment 2015'

The Stock Exchange of Thailand (SET) selected Delta Electronics (Thailand) PCL. for the 'Thailand Sustainability Investment 2015' which is a list of stocks showing superior performance on environmental, social and governance (ESG) aspects. The Sustainability Awards are meant to honor these companies so as to inspire others. A sustainable business model increases the competitiveness of an organization. Therefore it is important to drive the Thai capital market towards sustainability. In addition, the list functions as an investment tool for investors who are seeking quality securities involved in sustainable business practices which can create positive impacts on economic, society and the environment.



ASEAN Corporate Governance Ranks Delta Electronics (Thailand) Pcl. among Top 50 Companies in Thailand

The Company has been listed on the ASEAN Corporate Governance (CG) scorecard as one of the top 50 companies in Thailand.

The Company's governance practices scored in the group of 90 points and above. The ASEAN CG Scorecard is an initiative of the Association of Southeast Asian Nations to raise corporate governance standards of publicly listed companies (PLCs) in this region and increase their visibility to the investors. This research provides an extensive methodology benchmarked against international best practices. It determines the performance of corporate governance practices within PLCs in the ten member states of ASEAN. The scorecard highlights ASEAN member countries' focus on corporate governance which is important to attract and increase foreign direct investment into the region.



Performed a Symbolic Acts on International Anti-corruption Day

To emphasize our dedication to be a social power and drive people and Thailand to demolish corruption for a sustainable development of Thailand's economy and society, more than 200 Delta executives and employees from key functions collaborated with considerable number of people from the supplier companies to perform a symbolic act on International Anti-corruption Day. This was initiated by the United Nations since 2003 and its 2015 theme according to their campaign was officially announced to be "BREAK THE CORRUPTION CHAIN". A flash mob took place in the Company's lobby to illustrate the Company's affirmation that we will carry out our role as the 315th member of Thailand's Private Sector Coalition Against Corruption (CAC) and encourage our stakeholders to comply with anti-corruption.



Blood Donation Program

Delta Electronics (Thailand) Public Company Limited has helped society by continuously campaigning to employees to donate their blood to the Red Cross for more than ten years. The activity has been arranged four times a year. The amount of blood unit donated by Delta employee is accumulated over 8,927 units. The Company received Thai Red Cross' second class Honorary Certificate from Her Royal Highness Princess Soamsawali on 29 September 2015.



5th Consecutive Years of CSR-DIW Continuous Awards

The Department of Industrial Works (DIW) has awarded Delta Electronics (Thailand) PCL. with the CSR-DIW Continuous Award 2015. This makes it the fifth consecutive year (2011-2015) that Delta has been honored for its Corporate Social Responsibility efforts. The DIW wants to encourage corporate social responsibility activities within the industry sector. The main objective is to improve the conditions in terms of legal and regulatory issues, human rights, consideration for the environment, employees and suppliers and community involvement/development.



Received the Carbon Footprint Reduction (CFR) Award and the Low Emission Support Scheme (LESS) Award

Due to the excellent results from the activities committed to reduce global warming in Thailand, Delta Electronics (Thailand) PCL. received the Carbon Footprint Reduction (CFR) Award and the Low Emission Support Scheme (LESS) Award. The Awards were received from Thailand Greenhouse Gas Organization, which organized the event, supported by General Surasak Kanchanarat (Minister of Natural Resources and Environment of Thailand), at the Centara Grand in Ladprao on September 24, 2015.



As a participant of the Carbon Footprint for Product's Life Cycle Inventory & Carbon Offsetting Program, Delta has now completed the carbon footprint inventory and verification of several business-to-business (B2B) products in accordance to the PAS 2050 Product Carbon Footprint Standards, issued by the British Standards Institution (BSI).

The Company's product to take part in the estimation of the amount of carbon in the process includes solar inverter, power supply for telecommunications and DC Fan products. The Company has cooperated with the government and other organizations to reduce carbon emissions into the environment. These awards are considered proud of the organization. The benefits are not only reducing the cost of the Company but also increasing competitiveness in the supply chain.

Implement Delta Industrial Automation Training 2015

More than 120 students from King Mongkut's Institute of Technology Ladkrabang, King Mongkut's University of Technology North Bangkok, King Mongkut's University of Technology Thonburi and Samutprakan Technical College, received the certificate for the Delta Industrial Automation training. They completed 32 hours of training and worked on a comprehensive project presentation. From this practical training course, potential students will be selected to form a team to participate in the 2016 Delta Cup in China.



To enhance these students' capability, Delta also sponsored an Industrial Automation Kit to each institute for Educational purposes which give a high boost to the society.

Pioneer of Breastfeeding Corner in the Factory

On 14 February 2015, the Company received the Honorary Plaques from the Thai Breastfeeding Center Foundation as the pilot organization for promoting the quality of life for working woman and family project. As 84% of the Company's employees are female, it pays special attention to pregnant employees by setting up working corners for pregnant staff and providing them with antenatal training. Breastfeeding corner was established since 2008 to facilitate expressing and storing breast milk during work hours. This is a welcome step to improve life of our employees and their families.



Health Promotion Enterprise Award 2015

Health Promotion Enterprise is a program introduced by the Association for the Development of Environmental Quality (under health promotion plan within work place). The program has been initiated to develop and promote healthy environment in work place by implementing integrated control, systematically and continuously, on possible threat factors and risk behaviors such as smoking, drinking, gambling, and travelling accident. The key concept behind this program is that health promotion for employees in workplace will only take place practically and sustainability only if an enterprise provides attributed factors, both internal and external. Delta recognizes the importance of employee's health; therefore, rule out a vital health promotion policy and uphold towards safety of all health related aspects.





Introduction of Delta Electronics (Thailand) PCL.

Delta Electronics (Thailand) Public Company Limited is a manufacturer and exporter of power supplies and electronics equipment and parts, was registered on June 16, 1988 with the initial capital of THB 40 million (on website it is given 1990). The Company was converted to public limited company on September 23, 1994 and listed on the Stock Exchange of Thailand on July 24, 1995 under the symbol of "DELTA". The Company has been in SET50 since 2005. As of December 31, 2015, the Company has a registered capital of THB 1,259,000 with paid up capital of THB 1,247,381,614 at par value of THB 1 per share.

Delta is one of the world's leading producers of power supplies and electronic components comprising cooling fans, EMI filters and solenoids. Its businesses are now mainly involved in power management solutions. The current power management product line covers various types of power supplies including power systems for information technology, telecommunications, industrial applications, office automation, medical industries and power supplies for server, networking and DC-DC converter and adapter.

Delta is extending its business to cover renewable energies such as solar power, wind power including electrical and hybrid electrical vehicles.

CSR Commitment

Delta Electronics (Thailand) Public Company Limited is committed to conduct business according to the Company's Corporate Social Responsibility Policy. The policy shall provide guidelines for the Directors, Management and Employees to operate our business ethically with transparency, accountability, and we must respect Human Rights and give fair treatment to all the stakeholders including our employees, shareholders, customers, suppliers and the communities.

As a global corporate citizen, we support International Standards such as Electronic Industry Code of Conduct (EICC), Universal Declaration of Human Rights (UDHR), International Labor Office Tripartite Declaration of Principles, OECD Guidelines for Multi-national Enterprise and Global Reporting Initiative (GRI). We are committed to the following:

- Provide employees with a safe and healthy work environment where they can work up to their full potential in return for reasonable remuneration and benefits.
- Support Environmental Protection and encourage Energy Conservation Education and motivates employees to take part in the community activities.
- Create company value and enhance shareholder value.
- Promote CSR initiatives and practices through our supply chain and we work together for better performance.
- Develop environment-friendly energy saving products and implement sound practices to reduce our impact on the environment to fulfill customer satisfaction.
- Invest in the field of innovation and research, develop intellectual property rights, and devote ourselves to the progress of human culture and technology, the development of society and the economy, as well as the sustainable development of the Earth and its environment.
- All executives shall extend their collaboration and promote their staff members to fulfill these policies successfully and CSR performance should be periodically reported to the Sustainability Development Committee.



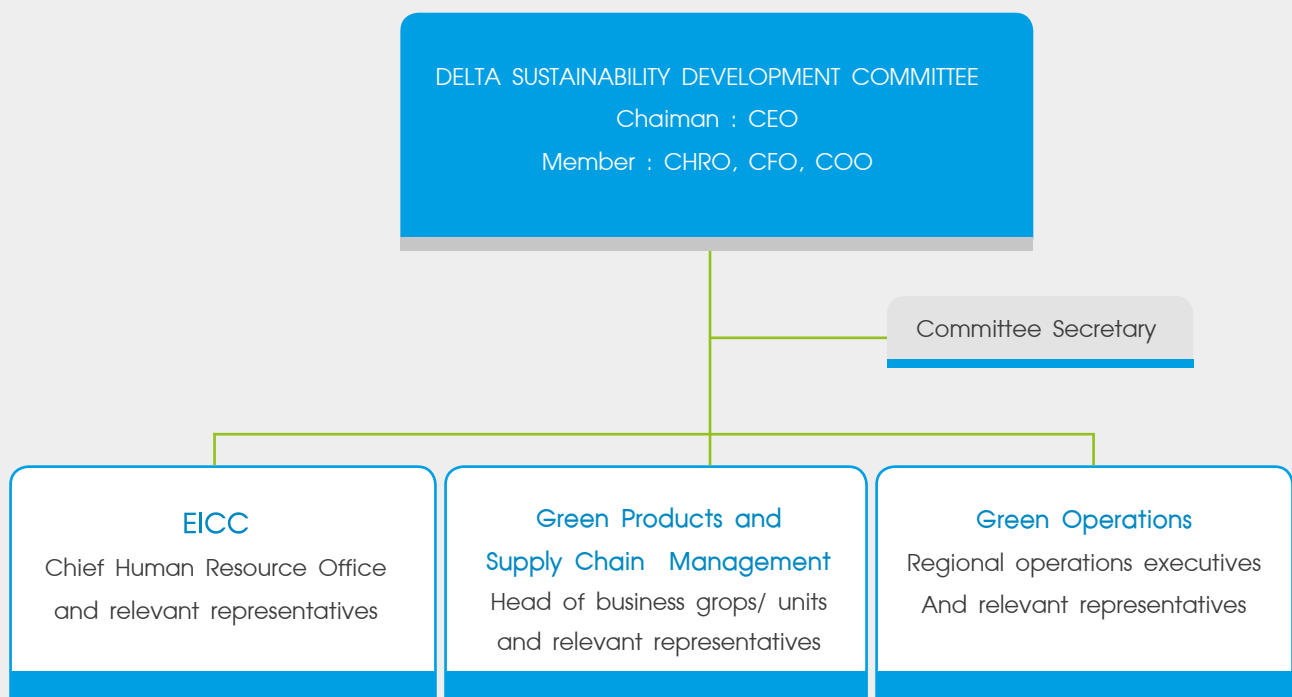
Sustainability Development Organization

For the full implementation of our Global Sustainability Development Strategy, Delta Electronics (Thailand) set up the SD Committee, which includes the members of our CHRO (Chief Human Resource Officer), CFO (Chief Financial Officer), COO (Chief Operation Officer) of the Company and led by Company's CEO (Chief Executive Officer). Through the periodic meetings, SD Committee reviews and monitors each CSR projects executed under different functions.

The committee secretary will propose benchmarking Company's CSR practices case and share global CSR concerns for committee's reference from time to time, and be in charge of the CSR quarterly meeting's setting up for all the committee members and functional leaders to understand the progress of each CSR projects in the Company.

The executed fields are divided to three categories, Electronic Industry Code of Conduct (EICC), Green Products and Supply Chain Management and Green Operations. Each category is led by our relevant Directors and Managers to define the indicators, set up the achievement goals and they are responsible for the projects proceeding and executing on time as per the Company's policy.

Below is Delta Electronics Thailand PCL's Sustainability Development Organization:



Delta Electronics Thailand PCL's Sustainability Development Committee Organization

Corporate Governance

Key Performance



- Top 50 public listed companies in Thailand to receive score above 90% from ASEAN Corporate Governance (CG) Scorecard
- Rated "Excellent" for the high standard of annual general meeting (2015 AGM Assessment) with full score of 100 from the Thai Investors Association
- Rated "Very Good" on the 2014 Corporate Governance Rating Survey conducted by Thai Institute of Directors Association (IOD) in collaboration with The Securities and Exchange Commission (SEC) and The Stock Exchange of Thailand (SET)
- Signed on the declaration of intent in establishing Thailand's Private Sector Collective Action Coalition against Corruption
- Thailand Sustainability Investment 2015 granted by The Stock Exchange of Thailand
- ESG 100 Certificate by THAIPAT's ESG Rating, assessed include Environmental, Social and Governance (ESG) factors.

Board Competency

The Board of Directors comprises of nine directors; two of the are Executive Directors and the others are Non-Executive Directors which three of independent directors are included, which over one-third of the Board. Qualifications of independent director have been set to meet the criteria ruled by the SEC.



Board of Directors of Delta Electronics (Thailand) Public Company Limited

The selection of Directors are considered whether that person is knowledgeable and experienced in the area such as accounting, finance, management, strategy, including skill individual and expertise in line with the Company's business and strategies without restrictions on gender and race in order to have board diversity structure. This is to achieve business objectives under management according to the principles of good corporate governance standards.

The Company sets up an exclusive orientation program for new director which includes a briefing on the Company's business line and operation, also a plant visit is organized by the Management. Subsequently, summary of the Board of Director's roles and responsibilities, Listed Company Director's handbook and Company's information in detail is presented by the Corporate Secretary.

As a practice Board meetings are convened at least once every quarter to review the business performance and discuss important strategic issues. Five meetings were convened in the year 2015 with a total attendance rate of 93.18%.



Training for the Board and Management

The Company has a policy to encourage Directors, Executives and the Company Secretary to continuously train on good Corporate Governance practices, these programs are organized internally and externally by the relevant institutions such as the SET, the SEC and the Thai Institute of Directors Association (IOD).

In 2015, the Director joined the Director Accreditation Program (DAP) of Thai Institute of Directors Association and the Company's Secretary joined the advance course for Corporate Secretaries program of Thai Listed Companies Association.

The Board of Directors' Authorization

The Board of Directors is empowered to authorize various matters in accordance with the scope of authority stipulated by the laws, the Company's Articles of Association and the shareholders' meeting resolutions. Such matters include defining and reviewing corporate vision, operating strategies, operating plans, risk management policy, annual budget and business plans, and medium-term business plans. Also defining the target operating results, following up and assessing the operating results to ensure they are in line with the plans, and overseeing capital expenditure, merger and acquisition, corporate spin-off, and joint venture deals.

Supervision of Subsidiary and Associated Companies

The Board of Directors has assigned the Executive Committee to supervise the operations of the subsidiary and associated companies. The Executive Committee has a certain authority to make investment in subsidiaries and associate and may assign some Directors or Top Executives of the Company and/or appoint some local people to participate in the Board of Directors or management of its subsidiaries or associates in order to support the management and determine business policies and direction. After the appointment, the Executive Committee reports such appointments to the Board of Directors for their acknowledgement. However, if the investment amount exceeds the granted authority, the Executive Committee is required to seek for the Board's approval. The supervision and monitoring have been further done through the implementation of ERP solutions which effectively gathers and provides important information including finance, accounting, to support the management and also controlling and monitoring the operations of those subsidiaries and associates.


Sub-committee

The Board of Directors has appointed sub-committees to study, scrutinize and to give opinion on various matters. At present, there are four sub-committees including Executive Committee, Audit Committee, Nomination and Compensation Committee and Risk Management Committee with details as described below.

Executive Committee

The Executive Committee of the Company consists of 7 members to operate and manage the business of the Company in compliance with Company's objectives, Memorandum of Association, policies, regulations, notifications, orders as well as the resolution of the Board of Directors and establish policies, business plan, directions, strategies, budget and the main organization structure and authority of each department within the Company including the organization chart in order to propose to the Board of Directors for its consideration and approval as well as to monitor and follow up the result of the operation of the Company to be in accordance with the policies.

Audit Committee



The Audit Committee of the Company consists of 3 members and all the members are independent Directors to review the Company's financial reporting and consider the capability and the independence of an external auditor, review that the Company complies to the law on securities and exchange, the regulations of the SET and other laws related to the Company business and to do any other matters assigned by the Board of Directors of which the Audit Committee agrees. Term of office shall follow the Annual Director Election and qualifications and responsibilities of the Committee as prescribed by the SET.

Nomination and Compensation Committee

The Board of Directors Meeting No. 5/2015 held on 26 October 2015 approved to change the name of Compensation Committee to Nomination and Compensation Committee. This consists of 3 Members, 2 independent Directors and 1 Executive Director to review the remuneration policy and determine the remuneration of the directors of the Company and members of sub-committee, define the qualifications of the Board member and attracting qualified candidates for Board of Directors' consideration. The Term of office shall follow the Annual Director Election.

Risk Management Committee

Risk Management Committee consists of 10 members to delegate the risk management to their respective managers, develop and review strategic risk management plans, monitor and continuously improve risk management and quarterly and/or annually and/or any time that is necessary to present a detailed report to the Board or to the Audit Committee.



Whistleblowing and Complaints

- Communication channel for Delta employees
 - (1) Head of the unit the employee belongs to.
 - (2) Head of audit department, head of human resources department or head of legal.
 - (3) Local external opinion box.
 - (4) Email: whistleblow@deltathailand.com
- Communication channel for other stakeholders
 - (1) Opinion Box (PO Box 50, Bangpoo, Samutprakarn 10280);
 - (2) Email: whistleblow@deltathailand.com
 - (3) Website: www.deltathailand.com

The board's secretary will gather and submit the complaints to the executive committee or the audit committee or the board, depending on the relevance of the complaints

The details of the concerns and issue will be kept confidential in order to avoid an infringement of privacy.



International Corporate Initiatives

Delta Thailand strongly supports Anti - Corruption.

The Board of Directors Meeting No. 4/2013 held on 6 November 2013 approved the adoption of the Anti-Corruption Policy in order to rule out principles, set practice guidance, arrange communication and provide training in the area of anti-corruption to make clear to all employees and signed on the declaration of intent in establishing Thailand's Private Sector Collective Action Coalition against Corruption. On May 2014, shown on the 315 rank of ratification sign-up is the signature of the President who represents the Company in affirming intention to combat all kinds of corruptions and open all stakeholders can suggestions and complains to the Company via whistleblow@deltathailand.com. This year, we organized an activity on International Anti-corruption day in which our employees, top management and vendors participated for a Symbolic Acts on International Anti-corruption.



Delta executives and employees from 14 key functions collaborated with 66 persons from 33 supplier companies to perform a symbolic act on International Anti-corruption Day on 9 December 2015



Delta Thailand encourages World Green Building Certification Program.

Green building certification is one of the programs that we are keen on and promotes. At present construction of any new building of the Company and its subsidiaries will be blueprinted to meet LEED-Leadership in Energy and Environmental Design, an international standards system for Green Building. Delta India Gurgaon office has office building "Platinum rate" of LEED

Delta Thailand office is under the process for applying for LEED Certification.



Delta India Gurgaon office has office building "Platinum rate" of LEED certified

Delta Thailand supports UDHR - Universal Declaration of Human Rights



Delta has policy to take responsibility and protected all employees to have equal treatment, fairness and respectfulness either between company and employee as well as among employee themselves.

Delta Thailand sets policy in regards to respect human rights by defining wrong doing practices and mistreatment. It has introduced a non-discrimination policy which governs equitable treatment towards all genders, races, physical disabilities including immunodeficiency, HIV/AIDS and tuberculosis (TB). Delta Thailand strictly acts on this policy and made known to employees by means of training so that all employees adopt a positive attitude towards their co-workers with respect and equitable. Delta Thailand awards a Gold Standard of ASO-T Thailand for best TB-HIV/AIDS Prevention and Management in Workplace Program issued by the Department of Labour Protection and Welfare, Ministry of Labour, in corporation with Department of Disease Control, Ministry of Public Health, and the Thailand Business Coalition on AIDS. There is a mechanism available for the feedback and filing complaints concerning human rights issues.

Delta Thailand promotes well-being at workplace in coordination with the Thai Health Promotion Foundation and the Association of Thai Electrical & Electronic Industries.

Delta Thailand involves in various types of activities to help and promote well-being and quality of life for employees. For example, Delta Thailand has participated in the “Happy 8 Workplace” program initiated to help create balance family life, work and social life for the employees. The program has been carried in coordination with the Thai Health Promotion Foundation and the Association of Thai Electrical & Electronic Industries. This program has positively enhanced quality of life for the employees and, as a results, Delta Thailand has been selected by the program’s runner to supervise another four operational agents and also been recognized as role model for other work places to adopt “Happy 8 Workplace” program.



Delta Thailand advocates EICC code of Conduct and the United Nations Development Programme (UNDP)’s sustainable development goal of good health and well-being

According to EICC code of Conduct and the the United Nations Development Programme (UNDP)’s sustainable development goal of good health and well-being , Delta Electronics (Thailand) is a great place to work and adding one more feather to its cap. We have recently started a new canteen for our employees and their respective guests keep all the basic and modern facilities as part of scheme of things at the beginning of 2016. Safety and hygiene factors are paramount for our employees’ therefore new canteen has adequate work space for large food storage capacity, storage of equipment and efficient cleaning facilities while the cooking area has separated accordingly to the Compnay’s safety policy. As our employees are from the different parts of the world this canteen offers many varieties of food to enjoy. There is a food committee to periodically monitor food safety activities and effectively manage food safety issues. Moreover, as environment friendly organization, Delta’s new canteen has superior ventilation and lighting systems using Delta’s energy saving products to project the Company’s Corporate Culture “Strive for change and persue sustainability”



Delta employees enjoy their lunch break in their new canteen

A cafe house in the office premises is our employee's favorite place to relax and grab quick snacks. Employees may choose treating themselves to a breakfast or an afternoon snack with their choice of beverages. Special hygiene and safety standards are followed with the beautiful surroundings of this cafe. This adds on to the overall work environment of the organization towards maintaining right work life balance.



Delta Cafe is employee's favorite place to relax and grab quick snacks

Delta Electronics Thailand Smoke-Free Factory drive to support World Health Organization's Tobacco Free Initiative

According to the WHO's Tobacco Free Initiative's mission to reduce the global burden of disease and death caused by tobacco, thereby Delta Electronics Thailand strives to protect present and future generations from the devastating health, social, environmental and economic consequences of tobacco use and exposure to the tobacco smoke. To build the goodwill among our employees and other related parties, the Company has initiated Smoke-free factory drive in 2015. To strengthen this initiative, Delta voluntarily joined "Promotion of Smoking cessation in the workplace Project" which is a project in collaboration with University of California Berkley, Institute for Population, Institute for Population and Social Mahidol University and the Faculty of Medicine, Srinakharinwirot University.



Beside implementation of Zero Smoking Zones in the Delta Electronics Thailand factories, disciplinary and legal penalty has been clearly announced to all the employees. This positive cooperation between the Company and its employees leads to better well-being at workplace, reduction of second-hand smoker, reduction of unnecessary expense and lost time reduction. In broader view, these participated volunteers will set good samples for their surround communities resulting in decrement of new and adolescent smokers.

Excellence in Technology and Innovation

In 2015, Delta invested 4.2% of its revenues in R&D and innovation. Our worldwide R&D centers, located in Thailand, China, Germany, Switzerland, India, Finland, Poland, Scotland and Romania, have a total of 782 R&D engineers.



Delta Engineer performing Radiated Emissions Test Process

Delta relies on a multidimensional incentive system to encourage individuals and the whole team to pursue innovation.

Some of the best practices are as following:

- **Long Term Association Program with the Renowned Universities.**

We have established a long-term program in cooperation with the renowned universities. Many projects and theses through this collaboration, allow Delta to further develop many good ideas and to turn them into real products and solutions.

Talented students work closely together with our engineers which helps them in getting highly engaged in our R&D activities, processes and products. In addition, this is a good possibility to win the students as engineers for the future. This is a sustainable way to establish a long-term and continuous relationship with young people to take care of technological, innovative and eco-friendly products.

- **New Technologies Patent.**

Delta has established an incentive program to motivate the employees to apply for patents on the basis of their ideas/concepts. A team has been set up which is responsible for IP issues whose important target is to protect Delta's new technologies on the one hand and, on the other hand, to avoid any patent infringements by Delta itself. More than 11,000 patent applications and roughly 5,500 patent certificates have been awarded.

- **Cooperation with our Customers.**

Delta attaches importance to a close cooperation with its key customers who are primarily worldwide market leaders for new technologies, products and innovations. On the basis of this cooperation and the related information exchange, we prepared ourselves to respond to new future market challenges.

- **New Business Development Model.**

How to sustain the Company's future growth is an important topic for Delta. Delta Electronics (Thailand) has deliberately established R&D activities in different regions like Thailand, Europe and India thus ensuring the direct permanent contact to different markets and reacting appropriately to new requirements by developing respective products to be put on the market.

Delta's local presence in all key markets for power management and conversion products thus enables us to effectively incorporate customer requirements and achieving an extraordinary level of applications know-how. This allows our R&D department to stay in the leadership position in a highly competitive power management industry.

A New Business Development (NBD) management framework ensures that new business targets are matched towards our growth strategy, to promote inter-business unit integration and cooperation and to establish key performance indicators (KPI) for new businesses and a budget measurement mechanism.

Delta regularly reviews the development of each new business. Portfolio management for new businesses is also practiced to optimize the allocation of resources. At the same time, Delta is hosting NBD-themed training courses in different locations to familiarize employees with the relevant schemes.

- **Business Mind - Continuous Learning.**

Our knowledge and synergy are further enhanced with several trainings and innovation workshops as well as personnel development seminars to prepare our employees for new market demands. Such meetings are set up also under the term of "Business Mind" and take place regularly with different employees.



The Brand

In our continuous effort to develop a stronger brand identity for Delta, Delta Electronics (Thailand) PCL. has been partnering with our counterpart, Delta Electronics, Inc. (collectively known as “Delta” in this article), on a successful global marketing campaign that has been growing significantly over the years. The collaboration shall propel the Delta brand to a higher level of global recognition in both the B2B and B2C markets.

Brand Positioning

Delta endeavors to provide innovative, clean and energy saving solutions and to create a better tomorrow. This is not only a corporate expectation; it is the unique property of the Delta brand.

From business mission, core capabilities and product development, Delta intensively combines environmental protection and corporate social responsibility, and actively implements its brand commitment to “Smarter. Greener. Together.” that promotes smarter and greener living. It is a symbol as well as a commitment to shareholders, customers and staff. We believe in leading technology and customer collaboration, and aim to continuously create highly effective and reliable power supply products and components, industrial automation and power management systems, as well as consumer products. Delta strives to provide both industrial customers and consumers alike with versatile products and services for enabling a smarter and more eco-friendly future.

External Communications of the Brand

The external communications of Delta can be divided by commercial models into two major blocks: Industrial Products and Consumer Products.



To build a consistent brand image, Delta communicates with worldwide customers for brand positioning and commitment to the global market. Using major international exhibitions such as Hannover Messe, CIIF, CES, etc., Delta carries out 360-degree promotion combined with large scale ads, digital marketing, international press conferences, and more, to extend its global exposure. For the external communication of consumer products, Delta communicates with

consumers and strengthens dealer partnerships by endorsing both the Innergise (mobile power) and Vivitek (projectors) brands as “A brand of Delta” whereby Delta brand strength is well positioned in innovative technology and excellent quality.



In 2015, Delta Electronics (Thailand) PCL. organized the Delta Industrial Automation Training as part of the Memorandum of Understanding signed between Delta Thailand and the three prestigious campuses of King Mongkut's University. The training consisted of lessons and workshops provided over the weekends from October 3 to November 15, 2015. By learning about Delta products and familiarizing with Delta's proprietary software, not only can those students advance their skills and know-how in the field of Industrial Automation, they get to familiarize with Delta's brand value and commitment before joining the industry. They could then become Delta's brand ambassadors as they enter the job market. Upon completing the training, the students had submitted their projects in teams. Those projects were then reviewed by the universities' professors and Delta's experts in the field. Selected projects will qualify for the global Delta Cup 2016 challenge organized by Delta Inc. which consists of more than 60 participating colleges from China and Taiwan. Such competition provides an international networking platform for the students and enables Delta Electronics (Thailand) PCL. to contribute in the advancement of Thailand's education.

Other key investments made by Delta Electronics (Thailand) PCL. in 2015 in strengthening the Delta brand is the setting up of a Corporate Marketing team and providing tradeshow sponsorships for Delta front end sales offices in Australia and Southeast Asia.

Information Technology Initiative

Delta strengthens its information security by acquiring ISO/IEC27001 for its information security management system. This enables a secure flow of important information to support our customers and suppliers to ensure a sustainable cooperation.



ISO/IEC 27001 is formally specified as an information security management system (ISMS) and includes a range of activities concerning the management of information security risks. It is an overarching management framework taking care of:

1. Assessing the risks inherent to transmitting confidential information
2. Implementing information security measures through development, documentation and dissemination of methods
3. Building a management system to share roles and responsibilities, establishing an internal audit
4. Managing the risk evaluation process, developing countermeasures and understanding exceptions and ongoing improvements

Protecting our information is critical for a successful and smooth operation. Completing the ISO/IEC 27001 information security management systems certification will lead to managing and protecting the valuable data and information assets efficiently.

The Benefits of ISO 27001 to Delta



- Supports compliance with relevant laws and regulations*
- Provides reassurance to clients that their information is secure*
- Demonstrates credibility and trust*
- Improves the ability to recover operations, continuing business as usual*
- Confidence in our information security arrangements*
- Improved internal organization*
- Better visibility of risks amongst interested stakeholders*
- Meet customer and tender requirements*
- Create a competitive advantage*
- Improved information security awareness*
- Reduces staff-related security breaches*

Besides information security management system, we have adapted innovation “Delta InfraSuite Data Center Solution” which provides multiple advantages such as maximizing operating efficiency at the lowest cost, maintaining a high level of flexibility and controlling for IT managers. Furthermore, it enables quick scaling to meet demand and monitor data center solutions 24/7 from anywhere around the world.

Its modules consist of power management, rack and accessories, precision cooling and an environmental management system. These principals have enabled Delta to reduce power consumption from cooling system nearly 20% to a facility-wide and average power usage effectiveness (PUE) of 1.4 in 2015.



With Delta's core competencies in power electronics, thermal management, and datacenter infrastructure, global brand companies collaborate with Delta to jointly develop new-generation energy-efficient products. For instance, Delta assisted Oracle in the development of the Titanium server power supply to integrate the most advanced Intel processing unit. Delta also developed a power supply with an energy efficiency of >96% through collaborating with Facebook in the Open Compute Project. To interact with customers and promote its new innovative technologies, Delta actively participates in major international tradeshow such as Hannover Messe, the Consumer Electronics Show (CES), Centrum für Büroautomation, Informationstechnologie und Telekommunikation (CeBIT).



Delta Thailand's engineer providing information and demonstrating the usage of Industrial Automation Solutions to interested person

Delta fully utilizes the advantage of its integrated green/energy-efficient products to stimulate customer interest in energy-saving and carbon reduction business opportunities using large green performance fields and green buildings. We have cooperated with major automotive car manufacturers in the U.S. and Europe to design on-board chargers and DC/DC to be implemented in new-generation smart electric cars. Delta also works closely with Solar City to develop new storage inverters and control units to facilitate photovoltaic energy usage and storage.

To fulfill our commitment to customers, Delta studies their needs, working environments, and practices, to identify opportunities for improvement and to propose best solutions. End-customer relations management at Delta emphasizes listening to our customers. Apart from conducting large-scale customer surveys, we also commission consultants to conduct end-customer satisfaction surveys, focus group interviews, individual interviews, and online surveys. The in-depth understanding of customer requirements and expectations serves as the basis for improving technical R&D, system design, and solutions concepts. Delta also plays a significant role in providing power design technology expertise to customers in the development of advanced technologies, from incubation phase to product realization.

Delta provides multidimensional communication channels for customers such as the Delta website, service hot line, EDI (Electronic Data Interchange), and e-mail. Business units have established mechanisms for the timely handling of customer feedback. Delta also provides a single contact window dedicated to communicating directly with each major customer.

Delta's customer service knowledge platforms compile product technology data, engineering opinions, incident analysis, and maintenance experience as a reference basis for service personnel. Delta has established ERP customer relationship management systems in developing areas with great market potential such as China, India and Europe. Customer demands are predicted and customer expectations are exceeded through efficient and high-quality interactions.

Our major business units conducted a customer satisfaction survey in 2015 and more than 90% of our customers expressed satisfaction with our products and service. Our channel partners around the world provide us with access to global markets. For example, there are roughly 600 authorized partners in five continents for our automated industrial products. These partners assist Delta by providing customer service such as business inquiries, product installation, technical support, and product training, and convey our brand value and corporate mission. Delta organizes activities with channel partners on a regular basis in India, North America, South America, China, and Europe to share information about general market trends, product planning, and the enhancement of aftersales services.

Awards and Accolades

Delta Electronics (Thailand) is always committed to being the partner that gives the best solutions for its customers. We believe that our success is only possible if our customer is successful. With is attribute we have been partner of choice for many reputed organizations across the globe. In the year 2015 we are proud to receive the following prestigious awards from our customers:

- Supplier of the Year from General Motors
- Best Lifecycle Performance Award from Philips Ultrasound
- Supplier Efficiency from Brocade
- Supplier Award from Philips
- Supplier Excellent Partner Award from Hitachi

These awards are sources of great pride to our firm, and it shows our dedication to create the best possible working environment for employees so that we in turn can provide the highest level of products and service to our clients.



Delta Thailand's engineer providing information and demonstrating the usage of Industrial Automation Solutions to interested person



Our Success Stories

With Delta's many market leading technologies, wide array of products and global presence, we are able to provide world class services to our customers in terms of innovative and energy-efficient hardware and solutions around the world. Delta has been delivering many successful cases in a wide range of fields, including industrial automation, data-centers, smart green buildings, telecom power supplies, monitoring and displays, EV charging, and renewable energy. We are committed to helping our customers reduce their energy costs while making significant contribution to the betterment of our environment. Delta shall uphold our brand value and mission "to provide innovative, clean and energy-efficient solutions for a better tomorrow."



1. Europe



EV charging solutions for a charging network in Norway



Automation and energy-saving solutions for a fashion chain store in Europe

2. Africa



Outdoor telecom power solutions with integrated PV systems for a telecom operator in Africa

3. India



Smart monitoring, surveillance, and power management solution for a countrywide ATM network in India



LED-based DLP Video walls for the first traffic management center in Bangalore, India

4. Russia



UPS solutions for the largest internet service provider in Russia and the CIS

5. Philippines



Delta's three-phase UPS systems installed nation-wide in the Philippines for one of the world's largest suppliers of technology to the healthcare industry and a leader in medical imaging and laboratory diagnostics.

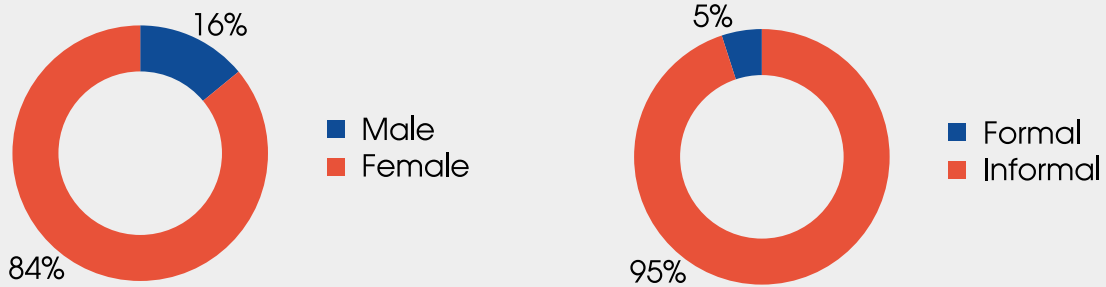
6. Malaysia



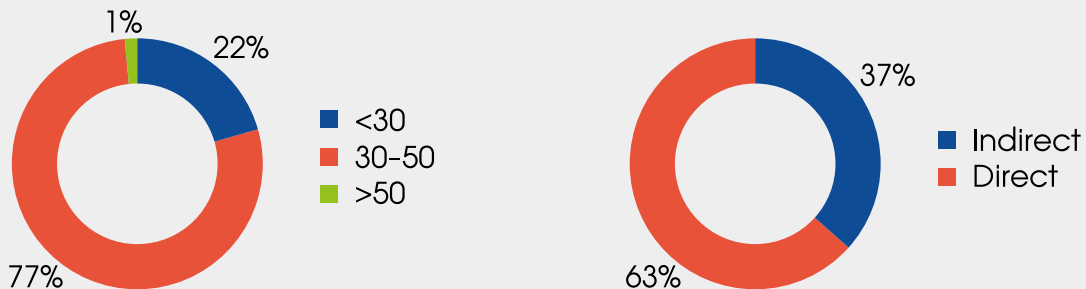
Delta deployed our VSD across many states in Malaysia for one of the world's leading supermarket chains. The VSDs ranged from 0.37kW to 45kW are for various HVAC applications including AHU and Exhaust fans.

Employee Composition

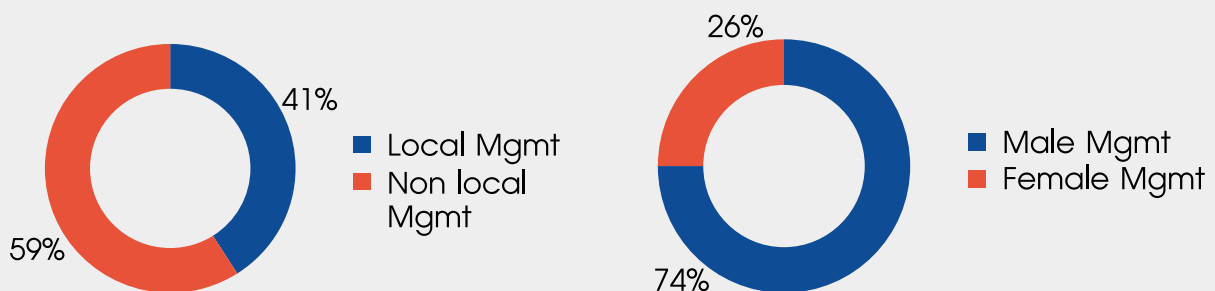
By the end 2015, Delta (Thailand) had a total workforce of around 10,000. The distribution of the workforce is shown below:



Delta recruits, appoints and develops employees based on their capacities, and treats all in the same way, regardless of race, faith, color, nationality, age, gender, sexual orientation, marriage status, political affiliation or disability. Official employees account for 95% of the total, of which all are in production, operation and other function positions. Employees are 16% males and 84% females. Direct employees account for 63%, and 22% of the employees are under the age of 30.



For management, 41% are native to the country where they are employed and 26% are females.



Manpower Continuity

Human capital is a very important aspect at Delta. We do not only ensure a sufficient workforce to achieve challenging business goals, but also maintain skilled and qualified manpower to realize future business opportunities. Delta builds various recruiting channels and incubation mechanisms which are described in more detail below.

Collaboration with Top-tier Universities

Delta signed an MOU with top-tier universities and engaged in several activities such as providing overseas and domestic internships, IA product training programs, campus recruiting events (comprising more than 8 universities and 50 students with different backgrounds) and cross country MA programs to hire young talents from overseas.



Comprehensive Recruiting Channel

Delta dedicates a lot of effort in to recruiting talents from multiple channels such as domestic and overseas universities, career centers, social media (LinkedIn) and internal referrals.

Employment Policy

As a multinational enterprise and a responsible corporate citizen, Delta is committed to offering its employees an environment to develop their capabilities. To fulfill this commitment, Delta constantly strives to comply with local regulations and to meet International Labor and Human Rights Standards.

To accomplish this objective, we have implemented the Delta Group Employment Policy:

Law Compliance:

To comply with applicable labor or employment laws and international standards wherever we Operate.

Freely Chosen Employment:

To prohibit hiring forced or child labor to ensure that all jobs are taken voluntarily and employees can voluntarily leave the Company within a reasonable period after resigning officially.

Humane Treatment:

To prohibit any form of harassment or inhumane treatment, including sexual harassment, abuse, slavery, corporal punishment, threatening, exploitative, mental or physical coercion or verbal abuse of employees.

Non-Discrimination:

To hire employees based on capabilities and not to discriminate based on race, religion, nationality, age, gender, sexual orientation, disability, or any other reason which is protected by law for recruitment, training, awards, promotion, termination, retirement, or other employment conditions. Up to now there's no discrimination case filed.

Working Hours:

To establish a management mechanism for working hours which are in line with the labor laws and regulations.

Compensation and Benefits:

To provide employee compensation and benefits to meet the applicable laws, including minimum wages, holidays with pay and welfare provided in the law.

Freedom of Association:

To respect the rights of the employees to associate on a voluntary basis, to organize labor unions and to establish employee communication channels according to the local regulations.

Health and Safety:

To provide a safe and healthy working environment that is in accordance to the required safety and health regulations. Furthermore, we strive to establish and maintain an occupational health and safety management system that defines operational procedures and monitors the implementation of continuous improvements in the safety and health performance..

Remuneration and Benefit

Delta strives to provide employees with an advanced remuneration and benefit program and commits to share its profit with employees, providing a comprehensive benefit package to all the employees at different levels. Performance management is also a significant management activity at Delta. We have created a balanced key performance indicator guideline for the Managers and Employees where we evaluate organizational targets and individual goals simultaneously. Moreover, Delta implements an extensive evaluation process to develop a loyalty and fair profit sharing plan.

During the process, promotion and talent retention are important focus points. Our incentive plan stimulates retention of key talents and also considers early retirement plans and internal consultation plans for those who are still willing to contribute after reaching the statutory retirement age.

Employee Communication

Internal communication is vital for Delta as it enables exchange of information within our organization. Information sharing can also foster a healthy relationship between two or various parties and improve our business performance across the board. Delta Thailand's labor union was established in 1998 to represent its employees and to encourage effective information exchange between Delta's Employees and Management through various communication channels. This approach does not only promote the participation of multiple parties in collaboratively solving issues, but it also strengthens our unity and contributes to our growth. Currently Delta's labor union has 8,272 members or 89 % of our overall staff. Meetings of the union committee are conducted on a monthly basis.



Delta Thailand's Management Team in the monthly meeting with the Labor Union's representatives

Delta uses Intranet to communicate with the Employees via our internal portal where information about Delta can be accessed and speedy top-down information transfer is possible. In addition to the Company's information, Employees can find out about latest announcements, policies, updates, good practices, code of ethics, guidelines and specific technical information for self-learning on the Intranet. For the convenience of our Employees, Delta's Office Automation (OA system) is accessible through our Intranet to provide an easy-to-access platform for various types of employee benefits offered, such as leave requisition, medical expense reimbursement and travel claim.

Training and Development

Delta considers its Employees the most important asset and has always placed a strong emphasis on personnel cultivation and development. Employee Training and Development have always been a key focus area in Delta. We set up several Executive Level Committees to define and determine the direction for specific operational aspects such as the Leadership Development Committee, talent development committee and the strategy steering committee. Through these management platforms, we can design programs and projects effectively, to achieve our human capital goal.

Competency-based training interventions are planned to cater the needs of employees with different expertise and at different job level. We also focus on the link between job performance, training effectiveness and the corresponding training results to decide on appropriate follow-up programs. Diverse training programs are provided to the different target groups:

- Orientation Training: Introducing company regulation and environment. A Statutory Training for all the new employees. In 2015, 62 Delta Thailand's staffs. have passed the orientation accordingly.
- Professional Training: Robust Training courses catering to the required functional skills.
- Management Skill Training: Training programs for mid- and high-level managers, including seminars, lectures and in-service advanced training
- General Education Training: Corporate mission, corporate culture, corporate governance, audit, customer satisfaction, quality, safety and occupational health training.
- Direct Labor Training: Skill training at the workplace, Annual Certificate Training.
- Project-Based Training: Workshops and seminars are organized as the need of any project.
- Self-Development Training: Language courses and scholarships.

Furthermore, we do not only enhance employees' skills and performances, we also care about our employees' careers. We believe, that employees who have a strong commitment, can contribute with more satisfactory performances and gain a high sense of achievement at the same time. Therefore we set up a talent development committee to attract talent and provide individual feedback on multiple aspects, coaching and monitoring, to accelerate the development of our employees. Applying these measures enables many development opportunities. Individual development plans, project assignments, job rotation and performance management are examples of this.



We also initiate a lot of projects to leverage and collaborate with other regions on training and talent development. Learning from the best practice is also an effective learning method



Cross-country learning is one of the Company's key activities to build up a standard working process with different types of working culture.

- Quality Diagnosis: To learn different quality practices from other countries and plants.
- Delta Cup: Organizing Industrial Automation training for students from various institutions in Thailand as part of the annual Delta Cup competition in China.
- Leadership Development Program: Inviting managers in Germany, India, Thailand and Slovakia to train together, exchange management experience, form project teams to solve business challenges and visit local plants.
- Cross region/country Learning: Delta Thailand collaborates with BGBU and other regions, to expatriate employees to other Business Groups and Business Units or countries for 3-6 months on-site training and tie the connection with other business units to build up a standard working process with different types of working culture.

In 2015, Delta achieved more than 130,000 man-hours of Educational training courses combined all together from the world; that is, each employee received around 13 man-hours training on an average.



Summary Employee Educational Training

	Internal	External	Subtotal
Total Hours	129,286	2,178	131,464
Total number of employees	9,554	346	9,900
Average (Hour/Person)	14	6	13

	Direct Employees	Indirect Employees	Subtotal
Total Hours	100,269	31,195	131,464
Total number of employees	7,334	2,566	9,900
Average (Hour/Person)	14	12	13

Occupational Health, Safety and Work Environment

Occupational Health, Safety and Work Environment Management Organization

Occupational Health, safety and Work Environment are equally important among other operational business goals of Delta. We established an Exclusive Industrial Safety Committees in production-oriented departments in charge of planning, promoting, inspecting health and safety management in the facilities and reporting directly to the highest management in charge. Our staff and heads in each division have been given occupational safety, health and work environment training and are responsible for keeping effective implementation of this policy.



Delta Thailand's Occupational Health and Safety Team

Occupational Health, Safety and Work Environment Management System

Delta Thailand's plants, in Bangpoo and Wellgrow Industrial Estate, are ISO14001 and OHSAS 18001 certified. Many management issues, environmental protection and health and safety at the workplace are actually two sides of the same coin. The Company is working step by step to integrate its facility environment management system and its occupational safety and health management system. The Company has also made Disabling Frequency Rate (F.R.) and Disabling Severity Rate (S.R.) the main safety and health management indicators. Annual plan and targets for each plant have been set along with safety & health audits, safety and health education, regular work environment inspections and improved information exchange to effectively reduce the frequency of safety and health incidents. At the monthly interplant safety and health meetings, representatives from each plant discuss incidents related to employees and contractors, analyze the reasons and propose improvements or engineering changes to prevent incidents in the future.

Occupational Safety and Health (OSH) Audit

Besides internal OSH inspections carried out at each plant in accordance with the law, we also organize cross-site audits conducted jointly by the OSH committee members and audit personnel. Through complete audit plans, the task force audits Environment, Safety and Health (ESH) documents, the results of risk assessments, ESH control and operations, monitoring and measurements, as well as the work environment, the equipment and onsite operations, to ensure the proper implementation of the OHSAS 18001 management system and identification of potential risks. Targeted accident prevention audits are also implemented at the plants for special or critical equipment. Examples include electrical safety audits using thermal imaging to check for the potential electrical hazards, soldering pots, chemical use, surface mount technology (SMT) equipment, specialist equipment, ventilation equipment, contractors' specialist operations such as cranes and fire, EICC - ESH execution, and other specialist checks. The Executive Directors on each site also convene monthly OSH meetings to review OSH performances. Safety audits are performed on a yearly basis. Departments found with deficiencies are asked to analyze the causes and improve. Auditors confirm improvement results in subsequent follow - up audits.

Safety and Health Education and Emergency Response Training

The Company conducts ESH training at each of our plants to improve employees' knowledge of occupational safety and health issues. Plants organize occupational safety and health training, emergency response and fire-fighting training and external specialist training for new and current employees.



Delta Thailand conducts Fire Evacuation Drill for both day shift and night shift employees

Occupational Safety and Health Information Exchange

In addition to regular OSH committee meetings, the OSH department uses the Company intranet and suggestion boxes to convey OSH messages to the employees and boost the exchange of OSH information in a timely manner. Employee feedback on OSH issues is also collected and studied. We hope that the creation of a smooth, two-way communication channel will help increase employee safety awareness and involvement and in turn, help ensure the safety and health of all the employees.

Work Environment Inspection

Based on the potential risks at each plant, we do not only conduct regular work environment inspections, but we also constantly monitor the exposure to hazardous substances and the list of materials used. The results are used to correct work practices or make engineering improvements to reduce the risk of occupational illnesses. Delta follows the requirements of local laws and regulations by providing employees engaged in hazardous operations, with special health exams and then providing health management according to their health exam results.



X-ray machine inspection by the Office of Atoms for Peace on 24 February 2016

Achievements in Occupational Safety and Health

Promoting the Zero Accident campaign at workplace is one of the key goals that Delta aims to achieve with our sincere endeavors. In 2015, there are 75 injury cases, from 112 cases in 2014. However, the cases of severe injuries (work absence of 3 days or more) declined by 33% or representing only 0.52% of total employees. We strive to reduce accidents to zero to meet our “Zero Accident” campaign.

The F.R and S.R data of Delta Thailand throughout 2015 are summarized as follows. Industrial injuries that occurred at individual facilities were mainly those caused by mechanical equipment. The annual industrial safety management goal of 2015 in Thailand, in particular, was $F.R < 0.5$ and $S.R < 6$. The result for 2015 was $F.R = 3.67$ and $S.R = 15.0$. Analysis of major reasons for the failure to fulfill the preset goals revealed that the number of days for some employees on industrial injury leave was longer than expected. To help employees recover quickly from injuries with a reasonable number of days for industrial injury leave, we will reinforce the re-examination mechanism while employees are on industrial injury leave and will include the number of leave days as part of the periodic follow-ups.

Location	F.R. Disabled Injury Frequency			S.R. Disabled Injury Severity			A.R. Absence Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Delta Thailand	0.93	2.74	3.67	3.18	14	15	0.17	0.77	0.93

In addition, throughout 2015, there were no cases of occupational hazard injuries among the employees, industrial injuries/occupational hazards among the contractors, or work-related deaths at Delta’s operation sites.

Engaging our Stakeholders

The Company has contributed extensively to the rights of all stakeholder groups such as shareholders, customers, employees, business partners, creditors and society in accordance with laws or agreements with the Company. The Company opened various passages to accept suggestions or complaints from all stakeholders.

Communication with stakeholders is fundamental to CSR fulfillment. Delta Thailand communicates with stakeholders through comprehensive channels such as random interview, on-site hearing, on-line questionnaire and direct e-mail to understand and respond to their needs in a timely manner. Followings are samples of the Company's random interviews with our valued stakeholders.



We are inspired to be a future engineer, we'll try our best in studying.

Students
Ban Klong Kao School

We are here today for learning through experience. Actually, we've never know this Company. But once we have an opportunity to visit Delta, we truly like what we've found. The Company's staff shared their knowledge in technology and environment protection. We are really excited to see advanced technology we have never seen such as the electrical vehicle charger. This is fun and amusing and we've gain additional scientific knowledge as well. We are inspired to be a future engineer, to achieve that we will try our best in studying.



We are certain that Delta UPS will become a world class brand in the near future.

Mr. Asawin Wattanajindalert
Customer/ Service provider

I work in technology field and be an engineer taking care of data center for business involved with data depository and telecommunication system. I am here today to test Delta UPS, the brand currently used in our company. This test will allow me to learn progress of Delta product development, both to gain confident and to take into consideration for our next procurement. I found that Delta has established a training center in a bid to support our demand. We have been in business with Delta for around two years. My first known about "Delta" is its brand on power supplies used in variety of European file servers in the data center room. When Delta launched UPS for data system, a service we provide to our customers, it became our choice. We are confident on Delta brand and its capability in customizing the product to suit our needs. Since the very first two years in UPS business, Delta had itself proven at a satisfactory level, not that high at the beginning but gradually increased along the year of endless product development and evolving teamwork. Delta products have been advanced to entail more creditability, and hence, we choose Delta products for more.

As of now, service quality has been satisfactory and products are of well qualified with reasonable price. As for contacting channel in regarding to UPS under my responsibility, we have Service Level Agreement (SLA) to have Delta to our facility within four hours to troubleshoot the problem. Whenever we reach its call center, our line has always been answered. In addition, Delta provides advice to resolve some basic technical issue around the clock, 7 days/24 hours.

During the early stage of Delta in the UPS market, there were some difficulties involving with pricing of service contract. However, after we highlighted, negotiated, the problems had been resolved. We have seen continuous development and improvement of both standards of product and services. We are certain that Delta UPS will become a world class brand in the near future.



I have taken care of Delta's components during the past four years while business with Delta has been continued for around fifteen years. I have no doubt about Delta's management system and its transparent operation. We have equitable business dealing and Delta takes a good care of its suppliers. It provides trainings on administration and other related issues and always reachable whenever problems occur. Expenses are managed on time and as stated in the contract. We are well informed of any supplier's related activities and consistently receive updated information. Delta is an unquestionable company, transparent, no corruption or domination. Bargain is common for trade business but negotiation for Delta will only be between organizations. It is apparent that new suppliers must be advantage to Delta as a whole, not just for personal benefit.

Overall, Delta is currently our valued our customers. It is our pleasure to share any suggestions should there be with Delta and hope to do business as trade partner in the long run.



I have been a secretary to Head of Production Planning for five years since the very first day of my employment in this Company. My distinct stance gives no obstacle at work, just doing my best and interfere no others. This Company is quite open, no gender discrimination, prejudice and it offers equal opportunity to all employees. On the very first day at Human Resources Department, I was told that gender appearance was my decision and I had to go through all normal test process like others. I have fine colleagues with brotherly love. Respect is a common protocol in working with other departments. I get a priority and assistant from colleagues to accomplish my responsibility in the organization. Compensation and carrier path are quite satisfactory. In fact, it allows me to improve myself and be far away from difficulties. Benefits are quite reasonable and actually make me proud of myself. I am also pleased with the welfare, which is not only benefit to me but also to my family members. I am well informed of benefit as well as update. From the first day since 2010 up to now, I see myself open to something new, better on human relationship, and bigger on remuneration.

I have responsibility at home, taking care of my mother alone, working with a secure company helps enhancement my family life.



Asst. Prof. Pisit : Delta came into my view since I was a graduate student, was introduced to me by a senior university lecturer. At that time, I had an opportunity to attend a class lectured by a world famous professor, from when I got acquainted with Delta in regarding to what they did and on which business type they operated. After that, I had further study and became a lecturer myself. I started contact Delta because I vision Delta an organization to help loop Thai education into the industry circle.

Asst. Prof. Nopphadon : An official MOU between our university and the Company helps smooth our current cooperative program which starts off with a regular summer course. Initially, Delta provides industrial training during two to three months of the summer program. Later, it has been extended to a cooperative curriculum of a longer stay for more intense study and technology transfer. Our students can obtain field work experience and being able to apply their class-room electrical engineering knowledge in the real world of industrial practice.

Asst. Prof. Pisit : Access to Delta work place is an opportunity for our students to expose themselves to the wide industrial world, in addition to the class-room study surrounding by text books. After all, benefits from this cooperation are mutual to all among the students, the university and Delta itself.

Asst. Prof. Nopphadon : Response from our Dean is quite positive. We receive full support for all of Department's activities performed on behalf of the Faculty in collaboration with Delta Electronics.



I am here today as a Thai Red Cross representative, leading a team for blood donation event at Delta Electronics. Delta Thailand was not known to me at the very first visit. However, I see positive development as the program consistently moves on. A few blood donors at the beginning have drastically increased over years and especially with more well-provided facilities. Delta has clearly proceeded and committed towards social responsibility.

So far, the cooperation goes well, problems and inadequacy have always been promptly addressed. We can seek advice from the coordinator, either ad-hoc in nature or planning for further improvement. As a red-cross representative, we are delight to liaise with Delta to give an opportunity to Delta and its employee to participate in this community service activity and hope to see no end of this blood donation event.



It has been quite a long time that the Bank I work for deals business with Delta Thailand but only during the past three years that Delta becomes my responsible account. Professional is the valuable experience in working with Delta because of its being multinational corporation. Both teams in charge of Thailand and its subsidiaries have high integrity in business connection with the bank. For the Bank, Delta has satisfactory operational standards. As a creditor, Delta is able to meet obligations and agreements as committed on the back of its healthy financial position. In terms of credit service, borrowing from Delta is in fact very rare, unlike other companies. Delta has its own strength in handling cash. Other services such as cash management, exchange rate management, and bank guarantee are in general smoothly performed. It is quite a pleasure in taking care of such a good customer like Delta. Moreover, Delta is quite responsive on communication. Daily interaction between the Bank and Delta's financial management team is pretty conventional, sometime to get problem solved, sometime to seek help or sometime just to ensure whether there is any difficulties to break through. Collaboration around the networks of both Delta and the Bank worldwide has always been turned around in a speedy response, with clear and right to the point. Working with Delta gives me worry free. From the Bank's perspective, for a 10 point full score, I give Delta 11.

At present, the Bank keeps regular contact with Delta. We are interested in what Delta is doing, what's next and how the business would be in the days ahead. We communicate daily and update information regularly with hope that our endless sharing would induce an alternative way to support Delta towards win-win strategy for both Delta and the Bank. We strive to be part of the success of Delta Electronics like this in the far future.



Answers are always given to our questions timely.

Mr. Anekpong Buddhapiban
Analyst/ -Investor

I am here to join Delta Thailand's Analyst Meeting and Press Release. I have been assigned to take care of Delta Thailand related accounts for two and a half years. I always have to collaborate with Delta Thailand's Investor Relation function and it is appreciated. Whenever any question risen, we always get satisfactory answer timely. On top of our good cooperation, I do look forwards to more information disclosure for both analysts and public.

Stakeholder Engagement

In addition to timely hearing activity, Delta Thailand has adopted the following mechanisms to communicate with stakeholders. The top-5 issues of each stakeholder concern are identified with systematic materiality analysis, so that we can take the necessary responsive action and enrich the content of our information disclosures. Furthermore, any stakeholder's highlights raised in "Other important area" portion of the on-line questionnaire had reported to the management and Sustainability Development Committee to seek for any further action as well.

Stakeholder	Expectations	Engagement & Communication Approach	2015 Actions	Interval / Frequency
Employee	<ul style="list-style-type: none"> - Corporate governance - Risk & Crisis Management - Customer relationship management - Product stewardship - Occupational health and safety 	<ul style="list-style-type: none"> - Delta Thailand's intranet - Delta Group on-line magazine - Electronics signage boards - CSR activities - Top down communication - Website : www.deltathailand.com - e-mail : CSR-DET@deltaww.com Whistleblow@deltaww.com - Random interview 	<ul style="list-style-type: none"> - More detail disclosure in separate SD report includes <ul style="list-style-type: none"> • Corporate governance • Risk Management • Product stewardship • Statistic OHSAS related figures • Human resource related figures - Code of conduct & Communication channels training included in new employee orientation program - Canteen renovation and management system improvement 	<ul style="list-style-type: none"> - Annually - Approx. quarterly - Irregularly
Customer	<ul style="list-style-type: none"> - Corporate governance - Risk & Crisis Management - Customer relationship Management - Product stewardship 	<ul style="list-style-type: none"> - Direct feedback via sales channel - On-site discussion - CRM System in Front Office - Feedback through Delta contact channel - Website : www.deltathailand.com - E-mail : CSR-DET@deltaww.com Whistleblow@deltaww.com - Random Interview 	<ul style="list-style-type: none"> - More detail disclosure in separate SD report includes <ul style="list-style-type: none"> • Corporate governance • Risk management • Product stewardship • Customer relationship management 	<ul style="list-style-type: none"> - Annually

Stakeholder	Expectations	Engagement & Communication Approach	2015 Actions	Interval / Frequency
Supplier	<ul style="list-style-type: none"> - Code of conduct - Customer relationship management - Environmental policy / management system - Operational eco-efficiency (energy & resources management) - Standard for suppliers 	<ul style="list-style-type: none"> - Electronics signage board - Feedback through Delta contact channel - Website : www.deltathailand.com - E-mail : CSR-DET@deltaww.com Whistleblow@deltaww.com - Random interview 	<ul style="list-style-type: none"> - More detail disclosure in separate SD report includes <ul style="list-style-type: none"> • Code of conduct • Customer relationship management • Environment policy and management system - Supplier yearly Meeting 	<ul style="list-style-type: none"> - Annually - Annually
Investor (shareholder)	<ul style="list-style-type: none"> - Corporate governance - Code of Conduct - Risk & Crisis management - Operational eco-efficiency - Cultivation of talent and training 	<ul style="list-style-type: none"> - Website - Direct e-mail - Press release/ Opportunity day - Annual report - Annual General Meeting - Website : www.deltathailand.com - E-mail : CSR-DET@deltaww.com Whistleblow@deltaww.com - Random Interview 	<ul style="list-style-type: none"> - More detail disclosure in separate SD report includes <ul style="list-style-type: none"> • Corporate governance • Code of conduct • Risk & crisis management • Operation eco-efficiency • Human resource related figures - Improve communication channel thru direct e-mail 	<ul style="list-style-type: none"> - Annually - Irregularly

Stakeholder	Expectations	Engagement & Communication Approach	2015 Actions	Interval / Frequency
Community	<ul style="list-style-type: none"> - Corporate governance - Environmental Policy / Management system / - Operational eco-efficiency - Product stewardship 	<ul style="list-style-type: none"> - Direct feedback via CSR on-site team - Website : www.deltathailand.com - E-mail : CSR-DET@deltaww.com Whistleblow@deltaww.com - Random Interview 	<ul style="list-style-type: none"> - CSR activities with community - Detailed environmental disclosure added as SD report's annex 	<ul style="list-style-type: none"> - At least twice a year or when any incident need support or requested by community - Annually

Identified Material Aspect and Boundaries



Delta Thailand analyzes the significance of sustainable development issues based on GRI G4 and related regulations as the processes described below:

Step 1 : List sustainable development issues related to Delta Thailand and most issues are the materials aspects of GRI G4. Simultaneously, the Company refer to EICC and the Securities and the Exchange Commission of Thailand's Corporate Governance. In conclusion, there are 16 issues for investigation included in the Company's questionnaire as following:

Aspect	Sustainability Development Key Issues		
Economics	<ul style="list-style-type: none"> • Corporate governance • Code of conduct 	<ul style="list-style-type: none"> • Risk & crisis management • Customer relationship management 	<ul style="list-style-type: none"> • Innovation management • Brand management
Environment	<ul style="list-style-type: none"> • Environmental policy & management system • Green operation 	<ul style="list-style-type: none"> • Product stewardship • Water-related risk 	
Social	<ul style="list-style-type: none"> • Corporate citizenship and philanthropy • Occupational health and Safety 	<ul style="list-style-type: none"> • Cultivation of talent and training • Labor relations and Employee's benefit 	<ul style="list-style-type: none"> • Labor rights • Standard for suppliers

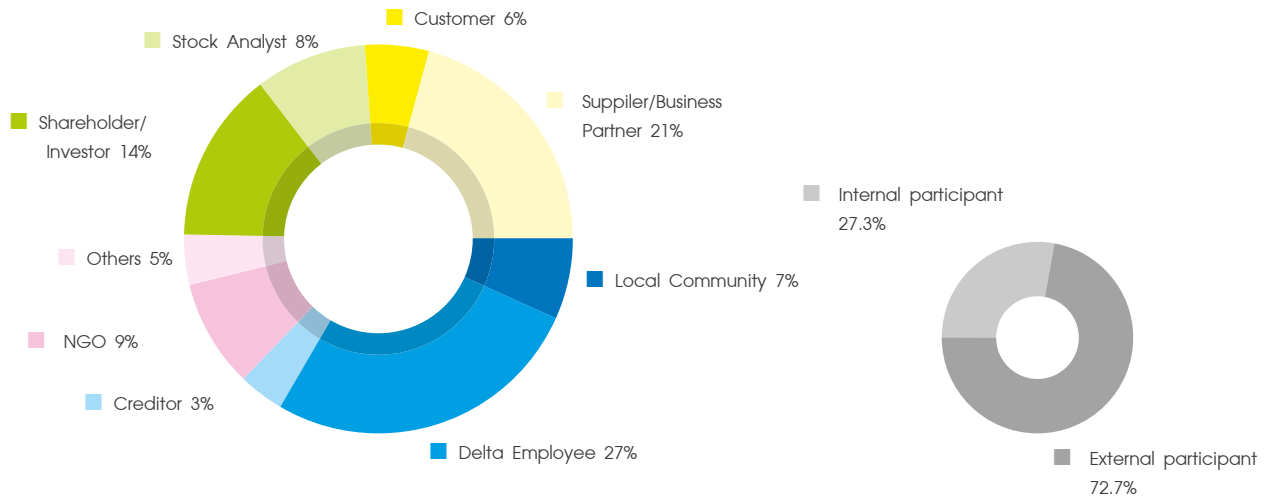
Step 2 : From our latest 2014 report which included only our factories in Thailand, the Company endeavor to extend our report boundaries to disclose more sustainability development related information of our subsidiaries in Slovakia and India as well.

Step 3 : Communicate with the Company's major stakeholder via following communication channels:

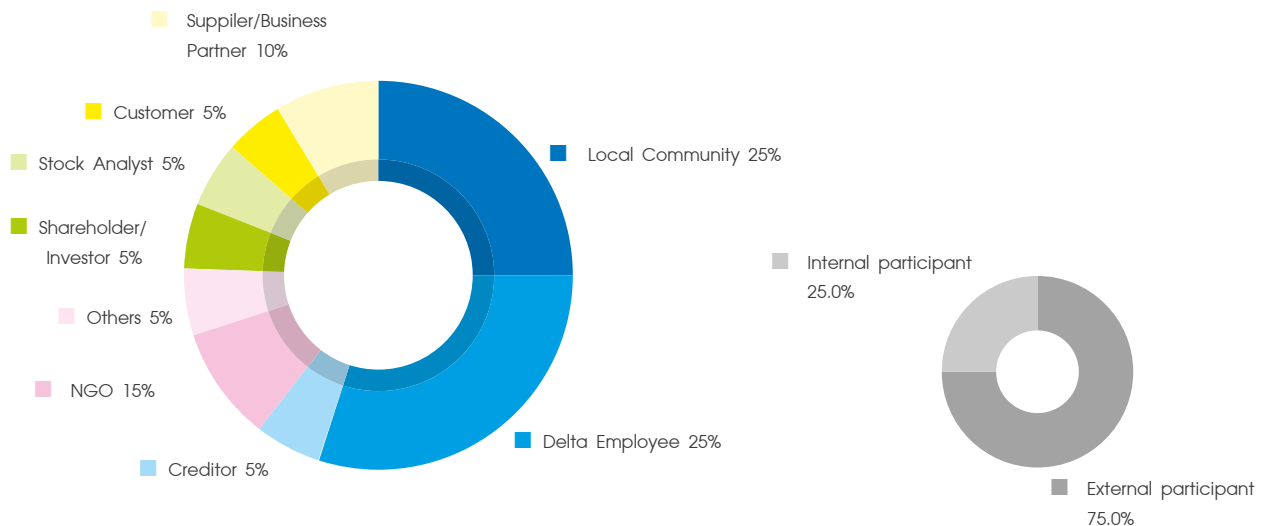
- On-line questionnaire published on the Company's website
- Direct e-mail to send the link of questionnaire to stakeholders who registered their participation with the Company's activities in 2015.
- Random interview and printout questionnaire to related stakeholders who join Delta Thailand's on-site activities.

Step 4 : Identify the issues in the Company's major stakeholders' focus through an opinion survey of stakeholders by scoring High, Moderate and Low based on the participant's degree of attention and the impact to the Company's operation. Furthermore, to ensure the results obtained are precise and accurate, the Company arranges a random interview as another approach to counter check result.

Questionnaire received from major stakeholders



Random Interview with major stakeholders



Step 5 : Prioritize the each material aspect by using Simple Correlation Test to validate the level of significance of each aspects to the Company's key performances. Discuss the result and detail of stakeholders' score and related suggestion with the Sustainable Development Committee to assess the impact of each issue to Delta Thailand's performance.

Result of Stakeholder Materiality Analysis



The result of stakeholder materiality Analysis indicates that 15 from 16 aspects have been interested by the Company's stakeholders in high level since Delta Thailand has never disclosed these information in detail. However, the top 6 of overall highest score aspects in both stakeholders' and the Company's view had disclosed in detail as following:

Most Important issue	page
Environment Policy / Management System	71
Operational eco-efficiency	72
Labor relation and employee benefit	32
Cultivation of talent and training	33 - 36
Occupational health and safety	34, 38 - 40
Labor right	33 - 34

Step 6 : Disclosed in our Sustainability Development Report as our major working goals for sustainability development in the future.

Transparency and Shareholder Communications

The Company has the policy to disclose data and information accurately, adequately and timely like announcements for the SET so as to allow stakeholders to know about operating performance, financial position, key developments and information such as financial statements, annual report, disclosure Form 56-1 and stock price in both Thai and English language. Such information is available on websites of relevant authorities such as the Stock Exchange of Thailand (SET) and the Securities Exchange Commission (SEC) as well as on the Company's website www.deltathailand.com. Interest persons may telephone or email to request for more information at info@deltathailand.com. The Company also has investor relations unit to provide information to shareholders, investors, securities analysts, and others and they can be reached at ir@deltaww.com

Since 2009, with support from SET, the Company organized press conference quarterly to announce and explain each quarter's consolidated financial data, business performance and future plans to securities analysts, reporters and general investors and for those people to meet with its top management in a bid to nurture confidence of all stakeholders. Analyst meetings are arranged in every quarter. In addition, private meetings upon investors requests are also arranged by Investor Relations to establish good understanding about the Company's operation and its business strategies. IR manager represents our management in regional conferences several times a year to provide updated information on the Company's operation and business outlook.



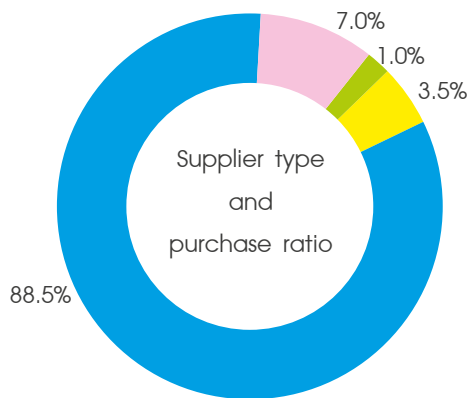
Delta organized press conference quarterly at The Stock Exchange of Thailand's Building to nurture confidence of all stakeholders

In 2014, the Company was awarded "Best Senior Management IR Support" from Alpha Southeast Asia magazine. The winner of this award was based on the poll that was completed by 477 institutional investors who have an investment interest in the region including pension funds, hedge funds, equity securities and fixed income brokers, and securities analysts.

Our Partners

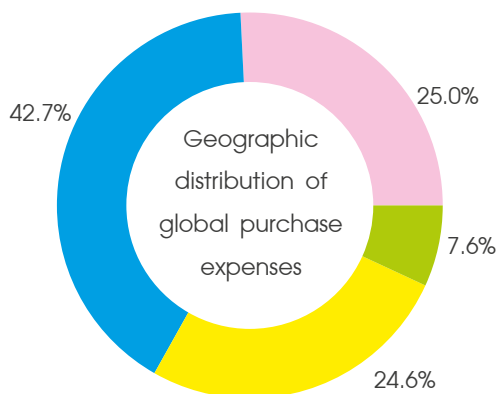
The Company provides products and services in three major categories: Power electronics, Energy Management and Smart Green Life. For production, Delta Thailand's suppliers are divided into three types: production-related direct materials, non-production-related indirect materials, and labor. For historic purchase expenditure, direct material is the major proportion, taking 96.5% in 2015. There are three types of direct material suppliers: raw material/component suppliers, agents, and outsourced suppliers, where raw material and component suppliers take the highest proportion of up to 88.5%.

Furthermore, to establish close link with local partners, improve local social and economic development, and reduce the environmental footprint of the production process, Delta Thailand continues to adopt localized purchasing. For major production sites in Thailand, 25% of direct materials were purchased locally in 2015.



Direct Material Supplier Type	%
Raw materials / parts supplier	88.5
Agents	7.0
Outsourcers	1.0
Indirect material and labor	3.5
Grand Total	100.0

- Raw materials / parts supplier
- Outsourcers
- Agents
- Indirect material and labor



Country	%
China	42.7
Taiwan	25.0
Thailand	7.6
Other	24.6
Grand Total	100.0

- CHINA
- TAIWAN
- THAILAND
- OTHER

The Company views our suppliers as long-term partners. We believe that a prolonged partnership can only be maintained between enterprises with similar cultures. Integrity and honesty are the first priorities for Delta Thailand in selecting suppliers. Furthermore, competitive quality, technology, delivery and cost are also requirements for a supplier. Thousands of suppliers all over the world are not only commercial partners for Delta Thailand, they are partners in our promotion of a sustainable business as well.



An in-house training organized for Delta's Thailand suppliers in November 2015 to endeavor sustainability in environmental, social and governance aspects accordingly to the market's requirement

Currently, the Company continues to cooperate with suppliers on important sustainability issues such as the environment-associated material management of products, conflict metal management, supplier ESG (Environment, Society and Economic aspects), Risk Management (including the Electronic Industry Code of Conduct, EICC) and carbon footprint/energy saving and carbon reduction control

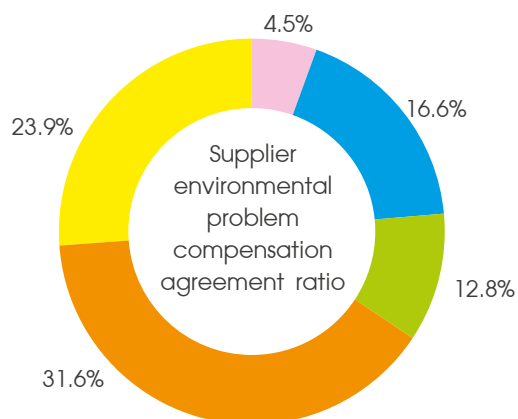
Management of Environment-Related Substances (ERS) in Products

The Company has introduced the IECQ/QC080000 Quality System and promoted Green Product Management (GPM) systems. IECQ is implemented based on the risk classification of materials; the Green Supply Chain is established based on the following principles:

- A supplier must fully comply with local statutory regulations and define its own risk control mechanism.
- A supplier must establish management systems regarding environmental protection, staff health and safety, and being hazardous substance free (HSF).
- Compliance with relevant Delta Thailand's standards on managing environment related substances (such as 10000-0162 Management Standards for Environment Related Substances).

At the same time, the Company takes the Green Products Management (GPM) system as a shared platform of environmental information in the supply chain. The most recent international environmental requirements such as the latest controlled substances of EU's RoHS 2.0, REACH SVHC, and others, are simultaneously relayed to

supplier partners for their reference and compliance with the requirements and establishing the management system for the material supply system. In addition, we have established consultation teams in major plants for the verification of Environment Related Substances in products. Continuous consultation was provided to improve the Management System for Environment Related Substances of key suppliers.

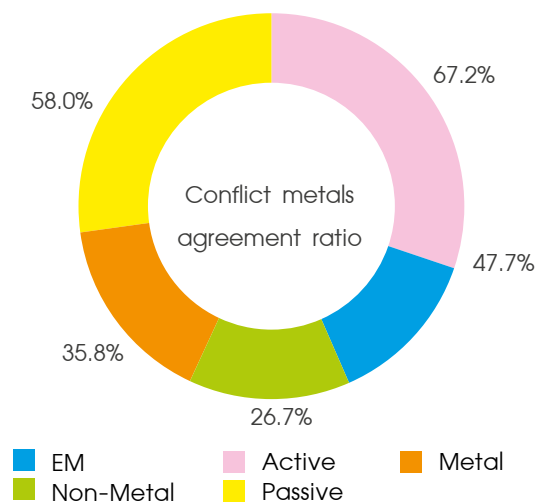


Commodity	%
Active	4.5
EM	16.6
Non-Metal	12.8
Metal	31.6
Passive	23.6
TTL.	17.7

■ EM ■ Active ■ Metal
■ Non-Metal ■ Passive

Control of Conflict Metals

For the requirements of establishing the management of a sustainable supply chain, the Company requests new suppliers to obtain certifications of relevant systems for Quality, Environment, and Occupational Health & Safety, as well as to sign an "Integrity Statement" and an "EICC Commitment Statement". Delta Thailand also encourages existing suppliers to obtain relevant certificates for the systems mentioned above.



Commodity	%
Active	67.2
EM	41.7
Non-Metal	26.7
Metal	35.8
Passive	58
TTL.	41.9

Supplier ESG (Environment, Society and Economic aspects) Risk Management

ESG Management Requirements and Risk Assessment

For the requirements of establishing the management of a sustainable supply chain, the Company requests new suppliers to obtain certifications of relevant systems for Quality, Environment, and Occupational Health & Safety, as well as to sign an "Integrity Statement" and an "EICC Commitment Statement". Delta Thailand also encourages existing suppliers to obtain relevant certificates for the systems mentioned above.



Delta Thailand frequently perform on-site audit to its domestic and overseas suppliers' standard of product's quality and standard of the process

Additionally, using tools such as Risk Mapping, Delta Thailand verifies potential risks in the supply chain of factors such as the Economy, Environment, and Society, and for the purpose of strengthening related management. During past years, with power supply product samples, key suppliers that obtained relevant certificates increased each year.

Components	PCBs	Wire A'ssy	Heat Sink	Inductor / Transformer	Metal/Plastic casing
Risk Attributes	Environment	Environment, Society	Environment, Society	Environment, Society	Environment, Society
Potential Risks	<ul style="list-style-type: none"> Etching process hazardous substance VOC escape from PCB process Hazardous chemicals Toluene emissions Imm. Tin causes cancer 	<ul style="list-style-type: none"> Labor intensity VOC escape from PVC heating Labor safety risks in soldering process 	<ul style="list-style-type: none"> Labor intensity Labor safety risks in stamping process Dust and high noise level in work environment Human toxicity from melting process Solid waste production from AL dross Aquatic toxicity Global warming 	<ul style="list-style-type: none"> Labor intensity Process chemicals High temperature and high humidity in work area REACH RoHS Red phosphorus Halogen Free 	<ul style="list-style-type: none"> Labor safety risk in injection stamping processes High temperature and high humidity in work area Odor of plastics and resins Safety concern in tooling/mold installing and stamping/injection process High noise High temp.
Key Suppliers	9	26	8	46	30

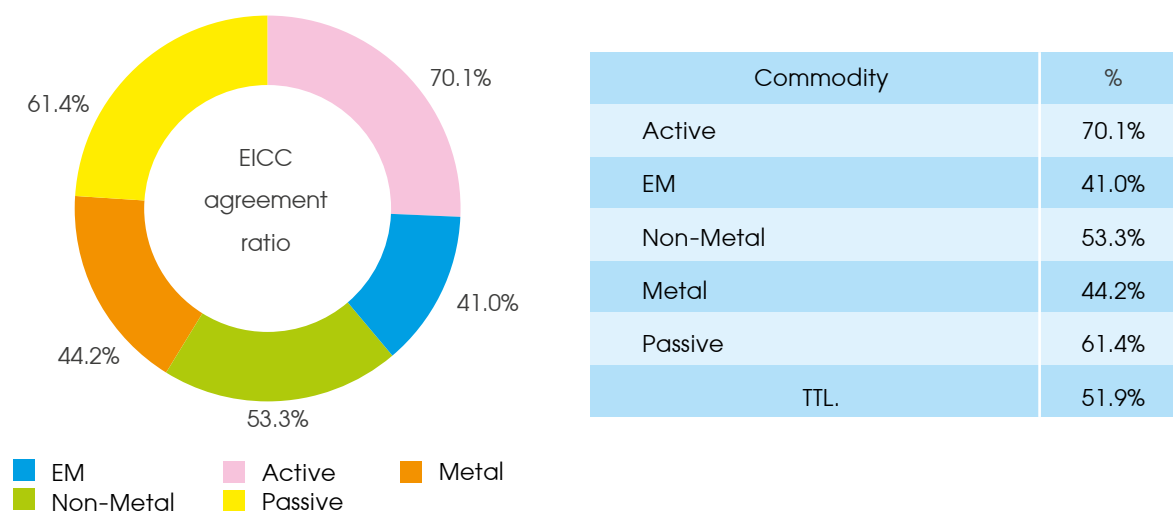
EICC Verification Consultation

To lower ESG risks in the supply chain and improve competitiveness, the Company started promoting EICC Verification Consultation from 2014. A verification and consultation team was organized jointly by Delta Thailand's Human Resources, Labor Safety, Plant Affairs, and Purchasing Departments to perform EICC verification and consultation of key suppliers with high ESG risks. The 2015 audit consist of 16 suppliers participated in this activity, and all suppliers has passed with an average score of 89.24%. The Company setup "EICC committee" composed of 5 major departments: Human Resource Administration, Occupational Health and Safety, Facilities, Central Purchasing Control , Purchasing Material Control, and Supplier Quality Management. They will be looking into categories of Labor, Human Rights Health & Safety, Environmental issues, Ethics and Management Systems, respectively. Room for improvement has been verified for most of the suppliers in Health and Safety aspects of the EICC management system.



EICC Committee consisting of Delta Thailand's staffs from Human Resource Administration, Occupational Health and Safety, Facilities, Central Purchasing Control , Purchasing Material Control, and Supplier Quality Management performing an on-site audit to ensure supplier's standard in environmental, social and governance aspects. In 2016, the Company aims to increase percentage of audited suppliers to 30% of major suppliers from based year 2015.

Excessive work hours are common managerial problems in the industry. Addressing these findings, the Company verification and consultation team provided experience in introducing and promoting Delta Thailand's Management System for the reference of suppliers, with status follows up to ensure continued improvement.



Carbon Footprint/ Energy Saving and CO2e Reduction Management

To fulfill its business commitment of "Care for the Environment, Energy Saving, and Our Green Earth", the Company continuously with suppliers to reduce carbon emissions, which not only lowers operation costs for both Delta Thailand and the supplier, but also increases the competitiveness of the entire supply chain.

Cooperation Items	Summary	Quantitative/Qualitative Results
Packaging materials recycling	The Company cooperates with major processing factories to recycle packaging materials such as EPE,	Delta Thailand recycles up to 48% of the packaging materials for the mechanical products.
Green Logistics	paper, and more. Major global distribution centers cooperate with logistics providers to implement transportation cost optimization, consolidated delivery, full-truck load, packaging design, container packaging and selection of optimal delivery routes, and other relevant measures.	Compared to 2014, the Company's total saving for airfreight costs in 2015 was about 12.99%.
Introduction of energy saving and carbon reduction products and solutions	The Company assists suppliers to introduce energy saving products or solutions, such as LED, inverter, energy management systems, and more.	Delta Thailand cooperated with 5 suppliers to introduce energy saving products and solutions in 2014 and 2015.

Social Contribution

Delta Thailand, as an active corporate citizen, carries on its social responsibilities through various CSR activities, projects, and programs catering to the needs of its stakeholders. In addition to continuous effort to take care of its customers, employees, suppliers, creditors, societies and environment simultaneously with fair competition to our competitors accordingly to the Company's Fair Treatment Policy; Delta Thailand broaden our effort to enrich its corporate citizenship in equivalent view and extended view; hence, the Company's CSR activities has developed to be more various, more impact to larger group of stakeholder and more in-line with external society's directions.

Scholarship Program at Dhonburi Rajabhat University

Delta Electronics (Thailand) Public Company Limited understands the importance of the role Education plays in building the talent pipeline for the society , therefore it has signed educational support cooperation with Dhonburi Rajabhat University in 2008 to open a study center located within work place. Several of Delta employees also study at the Business Administration Department of the University's Arts Faculty and at present, three generation had already been graduated. Delta has also provided scholarships to students at Dhonburi Rajabhat University for more than seven years.



Volunteer Spirit Activity with Government Agencies and Associated Networks

Delta Electronics (Thailand) Public Company Limited., Ltd. has continuously cooperated and participated in the social activities with various government agencies and associated networks every year such as mangrove reforestation and 5S. All programs are aimed at preserving environment and perform by joining with government agencies ; for instance, Bang Poo Industrial Estate and associated networks. Volunteers in every activity include both management and employees.



CSR Activity in Adjacent Communities

The CSR-DIW program was Delta's agreement with the Department of Industrial Works (DIW) of Industry Ministry to participate with and provide support to the adjacent communities. The program has begun since 2011. Following are parts of activities performed at the nearby communities.

- At Aua-ar-thorn village 1 in Samutprakan province, Delta provided knowledge to separate recycle waste and exercise training.
- At Eiam-suree School in Samutprakarn province, Delta provided knowledge about energy saving, environmental conservation, and safety awareness under a project name "Security Consciousness can be Cultivated by yourself".
- At Bang Wua School, Delta Thailand had a project to spin mulberry paper from recycle paper, taught students to make dishwashing detergent, and demonstrated how to compost microbial fertilizer from leftover vegetables, food and fruits.
- At Ban Khlong Kao School, Delta Thailand helped to improve the surrounding landscape and made concreted walkways at the entrance/exit of the hospital to be convenience for students, staffs and visitors who come to seek for service.
- At Tai Ban Mai Health Promotion Hospital in Samutprakan province, Delta helped to renovate the entrance/ exit gate in which was handed-over and opened on 6 October 2015 by our Executive Director Anusorn Muttaraid.



Delta Open House to Introduce Energy Management to the Students

To enhance the Company's Social Empowerment through Education (SEEd) Program, Delta Thailand in collaboration with Bangpoo Industrial Estate Authority, organized Delta Open House for the students in Bang Poo area during February 18-24, 2016.

The "Open House for Energy Education Sharing" aims to share and inculcate knowledge regarding energy management to the students and to build up their awareness in energy conservation through improving product, system and solution efficiencies which will in turn result in sustainable development of local communities and the country.

In addition, the program hopes to inspire the children from a young age to develop engineering interests. The program targets elementary students nearby Delta Thailand's Bang Poo factory, some of whom are Delta employees' children.



Sixth from the left of last row: From the Board of Directors- Dr. Anusorn Muttaraid, Emeritus Professor Supapun Ruttanaporn, Dr.Witoon Simachokedee, and Mr. Pratheep Aengchuan, Director of Bangpoo IEAT with teachers and students of Wat Klong Kao School and Eamsuree School on 18 February 2016

The six schools that participated in the seven days open house were Wat Klong Kao School, Eamsuree School, Wat Tamru Mittraphap Thi 65 School, Piboonpachaban School, Wat Prackasa School and Nakdee Anusorn School. In 2016, Delta Thailand plans to promote the program to more schools in the vicinity of our factories including Wellgrow Industrial Estate in Chachoengsao.

Blood Donation Program

Delta Electronics (Thailand) Public Company Limited has helped society by continuously campaigning to employees to donate their blood to the Red Cross for more than ten years. The activity has been arranged four times a year. The amount of blood unit donated by Delta employee is accumulated over 8,927 units. The Company received Thai Red Cross' second class Honorary Certificate from Her Royal Highness Princess Soamsawali on 29 September 2015.





This program is intended to become a role model and helps encourage business initiatives among juvenile, students and young people, who have the potential to do business but lack of fund or facing difficulty to access source of fund, to be able to gain strength and achieve sustainability in developing and growing their businesses. Last year, there were 11 among 73 business initiatives to which Delta provided supported fund throughout the entire projects.

Delta Electronics (Thailand) PLC. awarded 200 scholarships, to the primary school students and 163 scholarships last year, in Chiangrai and Chiangmai. These 363 students from 37 schools in total, obtained good study grades and were in need of the financial aids. The ceremony was held at the Yunnan Association of Thailand Chiangrai Branch and the Chiangmai Yunnan Association. Mr. Vichai Saksuriya (Operation Vice President) and Ms. Kathaleeya Pungudom together with Mr. Chang, Yang-Chien & Ms. Chen, Wen-Chen (representatives of the Delta Electronics Foundation Taiwan) were presented at the ceremonies.



Long-term Scholarship

Delta Thailand awarded 6 long-term scholarships with good amount of reward. Students who received the scholarships have good academic results and need long term financial support for tuition fees and living cost.



Funds Donated for Schools' Buildings, Computers, Equipment & Facilities.

On the occasion, Delta donated considerable amount of funds were donated to schools for replacing the schools' roofs, building maintenance expenses and sets of tables and chairs for students. This shows our efforts towards supporting Education stream for continuous improvement.

Delta Cup and University Projects

Delta Electronics (Thailand) Public Company Limited realizes and recognizes the importance of Education, therefore, agreed to cooperate with educational institutions and government agencies in order to built-up sustainability in education. This academic collaboration agreement is aimed at not only promoting, educating, and providing on-the-ground skills to obtain real life work experiences but also raising students' potential to cope with the recruitment and selection processes in order to be employed by any entrepreneur. The project also helps to prepare and shine capable students to be nominated to participate in the Delta Cup competition held in China every year by the Delta Group.



Signing of the Memorandum of Understanding (MOU) with various educational institutions to organize an educational trip for lecturers from various universities, Thailand government officials, and lecturers from India in order to gain knowledge in getting their students ready for the Delta Cup competition



Lecturers from various educational institutions on the educational trip to observe the Delta Cup in China

Last year, to encourage collaboration among the private sector and educational institutions, the Company organized the “Knowledge Transfer for Industrial Automation Products towards Delta Cup” for students from four educational institutions namely, King Mongkut's University of Technology Thonburi, King Mongkut's University of Technology North Bangkok, King Mongkut's Institute of Technology Ladkrabang, and Samut Prakan Technical College. This program included transferring of knowledge and new technology to the university and their students to obtain real experience in using Delta’s Industrial Automation products and related software in order to get ready for the annual Delta Cup program organized annually in China.



Atmosphere at the opening ceremony of the “Knowledge Transfer for Industrial Automation Products towards Delta Cup”



Delta Electronics (Thailand) arranged a Certificate Ceremony for the students participating in the program on 15 November 2015, with an honor to have the President of Delta Electronics (Thailand), Mr Hsieh Shen-Yen, and the Executive Director, Anusorn Muttaraid presided over and presented the certificates to a total of 128 students. Industrial Automation Kits also offered to their respective institutions to be used as student’s learning materials. Six teams among the total 43 teams in this training project have been selected to represent Thailand at Delta Cup 2016 in China.



Risk Management

Risk is inherent in all the administrative and business activities and becoming more complex with higher speed of change in today's business scenario. Risk management is believed to be one of the most effective tools to ensure the good management practice and facilitate the achievement of organization's objectives. Every member of the Company and its subsidiaries' are required to continuously manage risk.

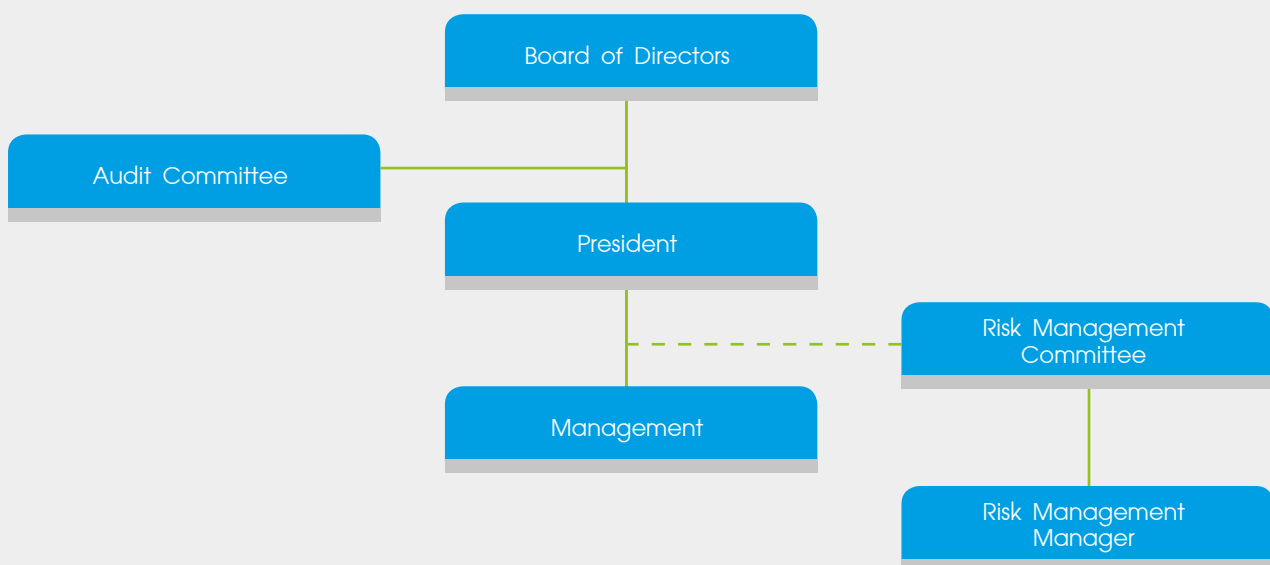
The Board of Directors has appointed a Risk Management Committee to prescribe risk management policy that covers the entire organization and to ensure that risk management procedures or systems are in place to appropriately mitigate impacts to the businesses of the Company.

Risk Management Committee

The Risk Management Committee's Chairman is from members of the Board of Director and it comprises of not less than 5 members consisting of head of major functions and/or the person assigned by Board of Directors or Chairman of the Committee. The Committee may, when necessary, invite other persons, who are involved with or responsible for any matters related to the meeting agenda, to participate in the Risk Management Committee meeting.

Duties and Responsibilities of Risk Management Committee

1. Establish risk management procedures
2. Implement risk management, to delegate the risk management to their respective managers
3. Develop and review strategic risk management plans
4. Semi-Annually and/or any time that is necessary report to the Audit Committee and at least once a year report to the Board
5. Monitor and continuously improve risk management
6. The Committee may seek for advice from relevant professional consultant in some cases



Risk Management Committee Organization

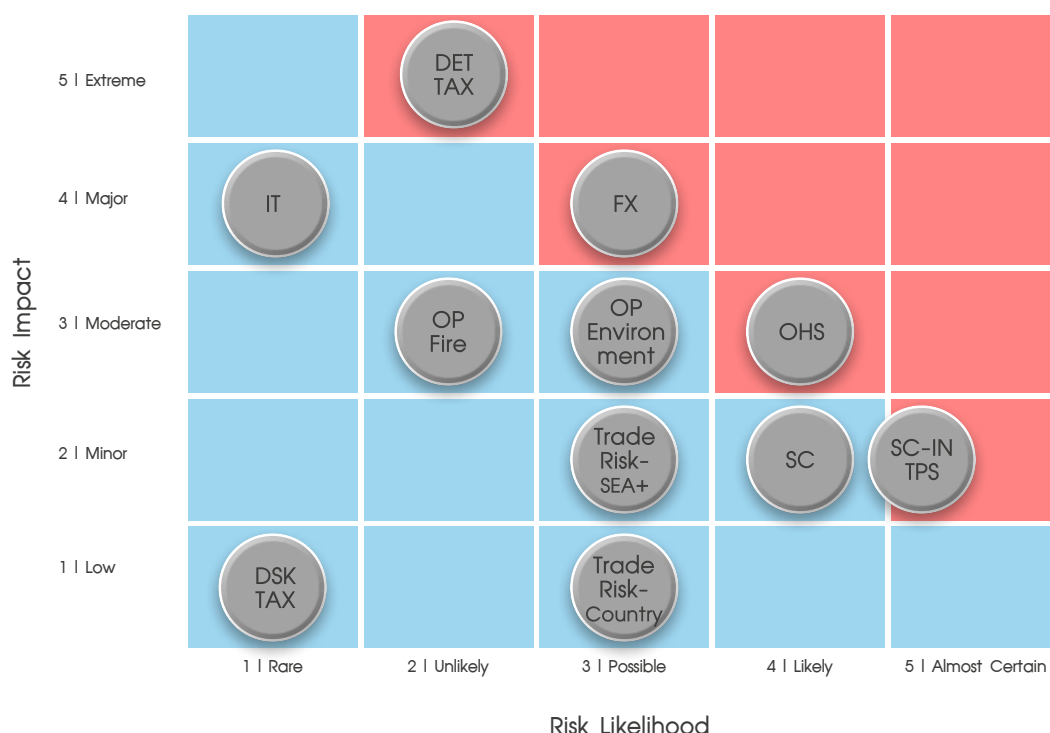
Risk Management Process

In order to put the risk management framework into practice, the Risk Management Committee has set up the risk assessment and risk policy to the management and the information is documented in the "Risk Management Committee Charter".

The Committee has advised the management to perform risk management according to the risk management policy with the support from Risk Management Manager who acts as the focal point for each department. The management need to identify the risks and how the risks happen, risk foundation, the area which risks occurred; measure the risks, ranked them, and prioritized them then form the risk management strategies and processes. Risk Management Manager will summarize the documentation and present to the Committee.

The Committee will review the documentation, allocate priorities, develop and review of strategic risk management plans proposed by each function (if any), and ensure the compliance with risk assessment and management procedures. Finally, submit a report on the status of the risk management and effectiveness of the organization's risk management processes to the Audit Committee or the Board at least twice a year.

Risk Analysis Matrix



- Acceptable risk
- Unacceptable risk

2015 Risk Analysis Matrix

Emerging Risk Mitigation

It is a “VUCA”(volatility, uncertainty, complexity, ambiguity :new normal) world out there, and Delta Electronics (Thailand) understands the importance of being ready for the issues those are perceived to be potentially significant but which may not be fully understood or cannot be controlled entirely.

In addition to the management of risks for our business in terms of financial, investment, supply chain, information, legal and intellectual property, environmental and occupational health and safety, Delta Electronics (Thailand) PCL. also pays attention to the emerging risks. Emerging risks may have significant impact on the Company’s sustainability; therefore, emerging risks will be taken into account in our Risk Management procedure to ensure the Company’s long term health.

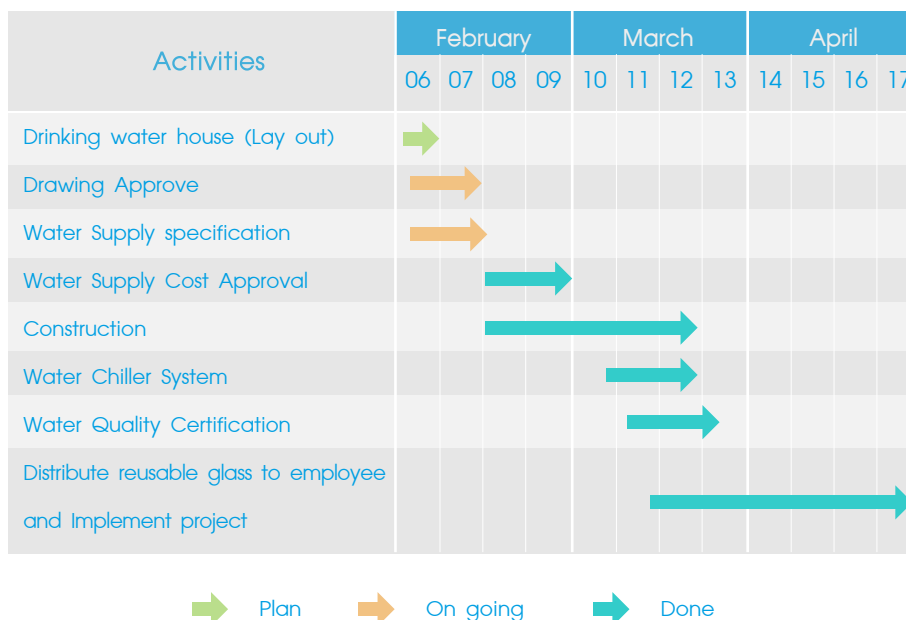
Clean Water Initiative

A stable source of clean water is essential to society and industry. Intensifying water storage capacity and improving management of dams, reservoirs and other water infrastructure is the most noticeable way of coping with less predictable rainfall.

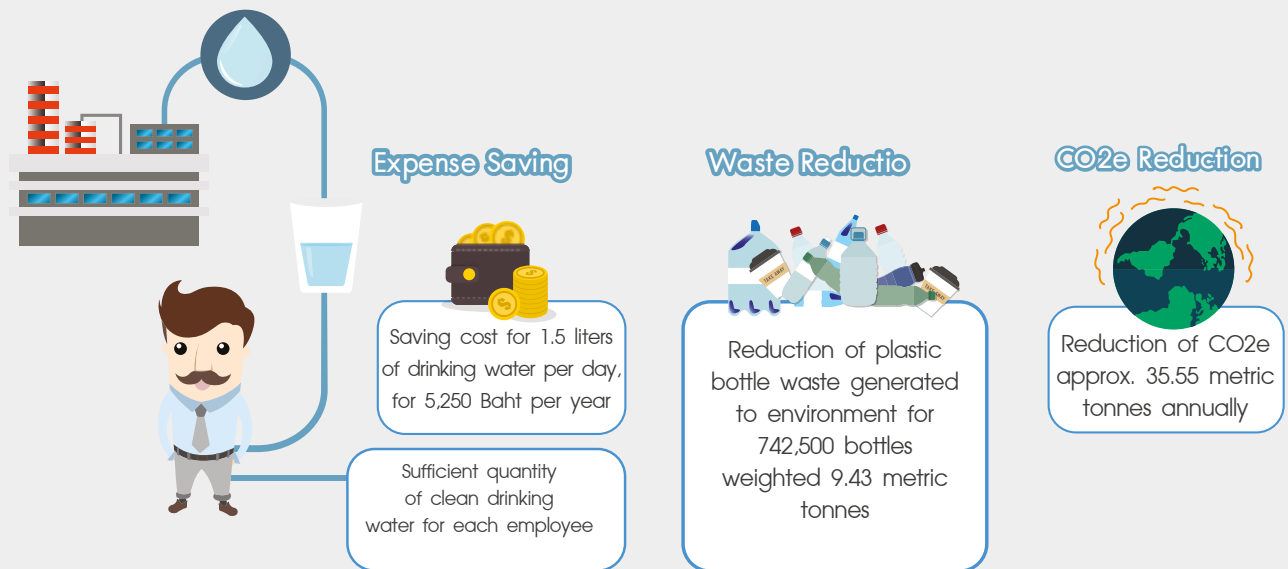
Delta Electronics (Thailand) is in full support of this rising problem and consistently working on its solution. Most of the water used by Delta's main sites is for domestic use (95%). Municipal water is the main source and no ground water is used.

Our endeavor is to implement various water-saving measures at main sites, such as recycling the condensed water of air-conditioners for flushing toilets or irrigation, using water-saving taps and water-saving toilets, reducing water output from taps and the water level of cisterns, managing the excess water of cooling towers as well as reusing the wastewater from water purifiers.

Project Timeline



In addition to the Company’s attention on water for daily consumption, it also looks after hygiene of drinking water by running “Drinking Water House Project” to enhance sufficiency of clean drinking water for their daily life. Simultaneously, this project will enrich reduction of employee’s expense and waste generation to the society and environment. Project implementation will lead to Sufficient



Calculated from 250 working days per year / 500 ml. drinking water costs 7 Baht/Total Delta Thailand employees 9,900 headcounts (100%) / 1 unit of 500 ml. PET bottle weights 12.7 gram.

Taking water consumption intensity (km^3/MUSD) as the indicator, we have a reduction of 50% compared to 2009 (based year). Not only cleaning water Delta also subscribe to the idea of The United Nations General Assembly's Resolution 64/292 dated 28 July 2010 that explicitly recognized the human right to water and sanitation as well as the UNCCD's drought and water scarcity Mitigation according to the United Nations Convention to Combat Desertification (UNCCD) which has a significant role in the sustainable availability of clean, adequate and safe water for human consumption and economic development.

Floods in Bangpoo Industrial Estate, EPZ Zone

At the beginning of 2016 we faced first time flood like situation in the Bangpoo Industrial Estate Export Zone. Floods impacted Delta Electronics (Thailand) operations in many areas like loss in production hours due to factory closure for one day shift, our Manpower health and safety was at stake due to the water blockage.



Flood in Bangpoo Industrial Estate Export Zone



Meeting with IEAT Bangpoo and representatives from businesses in Export Zone on 27 January 2016

To be better prepared with this kind of situation in the future we have concisely taken some measurements in the following areas:

Impact	Measurement and Mitigation
Production's lost time due to Factory shut down	<ul style="list-style-type: none"> Communicated with IEAT to plan for non-seasonal flood and flash floods to come out with a long-term collaborative solution. especially for faster water drain and evacuation plan IEAT will support space/facilities for the Company to set a temporary off-site command house for this kind of situation. Collaborating with neighbor factories and land owners to plan an emergency route for the Company's contingency plan
Production resources and Finished Goods Storage	<ul style="list-style-type: none"> Follow the Contingency plan established in 2011 that all machine, material and finished goods will be saved. In addition, there is no chemical spill from the Company's heighten chemical control and wasted management room.
Manpower safety and health	<ul style="list-style-type: none"> Arrange standby on-site generator supplier to generate electricity in case of electricity supply shortage for generating essential facilities for the employees who can't get out of the building e.g. Water pump, lighting including water drain pump. Revise existing communication channel between the Company and employees for faster response to the situation

Energy Saving and Environmental Protection

Our Company strives to bring the highest level of satisfaction to its customers by offering high quality products and impressive services. We also focus on the importance of setting up the management systems in order to drive business operations on the basis of the PDCA principle (Plan/ Do/ Check/ Action). The system allows us to cope with various contexts of quality, economic, social and environmental requirements and stakeholders' expectations, which employees at all the levels can continue applying as part of their daily activities. At present, the Company has been certified with various recognized standards, both on national and international level:

• ISO9001: 2008	International Standard of Quality Management System
• TS16949	International Standard of Quality Management System for the Automotive Industry
• TL9000	International Standard of Quality Management System for Telecommunications Industry
• ISO/IEC17025	Standard of Quality Laboratory System
• IEC-61340-5-1 and ANSI / SD S20.20	Standards of Electrostatic Discharge Control Program
• Authorized Economic Operator (AEO) Certificate	European Commission Declared by the Customs Department, Thailand
• ISO 27001	Information Security Management Certification
• ISO14001	Standard of Environmental Management System
• ISO14067	Standard of Product Carbon Footprint Assessment
• ISO14064-1	Standard of Management System for Quantification and Reporting of Greenhouse Gas Emissions.
• IECQ QC08000	Standard of Hazardous Substance Process Management
• ISO50001	Standard of Energy Management System
• OHSAS18001	Standard of Occupational Health and Safety Management

Delta Electronics (Thailand) is the first company in Thailand being certified ISO14064-1 and ISO50001 and remains committed to the standards in order to continue enhancing the Company's competencies towards the future. We have organized a variety of activities to raise environmental and energy efficiency awareness among our employees, such as a drawing contest and a reforestation campaign. Delta had no significant violation of environmental regulations in 2015. As all major Delta sites are located in industrial parks, this minimize the environmental impact on the local ecosystem, biodiversity and habitats during its operations.

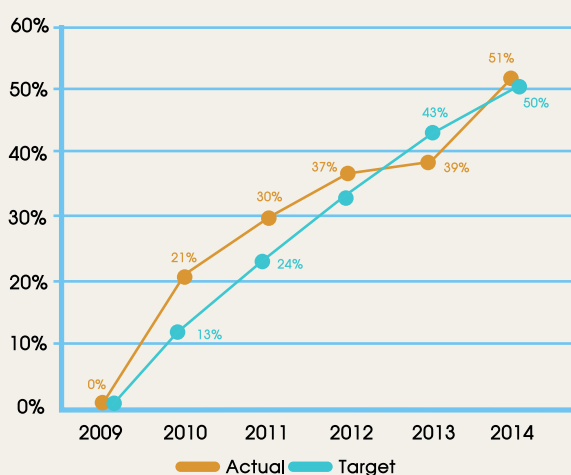
We also place a strong emphasis on strengthening our product and organizational growth in healthcare devices by establishing a higher international standard on ISO13485: Quality Management System of Medical Device Products. Delta has been verified by the Certification body in December 2015 and expects to acquire the certificate in the beginning of next year. Our effort will enhance our business opportunities to develop new products and services to fulfill our customers' expectations.

Operational Eco-Efficiency

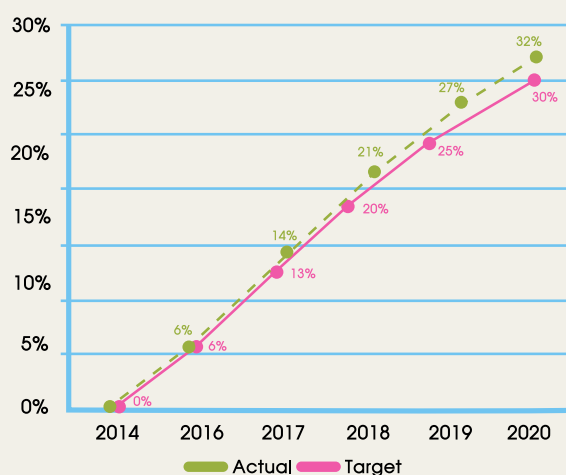
a) Energy Management

Delta Electronics (Thailand) is committed to energy conservation and has continued unabated ever since. Energy conservation became a major component of our comprehensive, multifaceted climate protection program to reduce the amount of CO₂ released by our daily operations. Our manufacturing processes consist mainly of system assembly and the largest source of GHG emissions (95%) is externally purchased electricity. To fulfill our commitment, since 2009, we have developed an Energy Management System (EnMS) Plan to reduce energy consumption in the entire grid by decreasing electricity intensity (Electricity consumption/Production amount) by 50% by 2014 (based on the electricity intensity of 2009) we have achieved a decrease of 51% of Electricity Intensity in 2014. With this leadership in energy management, we continue to aim higher and share our experience with our clients. Delta is continuing to develop and move forward unceasingly, to establish our next goal by year 2020 to reduce energy intensity by another 30% from 2014 as a new base year (instead of 2009) for better accuracy and coverage accordingly to the Company's growth.

Performance : 2009 - 2014



Goal : 2014 - 2020



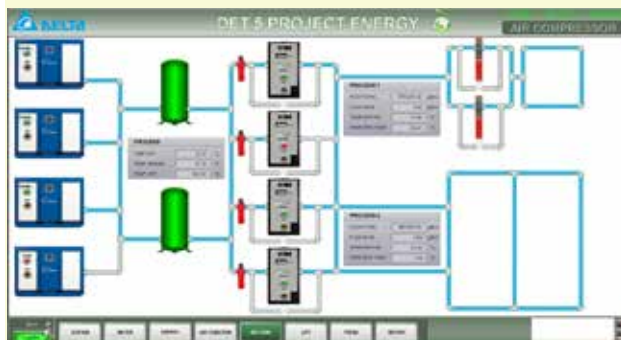
Electricity Reduction Rate (%)

Each factory aims to elaborate and communicate to employees at all levels within the organization, to ensure the target regarding clean energy is achieved successfully. Our Company outlined procedures to monitor, follow-up and improve all the related projects and organize training for the employees to obtain more knowledge and to be aware of the significance of energy conservation. Some energy management concepts have been implemented for improving the air conditioning system and lighting system. Solar panels have been installed to generate electricity for the use inside factories and this program has been carried on with gradual development.

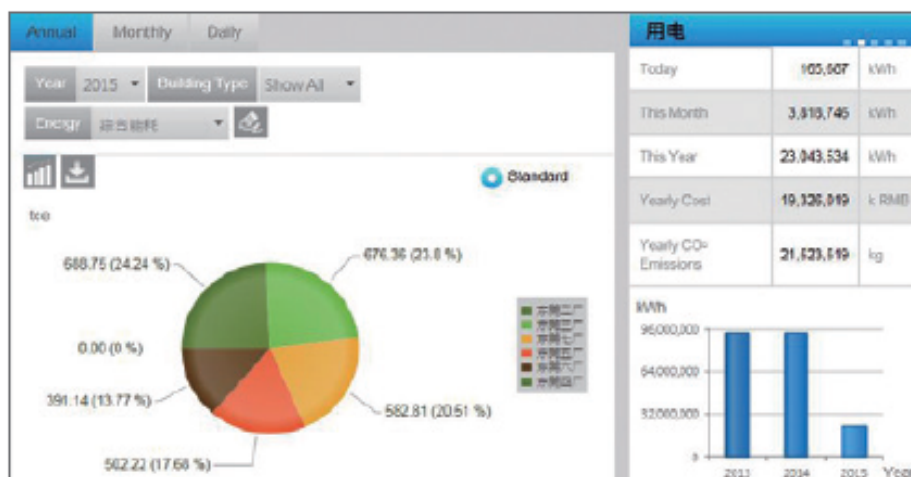
b) Delta Energy Real-time Monitoring System (SCADA) and Delta Energy Online

Delta emphasizes the importance of Electricity and CO₂ data collection and accuracy. SCADA (Supervisory control and data acquisition) systems were developed as an industrial automation control system at the core of energy data management, demand control and real-time visualization. Our SCADA can help monitor, gather and process data; interact with and control machines and devices such as valves, pumps, motors and more, which are connected through HMI (human-machine interface) software; record events into a log file.





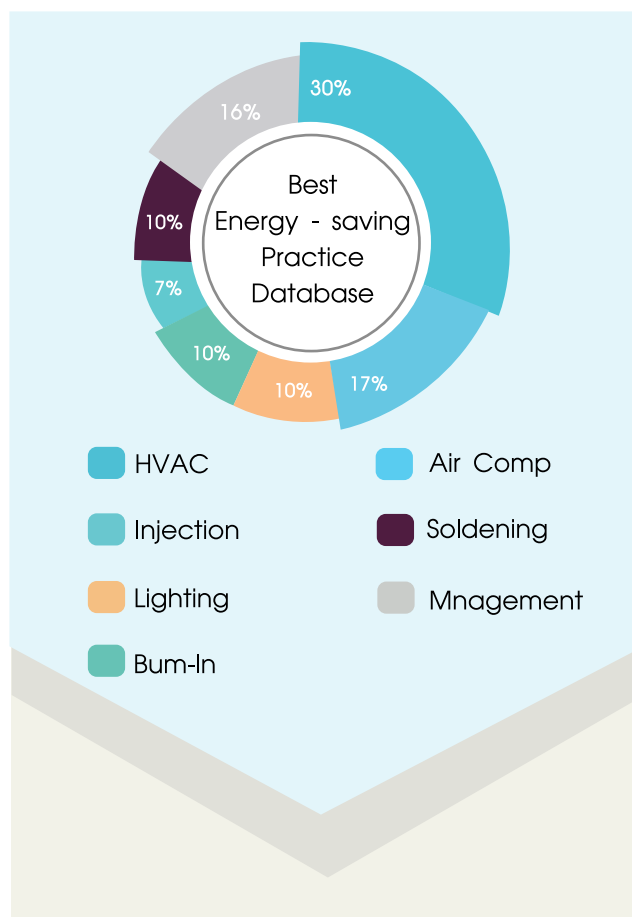
Delta also began introducing the energy management information system (Delta Energy Online), developed in-house and integrated with digital metering technology at our main sites, including Thailand factories. The real-time monitoring and analysis functions provided by the system help identify more opportunities for energy saving and carbon reduction. This is a big step towards building energy management solutions.



c) Energy Saving Projects

Conserving energy is the best way to ensure a secure and sustainable energy supply and to reduce greenhouse gases and emissions. Delta continues to carry out energy-saving and carbon reduction measures (see table below) for air-conditioners, ventilation systems, air compressors, injection machines, lighting systems, burn-in energy recycling, process improvement and other dimensions.

From 2011-2014, Delta put 245 energy saving projects into practice in 2014 and estimates that 23 million kWh of electricity is saved per year. In 2015, there were 56 projects on this program, which conclusively reduced electricity intensity from 2014 by 1,650,000 kWh, to USD 1,000,000 production quantity. In 2016, there will be 60 additional projects that are expected to save electricity consumption by 950,000 kWh annually.



Energy Saving Topics	Items	2015	2016
Production	Cases	13	28
	Annual electricity savings (kWh)	328,023	380,000
	Annual carbon reduction (CO ₂ ton)	283.20	328.08
HVAC	Cases	29	14
	Annual electricity savings (kWh)	359,052	190
	Annual carbon reduction (CO ₂ ton)	309.99	164.04
Burn in	Cases	7	12
	Annual electricity savings (kWh)	507,844	237,500
	Annual carbon reduction (CO ₂ ton)	438.45	205.05
Air Comp	Cases	4	3
	Annual electricity savings (kWh)	387,010	95,000
	Annual carbon reduction (CO ₂ ton)	334.13	82.02
Electricity	Cases	3	3
	Annual electricity savings (kWh)	68,072	47,500
	Annual carbon reduction (CO ₂ ton)	58.77	41.01
Total	Cases	56	60
	Annual electricity savings (kWh)	1,650,000	950,000
	Annual carbon reduction (CO ₂ ton)	1,424.54	820.19

d) Green Buildings / Factories

Delta Electronics (Thailand) has participated in the Ministry of Industry's "Green Industry" program to showcase its serious commitment to following environmental-friendly practices by shaping up its production and environmental management processes to be greener as well as displaying greater social responsibility internally and externally throughout its supply chain, to achieve sustainable developments. Our Company's two plants at Bangpoo Industrial Estate and Wellgrow Industrial Estate are certified to Green System, Level 3, which is a level for industries with systematic environmental management processes that include monitoring, evaluation and improvement. We have also received a number of awards and certifications relating to environmental management and we will keep improving our operations to of Green Culture and Green Network.

In 2008 and 2012, Delta built 2 certified green factories, which concern the plants in Rudrapur and Gurgaon, India.

Delta Green Building / Green Factory		Energy Saving Techniques
India Rudrapur Plant <ul style="list-style-type: none"> • Inaugurated in 2008 • LEED-India Gold 		<ul style="list-style-type: none"> • Natural Lighting • High efficiency HVAC systems • Solar PV Systems • LED street lamps • Sewage treatment and recycling systems
India Gurgaon Plant <ul style="list-style-type: none"> • Inaugurated in 2011 • LEED-India Platinum 		<ul style="list-style-type: none"> • Natural Lighting • High efficiency HVAC systems • Solar PV Systems • LED street lamps • Anaerobic Sewage treatment and recycling systems

In addition to building factory/ office buildings in accordance with green building techniques, Delta Thailand Plant 5 (Headquarter) in Bangpoo Industrial Estate plans to acquire Leadership in Energy & Environmental Design (LEED) Certified by the U.S. Green Building Council (USGBC) in our existing building: Operations and Maintenance (EBOM) category in 2016 by renovating them energy-efficiently. For example, smart air-conditioning, lighting, energy-efficient elevators and energy management information systems are used.

Delta is willing to share its experience in building energy-efficient and low-carbon green buildings and green factory-office buildings through the Open House Activity to green building programs. This includes working with local environmental protection groups to promote environmental education programs and the energy-saving ideas of green buildings with the government, school, media, communities and the public.

Energy-saving Solutions	Bennerfits
Smart HVAC	<ul style="list-style-type: none"> Based on existing HVAC hardware, the Delta HQ building adopted Delta HVAC energy-saving products and solutions, including the PLC controller, inverter, HMI, Hub and the HVAC intelligent control logic. Compared to full-load operation, the energy saving of HVAC was up to 25%
Lighting	<ul style="list-style-type: none"> Lighting system improvement included adopting Delta indoor LED lamps and outdoor street LED lamps, as well as PLC control and infrared sensing switches for lamps. Compared to conventional lighting lamps, the electricity savings of lighting was up to 74%.
Elevator	<ul style="list-style-type: none"> Instead of energy losses by traditional brake resistor, Delta's energy regeneration device effectively convert the elevator's position energy to electricity and feedback into the grid. Compared to elevator electricity consumption, the electricity savings was always up to 30%.
EMS	With the adopted of Delta intelligent monitoring and management system (iPEMSTM), the electricity flow of buildings main systems (such HVAC, lighting, elevator and etc.) and electricity consumption of floor were continuously monitored and managed for further energy-saving strategy making.

Control of Hazardous Substances

With regard to hazardous substances and chemical safety and control, Delta abides strictly to comprehensive sets of ERS (Environmental Related Substances) procedures and standards according to our ISO procedures - Management Standards for Environmental Related Substances (Document No. 10000-0162) and ERS Management Procedure (Document No. 06-028).

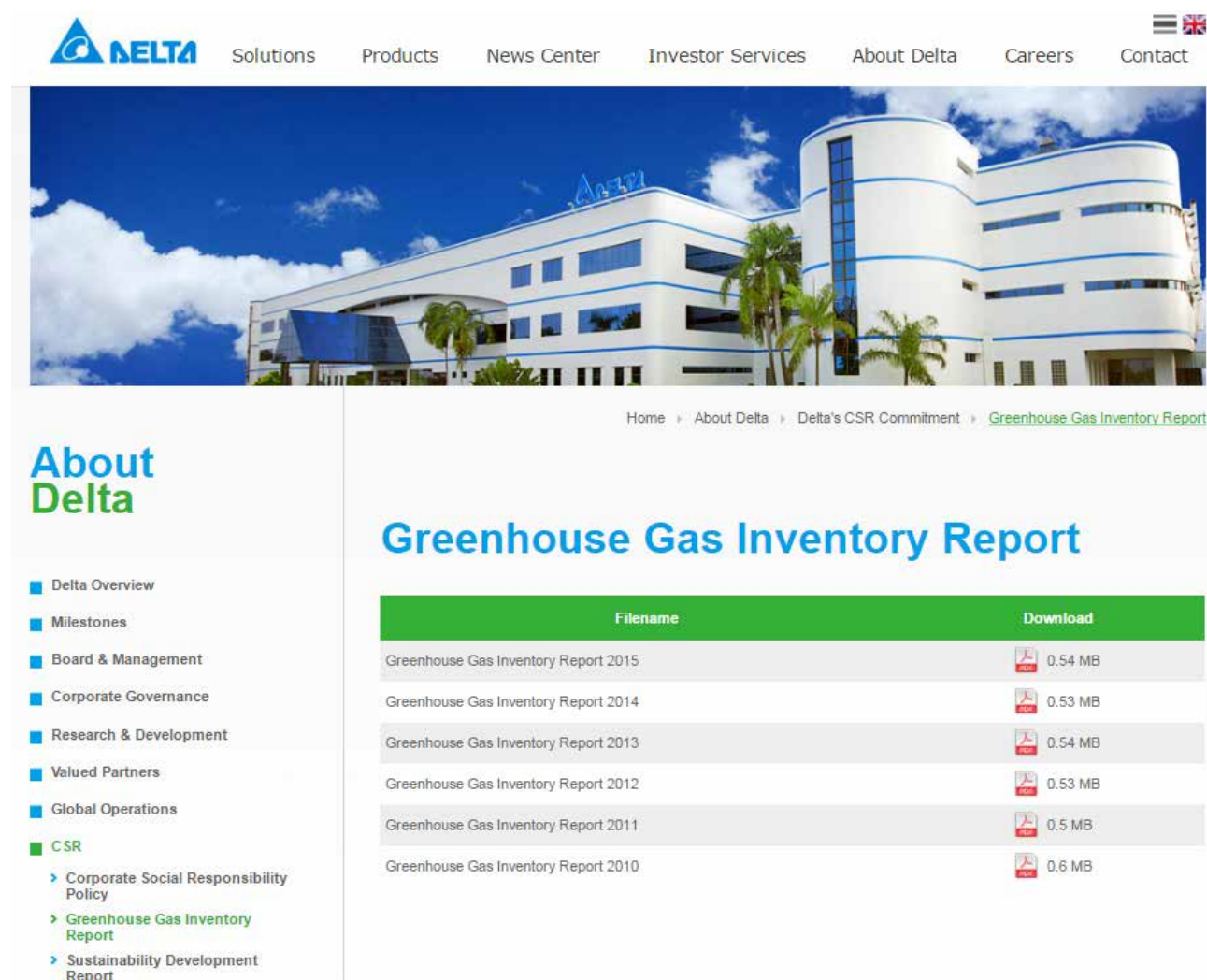
The Management Standards for ERS (Document No. 10000-0162) is an exhaustive list of internationally banned and controlled substances according to recognized standards including but not limited to the Regulation (EC) No. 1907/2006 - REACH concerning the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) issued by the EU; the Directive 2011/65/EU (updated to Directive 2014/1/EU) for the restriction of use for certain hazardous substances (RoHS); the Regulation (EC) No. 842/2006 on certain fluorinated greenhouse gases. The ERS Management Procedure (Document No. 06-028) is an operational procedure to complement the Management Standards for ERS document so as to ensure that the substances and chemical listed inside the latter are closely managed and controlled according to internationally established procedures and methods.

The ERS Management Procedure elaborates the many measures that must be taken to control the related substances starting from product design phase including subsequent design change and then vendor sourcing, vendor audits, incoming parts inspection, in-process check and complete manufacturing control until delivery. In order to ensure adherence to the procedure by all related parties including R&D, procurement, quality assurance, production and many more, the ERS Management Procedure also identified the ERS Organization that is set up specifically to drive effective implementation and execution of the ERS monitoring and control efforts.







Climate Strategy

Global warming is one of the biggest threats to our society. Delta values the importance of responding to these changes and is therefore providing concrete measures to continuously implement energy management in order to improve usage efficiency of energy as well as to reduce carbon emissions. Started in 2009, we collected data on greenhouse gas (GHG) emissions, both direct and indirect and reported our progress on the website of Standard for Quantification, reporting greenhouse gas emissions and removals (ISO14064 -1) in 2010 - 2015. The GHG Inventory was put into Delta Thailand's website to disclose our GHG performance.

In the year 2016, The Company plans to participate in the Carbon Disclosure Project (CDP).



The screenshot shows the Delta Electronics (Thailand) Public Company Limited website. The top navigation bar includes links for Solutions, Products, News Center, Investor Services, About Delta, Careers, and Contact. A large banner image of a modern white building with blue accents is displayed. Below the banner, the breadcrumb trail reads: Home > About Delta > Delta's CSR Commitment > Greenhouse Gas Inventory Report. The main heading is "Greenhouse Gas Inventory Report". On the left, a sidebar menu lists various sections, with "CSR" expanded to show "Corporate Social Responsibility Policy", "Greenhouse Gas Inventory Report" (highlighted), and "Sustainability Development Report". The main content area features a table with two columns: "Filename" and "Download".

Filename	Download
Greenhouse Gas Inventory Report 2015	 0.54 MB
Greenhouse Gas Inventory Report 2014	 0.53 MB
Greenhouse Gas Inventory Report 2013	 0.54 MB
Greenhouse Gas Inventory Report 2012	 0.53 MB
Greenhouse Gas Inventory Report 2011	 0.5 MB
Greenhouse Gas Inventory Report 2010	 0.6 MB

We set 2009 as the base year and used the Carbon intensity (ton CO₂e/MUSD) as the management indicator to effectively manage direct emissions (scope 1) and indirect emissions (scope 2):

The direct emission of and indirect emissions were. Emissions have been validated by the independent assurance and the included greenhouse gases are shown in the table below. Statistics show that the Carbon intensity of 2015 was 43.01 tons CO₂e /MUSD, a decrease of 12.6% from 2009, which surpasses Delta's goal of reducing GHG emissions by 10% in 2016.

Delta Thailand's Quantity of Greenhouse Gas

separated by type of emissions

Area	CO ₂	CH ₄ *	N ₂ O*	HFCs*	PFCs*	SF ₆ *	Ton. CO ₂ -e
Scope 1	114.5	0.8	1.7	371.2	0	0	488
Scope 2	39,858	0	0	0	0	0	39,858
Total Gross Controlled Emissions	39,972	0.8	1.7	371.2	0	0	40,346

Note: Greenhouse Gas emissions Rate follows Global Warming Potential IPPC GWP2007

Delta Thailand was given the Thailand Energy Awards 2013 for Outstanding Personnel under the Energy Management Team category from H.E. Yingluck Shinawatra, Prime Minister of Thailand, on September 18, 2013. The awards were given to honor organizations with outstanding achievements in relation to energy efficiency and development of renewable energy. Delta has certified and registered its carbon credit management operation systems according to the Thailand Voluntary Emission Reduction Program (T-VER) by the Thailand Greenhouse Gas Management Organization (Public Organization), Ministry of Natural Resources and Environment 6/2014 dated September 17, 2014. This T-VER project is to promote voluntary participation to reduce GHG in Thailand. In addition, the carbon credit calculated for the decreased amount of greenhouse gas emission can be traded in the domestic voluntary carbon market.



Climate Change Opportunities

Delta is responding to a changing world in several ways. For global climate change, we have matched our corporate mission and culture to long-term trends. For new energy, we have developed our core competencies in power efficiency and renewable energy development. Due to the evolving economic landscape, we have increased our capabilities in technology, design, manufacturing and responsiveness to partners.

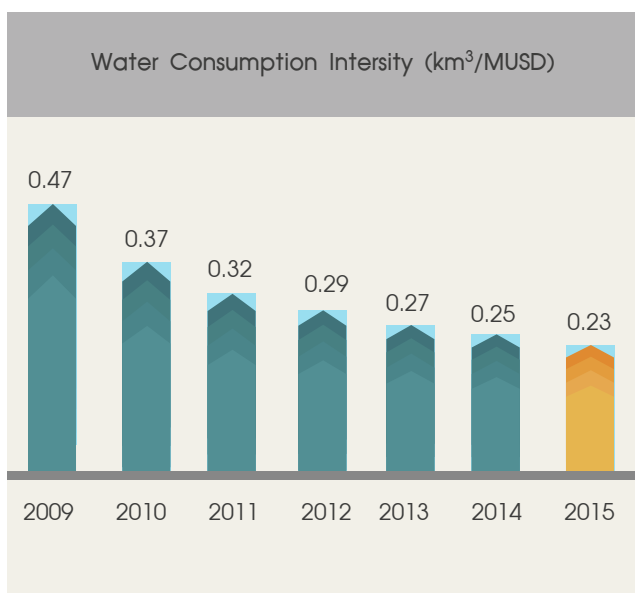
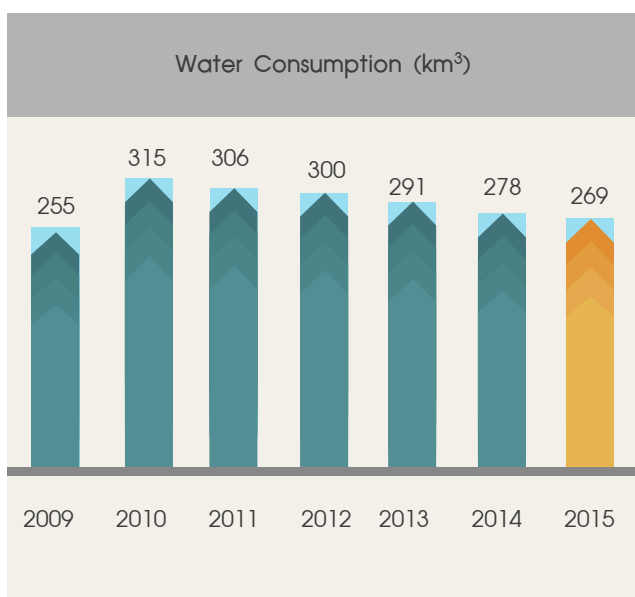
Delta has focused on climate change trends, is closely monitoring and managing the risks and has developed the following opportunities and sustainable management strategies:

Opportunities to slow down climate change	Sustainable Business Strategies
Develop Clean Energy	<ul style="list-style-type: none"> • Our main development strategies in this field include PV systems, wind power systems, and energy storage technology • In the field of transportation, we are firmly convinced that the solution of the problem of energy waste by modern transportation tools represents a great business opportunity. Electric vehicles will turn into a mainstream trend. Delta has therefore developed a series of electric vehicles and recharge stations.
Enhance Energy Efficiency	<ul style="list-style-type: none"> • In view of exploding energy costs, Delta continues to focus on a constant improvement of the efficiency of power supply products, and actively develops key components and chargers for electric vehicles.
Provide Energy-saving Services and Solutions	<ul style="list-style-type: none"> • Our business can be divided into three major application areas: power electronics, energy management and smart green life. The company is moving toward a provider of green energy-efficient solutions • We continue to apply and demonstrate our green energy-saving solutions, such as energy monitoring systems, at our business sites around the world.

Water Related Risks

Water Resource Management

As water is one of the most important substances on earth and to save water Delta has taken many steps. Most of the water used by Delta's main sites is for domestic use (95%). Municipal water is the main source and no ground water is used. Delta has continued to implement various water-saving measures at main sites, such as recycling the condensed water of air-conditioners for flushing toilets or irrigation, using water-saving taps and water-saving toilets, reducing water output from taps and the water level of cisterns, managing the excess water of cooling towers as well as reusing the wastewater from water purifiers. Taking water consumption intensity (km³/MUSD) as the indicator, we have a reduction of 50% compared to 2009.



Green Products and Services

All Delta products comply with international safety standards or international environmental requirements. Products or product packaging are also labeled with conformity information in accordance with the environmental regulations of the target market, such as the EU RoHS and WEEE directives, and the China Measures for the Control of Pollution from Electronic Information Products. We also display environmental certification information such as US Energy Star and 80 PLUS on our products that are required by our customers.



Green Design

The Life Cycle Assessment (LCA) is a green design approach that systemically analyzes the environmental impact of a product from material extraction, manufacturing, shipping, product use, and disposal. The ISO 14040 international standard divided LCA into several key processes including the definition of the goal and scope, inventory analysis, and impact assessment and interpretation. Due to the complex nature of supply chain relationships in the electronics industry, Delta knows that a complete LCA will consume enormous amounts of time and resources. Delta has drawn on research by the Society of Environmental Toxicology and Chemistry (SETAC) on LCA methodology and adopted the Screening, Simplified and Streamlined LCA (SLCA) to focus on the issues with the most significant environmental impact, such as GHG emissions, and reduced the amount of data that needs to be gathered. Additionally, we use available LCA databases as supporting tools to further facilitate the SLCA process. By using the SLCA methodology, we can identify design or process areas for improvement.

1. Product Carbon Footprint

Product carbon footprint is the best example of the SLCA in action. Delta has now completed the carbon footprint inventory and verification of several Business-to-Business (B2B) products based on the PAS 2050 Product Carbon Footprint Standards issued by the British Standards Institution (BSI), including notebook adaptors, PV inverters and DC fans.

Delta is committed to developing new products that reduce product carbon footprint by improving power efficiency and utilizing renewable energy sources and. For example, our power supply units used in data centers have the highest efficiencies in the world to significantly reduce power loss. Furthermore, the energy storage system of Delta's bi-directional PV inverters has overcome the storage limitations of photovoltaic energy. In addition, Delta's wind power products are gradually entering the market with the goal of increasing the percentage of renewable energy sources used in global power generation.

Facebook Data Center
AHF-2DC-3900W

Bi-directional Solar Inverter
6000W

On Board Charger
7200W



2. Strategies for lowering the environmental impact of products

We actively employ the following strategies to reduce the potential environmental impact during each stage of the product life cycle.

Reduce Use of Environment-related Substances:

Delta has implemented the Green Product Management (GPM) IT system based on the QC 080000 hazardous substance process management system. Apart from inspecting materials testing reports from suppliers, Delta manages parts/components based on their environment-related substance risk level to ensure the proper control of environment-related substances. Delta sites have also introduced lead-free processes and low-halogen materials to help customers develop greener and more eco-friendly products.

Adoption of Green Packaging Materials:

We employ green packaging materials for all of our products, including corrugated paper, cardboard, paper, and wooden boxes, for the transport process. Waste materials can be recycled, reused, or used repeatedly. For example, paper packaging materials that contain more than 74% paper are 100% recyclable and reusable. Automotive and industry products are packaged in boxes which are returned to Delta after delivery to customers, ready to be reused for subsequent shipments.

Enhanced Energy Efficiency:

The continued improvement in product energy efficiency is a concrete expression of Delta's commitment: "To provide innovative, clean and energy-efficient solutions for a better tomorrow". Most of Delta's power management products have surpassed 92% energy efficiency, such as our PV inverters with a conversion efficiency of over 98.7%, DC-DC converters for automotive with 96% efficiency, and telecom power supplies with 98% efficiency.

Eco-labels and Eco-declarations Type I eco-labels

Type I Eco-labels conform to specification standards of organizations or governments and have been verified by third parties. Trademarks are easily identified by clients and consumers. Prominent examples are US Energy Star. Most of Delta power supplies used in the IT industry have the Energy Star mark, till 2015 more than 200 of our power supply products have obtained 80 plus certification, and some of them achieved the Titanium level and in the production stage.

Green Products/Services Innovation

Based on our sustainable development strategy in response to climate change risks, Delta has divided its core business into three main categories: Power Electronics, Energy Management, and Smart Green Life. The revenue percentage for each category for 2011-2015 is shown below. Compared to 2013, Energy Management and Smart Green Life accounted for a larger percentage of revenues in 2015.

Revenue Breakdown by Business Group

Product Group	2015 %	2014 %	2013 %
Power Electronics Group	68.3%	69.1%	71.1%
EPSBG (Embedded Power Supply)	43.3%	45.4%	47.2%
- DC-DC Converter	5.7%	7.9%	9.9%
- Power Supply for Computer & Networking	10.3%	11.8%	10.8%
- DES Power	24.6%	22.2%	23.4%
- Power Supply for Automotive	2.7%	3.5%	3.1%
MPBG (Mobile Power)	12.1%	11.2%	11.3%
FMBG (Fan & Thermal Management)	12.9%	12.5%	12.6%
Energy Management Group	27.7%	27.4%	24.8%
PSBG (Power System)	24.3%	25.2%	22.7%
- Telecom Power Solutions (TPS)	22.0%	22.4%	19.9%
- Uninterruptible Power Supplies (UPS)	2.2%	2.7%	2.7%
- Wind Power	0.1%	0.2%	0.0%
IABG (Industrial Automation)	3.4%	2.1%	1.9%
AEBU (Automotive Electronics)	0.0%	0.0%	0.2%
Smart Green Life Group	0.7%	1.3%	1.3%
Others	3.3%	2.2%	2.8%
Total Sales Revenues	100.0%	100.0%	100.0%

Local and international organizations are actively working towards improving business operations together with protecting the environment. Hence, extensive cooperation has been fostered to reduce the impacts of operations activities on the environment and climate. Delta Thailand Logistics Department is mainly responsible for transporting domestic and international materials to the production line, delivering finished products to our customers and managing all the relevant parties in the logistic chain in line with the "Green Logistics" approach. Delta Thailand is constantly working towards optimizing operations processes and minimizing the harmful impacts to the environment.

Direct Operations Improvement

1. Ensure that inbound and outbound shipments are for full truck load (FTL) by loading trucks with as much cargo as possible. By doing this, the number of trips between the production base to port per day is reduced, warehouse cost is saved, just-in-time production is achieved and minimizing empty backhauling.
2. Request freight forwarders at the point of origin to fill containers with freight to full container load (FCL) so that a large amount of shipments can be delivered in one trip without having to waste free space in the container and involving intermodal transport. Delta Thailand also encourages suppliers to use durable eco packaging to prevent damage to goods and materials during transport. If products are damaged, Delta Thailand is responsible for delivering replacements to the customer, which results in an increased transportation cost.
3. Use major carriers and freight forwarders to ensure high quality service standard and green logistics operations. Not only our choice of freight counterparts guarantee efficiency in the transportation, it also protects the environment by reducing CO2 emissions.
4. Promote modal shift by using sea freight over air freight as sea freight is more energy efficient and more environment-friendly.

Indirect Operations Improvement

1. Over 15 years Delta Thailand's Logistics Department has been storing documents electronically to reduce paper use, to extend data storage coverage period, to improve data system and to facilitate faster data retrieval.
2. Delta Thailand also encourages its freight forwarders to reduce paper consumption through the use of electronic documents and emails to replace paper-based fax communication and doing double-sided printing if necessary.

Green Logistics

REDUCE AIR FREIGHT



LOGISTICS MODE OPTIMIZATION

to achieve the targets of cost reduction, on-time deliver and energy saving

- Full-load container
- Best route selection
- Merged for one-time shipping

GREEN PAKAGING



QUALIFIED FREIGHT/ FORWARDER

- Validation of Green logistic concept training
- Standard speed limit for minimizing co2e
- Route traceability



MINIMIZE PAPER USAGE

GRI G4 Indicator	Index Description	Coverage			Unit	2013	2014	2015
		TH	SK	IND				
EC1	Sales revenue	•	•	•	M THB	41,201	44,071	46,938
	Operating costs	•	•	•	M THB	36,477	38,665	40,727
	Employee wages & benefits	•	•	•	M THB	6,954	7,525	7,648
	Dividend payments for the performance of the year	•	-	-	M THB	3,638	3,742	3,867
EC4	Sales revenue under tax privileges from the Board of Investment (BOI) Thailand	•	-	-	M THB	28,387	29,883	31,631

- Remarks:
- TH = Thailand
 - SK = Slovakia
 - IND = India
 - Dividend paid by Delta Thailand only
 - Economic information stated above reported in the Company's consolidated Financial Statement
 - Detail of tax privileges from Board of investment of Thailand, India and Slovakia has stated in the Company's Note to Consolidated Financial Statements 2015, item 23 (Annual report page 145)



GRI G4 Indicator	Index Description	Unit	2013		2014		2015	
			Male	Female	Female	หญิง	Male	Female
G4-10	Permanent employees (Salary-based)	headcount	1,582	1,394	1,576	1,458	1,625	1,426
	Permanent employees (Daily-waged)	headcount	409	7,543	390	7,452	363	7,052
	Sub-contracted workers	headcount	53	19	56	19	53	19
	Total workforce	headcount	2,044	8,956	2,022	8,929	2,041	8,497
	Permanent Employees by areas							
	• Thailand Bangpoo 1	headcount	117	403	113	375	117	375
	• Thailand Bangpoo 5	headcount	1,115	5,023	1,092	4,985	1,100	4,801
	• Thailand Wellgrow	headcount	367	2,810	378	2,794	379	2,613
	• Slovakia	headcount	362	259	359	259	362	259
	• India	headcount	30	442	24	497	30	430
G4-LA12	Employees by age							
	• Over 50 years old	headcount	87	106	87	106	87	106
	• 30-50 years old	headcount	1,465	6,530	1,447	6,561	1,455	6,262
	• Under 30 years old	headcount	439	2301	432	2243	446	2110
	Employees by job level							
	• Executives (level 10-12)	headcount	77	29	75	27	77	29
	• Middle Management (level 7-9)	headcount	317	184	325	196	339	184
	• Senoir and Operative (level 3-6)	headcount	891	1,038	881	1,092	912	1,070
	• Daily employees (level 1-2)	headcount	297	143	295	143	297	143
G4-LA1	New employees	headcount	196	1,271	134	1,041	196	1,271
	New hire rate	%	9.59%	14.19%	6.63%	11.66%	9.60%	14.96%
	New Employees by areas							
	• Thailand Bangpoo 1	headcount	20	128	11	40	19	76
		%	17.09%	31.76%	9.73%	10.67%	16.24%	20.27%
	• Thailand Bangpoo 5	headcount	94	751	72	605	90	883
		%	8.43%	14.95%	6.59%	12.14%	8.18%	18.39%
	• Thailand Wellgrow	headcount	46	296	42	385	52	295
		%	12.53%	10.53%	11.11%	13.78%	13.72%	11.29%
	• Slovakia	headcount	98	41	9	11	35	17
		%	27.07%	15.83%	2.51%	4.25%	9.67%	6.56%
	• India	headcount	4	48	1	93	11	11
		%	13.33%	10.86%	4.17%	18.71%	36.67%	2.56%
	New Employees by age							
	• Over 50 years old	headcount	15	10	-	2	6	1
	• 30-50 years old	headcount	84	434	50	248	65	274
	• Under 30 years old	headcount	140	1,692	74	844	117	930
	Total employee turnover	headcount	254	1,135	204	1,042	151	1,125
	Employee turnover rate	%	12.43%	12.67%	10.09%	11.67%	7.40%	13.24%

GRI G4 Indicator	Index Description	Unit	2013		2014		2015	
			Male	Female	Female	หญิง	Male	Female
	Employees turnover by area							
	• Thailand Bangpoo 1	headcount	13	56	14	49	13	56
		%	0.64%	0.63%	0.69%	0.55%	0.64%	0.66%
	• Thailand Bangpoo 5	headcount	77	784	93	600	77	784
		%	3.77%	8.75%	4.60%	6.72%	3.77%	9.23%
	• Thailand Wellgrow	headcount	35	254	32	355	35	254
		%	1.71%	2.84%	1.58%	3.98%	1.71%	2.99%
	• Slovakia	headcount	26	31	65	38	26	31
		%	1.27%	0.35%	3.21%	0.43%	1.27%	0.36%
	• India	headcount	8	8	6	42	8	8
		%	0.39%	0.09%	0.30%	0.47%	0.39%	0.09%
	Employees turnover by age							
	• Over 50 years old	headcount	5	12	13	12	5	12
		%	0.24%	0.13%	0.64%	0.13%	0.24%	0.14%
G4-LA3	Number of employees entitled to maternity / parental leave	headcount	NA	8,937	NA	8,910	NA	8,478
		headcount	NA	271	NA	359	NA	271
	Number of employees return to work after taken maternity / parental leave	headcount	NA	271	NA	359	NA	271
		%	NA	100%	NA	100%	NA	100%
	Retention Rate	%	NA	100%	NA	100%	NA	100%
G4-HR4	Employees covered by Collective Bargaining Agreement	headcount	774	7,064	767	7,373	959	7,373
LA16	Number of grievances about labor practices field	case	0		0		0	
SO11	Grievances about impacts on society field	case	0		0		0	

NA Not Applicable



G4 Indicator	Index Description	Unit	2013	2014	2015
LA6	Lost workday (LWC) • Total workforce	headcount	93	112	75
	Lost workday case (LWC) • Independent Contractor	head	0	0	0
	Total recordable injuries case • Total workforce	head	93	112	75
	Total recordable injuries case • Independent Contractor	head	0	0	0
	Injury Frequency Rate (I.F.R) • Total workforce (No. of total injuries x 1,000,000/ total employee's manhours)	head per total working hours	3.82	4.66	3.67
	Total recordable Injury Rate (TRIR) • Independent Contractor (No. of total injuries x 1,000,000/ total contractor's manhours)	head per total working hours	0	0	0
	Lost Days of total workforce	days	301	391	364
	Lost Days of Independent Contractor	days	0	0	0
	Absentee Rate (AR) • Total workforce	head per total working hours	0	0	0
	Absentee Rate (AR) • Independent Contractor	head per total working hours	NA	NA	NA
	Lost time injuries frequency rates (LTIFR/ ISR) • Total workforce Number of day lost x 1,000,000/ total workers man-hours	head per total working hours	12.38	16.28	17.8
	Lost time injuries frequency rate (LTIFR/ ISR) • Independent Contractor Number of day lost x 1,000,000/ total workers man-hours	head per total working hours	0	0	0
	Occupational illness frequency rate (OIFR) • Total workforce	head per total working hours	0	0	0
	Occupational illness frequency rate (OIFR) • Independent Contractor	head per total working hours	0	0	0
	Fatalities • Total workforce	head	0	0	0
	Fatalities • Independent Contractor	head	0	0	0

Remarks

- Contractor not include short-term contractors e.g. for construction and building improvement
- Contractor's leave record is not included in the Company's payroll system
- Since the Company is now under process to improve the OHS Report among the Company itself and its subsidiaries in Slovakia and India, this report discloses only Delta Thailand's information
- Both employee and contractor's lost days has recorded for those who take leave over 3 days per payroll system
- NA = Not applicable

G4 Indicator	Index Description	Coverage			Unit	2013	2014
		TH	SK	IND			
EN3	Total Electricity Consumption	●	●	●	Mwh	73955	75697
EN6	Energy Reduction Projects	●	-	-	projects	55	61
EN8	Total water withdrawal	●	●	●	Million m ³	0.319084	0.296311
	● Surface water	●	●	●	Million m ³	0	0
	● Seawater	●	●	●	Million m ³	0	0
	● Municipal Water	●	●	●	Million m ³	0.296283	0.272363
	● Groundwater	●	●	●	Million m ³	0.022801	0.023948
	● Rainwater	●	●	●	Million m ³	0	0
	Total salt/ brackish water (Seawater + Once through cooling)	●	●	●	Million m ³	0	0
	Water from all other sources (Surface water + Groundwater)	●	●	●	Million m ³	0	0
EN10	Recycle & reuse water	●	●	●	% of total used water	1.53%	1.52%
	Water intensity	●	●	●	Million m ³ / 1 M THB revenue	0.0000077	0.0000067
EN22	Total water discharge from production process	●	●	●	Million m ³	NA	NA
	Total water discharge from non-production process	●	●	●	Million m ³	0.00912877	0.03603832
	Total water discharge	●	●	●	Million m ³	0.24192877	0.25043832
	Chemical oxygen demand (COD)	●	●	●	Ton	NA	NA
	Biocemical oxygen demand (BOD)	●	●	●	Ton	NA	NA
EN21	Volatile organic compounds (VOCs)	●	●	●	Ton	NA	NA
	VOC intensity	●	●	●	Ton/ 1 M THB revenue	NA	NA
	Oxides of nitrogen (Nox)	●	●	●	Ton	NA	NA
	NOx intensity	●	●	●	Ton/ 1 M THB revenue	NA	NA
	Sulphur dioxide (SO ₂)	●	●	●	Ton	NA	NA
	SO ₂ intensity	●	●	●	Ton/ 1 M THB revenue	NA	NA
EN29	Significant fines for non-compliance with environmental law	●	●	●	case	0	0
	Non-monetary sections for non-compliance with environmental laws and regulations	●	●	●	case	0	0

Remarks

- Since the Company and its subsidiaries are manufacturers of electronics products, water is not the Company's production factors
- Since the Company is not classified to pollution generator factory according to the Department of Industrial Works' announcement 2008, data collection per G4-EN21-22 are not applicable
(Ref: http://infofile.pcd.go.th/haz/haz_PRTR04123.pdf?CFID=3237895&CFTOKEN=79561834 page 8-10)
- Energy reduction project of Slovakia plants had embed into its productivity improvement plan while India's one included the energy saving into its LEED projects. Due to different basis of data collection among the group, Energy reduction project reported here is for Thailand's sites verified by Thailand Greenhouse Gas Management Organization only
- NA= Not Applicable

G4 Indicator	Index Description	Coverage			Unit	2013	2014	2015
		TH	SK	IND				
EN23	Waste from routine operation	•	•	•	Ton	1280.715	1916.738	2166.745
	Total hazardous waste disposal	•	•	•	Ton	45.42	14.44	57.863
	• Secure landfill	•	•	•	Ton	2.751	1.435	1.835
	• Reuse	•	•	•	Ton	0	0	0
	• Recycle	•	•	•	Ton	36.749	5.885	52.115
	• Recover	•	•	•	Ton	0	0	0
	• Others	•	•	•	Ton	5.92	7.12	3.913
	Total non-hazardous waste disposal	•	•	•	Ton	1235.295	1903.098	1852.686
	• landfill	•	•	•	Ton	14.639	8.584	16.597
	• Reuse	•	•	•	Ton	328.342	429.534	1039.023
	• Recycle	•	•	•	Ton	856.264	1429.63	1167.312
	• Recover	•	•	•	Ton	0	0	0
	• Domestic waste	•	•	•	Ton	36.05	35.35	36.75
	Waste from non-routine operation	•	•	•	Ton	8.48	3.386	15.095
	Total hazardous waste disposal	•	•	•	Ton	5	0	0.49
	• Secure landfill	•	•	•	Ton	5	0	0
	• Reuse	•	•	•	Ton	0	0	0
	• Recycle	•	•	•	Ton	0	0	0.49
	• Others	•	•	•	Ton	0	0	0
	Total non-hazardous waste disposal	•	•	•	Ton	7.358	7.553	16.671
	• landfill	•	•	•	Ton	0	0	2.86
	• Reuse	•	•	•	Ton	0	0	0
	• Recycle	•	•	•	Ton	3.878	4.167	7.296
	• Domestic wasted	•	•	•	Ton	3.48	3.386	6.515
	Wasted on-site storage	•	•	•	Ton	0	0	0

GRI G4 Content Index

General Standard Disclosure

G4 Indicator	Description	Public Domain / Report	Page
G4-1	Message from the president	2015 Sustainability Development Report	3
G4-2	Key impacts, risks, and opportunities.	2015 Sustainability Development Report	27, 55, 58
G4-3	Name of the organization	2015 Sustainability Development Report	10, 101
G4-4	Primary brands, products, and services.	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf 2015 Sustainability Development Report	16-22 25
G4-5	Location of the organization's headquarters	2015 Sustainability Development Report	101
G4-6	Number of countries where the organization operates	http://www.deltathailand.com/about_global.php https://qrd.by/2ax3u0	all 10-25
G4-7	Report the nature of ownership and legal form.	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	10-14
G4-8	Markets served	2015 Sustainability Development Report	31
G4-9	Number of employees, operations, net sales	2015 Sustainability Development Report	88-89
G4-10	Employee by categories	2015 Sustainability Development Report	88-89
G4-11	Employees covered by collective bargaining agreements.	2015 Sustainability Development Report	89
G4-12	Organization's supply chain.	2015 Sustainability Development Report	54-59
G4-13	Significant changes during the reporting period .	2015 Sustainability Development Report	1, 3
G4-14	Precautionary approach or principle is addressed by the organization.	http://www.deltathailand.com/pdf/CG_DET_revised_E_2015.pdf	8
G4-15	Externally developed initiative.	2015 Sustainability Development Report	6, 71, 11, 18-22
G4-16	Memberships of associations.	2015 Sustainability Development Report	6, 71, 11, 18-22
G4-17	Organization's Consolidated financial statements	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	105-158
G4-18	Process for defining report content	2015 Sustainability Development Report	49-52
G4-19	Material Aspect identified	2015 Sustainability Development Report	49-52
G4-20	Aspect boundary within the organization	2015 Sustainability Development Report	1
G4-21	Aspect boundary outside the organization	2015 Sustainability Development Report	1
G4-22	Restatement of information	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	99
G4-23	Significant changes in the scope and aspect boundary	2015 Sustainability Development Report	1
G4-24	List of stakeholder groups engaged by the organization.	2015 Sustainability Development Report	46-49, 51
G4-25	Basis for identification and selection of stakeholders with whom to engage.	2015 Sustainability Development Report	46-49, 51
G4-26	Approach to stakeholder engagement	SD Report Stakeholder Engagement http://www.deltathailand.com/th/about_csr_Greenhouse.php	5

GRI G4 Content Index

General Standard Disclosure

G4 Indicator	Description	Public Domain / Report	Page
G4-27	Stakeholder's key topics and concerns.	2015 Sustainability Development Report	52
G4-28	Period (such as fiscal or calendar year) for information provided.	2015 Sustainability Development Report	1
G4-29	Date of most recent previous report (if any).	2015 Sustainability Development Report	1
G4-30	Reporting cycle (such as annual, biennial).	2015 Sustainability Development Report	1
G4-31	Contact point for questions regarding the report or its contents.	2015 Sustainability Development Report	101
G4-32	GRI Content Index	2015 Sustainability Development Report	94-100
G4-33	External Assurance	2015 Sustainability Development Report	71
G4-34	Governance structure	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	56-60
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	2015 Sustainability Development Report http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	12, 14-16 83, 53, 83,90,43
G4-36	Whether the organization has appointed a position with responsibility for sustainability development	2015 Sustainability Development Report http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	12 53, 83,90,43
G4-37	Processes for consultation between stakeholders and the highest governance body on ESG aspects	2015 Sustainability Development Report	47-49
G4-38	Composition of the highest governance body	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	76,50-56, 75, 68-69
G4-39	Whether the Chair of the highest governance body is also an executive officer	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	56
G4-40	Nomination and selection process for the highest governance body	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	59, 64
G4-41	Conflict of Interest Management Process	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	65
G4-42	Highest governance Body's Competencies and performance evaluation	2015 Sustainability Development Report	14
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	77
G4-44	Processes for evaluation of the highest governance body's performance	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	76
G4-45	Highest governance body's role in the identification and management sustainability	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	43-48
G4-46	Highest governance body's role in reviewing the organization's risk management	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	43-48
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	2015 Sustainability Development Report	12

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G4 Indicator	Description	Public Domain / Report	Page
G4-48	Position that formally reviews and approves the organization's sustainability report	2015 Sustainability Development Report	49-52
G4-49	Process for communicating critical concerns to the highest governance body.	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	43-48
G4-50	The Nature and total number of critical concerns that were communicate	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	43-48
G4-51	Remuneration policies and type of remuneration for the highest governance body and senior executive.	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	59-60
G4-52	Process for determining remuneration	http://www.deltathailand.com/pdf/CG_DET_revised_E_2015.pdf	21
G4-53	Stakeholders Engagement on remuneration, including the results of votes on remuneration policies and proposals, if applicable.	2015 Sustainability Development Report	35, 43, 47-52
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct .	http://www.deltathailand.com/about_corp_code.php http://www.deltathailand.com/about.php	all
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and related matters	http://www.deltathailand.com/about_corp_code.php	all
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and related matters	http://www.deltathailand.com/about_corp_code.php http://www.deltathailand.com/about_corp_anti_corruption.php	all all

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Specific Standard Disclosures: Aspects DMA

Economic

Material Aspect	Public Domain / Report	Page
Economic Performance	http://www.deltathailand.com/pdf/CG_DET_revised_E_2015.pdf	P. 6 The Policy on Stakeholders Treatment
	http://www.deltathailand.com/pdf/antitrust_eng.pdf	Anti Trust and Fair Competition Policy
	http://www.deltathailand.com/pdf/Anti-corruption-procedure_E_update-2015.pdf	Anti-Corruption Policy
Corporate Governance	http://www.deltathailand.com/pdf/CG_DET_revised_E_2015.pdf	CG Policy
Brand Management	2015 Sustainability Development Report	P. 25
Risk Management	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf 2015 Sustainability Development Report	P. 45
		P. 66

Environment

Material Aspect	Public Domain / Report	Page
Energy	http://www.deltathailand.com/pdf/CG_DET_revised_E_2015.pdf	P. 24 Energy Conservation Policy
Water, Biodiversity, Emission, Effluent and Waste	http://www.deltathailand.com/pdf/CG_DET_revised_E_2015.pdf	P. 24 Environmental Policy
Product and Service	http://www.deltathailand.com/pdf/CG_DET_revised_E_2015.pdf	P. 6 The Policy on Stakeholders Treatment

Social

Material Aspect	Public Domain / Report	Page
Transparency and shareholder communication	http://www.deltathailand.com/pdf/CG_DET_revised_E_2015.pdf	P. 8-9 The Policy on Stakeholders Treatment
Employment , Welfare, Human Resource Development	http://www.deltathailand.com/pdf/CG_DET_revised_E_2015.pdf	P. 21 Policy of Remuneration and Welfare P. 22 Policy of Human Resource Management
Occupational Health and Safety	http://www.deltathailand.com/pdf/CG_DET_revised_E_2015.pdf	P. 4 Equitable treatments to employees P. 20 Policy of Working Safety, Health, Hygiene & Environment
Social Contribution	2015 Sustainability Development Report	Sustainability Development Policy
Anti-Corruption	http://www.deltathailand.com/pdf/Anti-corruption-procedure_E_update-2015.pdf	all
Supplier Assessment for Impacts on Society	http://www.deltathailand.com/pdf/csr/SDR2558_TH.pdf	P 54, 58
Product and Service Labelling	2015 Sustainability Development Report	P 83, 85

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Specific Standard Disclosures

Economic

G4 Indicator	Description	Public Domain / Report	Page
G4-EC1	Direct Economic value generated and distribute	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	25 - 26
G4-EC2	Financial implication and other risks and opportunities for the organization's activities due to climate change	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	13, 84
G4-EC3	Coverage of the organization's defined benefit plan obligations	2015 Sustainability Development Report	1
G4-EC4	Financial assistance received from government	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	25, 26
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	2015 Sustainability Development Report	32
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	2015 Sustainability Development Report	32
G4-EC7	Development and impact of infrastructure investments and services supported	2015 Sustainability Development Report	19
G4-EC8	Significant indirect economic impacts, including the extent of impacts	2015 Sustainability Development Report	3
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	2015 Sustainability Development Report	72

Environment

G4 Indicator	Description	Public Domain / Report	Page
G4-EN1	Renewable and on-renewable Materials used to produce and package	2015 Sustainability Development Report	59
G4-EN2	Percentage of Materials used that are recycled input materials	2015 Sustainability Development Report	59
G4-EN3	Energy Consumption within the organization	2015 Sustainability Development Report	72
G4-EN5	Type of Energy and Energy Intensity	2015 Sustainability Development Report	75
G4-EN6	Reduction of Energy Consumption	2015 Sustainability Development Report	75
G4-EN7	Reduction in energy requirements of products and services	2015 Sustainability Development Report	77, 80, 84, 86
G4-EN8	Total water withdrawal by source	2015 Sustainability Development Report	92
G4-EN9	Total number of water sources significantly affected by withdrawal by type:	2015 Sustainability Development Report	92
G4-EN10	Percentage and total volume of water recycled and reused	2015 Sustainability Development Report	92
G4-EN12	Significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside	2017 Sustainability Development Report	71
G4-EN13	Habitats protected or restored	2018 Sustainability Development Report	71
G4-EN15	Direct Greenhouse Gas (GHG) Emission (Scope1)	http://www.deltathailand.com/about_csr_Greenhouse.php	10
G4-EN16	Energy Indirect Greenhouse Gas (GHG) Emission (Scope2)	http://www.deltathailand.com/about_csr_Greenhouse.php	10
G4-EN17	Other indirect Greenhouse Gas (GHG) Emissions (Scope3)	http://www.deltathailand.com/about_csr_Greenhouse.php	9

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Environment

G4 Indicator	Description	Page/ Link	Page
G4-EN18	GREENHOUSE GAS (GHG) EMISSIONS INTENSITY	2015 Sustainability Development Report	79-80
G4-EN19	Reduction of Greenhouse Gas (GHG) Emissions	2015 Sustainability Development Report	79-80
G4-EN21	NOX, SOX, and other significant air emission	2015 Sustainability Development Report	91
G4-EN22	Total water discharge by quality and destination	2015 Sustainability Development Report	92
G4-EN23	Total weight of waste by type and disposal method	2015 Sustainability Development Report	93
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	2015 Sustainability Development Report	68-69
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	2015 Sustainability Development Report	93
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforces	2015 Sustainability Development Report	59, 89
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	2015 Sustainability Development Report	56-58
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and action taken	2015 Sustainability Development Report	58
G4-EN34	Number of grievances about environmental impacts filled, addressed and resolved through formal grievance mechanisms	2015 Sustainability Development Report	93

Labor Practice and Decent Work

GRI G4 Indicator	Description	Public Domain / Report	Page
G4-LA1	Total Number and rates of new employee hires and employee turnover by age group, gender and region.	2015 Sustainability Development Report	89
G4-LA2	Benefit provided to full-time employees that are not provided to temporary or parttime employees, by significant locations of operation	2015 Sustainability Development Report	34, 35
G4-LA3	Return to work and retention rates after parental leave, by gender	2015 Sustainability Development Report	89
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	http://www.deltathailand.com/pdf/CG_DET_revised_T_2015.pdf	28
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	2015 Sustainability Development Report	38
G4-LA6	Type of injury and rate of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	2015 Sustainability Development Report	91
G4-LA8	Health and safety topics covered in formal agreements with trade unions	2015 Sustainability Development Report	55
G4-LA9	Average hours of training per year per employee by gender and by employee category	2015 Sustainability Development Report	37-38
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	2015 Sustainability Development Report	36

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Labor Practice and Decent Work

GRI G4 Indicator	Description	Public Domain / Report	Page
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity	http://www.deltathailand.com/pdf/ir/annual/annual_2015.pdf	73, 82, 83
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	2015 Sustainability Development Report	56-58
G4-LA16	Number of grievances about labor practices field, addressed, and resolved through formal grievance mechanisms	2015 Sustainability Development Report	89

Human Rights

GRI G4 Indicator	Description	Public Domain / Report	Page
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	2015 Sustainability Development Report	87
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	2015 Sustainability Development Report	89
G4-HR3	Total number of incidents of discrimination and corrective actions taken	2015 Sustainability Development Report	34,35
G4-HR4	The right to exercise freedom of association and collective bargaining	2015 Sustainability Development Report	34
G4-HR5	Child labor, and measures taken to contribute to the effective abolition of child labor	2015 Sustainability Development Report	34
G4-HR6	Forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	2015 Sustainability Development Report	34
G4-HR7	Percentage of security personnel trained in the organization's Human rights policies or procedures that are relevant to operations	2015 Sustainability Development Report	36
G4-HR8	Incidents of violations involving rights of indigenous peoples and action taken	2015 Sustainability Development Report	34
G4-HR9	Total number and percentage of operations that have been subject to human right reviews or impact assessments	2015 Sustainability Development Report	58
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	2015 Sustainability Development Report	56,58

Society

GRI G4 Indicator	Description	Public Domain / Report	Page
G4-SO1	Percentage of operations with implemented local community engagement, impacts assessments, and development programs	2015 Sustainability Development Report	49,51
G4-SO2	Location of Operation	http://www.deltathailand.com/about_global.php	all
G4-SO3	Total number and percentage of operations assessed for risk related to corruption and the significant risk identified	http://www.deltathailand.com/about_global.php	all
G4-SO4	Communication and training on anti-corruption policies and procedures	2015 Sustainability Development Report	36
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	2015 Sustainability Development Report	87
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	2015 Sustainability Development Report	56,58

GRI G4 Content Index

Specific Standard Disclosures

Society

GRI G4 Indicator	Description	Public Domain / Report	Page
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	2015 Sustainability Development Report	58
G4-SO11	Number of grievances about impacts on society field, addressed, and resolved through formal grievance mechanisms	2015 Sustainability Development Report	87

Product Responsibility

GRI G4 Indicator	Description	Public Domain / Report	Page
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	2015 Sustainability Development Report	83-84
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling	2015 Sustainability Development Report	83
G4-PR5	Customer satisfaction	2015 Sustainability Development Report	30



Share your suggestion and ideas

Sustainability Development Committee

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The Winner's work from
the Company's Energy Saving Drawing Contest
exhibited at the Headquarter of
Delta Electronics (Thailand) PCL.

