

**SISB** | **MORE THAN 20 YEARS**  
of Excellence in Education

**SISB Public Company Limited**



**SISB ESG Disclosure**

**December 2024**

# SISB ESG Disclosure

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SISB Public Company Limited and all subsidiaries (the “Company”) is committed to its vision to be the leading education provider and making quality education accessible to all. The Company recognizes the significance of sustainable business development and aims to support the United Nation for Sustainability Development Goals (SDGs) by considering the impacts of its business operations on environment, society, and stakeholders. Accordingly, the Company has identified the business value chain and stakeholder engagement. Moreover, the Company has identified accessed and ranked materiality topic.

The company use materiality topic in sustainability to set up Sustainability Management Policy and use those topic through out the organization with disclosure the performance information in three demission: Environmental dimension, Social dimension and Governance dimension.

## 1. SISB Sustainability Management Policy

# SISB's Business Value Chain

## Main activities:

Business		Inbound logistics	Operations	Outbound logistics	Marketing, Sales and Services	Operation location
Education service	Activities	<ul style="list-style-type: none"><li>Acquire educational licenses</li><li>Hire educational personnel</li><li>Source equipment's, stationary, and tools</li><li>Manage admission and student selection</li><li>Research and develop educational curricula for different target groups</li></ul>	<ul style="list-style-type: none"><li>Provides classes according to the company curricula</li><li>Provide additional support for students</li></ul>	<ul style="list-style-type: none"><li>Skilled student</li></ul>	<ul style="list-style-type: none"><li>Provide access to higher education</li><li>Provide extra-curricular activities</li><li>Facilities maintenance</li><li>Acquire accreditation</li></ul>	Thailand (6 Locations: Bangkok, Suvarnabhumi, Nonthaburi, Thonburi, Rayong and Chiangmai)
	Key stakeholders	Employee / Teacher Trading partners	Employee / Teacher Students and parents	Students	Employee / Teacher Students and parents	
	Other stakeholders	Shareholders, regulators, creditors, competitors, communities and society				

## Supporting activities:

Infrastructure	Accounting and finance, Corporate management and organization development, Corporate strategy and business development, Legal and compliance, Internal audit
Human Resource Management	Human resource recruitment and development
Product and Technology development	Educational research and development, Marketing, Information technology, Cyber security management
Procurement	Supply chain and procurement management

# Stakeholder engagement

Stakeholder group	Relevancy to SISB	Stakeholder expectation	SISB response	Engagement channels
<b>Shareholders</b>	As owners of the company's shares, the company must uphold all of its shareholder's right. The company objective is to operate and provides the shareholders with profit and interests.	The company determined to be a good representative of the shareholders to perform the business with caution, attentiveness, trustworthiness, and transparency with the realization of long-term growth of the Company's value.	<ul style="list-style-type: none"> <li>Provides appropriate internal control system and risk management system which cover all aspects.</li> </ul>	<ul style="list-style-type: none"> <li>Annual General Meeting of Shareholders</li> <li>Financial statements</li> <li>Form 56-1 One Report, Annual Report</li> <li>Company website</li> </ul>
<b>Employees / Teachers</b>	Teachers are the school primary workforce that provide quality courses to students.	The company is determined to maintain good relationship with their teaching staff to increase their retention rate as well as continuously promote their teaching's staff capability in order to maintain high-level educational standards.	<ul style="list-style-type: none"> <li>Provides fair and appropriate remuneration in alignment with knowledge, proficiency, responsibilities, and performance of each staff.</li> <li>Ensures proficiency development of the staff.</li> <li>Committed to maintain good work environment with safety toward life, physical health, and assets of staff and ensures that all levels of staff are treated with equality.</li> </ul>	<ul style="list-style-type: none"> <li>Employees bulletins</li> <li>Mandatory staff training</li> <li>Whistle blowing channels</li> </ul>
<b>Trading partners</b>	Trading partners provides goods and services to the company's that allows the company to serve their customers.	The purpose of the school relationship with its trading partners to maintain good business relationship as well as ensure that the company's trading partner operates with zero business ethic misconduct.	<ul style="list-style-type: none"> <li>Comply with conditions agreed with trading partners and creditors.</li> <li>Will not ask for or receive or pay any fraud benefit when carrying out business with trading partners, debtors, or creditors.</li> </ul>	<ul style="list-style-type: none"> <li>Meetings, seminars, and activities</li> <li>Announcement of the Company policies and directions to partners</li> <li>Company websites</li> </ul>
<b>Creditors</b>	Creditors provide fundings for the company's business expansions.	Perform business based on good governance to ensure debt payment and secure credibility.	<ul style="list-style-type: none"> <li>Satisfy all the requirement of their creditor for them to continue to provide the company with their funding.</li> </ul>	<ul style="list-style-type: none"> <li>Meeting upon requested</li> <li>Annual reports</li> <li>Company websites</li> </ul>



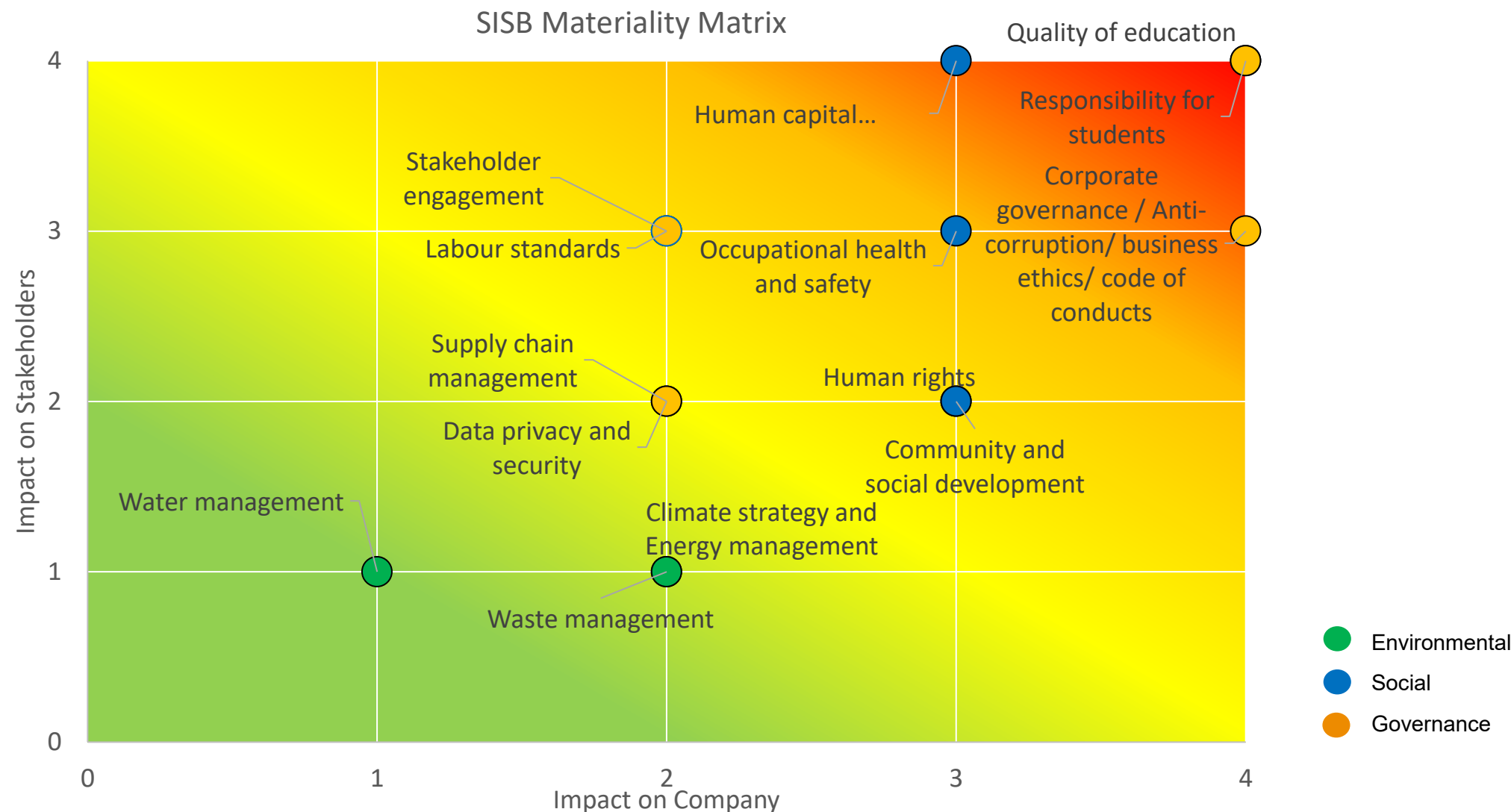
# Stakeholder engagement

Stakeholder group	Relevancy to SISB	Stakeholder expectation	SISB response	Engagement channels
<b>Students</b>	The school exist to provide courses and extra-curricular activities for students	High quality educational experiences for students.	<p>The company:</p> <ul style="list-style-type: none"> <li>• is committed to nurture positive ethics and work efficiency among all students</li> <li>• Is committed to nurture acceptance and acknowledgement of responsibility toward one's own decision and actions, as well as consequences and disciplines for efficient learning, attitude development, and value toward life among students.</li> </ul>	<ul style="list-style-type: none"> <li>• Student assembly</li> <li>• Student handbooks</li> <li>• Company website</li> <li>• School orientation</li> <li>• Whistle blowing channels</li> <li>• Student fair</li> </ul>
<b>Parents</b>	Parents make decision to enrolled their children in the schools. They expect the school to provide their student with high quality education and opportunities for future secondary education in reputable universities or college.	Their children are provided with quality education and that the curriculum provided are certify and appealing to universities and colleges.	<p>The company:</p> <ul style="list-style-type: none"> <li>• is committed to provide cooperation and to strictly follow the intention of the policy concerning the parents.</li> <li>• welcome all comments and suggestions from parents.</li> </ul>	<ul style="list-style-type: none"> <li>• Parents meeting</li> <li>• School orientations</li> <li>• Whistle blowing channels</li> <li>• Company website</li> <li>• Student fair</li> </ul>

# Stakeholder engagement

Stakeholder group	Relevancy to SISB	Stakeholder expectation	SISB response	Engagement channels
Competitors	Rival companies that operate in the same or similar industry.	The company is determined to operate without any unfair business practices.	The company: <ul style="list-style-type: none"> <li>determines to perform under good competition rules.</li> <li>refuses to destroy competitors' reputations with defamatory and untruthful statements.</li> </ul>	Annual reports Whistle blowing channels Company website
Community and society	Nearby community that are affected by the company business operations.	The company is determined to establish good relationship with the nearby community that foster long-term co-existence and sustainable growth.	The company: <ul style="list-style-type: none"> <li>is committed to conduct business responsibly</li> <li>is committed to provide supports to communities through social activities</li> <li>will not support any socially jeopardized activities, morally-jeopardized activities, and vice promoting activities.</li> <li>is committed to provide cooperation and to strictly follow the intention of the laws and relating regulations.</li> </ul>	Whistle blowing channels Social activities Company website

# ESG Materiality Scores and Matrix



# Disclosure of performance: Environment Dimension



# Climate strategy and energy management

As consuming of energy and climate change are the global key agenda and urgency of action. This global warming phenomenon has profound implications for businesses worldwide, as well as SISB. Based on research by the World Economic Forum in 2024, A prominent theme was the critical need for accelerated climate action and emphasis was placed on moving from pledges to concrete implementation, given the escalating impacts of climate change that it disrupts education for over 40 million children annually due to extreme weather events, ecosystem degradation, and related challenges. As running the business in different location in Thailand, we aware the risk and impact derived from climate change.

## Management approach

The Company understands the importance of the energy and the environment in which it operates. Therefore, in 2025 and leading by corporate operation team, we concrete our management approach on environment and sustainability by establishing SISB Energy Management and Environmental Stewardship Policy to set our practice alignment and emphasize our current practice on energy efficiency and support climate resilience.

With our management team's commitment, we adopt an environmentally friendly approach to reduce pollution and preserve energy in improving its buildings and creating learning environments. These investments in environment preservation efforts are expensive but they prove to be worthwhile because they reduce the impact on the environment. The Company adopts energy saving schemes in the design and improvement of buildings to maximize efficiency. These include, for example, the design of buildings that allow good ventilation of air and the use of LED light bulbs for lighting systems in buildings to save energy costs. The Company also arranges green spaces around its buildings where students can enjoy their relaxation out of the classroom.

In addition, students are encouraged to have awareness for the environment and take part in preserving and improving it. Activities are organized to allow students to participate in caring for the environment of the school, to help with waste separation efforts and to use energy and resources with appreciation in order for them to apply this in their daily lives. This is also aimed at instilling a good sense of environmental preservation which will expand into to society and the community to create balance and sustainability

The Company, including its subsidiaries and its joint venture under operational controlled by the Company calculated the emissions according to the guidelines specified in "Guidelines for preparation of Greenhouse Gas emissions (GHG) reports for listed companies prepared under the cooperation between the Securities and Exchange Commission and The Thailand Greenhouse Gas Management Organization (Public Organization)" to study our energy and GHG trend and set the reduction target. SISB is committed to a stronger shift towards clean energy in 2025.

## Our target(s):

- Communicate our sustainable and environmental policies to our internal and external stakeholder by 2024
- Collect energy consumption and GHG emission data and calculate baseline.
- Reduce greenhouse gas emission per average student number at a rate of 15 percent by Y2028 (Data of Y2023 is the base year)
- Install solar roof top

# Climate strategy and energy management

Comparing the average number of students to total greenhouse gas emissions, the emissions per average student in 2024 were 1.05 tCO2e per student. This is a decrease of 0.11 tCO2e or 9.48% from 1.16 tCO2e per student in 2023. However, This greenhouse gas emission represents an increase of 323 tCO2e or 7.42% compared to the previous year.

Greenhouse Gas Emission	Source	Year 2021	Year 2022	Year 2023	Year 2024
Total carbon emission (Scope 1+2+R22+Biogenic CO2 emission) (Ton <sub>CO2e</sub> )		1,799	2,968	4,351	4,674
Scope 1 (Ton <sub>CO2e</sub> )	Direct GHG emissions, includes use of the Company's vehicles, refrigerant and cooking gas	226	386	399	436
Scope 2 (Ton <sub>CO2e</sub> )	Indirect GHG emissions, includes use of electricity purchased for business	1,573	2,483	3,656	4,132
Refrigerant-R22 (Ton <sub>CO2e</sub> )	GHG emissions from use of R22 refrigerant	-	99	296	99
Biogenic CO2 emissions (Ton <sub>CO2e</sub> )	GHG emissions from use of petroleum containing biogenic components.	NR	NR	NR	7
Total carbon emission per average student number		0.72	1.03	1.16	1.05

## 2. SISB Energy Management and Environmental Stewardship Policy

Verification of the company's greenhouse gas emissions over the past year by EY Office Limited

- Remark:**
- The calculation of GHG emissions is based on the most recent emission factors (EFs) provided by the Thailand Greenhouse Gas Management Organization (TGO), version 2022. In instances where TGO data are not accessible, the EFs from the IPCC's assessment reports and the Emissions Factors for Greenhouse Gas Inventories by the U.S. Environmental Protection Agency (EPA) have been applied. All emissions are converted to CO2 equivalents using the 100-year time horizon global warming potentials (GWPs) from the IPCC's Fifth Assessment Report, 2014 (AR5).
  - In 2024, biogenic CO2 emissions resulting from the use of ethanol and biofuels in vehicles and generators were reported separately from Scope 1 GHG emissions. In the prior year, emissions from the biogenic fuels were included in Scope 1 GHG emissions as a conservative approach.
  - NR means not reported

# Climate strategy and energy management

Category	Business Group	Unit	Performance				
GREENHOUSE GAS EMISSIONS			2021	2022	2023	2024	
						Non-Biogenic	Biogenic
Scope1	1. CAMPUS PU	tCO2e	160	187	75	192	2
	2. CAMPUS SV	tCO2e	12	111	18	18	0
	3. CAMPUS TR	tCO2e	27	48	249	152	1
	4. CAMPUS CM	tCO2e	4	11	15	16	0
	5. SISB HQ office	tCO2e	23	29	34	31	2
	6. CAMPUS NR	tCO2e	-	-	4	16	0
	7. CAMPUS RY	tCO2e	-	-	4	12	1
	Total	tCO2e	226	386	399	436	7
R-22	1. CAMPUS PU	tCO2e	-	99	296	99	-
	2. CAMPUS SV	tCO2e	-	-	-	-	-
	3. CAMPUS TR	tCO2e	-	-	-	-	-
	4. CAMPUS CM	tCO2e	-	-	-	-	-
	5. SISB HQ office	tCO2e	-	-	-	-	-
	6. CAMPUS NR	tCO2e	-	-	-	-	-
	7. CAMPUS RY	tCO2e	-	-	-	-	-
	Total	tCO2e	-	99	296	99	-
Scope 2	1. CAMPUS PU	tCO2e	822	1,245	1,491	1,605	-
	2. CAMPUS SV	tCO2e	150	215	248	283	-
	3. CAMPUS TR	tCO2e	425	816	943	923	-
	4. CAMPUS CM	tCO2e	110	137	167	204	-
	5. SISB HQ office	tCO2e	66	70	100	103	-
	6. CAMPUS NR	tCO2e	-	-	466	650	-
	7. CAMPUS RY	tCO2e	-	-	241	364	-
	Total	tCO2e	1,573	2,483	3,656	4,132	-
Overall emissions			1,799	2,968	4,351	4,674	

# Climate strategy and energy management

Our Initiative: 2.04 MW rooftop solar energy system

This project aims to reduce CO2 emissions by installing a 2.04 MW rooftop solar energy system at PU and TR campus. As of August 2024, we have already completed of total project at TR Campus, and we will installing solar panels in early January 2025 at PU campus. Upon the completion of the rooftop solar energy system project, we expect to reduce CO2 emission by 20%.



# Water management

One of our key stakeholders is our student, therefore water quality and accessibility are essential to our student. In Thailand where we are operating, there are potential risk on water scarcity. Considering the SISB business, risk posed by water scarcity is not a major risk, however, we prepare and ensure water quality and accessibility to control risk level and our student health and sanitation.

Management approach

By establishing SISB Energy Management and Environmental Stewardship Policy, our operation team annually plan water management on each campus to ensure water quality and accessibility.

Our sources of water consumption are mainly the Metropolitan Waterworks Authority (MWA) and Provincial Waterworks Authority (PWA). In our business, the key water activities include sanitary, washing and gardening. Our operation team will check, control and maintain the quality of inlet and outlet water flows to ensure local compliance especially treated wastewater quality. To enhance our water management approach, we are planning to collect water data to reflect the actual water performance and set annual water efficiency plan.

Our target(s):

- Collect annual water performance data.

Water consumption	Year 2021	Year 2022	Year 2023	Year 2024
Total water consumption (m³)	40,477	55,545	87,503	98,025

# Waste management

In our operation, as well as other operation, we create waste. Inappropriate waste management, it could create impact on our stakeholder, including employees, students and communities.

## Management approach

To prevent harm on stakeholders well-being causing by inappropriate waste management, our corporate operation team and campus operation teams provided Standard Operating Procedure (SoP) for waste management to manage generated waste including, waste segregation, reuse and recycle and waste disposal. Especially for food waste which are also the main generated waste portion, we have specific SoP for Waste Management and Reservation from Food Processes and Production Areas implementing in food preparation, kitchen and canteen to ensure that all food waste has treated properly.

In addition, our teachers also provide waste management process, e.g. 3Rs (Reduce, Reuse and Recycling) to our students helping the schools to manage waste appropriately. This is also aiming to cultivate good practice to our students letting them apply this practice into their daily lives.

Our waste has been segregated into municipal solid waste, hazardous waste and recycle waste. Waste has been sent and treated offsite by each municipal authority.

## Our target(s):

- Collect annual waste performance data.
- Install food waste composter

In 2024, the company implemented a systematic waste management system based on the 3Rs principle (Reduce, Reuse, and Recycle). This system includes effective waste segregation practices and promotes awareness and participation among stakeholders. The majority of waste generated consists of food waste from staff, teachers, students, and school personnel. To address this, the company tasked its operations team and the schools with minimizing food waste. In October 2024, a food waste composting machine was installed at Singapore International School of Bangkok to convert food waste into fertilizer or plant nutrients.

Data collection on food waste weight revealed that from October to December 2024 (3 months), the company and Singapore International School of Bangkok generated a total of 10,855 kilograms of food waste. The composting machine successfully converted this waste into 1,600 kilograms of fertilizer or plant nutrients. Furthermore, the company's operations team and the schools launched campaigns and displayed posters promoting mindful consumption and resource utilization within all schools to minimize waste.

Other waste is segregated into recyclable and hazardous categories, with proper and sanitary collection methods for each type. Waste disposal follows the procedures established by government agencies.



# Waste Management

Our initiative: 450 kg per day food waste composer system

This project aims to reduce food waste to landfill by installing a 450 kg per day food waste composer system at PU and TR Campus. By end of Y2024, we will complete 55% of total project. Upon the completion of food waste composer system project, we expect to reduce food waste to landfill by 65%.



# Disclosure of performance: Social Dimension

# Human rights

SISB Public Company Limited is an education business provider. We aim to establish a sound educational foundation and make quality education accessible to all children. We deal with children who are a vulnerable group, teachers and employees who have different backgrounds and cultures respecting diversity, identity, and do not discriminate by differences of race, religion, gender and nationality. Hence, we operate under strict conformance to all human rights.

## Management approach

The Company recognizes the importance of and respects human rights and will not do anything that will violate human rights of a person or any group of persons both directly or indirectly. In addition, the Company always values every employee as its key resource. Employees are treated with respect for their integrity and privacy. The Company always ensures a safe working environment for both the health and property of its employees.

Considering our student, as the CIS membership, we strictly adhere to child protection & well-being standard under the CIS International Accreditation protocol. We are adopting [the CIS commitments](#) as follows:

- Ensure a shared understanding of the signs and risks of child abuse
- Know what steps will be taken when allegations and disclosures of abuse are raised
- Support and guide educators to work within diverse communities and cultural contexts to prevent and address abuse
- Interpret and implement new accreditation standards, developing new policies and practice to strengthen child protection
- Learn new recruitment strategies to use when hiring new employee

Our practices are also contributing to [the 2021 Expectations by the International Taskforce on Child Protection \(ITFCP\) Expectations for School Communities](#), which are:

- All children have equal rights to be protected from harm and abuse.
- Everyone has a responsibility to support the protection of children.
- All schools have a responsibility to build a community that values diversity, equity, and inclusion for each child.
- All schools have a duty of care to children enrolled in the school and those who are affected by the operations of the school.
- All actions on child protection are taken with the best interests of the child, which are paramount.

## Our target(s):

- Zero complaint about human rights and discrimination
- Zero child abuse case.

The company is committed to:

- To nurture positive ethics and work efficiency among all students by cultivating the qualities of self-confidence, respecting others and oneself, responsibility toward one’s own action, and self-learning
- To nurture acceptance and acknowledgement of responsibility toward one’s own decision and actions, as well as consequences and disciplines for efficient learning, attitude development, and value toward life among students

All students are expected to commit to integrity and to uphold culture, tradition, and belief of the school in order to promote good work environment; and

Positive behaviors are encouraged and emphasized among our students and unfavorable behaviors are reduced. These can be achieved with the cooperation of all parents.

Case	Year 2022	Year 2023	Year 2024
Complaint about Human Rights and Discrimination	0	0	0
Child abuse case	0	0	0

# Employment and Labor Standards

Teachers and employees are the key drivers for SISB business. We provide and ensure that our people are working under fair treatment and respect on diversity and discrimination. To ensure strict conformance to labor rights, human rights, and applicable employment. SISB continues to unwaveringly comply with local laws and the International Labor Organization (ILO). With good employee well-being, we believe our people can pass the positive vibe and practices to our students and societies.

## Management approach

- The Company provides fair and appropriate remuneration in alignment with knowledge, proficiency, responsibilities, and performance of each employee.
- The Company consistently encourages professional proficiency development of the employee.
- The appointment and transfer are based on the knowledge, proficiency, and appropriateness, as well as behavior or performance of certain employee.
- The Company is always committed to maintain good work environment with safety toward life, physical health, and assets of employee.
- Opinions and suggestions of all levels of employee are treated with equality
- Employee are encouraged to understand the ethics and roles to promote ethical behaviors across the Company

In addition, we promote and improve the quality of life of the disable by promoting the policy to improve the quality of life of people with disabilities and continued to employ them to an extent that the working conditions allowed. In 2023, we had employed 4 people registered and provided them with the opportunity of working to earn income and being self-reliant in order to reduce family burdens and give back to society.

## Our target(s):

- Turnover rate analysis
- No Labour Dispute

Turnover rate	Year 2022	Year 2023	Year 2024
Male	3.10%	3.79%	2.53%
Female	8.81%	7.77%	7.08%
Total	11.91%	11.55%	9.61%

Labor Dispute Case	Year 2022	Year 2023	Year 2024
No. of Labor Dispute	0	0	0

# Employment and Labor Standards

Employment Opportunities for Disabled Persons The company has paid contributions to the Disability Fund in accordance with the Ministry of Labor regulations. We paid according to no. of employees that reaches 100 persons in each campus.

Campus	Year 2022				Year 2023				Year 2024			
	Male	Female	Total	Employment Opportunities for Disabled Persons	Male	Female	Total	Employment Opportunities for Disabled Persons	Male	Female	Total	Employment Opportunities for Disabled Persons
PU	136	253	389	4	141	282	423	4	152	298	450	4
SV	20	66	86	-	21	68	89	-	25	73	98	-
TR	84	200	284	3	92	237	329	3	120	254	374	3
NR	-	-	-	-	30	72	102	-	44	98	142	-
RY	-	-	-	-	23	50	73	-	24	51	75	-
CM	28	50	78	-	34	66	100	1	33	81	114	1
SISB - Head office	13	34	47	-	10	30	40	-	12	35	47	-

**Note:** According to the legal compliance on Employment of Persons with Disabilities, any employer with 100 or more non-disabled employees shall take the number of employees as of 1<sup>st</sup> of October, then calculate the number of disabled persons to be employed in the proportion of 100 non-disabled employees to 1 disabled person.

# Occupational Health and Safety

To grow our business, besides quality of education, taking care of everyone’s occupational health and safety will help us to gain trust from our stakeholders. On the other hand, operating the school with unsafety acts and practices will lead us to enrollment risk, reputational risk and risk of students and teachers' mental health.

Management approach

The Company is always committed to maintain good working environment with safety toward life, physical and mental health, and assets of employees, teachers and students by ensuring consistent security and safety checks for the school, giving advice on the safety to them, inspect work systems and school property to ensure they are sufficient and appropriate for use or are qualified under the requirements of relevant regulatory authorities and international safety standards.

Regarding safety compliance, we

- Ensure consistent security and safety checks for the school; and
- Give advice on the safety to employees, teachers and students

Our operation teams both corporate and campus levels incorporating with our HR have annually conduct

- Safety risk assessment;
- Safety drill and report, e.g., first aids, fire drill, lockdown drill, and others, together with local safety authorities;
- Safety inspection and maintenance activities.

In addition, we put emphasis on occupational health and safety align with policy and their well-being.

Our target(s):

- No fatality
- Collect annual safety performance data

Case	Year 2022	Year 2023	Year 2024
Fatality	0	0	0



### 3. SISB Safety, Occupational Health and Work Environment Policy



# Community and Social Development

We are operating in different areas in Thailand totaling 6 campuses, locating in Bangkok, Thonburi, Samutprakarn, Nonthaburi, Ryong and Chiangmai. Our campuses are surrounded by the local communities. To run and grow our business, we realize that engaging with the communities is the opportunity to create positive impact on both our business and the societies. This will also help SISB to prevent risk caused by conflict with the communities.

## Management approach

SISB provides supports to social activities such as English teaching project for the community. The Company also has continuously supported the development of communities and society by organizing activities to express our social responsibility every year by giving importance to the communities surrounding the Company’s location including communities in rural areas where the Company has implemented social and public benefit projects in various forms as follows:

- SISB Corporate Social Responsibility-English Learning (CSR-EL) (Continuing project);
- We Give We Share Project 2023/2024;
- Bangkok Community Help Foundation;
- Scholarship; and
- Support the budget to build a bathroom for Ban Huai Khon School (Yana Sattha Samakkhi);

Detail of each philanthropic and Corporate Social Responsibility activities and program can be discovered more in SISB 2023 56-1 One Report.

## Our target(s):

- Conduct responsible business toward community, society, and environment;
- Collect annual community investment performance data
- Reach a total of 1,200 students developed for English language skills by 2028 from a continuing project of SISB Corporate Social Responsibility-English Learning (CSR-EL).

Community investment as voluntary donations	Academic Year 2021/2022	Academic Year 2022/2023	Academic Year 2023/2024
No. of students who got scholarship	59	49	93

CSR-EL (Continuing project)	From the beginning of CSR-EL program to Y2024
Accumulated Number of student developed for English language	867





# Community and Social Development

We Give We Share Project.





# Human Capital Development

SISB value the importance of human capital, hence we invest in development of our teachers and employees to enhance their potential effectively. We recognize that the success of SISB is dependent upon the knowledge, skills and abilities of its employee and they need to be continually developed to ensure that each has opportunity to reach their full potential. SISB is committed to providing a world-class school that provides the students with holistic education, and employee training / development forms a part of that.

## Management approach

The Company has a policy to provide knowledge development programs to important Directors and executives by participating trainings held by several organizations to promote knowledge and new ideas. The Company also organizes projects for executive development which benefit the consideration of the succession. In addition, the Director manual and orientation are established for the new Directors to learn about the Company’s information and related information on business operation and other related rules and regulations.

Regarding teachers and employees, our HR team promotes professional development as functional development and management development to align with business direction and serve quality of education .The learning methods include several means as classroom training, OJT, Special project assignment and online learning. Moreover, our people development direction aims to develop their careers and serve succession plan. We also have the Employee Training and Development Policy stating that

Responsibility for employee development shall be jointly shared by individual employee, Department Manager and HR. This is to ensure that training and development meets SISB and department objectives and needs.

- A training budget is set up yearly to accommodate for employee training and development. employee are able to request for professional training and development that is integral to their role and function. Approval is required.
- Training records are centralized at HR.
- All new employee are required to know about the following topics upon joining.
  - Child Protection
  - Data privacy Awareness
  - Cultural awareness (for non-Thai teachers and employee)
  - Fire Drill
  - Lockdown Drill

## Our target(s):

- Academic employee will have at least 20 hours of Professional Development (PD) per year and Non-Academic employee will have at least 10 hours per year.

Employee development and training	Year 2022	Year 2023	Year 2024
Average training hours per employee  (Both Academic & Non-Academic)	18	18	19

## 4. SISB Employee Training and Development Policy

# Human Capital Development



SISB x BrighterBee

A New Chapter Begins  
**BrighterBee**  
Learn from the Very Best,  
Unleash Your Best Potential

โปรแกรมการเรียนรู้  
เรียนรู้จากสุดยอดผู้เชี่ยวชาญเพื่อผลักดันศักยภาพสูงสุด

21 February 2024

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Child Protection Training



Professional Development (PD) Days

SISB x BrighterBee

บริษัท เอสไอเอสบี จำกัด (มหาชน) และโปรแกรมการเรียนรู้จะนำเสนอโซลูชันการเรียนรู้กว่า 1,000+ คอร์สออนไลน์ ที่คุณสามารถเลือกเรียนและพัฒนาตนเองได้ เพื่อตอบโจทย์การพัฒนาสมรรถนะที่จำเป็นสำหรับการทำงานในยุคปัจจุบัน

3-Step to UpSkill  
3 ขั้นตอนเพื่อเริ่มใช้งานโปรแกรม

**01**  
Login Today!  
ทำการล็อกอิน  
เพื่อเข้าสู่แพลตฟอร์ม

**02**  
Explore Solutions  
ค้นหาโซลูชันการพัฒนา  
ที่มีในโปรแกรม

**03**  
Start Learning  
เริ่มการเรียนรู้ผ่าน  
รูปแบบต่าง ๆ

Online Learning via Brighter Bee

# Disclosure of performance: Governance Dimension

# Corporate governance

The Company conducts its business in accordance with the principles of good corporate governance having regards to the development of the quality of teaching, human resources development and environmental and social responsibility.

## Management approach

Fair Operating Practices: The Company adheres to fair operating practices within the competition framework based on fairness and equality. The Company sets out these fair operating practices in its Code of Conduct which have due regards to the accountability of the Company to all relevant stakeholders including shareholders, employees, teachers, business partners, creditors, students and their parents, competitors, the community and society. The Code of Conduct requires the Company to adhere to the following principles:

- 1. Trust and reliability;
- 2. Respect for others;
- 3. Communication that is in good faith and open;
- 4. Example from leaders;
- 5. Compliance with laws;
- 6. Avoidance of conflict of interests;
- 7. Accurate reporting;
- 8. Honesty; and
- 9. Fair treatment for shareholders

Anti-Corruption: The Company adheres to the principle of integrity, transparency and anti-corruption policy in its business conduct. It has a fair and equality practice and recognizes the importance of the prevention of corruption both within and outside the organization. It requires all of its employees to comply with the law and adhere to ethical practice. There are two key anti-corruption practices: transparency and participation (more detail please find the 2024 SISB 56-1 One report).

The Company makes available channels for complaints, opinions and whistleblowing in case there is any unlawful act or corruption that relates to the Company both directly and indirectly, including practices that are inconsistent with the standards and practices of the Company or that may have an impact on the internal control system of the Company such that it may be a possible act of corruption and may have a possible impact on the reputation of the Company (Link to whistleblowing, please find <https://sisb.ac.th/whistleblowing-policy/>).

## Our target(s):

- Zero case of non-compliance

Non-compliance case	Year 2022	Year 2023	Year 2024
Non-compliance case (Number of case)	0	0	0
Investigated and closed (Number of case)	0	0	0



By mail: Chairman of the Board of Directors and Audit Committee

SISB Public Company Limited  
498/12 Soi Ramkhamhaeng 39 (Tepleela 1)  
Kwang Wang Thonglang Khet Wang Thonglang, Bangkok 10310  
Email to Chairman of the Board of Directors and Audit Committee at [whistleblow@sisb.ac.th](mailto:whistleblow@sisb.ac.th)

## 5. SISB CG Policy and Code of Conduct



# Supply chain management

Good supply chain management could lead to supply chain sustainability by reducing negative economic social and environmental impacts of the company suppliers through acquiring and supporting suppliers, contractors, and business partners that conduct responsible business . This could be achieved by creating a supplier selection system for screening supplier who conduct business responsibly.

## Management approach

We value strong relationships with suppliers, who play a vital role in helping us deliver quality products produced safely, ethically and sustainably to consumers. We are committed to rapidly growing our business while maintaining a strong commitment to sustainability and encourage all our suppliers to join us on this journey.

To strengthen our supplier selection process, we had established the SISB Supplier Code of Conduct (SISB SCoC). The objective is to work as the fundamental basis to all suppliers who qualified the supplier evaluation and selection process to become SISB’s valued partner. Under the SISB SCoC, it is based on the following standards

- Governance and Ethics: Anti-Corruption, Conflicts of Interest, Insider Trading and Confidentiality;
- Human Rights: Forced and Child Labour, Female labor, Wages and Benefits, Work Health and Safety, Non-Discrimination, Environment Social Governance and Disciplinary Practices;
- Business Conduct;
- Continuous Improvement;
- Acceptance;
- Corrective Action Process;

This code must be applied to all suppliers and their employees, agents and subcontractors (collectively referred to as “suppliers”) that produce goods and/or provide services for SISB groups. SISB groups has established specific supplier expectations regarding supplier performance with the code. We will continue to evaluate suppliers on capability and commercial awareness, while taking into consideration the ability to meet the objectives and expectations of the code.

Though we are considering ESG as part of our SCoC, in 2024, we are improving our selection process by considering more green approach through supplier ESG risk assessment and mitigation measures identification process.

## Our target(s):

- 100% of active suppliers acknowledged the SISB SCoC

Number of active suppliers acknowledged the SISB SCoC	Year 2022	Year 2023	Year 2024
Number of active suppliers acknowledged the SISB SCoC	100%	100%	100%

## 6. SISB Supplier Code of Conduct

# Data privacy and security

Information and Communications Technology (ICT) has become an integral part of everyday life: it has radically transformed the way we design, access, and distribute information, as well as the speed and scale of which such information exchange takes place, thereby enhancing productivity and enabling us to complete tasks in more cost-efficient and effective ways. Moreover, As an international, we’re handling the amount of data including data from our students, parent and staff. We ensure our data process management to protect data leakage misusing in order to mitigate the risk from such events.

## Management approach

Under the oversight of our management, Information Technology Department has established Information Technology (IT) and Cyber security Policy to set the framework for all SISB facilities and information resources. This is to achieve the following:

- Enhance compliance with ICT laws and IT security regulations in the Kingdom of Thailand.
- Enhance information security of the SISB Group.
- Adopt and implement best practices in accordance to ISO 270001:2013.
- Enhance efficient use of info-comm technology and ICT resources by SISB employees, students, partners and affiliates.
- Make ICT available to all within the SISB community.
- Foster a spirit of awareness, cooperation, collaboration, and social responsibility with all users within the SISB community.

In addition, we also set the IT Business Continuity Plan (BCP) to manage our IT infrastructure and data under the emergency cases such as natural disaster, physical IT site attack, cyber attack, power shortage, etc. and both from internal and external. Under the emergency case, we have Emergency Management Team : EMT to manage and follow the situation. The team will report the situation to safety committee, higher management team and (Emergency Operations Centre)

Moreover, to ensure our stakeholders’ data and privacy, SISB has set the Privacy Policy for effectively manage the data including collection, use or disclosure. We have our Data Protection Office who is responsible to manage the data management.

Furthermore, we also set the internal data privacy and cyber security awareness training for all users within the SISB community. We also maintain cloud storage data and information to reduce carbon footprint of IT infrastructure.

## Our target(s):

- 100% of SISB IT system compiled with ISO 270001:2013

IT system compiled with IT management system (e.g., ISO 270001:2013)	Year 2022	Year 2023	Year 2024
% of SISB IT system compiled with ISO 270001:2013	100%	100%	100%

7. SISB Data Privacy Policy
8. SISB Information Technology & Cyber Security Policy

# Responsibility for student

The schools must operate in accordance with the relevant education laws and regulations in their respective judications. Education laws establish standards in areas such as instruction, qualifications of faculty, administrative procedures, marketing, recruiting, financial operations, and other operational matters.

## Management approach

Under our “Competition Strategies”, we have Complete and Modern Teaching Materials and Facilities that focuses on providing a wide range of teaching materials and facilities that are modern and complete in order to create a learning environment that will effectively promote child development. These include libraries, science and computer laboratories, music and art centres, multi-purpose halls including sport stadia, swimming pools and playgrounds. With various provided materials and facilities, we ensure safe learning environments which encouraged to have academic excellence and an analytical mind, promotes well-being of students through both curricular and extracurricular activities.

We has documented written policies (i.e., child protection procedures and updated its child protection handbook ) to safeguard and promote the welfare of all enrolled students. Child protection training is provided on induction and is delivered annually at the start of the academic year. All staff are expected to attend and must achieve a 100%. Under the policy and procedure we ensure that:

- Students are in safe learning environments which promote multicultural and linguistic diversity developments.
- Students are encouraged to have academic excellence and an analytical mind. They should aspire to lifelong learning through teaching that is both intensive and creative and based on the good care of students.
- The Company promotes well-being of students through both curricular and extracurricular activities.

## Our target(s):

- To maintain the validity of its school licenses and educational standards from the Office of the Private Education Commission (OPEC), the Ministry of Education, the Office for National Education Standards and Quality Assessment (ONESQA), the Council of International Schools (CIS), or other equivalent entities.

## School Accreditation and/or membership from public and private organizations at the end of 2024



The Office for National  
Education Standards and  
Quality Assessment



Council of  
International School



International Schools  
Association of Thailand

Singapore International School of Bangkok	✓	✓	✓
Singapore International School Suvarnabhumi	✓	✓	✓
Singapore International School Thonburi	✓	✓	✓
Singapore International School Chiangmai	✓	✓	✓
Singapore International School Nonthaburi			✓
Singapore International School Rayong			✓

Note: Singapore International School Nonthaburi and Singapore International School Rayong opened its first academic year in August 2023, it is in the process of requesting accreditation and/or membership from government and private organizations.

# Quality of Education

Our key mission is “To be a World Class School that provides the students with holistic education to make the world a better place”. To emphasize on our vision, we focus on preparing students for gainful employment in recognized occupations. In the absence of sufficient educational and career management support, students may graduate few skills valued by employers.

## Management approach

The Company operates the business of holding licences to establish formal education schools under the Private Schools Act in the type of international schools. It also provides other education-related services. The Company was the first to introduce the Singapore curriculum in providing education. The curriculum is internationally accepted especially for Mathematics and Sciences. The school features trilingual curricula: English, Chinese and Thai. With our policy, we committed to develop and maintain the quality of school education in various forms with carefully selecting and developing the program and curriculum to suit the target group of each age group of students.

For educational personnel, we also has a policy to recruit educational personnel from around the world. This ensures that teaching persons have the ability to effectively convey the selected and developed course of study.

To fulfil our student knowledge and skill, we also developed an information and communication technology system in order to support various educational technologies such as teaching and learning via electronic systems (Home-Based Learning).

In addition, the company continually develop facilities in various forms such as school buildings, arts and performance buildings, sports buildings and dormitory buildings, etc., The ultimate goal of developing education in various dimensions is to prepare SISB students with a wide range of skills, the 21-century skill, including to become leaders and citizens of the world for the future.

Students are supported and encouraged to achieve success in a trilingual environment. They will learn to develop a life skill that is necessary for their achievements and for their access to higher education in world-class universities of their preference. All students are supported with career guidance and higher education counselling services. SISB contracted with Crimson Education and Ignite by OnDemand to provide additional administrative support for the students. The school planned out a series of events and sessions to support students to pave out their paths to their desired university and courses, including digital portfolios, individualized university counselling, meetings with parents individually, and group presentations.

## Our target(s):

- To increase the total number of students of the Group to more than 5,000 students in 2026

Total number of students	Year 2021	Year 2022	Year 2023	Year 2024
Total number of students (Person)	2,434	3,114	4,197	4,620



SINGAPORE INTERNATIONAL SCHOOL OF BANGKOK

SISB  
SCHOOLS

THANK YOU

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