

ADIANTESS

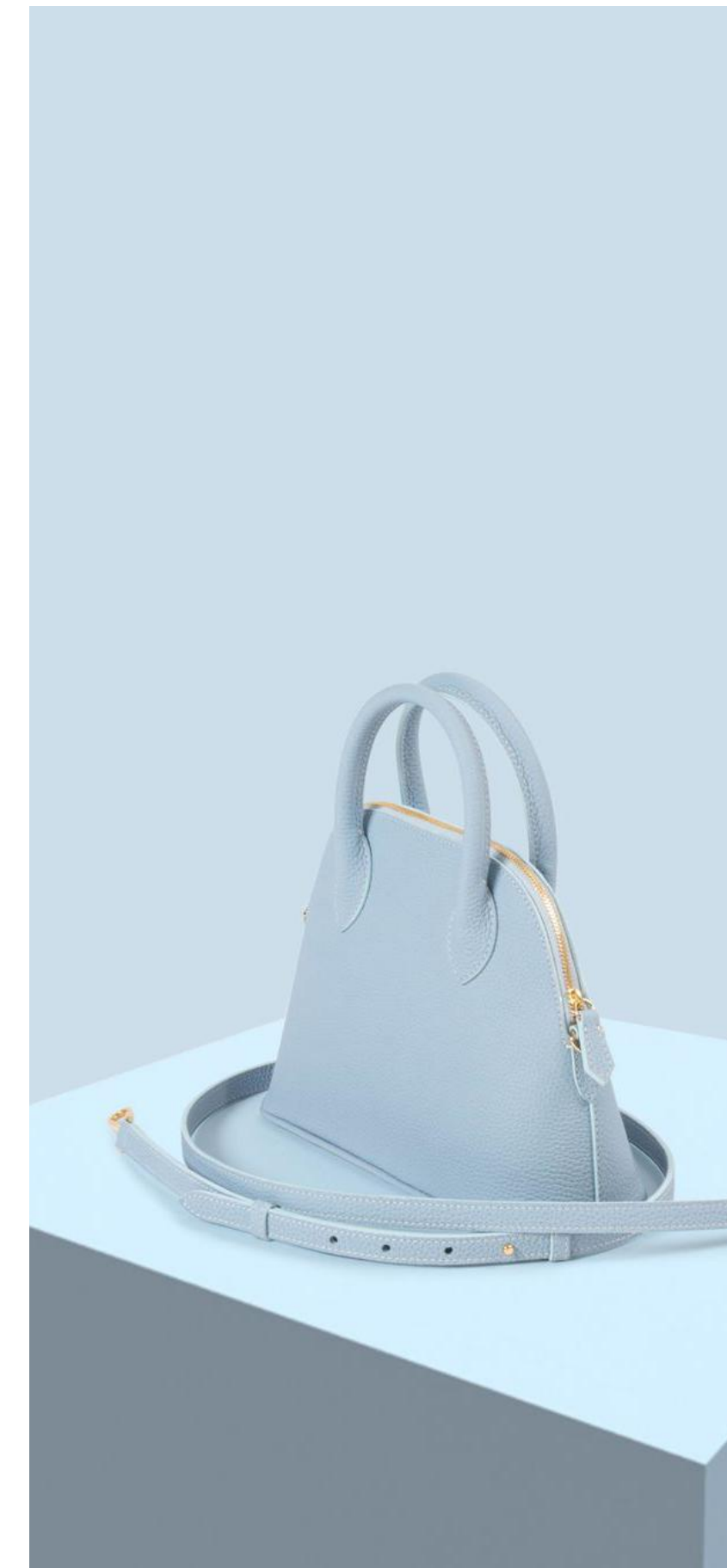


# Sustainability Report 2024

Adiantes Co., Ltd. | 3656/77-79 Rama VI Road  
Green Tower 23rd Floor, Khlong Toei, Bangkok, Thailand  
Organization Number: 0105553121620

# We Drive Fair and Transparent Production

As a responsible business, we acknowledge our crucial role in shaping a more sustainable future. With over two decades of operation, we proudly hold multiple certifications, demonstrating our commitment to responsible production. Adiantes actively advocates fair production, promoting positive social values, and fostering a sustainable environment for both workers and customers. Emphasizing our position as the leading manufacturer and exporter of leather products in Thailand, we prioritize responsible production practices aligned with the highest industry standards.



# Contents

4	<b>Sustainability at Adiantes</b> Letter from the CEO Sustainability at a Glance Our Business Model
17	<b>Social</b> Inclusion and Diversity Human Rights Health and Safety Corporate Giving
24	<b>Statements</b> Management Statements Audited and Certified Standards

11	<b>Environment</b> Chemical Compliance Raw Material Traceability Circular Economy Energy Usage
21	<b>Governance</b> Sustainability Governance Business Ethics

## **Sustainability Report**

Our Sustainability Report provides detailed information on sustainability and our responsible business practices.

The Sustainability Report serves as our supplementary document to the United Nations Global Compact Communication on Progress, which will be submitted later in 2024.





# Sustainability at Adiantes

Letter from the CEO  
Sustainability at a Glance  
Our Business Model

# Leading the Leather Goods Manufacturing Industry in Sustainability

Adiantes, a leading manufacturer and exporter of leather products in Thailand, recognizes its pivotal role in advancing sustainability within its industry. With more than two decades of operational excellence, we uphold multiple certifications, underscoring our dedication to responsible production practices. Our commitment extends to advocating fair production methods that uphold positive social values and ensure a sustainable environment for both our workforce and customers. Adiantes prioritizes aligning our production processes with the highest industry standards, reinforcing our position as a responsible business driving towards a sustainable future.

---

Mauro Beck - President

Luckkana Wutipramote - CEO

---

Adiantes is dedicated to advancing sustainability within the leather products industry in Thailand, bolstered by our ISO-9001 and ISO-14001 certifications.

In 2024, our focus is on implementing tools and business intelligence to understand and measure carbon emissions throughout the supply chain and to enable reductions through enhanced operational efficiency.

We are also strengthening our supplier relationships to ensure ethical sourcing practices that uphold fair trade principles.



Looking towards 2030, our ambitious goals include achieving a substantial emissions reduction across all operations and transitioning to a circular economy model to minimize waste. These efforts are complemented by our commitment to social responsibility, where we aim to enhance community impact through initiatives in education, health, and economic empowerment.

Adiantes prioritizes fostering a diverse and inclusive workforce, promoting a workplace culture that values equality and respects human rights. Upholding stringent business ethics, we strive for transparency in reporting our sustainability progress, aligning with global standards to ensure accountability and engage stakeholders effectively.

Through these targeted actions and commitments, Adiantes aims not only to lead by example but also to contribute significantly to a sustainable and equitable future by 2030 and beyond.

## Sustainability at a Glance

# 2023 HIGHLIGHTS

Looking forward to 2025 and beyond, Adiantes recognizes the imperative for continuous improvement across several key areas to drive sustainable development. Our long-term goal for 2030 is to enhance supply chain transparency, ensuring accountability and ethical sourcing practices throughout our operations. This includes rigorous identification and tracking of greenhouse gas emissions to mitigate our environmental footprint effectively.

Furthermore, we are committed to promoting diversity and inclusivity within our workforce by increasing the representation of women in leadership roles and supporting the employment of disabled staff in our production facilities. By fostering a diverse and inclusive workplace, we aim to harness a broader range of perspectives and talents to drive innovation and sustainability.

Adiantes is dedicated to advancing our environmental stewardship by collaborating closely with customers to incorporate more recycled raw materials into our product offerings. This initiative not only supports circular economy principles but also aligns with our commitment to reducing resource consumption and waste generation.

## 2%

Workers with disabilities.

Target 2023: 2%  
Target 2025: 2%

## 50%

Women in Leadership positions.

Target 2023: 50%  
Target 2025: 50%

## 3.3%

Recycled material used in production.

Target 2023: 5%  
Target 2025: 10%



## 59%

Of our total staff have been with us for over 10 years.

## 3

ISO 9001 / ISO14001 and MFi licensed.

## 775

Hours trained for office (79) and production staff (696).

## 0.8%

Rejected products from the production lines.

# ABOUT our company

Adiantes is a leather goods manufacturer based in Thailand, dedicated to crafting high-quality products with attention to detail and craftsmanship.

With a commitment to excellence, we take pride in creating timeless and elegant leather goods that meet the needs and desires of our customers.

Our mission at Adiantes is to celebrate the rich heritage of Thai craftsmanship by creating exceptional small leather goods that blend traditional techniques with modern aesthetics, fostering sustainability, and enriching our customers' lives with unparalleled quality and elegance.

Adiantes Co., Ltd | 3656/77-79 Rama VI Road 23rd Floor,  
Khlong Toei, Bangkok, Thailand  
Organization Number: 0105553121620



[adiantes.com](https://adiantes.com)



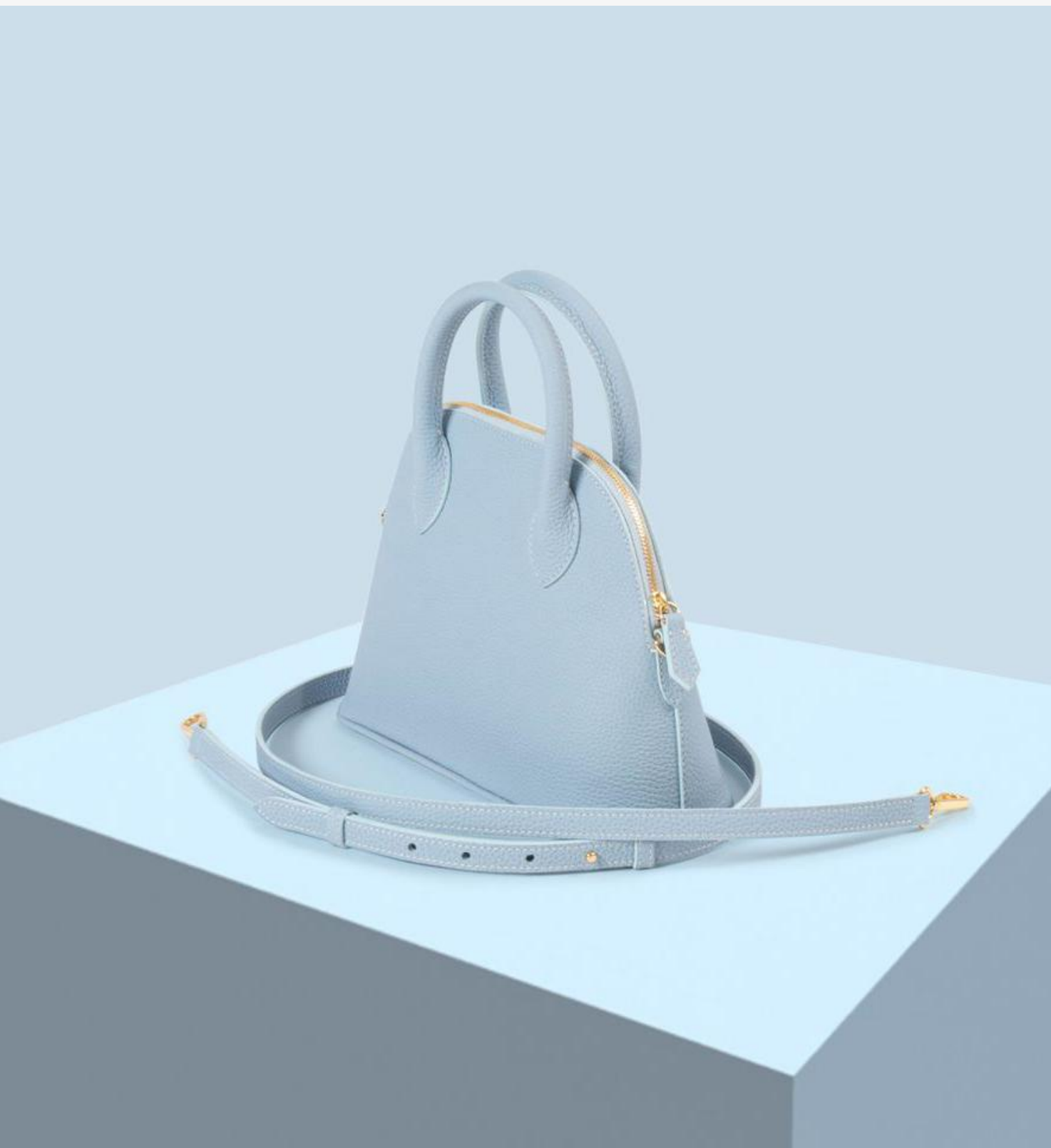
LEATHER GOODS  
MANUFACTURING

EST. 2001

250  
EMPLOYEES

ISO 9001 &  
14001  
CERTIFIED

COMPANY PROFILE 2024



# Enabling a Sustainability Strategy Supported by Internal & External Stakeholders

Our 2023 business year marked a pivotal phase in defining our vision and implementing actionable strategies to achieve sustainable objectives. As a manufacturing entity engaged in raw material procurement, production, and supply chain management, we recognize the influence of both internal operations and external stakeholders in shaping our sustainability initiatives.

## Our Sustainability Approach

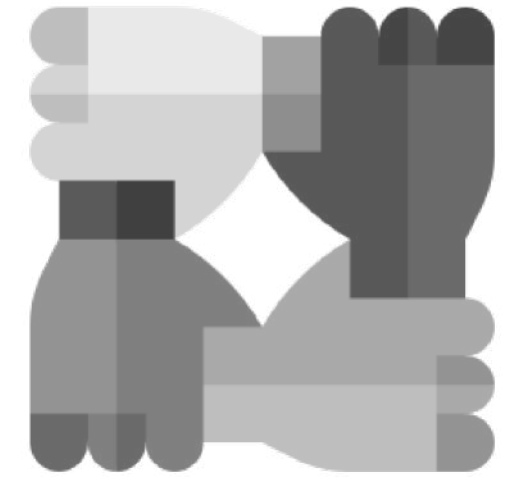
Central to our approach is the collaborative effort with our customers to drive a sustainable agenda. While our responsibility as a production entity spans raw materials and manufacturing processes aimed at enhancing worker welfare, we also prioritize empowering our customers.



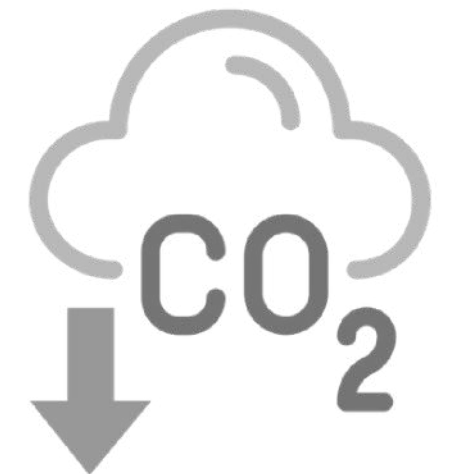
The strategic direction for 2024-2025 is the endeavor to propose, educate, and offer sustainable product solutions. While we can improve direct activities such as Scope 1 Direct Emissions, reducing wastage and improving staff welfare, there is an understanding that the adoption of end consumer product innovations ultimately lies within our customers' discretion.

By fostering partnerships that expand the typical and traditional supplier-customer relationships, we are committed to co-creating a more sustainable future. Our efforts extend beyond operational boundaries to collectively promote environmental stewardship and social responsibility across our value chain.

## OUR STRATEGIC PRIORITIES



Inclusive, Diverse Workplace



Low-Carbon Business



Circular Innovation



At Adiantes we are steadfast in our commitment to sustainability, actively engaging with external stakeholders such as the United Nations Global Compact (UNGC) to advance our responsible business practices. As a manufacturing entity, we align our operations with the ten UNGC principles, focusing particularly on key Sustainable Development Goals (SDGs) that resonate deeply with our mission and vision.

### Upholding UNGC Principles

**Human Rights (Principles 1 and 2):** We rigorously support and respect the protection of internationally proclaimed human rights throughout our operations. By adhering to stringent ethical standards and conducting thorough due diligence, we ensure that our business activities do not contribute to or are complicit in any form of human rights abuses.

**Labor (Principles 3, 4, 5, and 6):** In our commitment to decent work and economic growth (SDG 8), we uphold the freedom of association and recognize the right to collective bargaining. We enforce a zero-tolerance policy towards forced and child labor, ensuring that our workforce operates in safe and ethical conditions free from discrimination.

**Environment (Principles 7, 8, and 9):** Aligned with responsible consumption and production (SDG 12) and climate action (SDG 13), we embrace a precautionary approach to environmental challenges. Through continuous innovation and investment in sustainable technologies, we promote environmental responsibility across our value chain. Our initiatives aim to minimize environmental impact and foster the development and diffusion of environmentally friendly technologies.

**Anti-Corruption (Principle 10):** We actively combat corruption in all its forms, adhering strictly to ethical business practices. Our comprehensive anti-corruption policies and internal controls ensure transparency and accountability in every aspect of our operations, from procurement to stakeholder engagement.

For more information about our UNGC engagement, please visit our UNGC participation page.



ADIANTES KEY SUSTAINABILITY MATTERS	UNGC PRINCIPLES	SDG
Diversity and Inclusion	Human Rights	SDG 5, 10
Adequate Wage	Human Rights	SDG 8
Environmental Impact of Materials	Environment	SDG 12
Environmental Impact of Production	Environment	SDG 12
Greenhouse Gas Emissions	Environment	SDG 13
Transparency and Accountability	Anti-Corruption	SDG 16

### Collaborative Approach with UNGC Since 2015

Through our engagement with UNGC, we participate in collaborative initiatives and platforms that facilitate knowledge sharing and best practices.

By leveraging these partnerships, we strengthen our commitment to sustainability and contribute positively to global efforts aimed at achieving the SDGs, particularly SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action).

Our ongoing dialogue with UNGC enables us to continuously improve and align our sustainability strategies with international standards and expectations.



## Our Sustainability Targets

### Inclusive, diverse workplace



**By 2030** Achieve full gender parity.

**By 2025** Equal representation of women and men in management roles.

2% of workers with disabilities.

30% aging workforce (41+).

## Progress And Status

**Women in Leadership** (%)

2023: 50%

2025: 50%

2030: 50%

**Disability Workers** (%)

2023: 2%

2025: 2%

2030: 2%

**Aging Workforce** (%)

2023: 44%

2025: 30%

2030: 35%

## Our Next Steps

We have achieved all our inclusive, diverse workplace targets during 2023. Our focus will be on maintaining and improving our score.

### Low-Carbon business

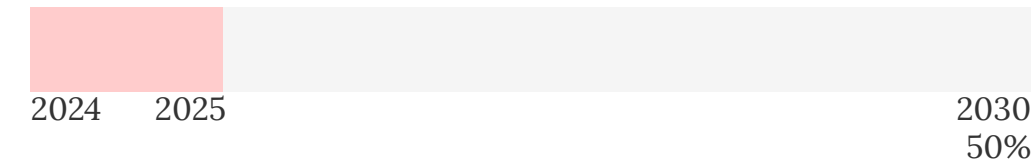


**By 2030** Reduce GHG Emissions by 50% based on 2024-2025 Baseline.

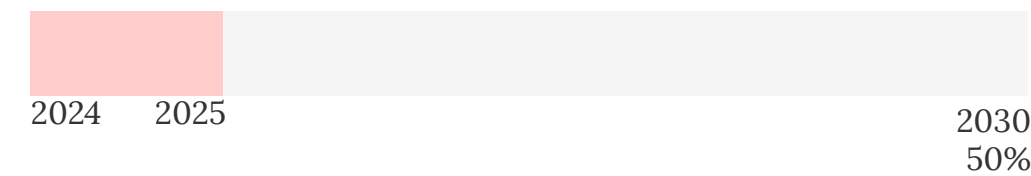
Maximum 0.4% production reject in the manufacturing line.

**By 2025** Establish GHG baseline for Scope 1, 2, 3. Maximum 0.5% production reject in the manufacturing line.

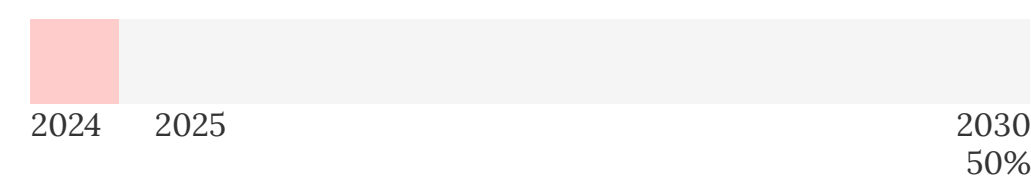
**Scope 1** Direct Emissions (%)



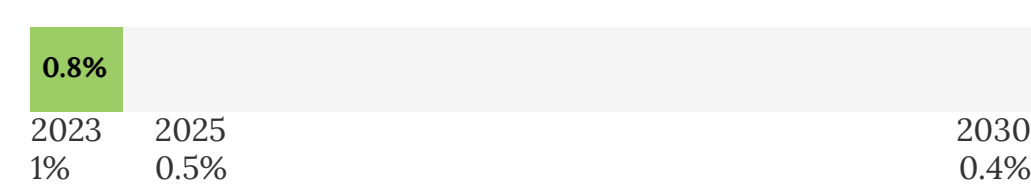
**Scope 1 & 2** Direct/Indirect Emissions (%)



**Scope 3** Indirect Emissions (%)



**Reject** (%) from Production



### Scope 1 & 2

2024 - 2025 will be used to map out and establish the current GHG baseline for scope 1 and 2.

### Scope 3

2024 will be used to map out and establish the current GHG baseline for scope 3.

### Production Rejects

We have achieved our 2024 target in 2023 with 0.8% rejects. Our focus will be on maintaining and improving our score.

### Circular Innovation

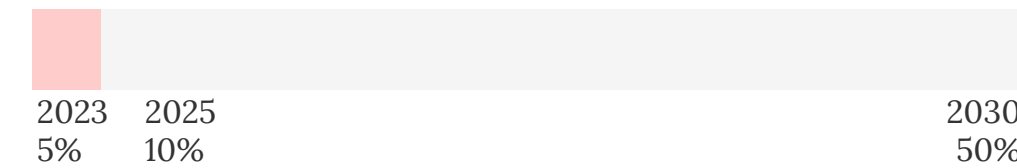


**By 2030** Achieve 50% recycled plastic in phone case production. Achieve 50% recycled metal in production.

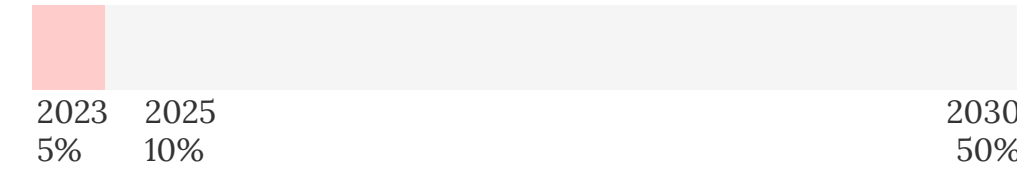
**By 2025** Achieve 10% recycled plastic in phone case production. Achieve 10% recycled metal in production.

Evaluate the use of 3 sustainable alternative leather materials.

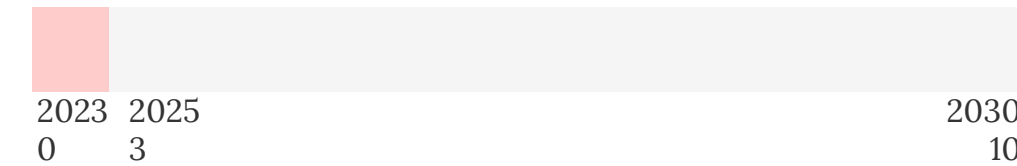
**Recycled Plastic** (%)



**Recycled Metal** (%)



**Alt. Sustainable Material** (No. of materials tested)



### Recycled Material

The combined recycled material used in 2023 was 3.25%. Further proposals and developments with recycled materials are taking place in 2024 with existing customers.

### Sustainable leather alternatives

Multiple projects are being evaluated in 2024 in terms of alternative sustainable materials and products.



# Environment

Chemical Compliance  
Raw Material Traceability  
Circular Economy  
Energy Usage

# Environmental Stewardship

---

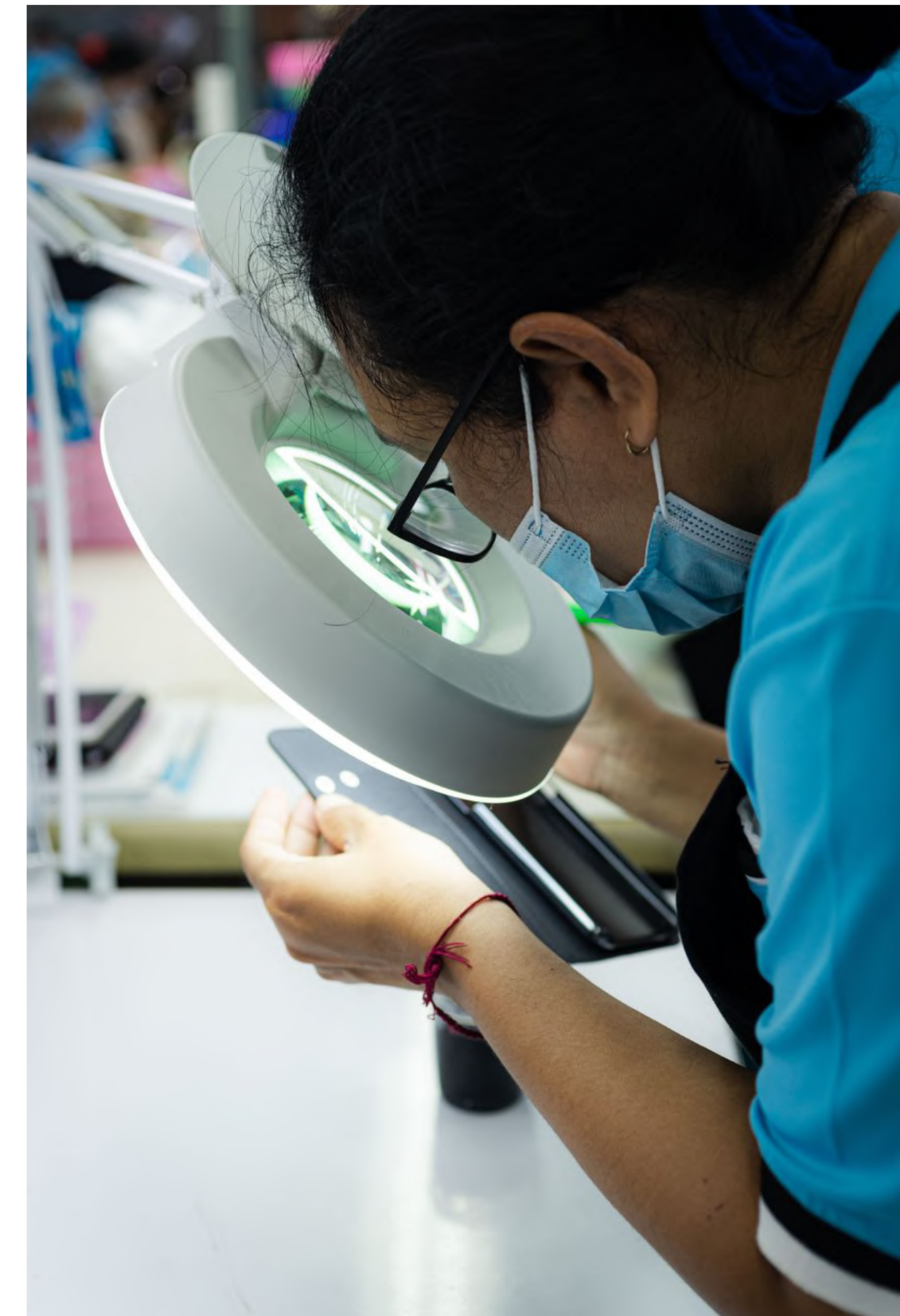
At Adiantes, environmental responsibility is at the core of our operations. We are committed to upholding stringent standards in chemical compliance, wastewater treatment, and reducing chemical usage in our production processes.

---

Wastewater treatment plays a pivotal role in our production operations. It is crucial not only for regulatory compliance but also for minimizing our environmental footprint. While a majority of our water usage comes from non-production activities such as bathrooms and kitchens, we recognize the importance of treating all wastewater generated during manufacturing processes.

We are dedicated to reducing the use of solvents and chemicals in our production facilities. This ongoing effort aligns with both local and international standards aimed at promoting sustainable practices. By implementing new technologies and processes, we continuously seek ways to minimize solvent usage and manage chemical waste responsibly. Our goal is to achieve not only compliance but also excellence in environmental stewardship, demonstrating our commitment to sustainability in every aspect of our business.

Adiantes strictly adheres to REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances) regulations in all aspects of our production. These standards ensure that the chemicals and materials used in our manufacturing processes are safe for both human health and the environment. By complying with these regulations, we contribute to a safer and more sustainable global supply chain.





Raw material traceability is crucial in leather goods production for ensuring sustainability, ethical sourcing, and product integrity. At Adiantes, we trace our leather from origin to finished product to:

**Ensure Sustainability and Ethical Sourcing:** Traceability verifies that our leather is sourced responsibly, supporting environmental conservation and upholding ethical standards. **Maintain Quality Assurance:** By tracking each batch of leather, we ensure consistent quality and address authenticity and performance concerns. **Mitigate Risks and Ensure Compliance:** Traceability minimizes risks associated with illegal sourcing and non-compliance with regulations, reinforcing our commitment to ethical practices. **Enhance Consumer Trust:** Providing transparency in our supply chain builds consumer confidence and aligns with preferences for sustainable and ethical products. We are dedicated to advancing traceability practices to promote responsible sourcing and meet the expectations of our stakeholders.

Adiantes is committed to promoting sustainability and ethical practices within the leather industry by partnering with certified leather suppliers who prioritize transparency and continuous improvement in their supply chains. One of our key partners is Ludwig Perlinger GmbH in Germany, a company that has been audited by the Leather Working Group (LWG).

#### Sourcing Leather

In 2024, Adiantes is undertaking several pilot projects to reduce greenhouse gas (GHG) emissions associated with raw material sourcing. One notable initiative involves "Kitting," where leather is pre-cut at the source, processed into finished goods at our facilities, and shipped directly to the destination. This approach eliminates the importation of full leather hides and rolls, thereby reducing freight volume, GHG emissions, and costs associated with transportation.

#### About Ludwig Perlinger GmbH

Ludwig Perlinger GmbH is a renowned leather manufacturer known for its high-quality products and commitment to sustainable practices that we have partnered with since 2017. As an LWG-audited supplier, they adhere to rigorous standards designed to ensure responsible leather production.

#### Leather Working Group (LWG)

The Leather Working Group is a not-for-profit membership organization dedicated to creating meaningful change across the global leather supply chain. Established in 2005, LWG brings together stakeholders from various sectors, including footwear, apparel, upholstery brands, and leather manufacturers, to foster responsible leather production and sourcing. Founding members of the LWG include prominent brands such as adidas, Clarks, Ikea, Nike, Marks & Spencer, New Balance, Timberland, and PrimeAsia Leather Company.

#### Ludwig Perlinger GmbH's Latest Audit Results

The latest audit of Ludwig Perlinger GmbH by the LWG, valid until October 22, 2025, highlights their commitment to transparency and traceability within their supply chain. The audit results are as follows:

Physical Traceability:	0%
Documented Traceability:	45.43%
Group Traceability:	29.6%
Regional Traceability:	0%
Not Traceable:	24.97%

These figures indicate that while there is room for improvement, Ludwig Perlinger GmbH is actively working towards better documentation and group traceability, which are essential for ensuring a sustainable and transparent leather supply chain.



Adiantes, in collaboration with Ludwig Perlinger GmbH and the LWG, is dedicated to enhancing the traceability and sustainability of leather production. By working with suppliers who are open to transparency and improvement, we aim to support practices that lead to a more ethical and environmentally responsible leather industry.

For more information about Ludwig Perlinger GmbH, please visit Ludwig Perlinger GmbH.

In 2023, our raw material sourcing strategy is focused on balancing quality, sustainability, and supply chain diversity. The import value distribution of our raw materials is as follows:

#### Leather Hides from Germany: 68%

Leather is the most significant component of our raw material sourcing, with 68% of our imports coming from high-quality German hides. This ensures that our leather products meet rigorous standards for durability and ethical production.

#### Polycarbonate (PC) Cases from China: 15%

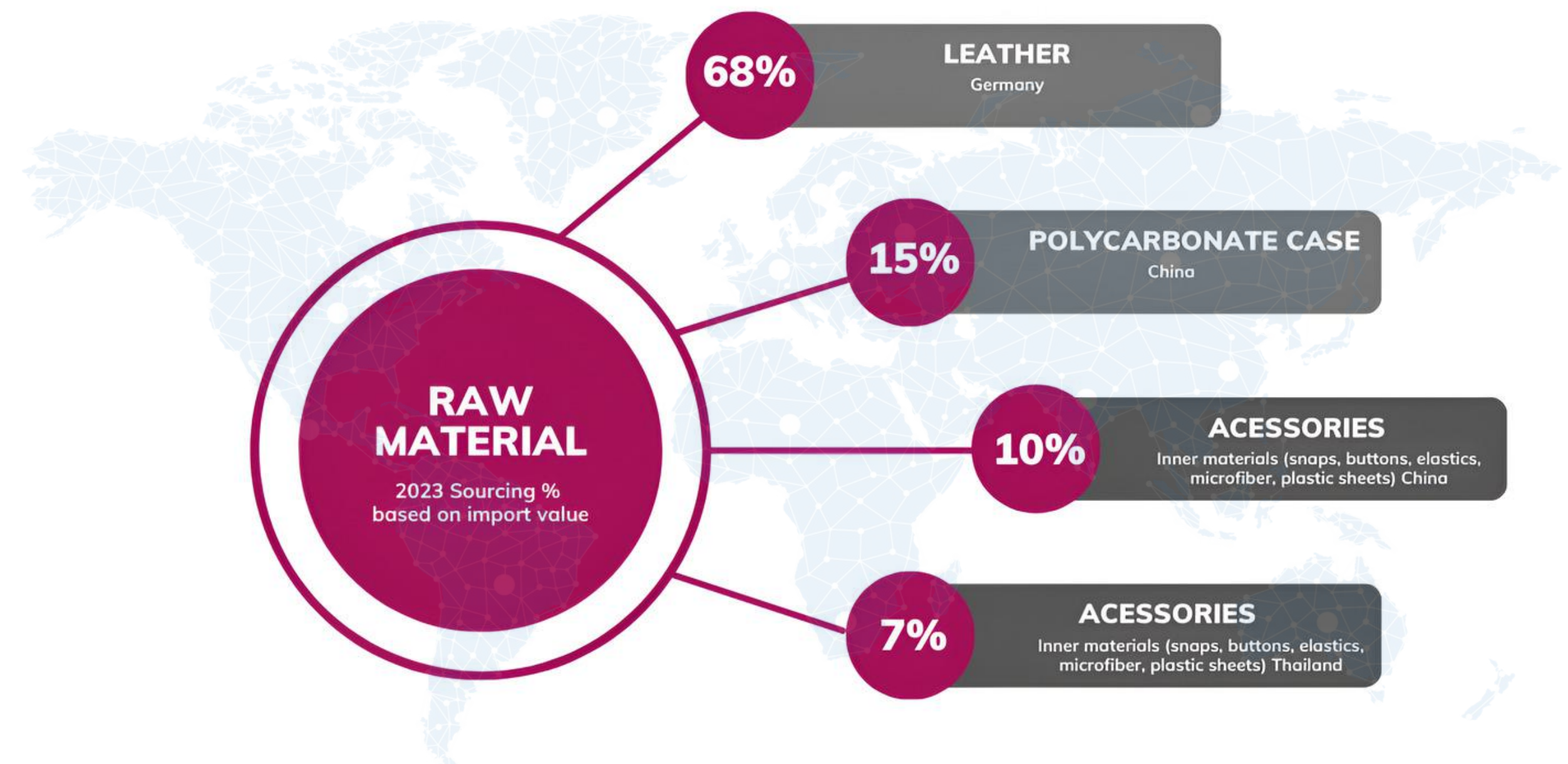
Polycarbonate material, used primarily for phone case production, accounts for 15% of our imports from China. This material is crucial for manufacturing durable and protective cases.

#### Accessories from China: 10%

Inner materials such as snaps, buttons, elastics, microfiber, and plastic sheets represent 10% of our imports from China. These accessories are essential for the construction and functionality of our products.

#### Accessories from Thailand: 7%

Similarly, 7% of our accessories, including snaps, buttons, elastics, microfiber, and plastic sheets, are sourced from Thailand. This additional sourcing from Thailand helps ensure a consistent supply of necessary components.



At Adiantes, our commitment to sustainability is driven by a deep understanding of the importance of the circular economy. We recognize that stakeholder interest in recycled materials is not only a response to environmental concerns but also a reflection of a broader societal shift towards more responsible consumption and production practices.

### Importance of the Circular Economy

The circular economy is a model of production and consumption that emphasizes extending the lifecycle of products, reducing waste, and optimizing resource use. For Adiantes, the circular economy is crucial because it aligns with our values of quality and durability, ensuring that our products have minimal environmental impact. By incorporating recycled materials into our manufacturing processes, we can reduce our reliance on certain resources, lower our carbon footprint, and contribute to a more sustainable future.

To advance our sustainability goals, we have undertaken a comprehensive review of our production processes to identify areas where recycled materials can be utilized effectively. This includes: Integrating recycled plastics into components such as inner frame elements. Using recycled metals for rivets, buckles, and other metallic components in our leather goods.

These efforts not only help reduce waste but also promote the responsible use of resources, aligning with our commitment to environmental stewardship.

As part of our strategic development plan for 2024-2025, Adiantes is dedicated to exploring and testing innovative alternative raw materials. This initiative aims to diversify our material base and offer sustainable options to our customers. The developments of leather alternatives globally present exciting opportunities, and we are keen to evaluate multiple materials to propose for our production.

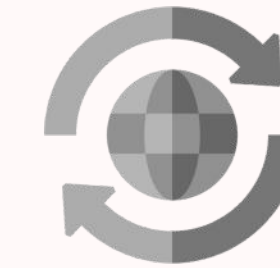
### Key materials under consideration

**Mushroom Leather:** Made from mycelium, the root structure of mushrooms, this biodegradable and sustainable alternative offers a unique texture and environmental benefits.

**Apple Leather:** Created from apple pomace, a byproduct of apple juice production, this material provides a vegan and eco-friendly leather alternative.



### Circular Innovation



**By 2030** Achieve 50% recycled plastic in phone case production.

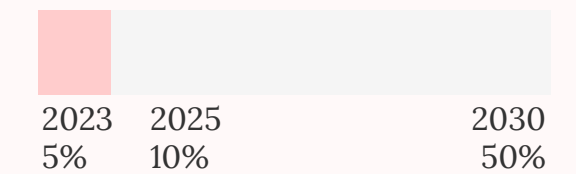
Achieve 50% recycled metal in production.

**By 2025** Achieve 10% recycled plastic in phone case production.

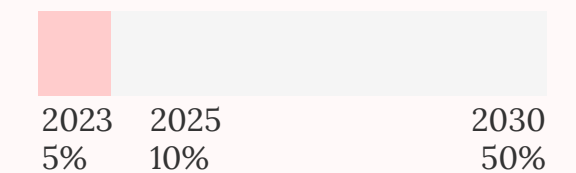
Achieve 10% recycled metal in production.

Evaluate the use of 3 sustainable alternative leather materials.

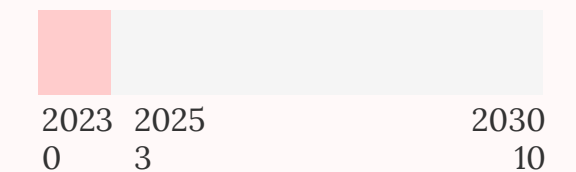
#### Recycled Plastic (%)



#### Recycled Metal (%)



#### Alt. Sustainable Material (No. of materials tested)



## Energy Market in Thailand

Thailand's energy sector is managed by the Ministry of Energy and includes various agencies such as the Department of Alternative Energy Development and Efficiency (DEDE) and the Electricity Generating Authority of Thailand (EGAT). As of December 2022, Thailand's total installed power generating capacity stands at approximately 53 gigawatts, with renewable energy contributing around 23% of this capacity. The primary sources of renewable energy in Thailand include solar, wind, hydropower, biomass, biogas, and waste-to-energy projects (1) (2).

## Renewable Energy Goals

Thailand has set ambitious targets to increase its renewable energy usage. By 2037, the government aims to generate more than 30% of its electricity from renewable sources. The long-term vision, outlined in the National Energy Plan (NEP) 2023, aims to raise renewable energy's share to over 50% by the 2040s, supporting the goals of carbon neutrality by 2050 and net-zero greenhouse gas emissions by 2065 (3) (4).

## Key Highlights from Thailand's NDC

Thailand has committed to significant greenhouse gas (GHG) reductions in its second updated Nationally Determined Contribution (NDC). The country has increased its GHG reduction target from 20% to 30% by 2030, compared to the business-as-usual scenario. Additionally, Thailand has raised its conditional target from 25% to 40%. These targets are part of Thailand's broader commitment to achieving carbon neutrality by 2050 and net-zero GHG emissions by 2065 (5) (6).

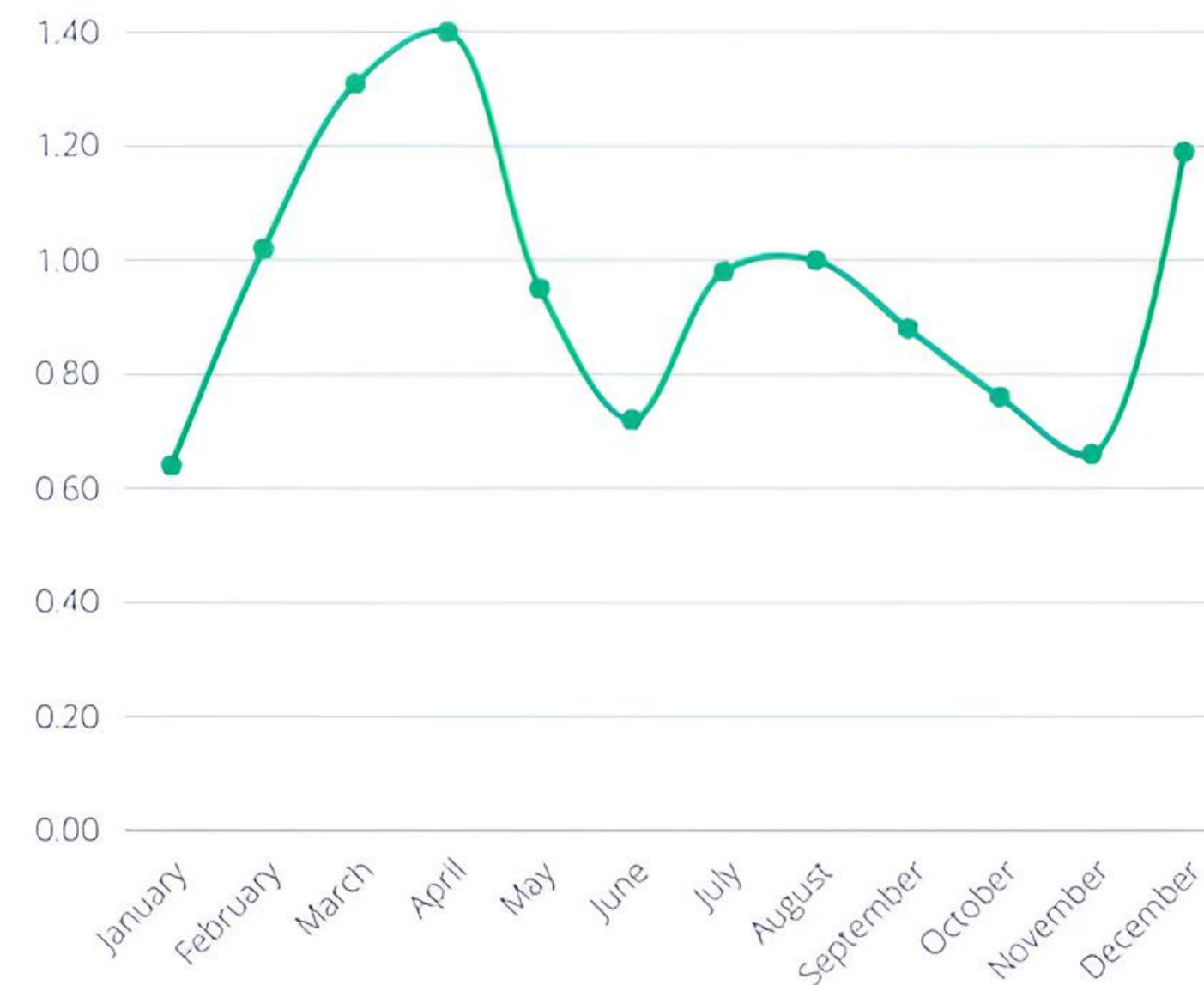
By focusing on renewable energy and efficiency improvements, Thailand is paving the way towards a more sustainable energy future, aligning with global climate goals and reducing its carbon footprint.

## We are actively undertaking several local projects to reduce energy usage

**Halogen to LED Conversion:** Adiantes is replacing halogen lights with energy-efficient LED lighting throughout its factory. This transition significantly reduces electricity consumption and lowers maintenance costs due to the longer lifespan of LED lights.

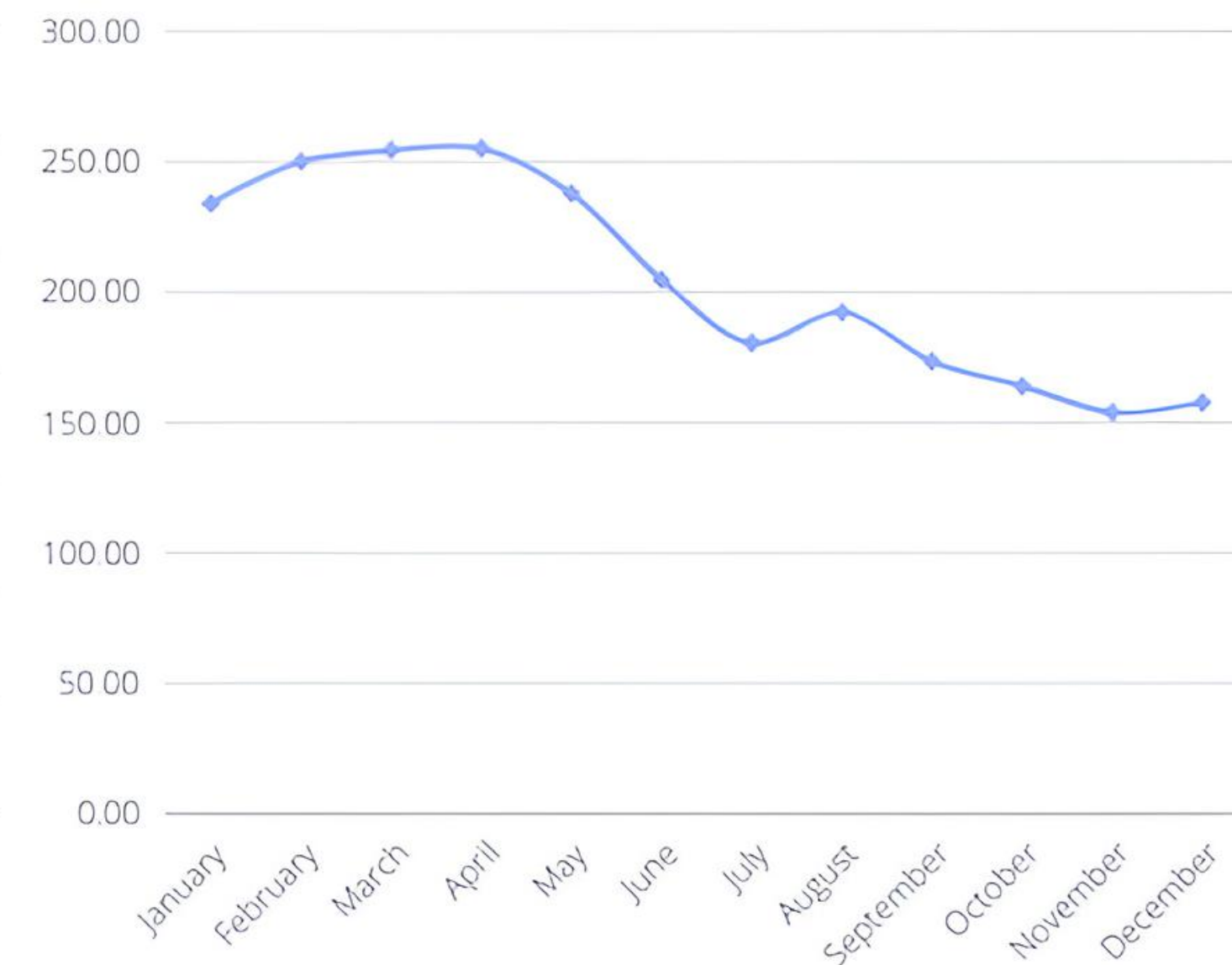
**Evaluation of Solar Cells:** The company is evaluating the feasibility of installing solar panels to harness renewable energy for its operations. This initiative aims to reduce dependency on grid electricity and lower carbon emissions.

**Optimized Heating/Cooling Systems:** Adiantes is evaluating different technologies for its heating and cooling systems to improve energy efficiency.



### ● kWh per Pcs

This measures energy efficiency and helps identify opportunities to reduce consumption per unit of output.



### ● kWh per Worker

This evaluates energy usage relative to workforce size, enabling better resource allocation and operational efficiency.

### ● Next Steps

In 2023, we focused on establishing processes to track and trace energy usage in production. Next year, we will compare energy output against produced volume and per direct worker, recognizing that energy consumption per piece is significantly impacted by volume fluctuations.

(1) (6) <https://www.mordorintelligence.com/industry-reports/thailand-power-market/market-size>

(2) (4) <https://www.trade.gov/country-commercial-guides/thailand-energy>

(3) (5) <https://www.iea.org/reports/thailands-clean-electricity-transition>





# Social

Inclusion and Diversity  
Human Rights  
Health and Safety  
Corporate Giving

# Inclusive and Diverse Workplace

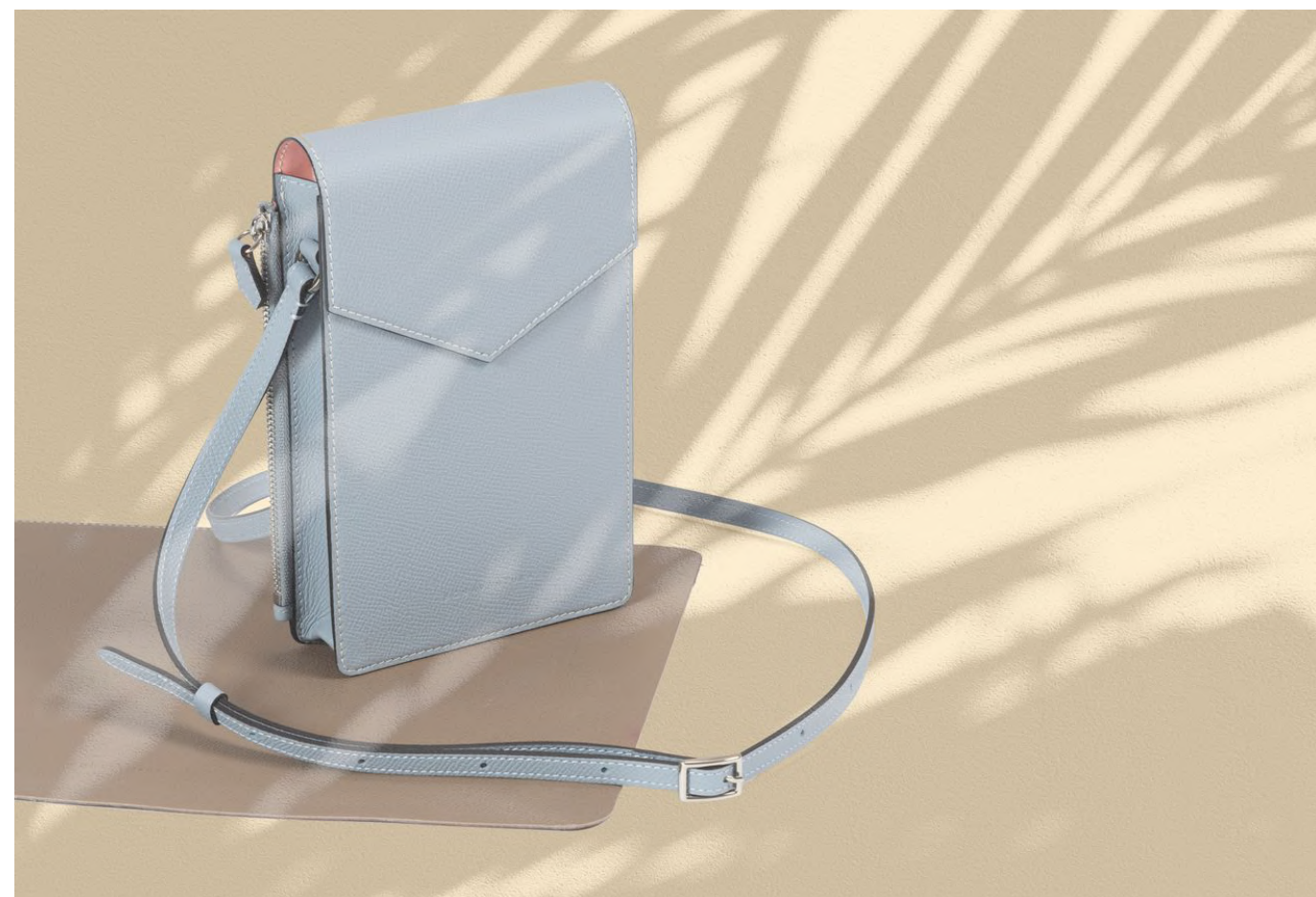
---

Adiantes is dedicated to fostering an inclusive and equitable workplace, reflecting our commitment to responsible production and leadership in the leather goods manufacturing industry in Thailand. We prioritize the well-being and development of all employees, ensuring a secure and respectful environment that celebrates diversity and inclusion.

---

Adiantes is committed to achieving full gender parity by 2030, but we are proud to announce that we have already reached this milestone in 2023. We have established equitable salary bandings, equal opportunities for promotions, and comprehensive training programs to ensure that both genders have the same opportunities for hiring, advancement, and professional development. Our organization actively aims for equal representation of men and women at all levels, from entry-level positions to senior leadership roles. However, it is important to note that equal representation cannot be applied as strict quotas for men and women.

Adiantes always considers the professional experience of the applicant to find the best fit for both parties, regardless of gender, age, or disability. We will continue to develop and enforce policies that promote gender equality, including non-discrimination and equal pay practices. Fostering a workplace culture that values diversity and inclusion, where all employees feel respected and valued regardless of gender and regularly assessing and reporting on gender parity progress to ensure that targets are being met and necessary adjustments are made.





**Inclusive, diverse workplace** By 2030 Achieve full gender parity.



By 2025 Equal representation of women and men in management roles.

2% of workers with disabilities.

30% aging workforce (41+).

**Women in Leadership (%)**

2023: 50%    2025: 50%    2030: 50%

**Disability Workers (%)**

2023: 2%    2025: 2%    2030: 2%

**Aging Workforce (%)**

2023: 44%    2025: 30%    2030: 35%

By 2025, Adiantes is committed to achieving equal representation of women in management roles, aiming for women to occupy 50% of these positions to promote gender diversity in leadership. As of 2023, we have already achieved this milestone.

To support this goal, we have implemented programs that benefit all employees at Adiantes, regardless of age, gender, or disabilities. These programs include career advancement support, mentorship and sponsorship opportunities to prepare employees for leadership positions, active recruitment of both women and men for management roles, and ensuring unbiased promotion processes.

### Non-Discrimination and Inclusive Policies

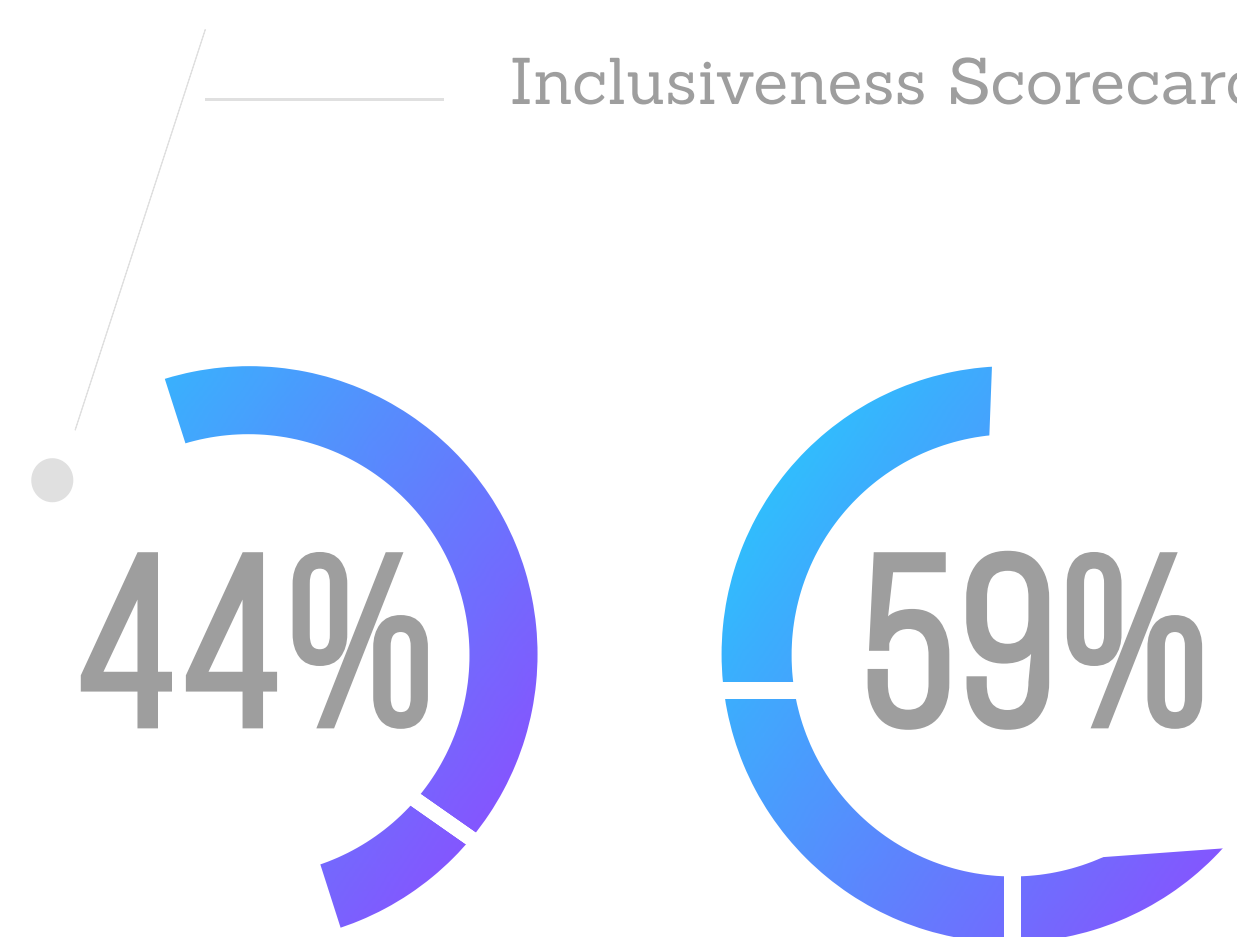
Adiantes stands firm in its commitment to a non-discrimination policy that actively safeguards workers' rights. We prioritize creating an inclusive environment where all employees, regardless of sexual orientation, gender identity, or religious beliefs, feel valued and respected. Key initiatives include upholding gender-neutral pay practices to ensure fairness and equity in compensation. Offering access to development tools that empower all employees to pursue various positions or leadership roles within the company. Promoting a culture that supports the full participation and development of women and minority groups.

In our pursuit of fostering inclusivity, we actively refine our hiring processes, strategically prioritizing individuals with disabilities. Internally, we've set a target of at least 2% representation of workers with disabilities in our workforce. This commitment extends to ensuring equal rights, fair pay, and an inclusive working environment for everyone.

Our efforts include implementing recruitment strategies that actively seek to employ individuals with disabilities. Ensuring our facilities are accessible and accommodating to the needs of disabled workers. Providing necessary support and development tools to help disabled employees thrive in their roles.

Adiantes recognizes the significant value that experienced employees bring to our organization, with 44% of our manufacturing workforce over the age of 41. Moreover, a total of 59% of our workforce has been with the company for over 10 years. We are committed to ensuring they remain a vital part of our operations until retirement. Our approach includes comprehensive training programs and policies designed to safeguard their well-being, enhance their business knowledge, and maintain their invaluable contribution to the company.

### Inclusiveness Scorecard



Workers in age group over 41 years old.

Employees working over 10 years within the company.

## Health & Safety

At Adiantes, the safety of our production team is paramount. Since our last recorded accident in 2018, our production facilities have maintained a flawless safety record with zero workplace accidents. This achievement reflects our commitment to rigorous safety policies and a secure work environment.

We ensure ongoing safety training for all employees, enforce strict safety protocols, and conduct routine safety audits to identify and address potential risks. Our facilities are equipped with state-of-the-art machinery and safety gear, and we encourage a culture of safety by engaging employees in reporting concerns and suggesting improvements.

By prioritizing safety, Adiantes not only protects its team but also ensures the reliability and integrity of its production processes. Our continuous efforts to improve safety protocols underscore our dedication to maintaining a zero-accident workplace.



## Resetting Our CSR Strategy in 2023

In 2023, Adiantes undertook a comprehensive reassessment of our CSR strategy to better align our initiatives with the needs and priorities of the local communities. This year has marked a pivotal shift towards a more focused and thoughtful approach to CSR, emphasizing activities that directly enhance the wellbeing of all stakeholders involved.

### Key Aspects of Our Revised CSR Strategy that will impact 2024 - 2025

We have made a concerted effort to engage with local communities to understand their unique challenges and opportunities. By listening to their needs, we are able to tailor our CSR initiatives to provide the most meaningful support.

Our revised strategy places a strong emphasis on the wellbeing of our employees, suppliers, and community members. This includes initiatives aimed at improving health, education, and economic opportunities.

We have increased our support for local activities that foster community development. This includes partnering with local organizations to sponsor educational programs, health campaigns, and cultural events.



# Governance

Sustainability Governance  
Business Ethics

# Sustainability Governance

---

At Adiantes, our approach to sustainability is embedded within the core structure of our company. The Board of Directors, in collaboration with the CEO, is responsible for setting the overall sustainability strategy. This high-level strategy outlines our commitment to sustainable practices, focusing on environmental, social, and governance (ESG) factors.

---

This structured approach ensures alignment and coherence in our sustainability efforts, promoting a company-wide culture of responsibility and accountability.



Once the strategy is established, it is shared with and explained to the management team. The management team plays a crucial role in translating the strategic vision into actionable plans. They implement specific actions across all departments to ensure that sustainability principles are integrated into daily operations and long-term planning.

## Whistleblower Policy

Adiantes is committed to maintaining the highest standards of ethical conduct. Our whistleblower policy provides a secure and confidential channel for employees to report any unethical behavior or violations of company policies. This policy is designed to protect whistleblowers from retaliation, ensuring that they can report concerns without fear of adverse consequences. By fostering an environment of transparency and accountability, we uphold our commitment to ethical business practices.

## Anti-Bribery and Anti-Corruption

Our anti-bribery and anti-corruption framework is a cornerstone of our business ethics policy. Adiantes has zero tolerance for any form of bribery or corruption. All employees, suppliers, and business partners are expected to adhere to this standard. We conduct regular training sessions to ensure that everyone in the organization understands the importance of ethical conduct and the specific measures in place to prevent bribery and corruption. Our stringent policies and procedures are designed to detect and deter any corrupt activities, ensuring that our business operations remain fair and transparent.

## Personal Data and Privacy

Protecting personal data and ensuring privacy is a top priority at Adiantes. We have implemented robust data protection policies to safeguard the personal information of our employees, customers, and business partners.

Our framework is compliant with relevant data protection regulations, and we continually review and update our practices to address emerging privacy concerns. Employees are regularly trained on data privacy best practices, and we employ advanced security measures to prevent unauthorized access to sensitive information. By prioritizing personal data and privacy, we maintain the trust and confidence of all stakeholders involved in our operations.



## Governance in Thailand

A Corruption Perceptions Index (CPI) score of 35 for Thailand indicates a relatively high perception of public sector corruption. On the CPI scale of 0 to 100, where 0 signifies a highly corrupt public sector and 100 signifies a very clean one, a score of 35 suggests significant challenges with corruption in Thailand's public sector (1). Thailand's efforts to improve its Corruption Perceptions Index (CPI) score are documented through various reports and initiatives (2).



(1) <https://www.transparency.org/en/cpi/2023/index/tha>

(2) <https://www.nacc.go.th/files/article/attachments/2019122713084017.pdf>



# Statements

Management Statements  
Audited and Certified Standards



# Statement by the Executive Management & the Board of Directors

---

The Board of Directors and the Executive Management have today discussed and approved the Sustainability Report of Adiantes Co., Ltd. for 2023.

In our opinion, the Sustainability Report 2024 provides a true and fair view of Adiantes sustainability activities and the results of our sustainability efforts for the period January 1 to December 31, 2023.

**Bangkok, July 1, 2024**

For more information about our UNGC & Sustainability engagement, please contact Adiantes.

---

## Executive Management

Luckkana Wutipramote  
Chief Executive Officer & Director

## Board of Directors

Mauro Beck  
President & Director

Luckkana Wutipramote  
Chief Executive Officer & Director



# Audited & Certified Standards

## QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

Holds Certificate Number: FM 649875

Expiry Date: 2027-07-31

## ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

Holds Certificate Number: EMS 655494

Expiry Date: 2026-03-01

## MFi Authorized Manufacturer

Execute an online NDA to view the list of authorized manufacturers. Upon execution of the NDA, you will automatically be redirected to view the list.

<https://mfi.apple.com/account/authorized-manufacturers>



ADIANTESS



Adiantes Co., Ltd. | 3656/77-79 Rama VI Road, Green Tower 23rd Floor,  
Khlong Toei, Bangkok, Thailand  
Organization Number: 0105553121620