



Sustainable Human Resource

6 July 2017

Numpol Limprasert, SD Director, SCG
T. +66-2586-1264, M. +668-1427-8266, numpoll@scg.co.th

CREATING
SUSTAINABLE
BALANCE



SCG Business Overview

- ❑ Historical roots in producing Cement and expanded to Petrochemicals, Paper & Packaging, Building Products, and Distribution.
- ❑ Listed on the Stock Exchange of Thailand since 1976.
- ❑ In 2016, Assets 539.7 billion baht, Revenue from sales 423.4 billion baht (23% within ASEAN), EBITDA 96.2 billion baht (18% on Total Assets).
- ❑ Total employees of 53,728 persons within the ASEAN region (31st December 2016).



Core Business Units:

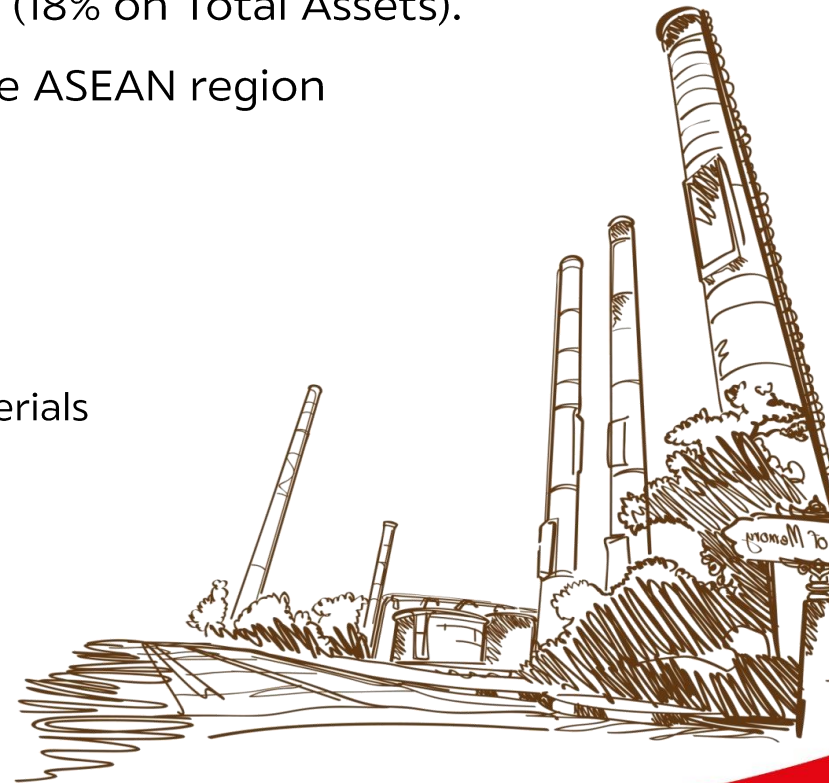


SCG Cement - Building Materials

SCG Chemicals



SCG Packaging





Adherence to **Fairness**
ตั้งมั่นในความ**เป็นธรรม**

Dedication to **Excellence**
มุ่งมั่นในความ**เป็นเลิศ**

Belief in the **Value of the Individual**
เชื่อมั่นใน**คุณค่าของคน**

Concern for **Social Responsibility**
ต้อมั่นในความ**รับผิดชอบต่อสังคม**

SCG will become
a **Regional Business Leader**
with emphasis on **Innovation**
and **Sustainability**



Sustainable Development

Overall Solution for Sustainable Business

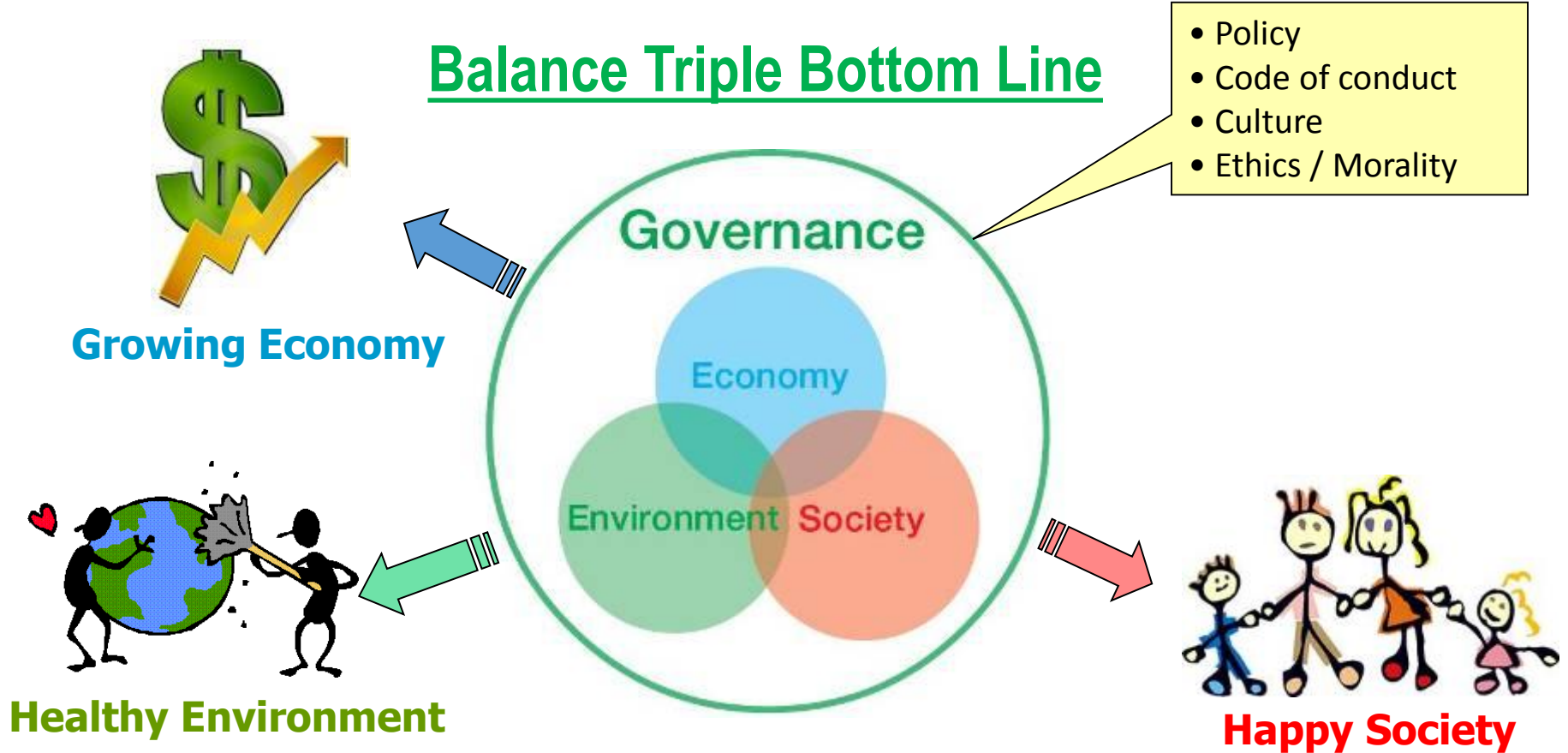


Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

(Brundtland Report, World Commission on Environment and Development, 1987)

“We, SCG, can make a difference”

Balance Triple Bottom Line

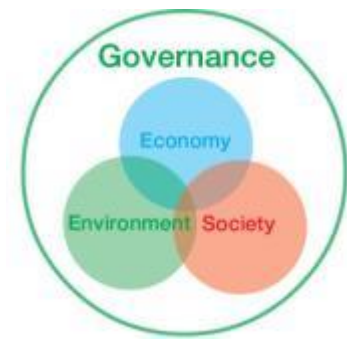


Compliance with regulations and laws is a minimum requirement for all SCG operations.

Sustainable Development Framework

Society

1. Community Investment & Donation
2. Labor Standards & Practices
3. Human Rights
4. Human Resource / Human Capital Development
5. Occupational Health & Safety
6. Stakeholders Engagement





The unique identity of **SCG PEOPLE**, reflecting our belief and attitudes as expressed in our ways of thinking and working which we have developed and transferred from generation to generation, enabling **SCG** to be a sustainable regional business leader.

Live 4 Core Values

SCG's unique Identity that bring about our success as a business leader from the past and to the future

Open & Challenge

What enable SCG to sustain our leadership through tough competition & fast changing world of today & tomorrow



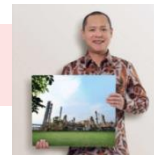
Adherence to Fairness



Belief in the Value of the Individual



Dedication to Excellence



Concern for Social Responsibility



Open



Challenge

Previous SCG Development Framework

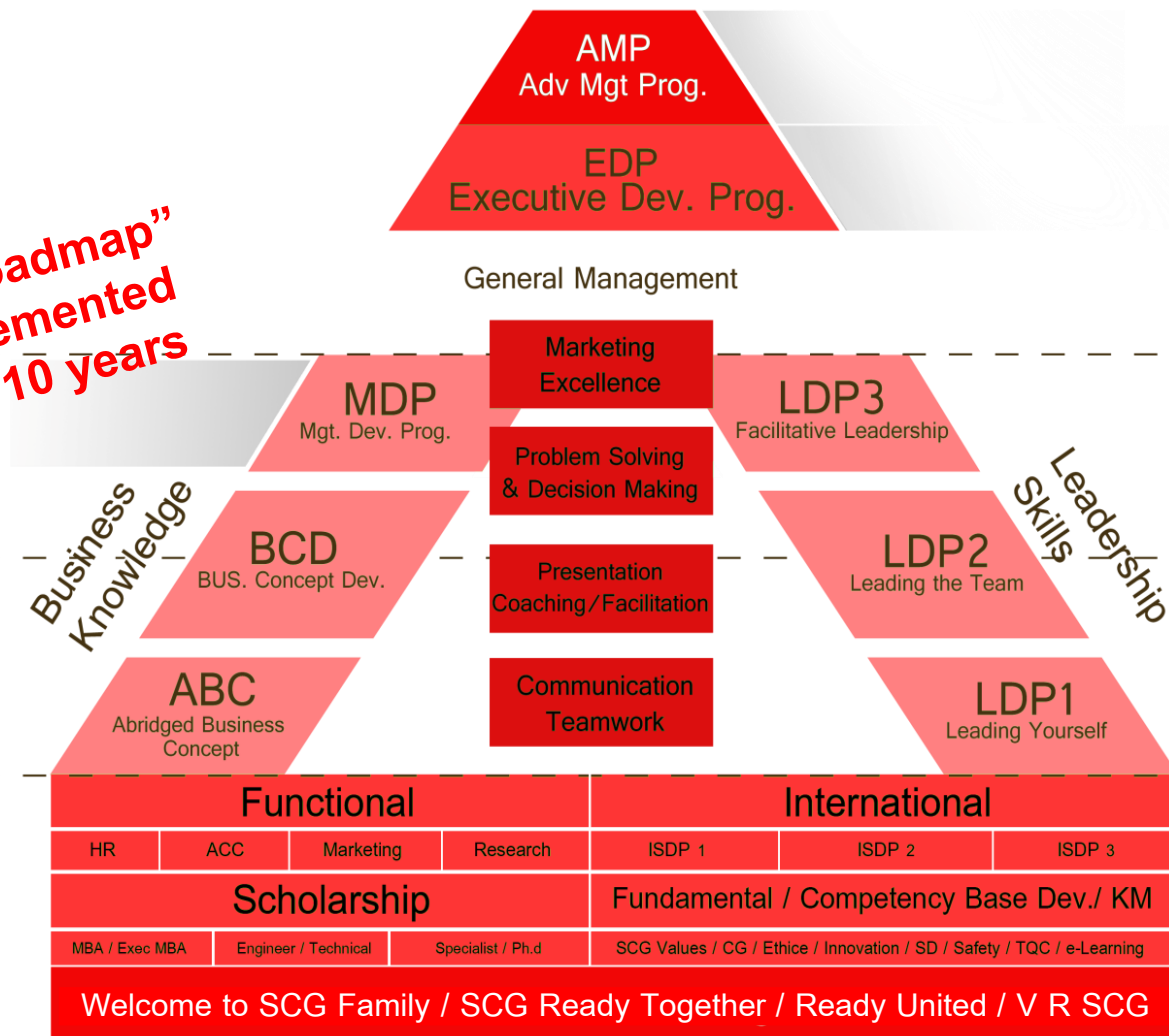
Executive
(20-25 yrs)

Manager
(12-16 yrs)

Supervisor
(6-10 yrs)

Operator

This "training roadmap" had been implemented for more than 10 years



Business Strategy vs People Strategy

SCG Vision

SCG will become
a **Regional Business Leader**
with emphasis on
Innovation and Sustainability



Business Strategy

Regional Expansion



Business Innovation

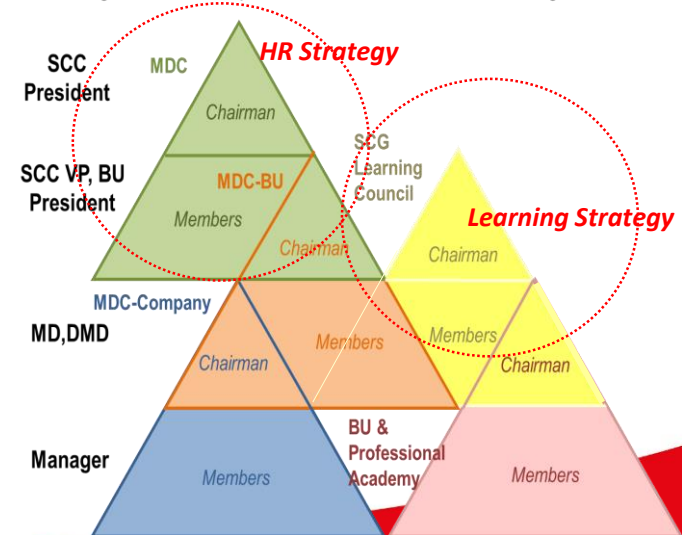


People & Organization strategy (Inc. Learning Strategy)

People & Organization Strategies, **HR & Learning Strategies**, HR & Learning Policies, Rules & Regulations, and Practices:

- Recruitment
- Retention
- Learning & Development
- Career & Growth
- Compensation

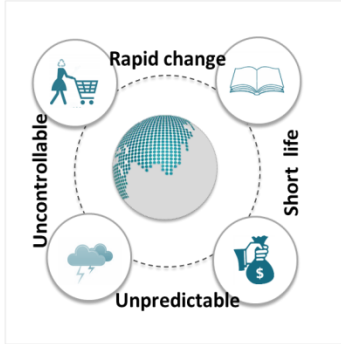
Management Development Committee & SCG Learning Committee



Why SCG need to transform Learning?

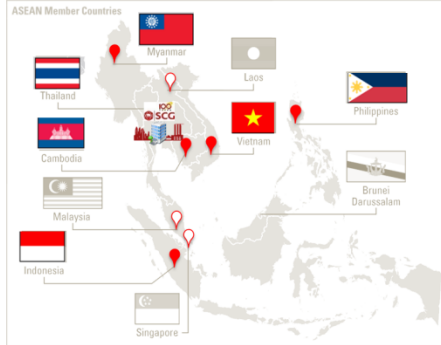
Business Challenges

External:
Global Business Challenges



Impact to all business sectors

Internal:
Regional Expansion + HVA Products & Services



Workforce diversity
(Number & ethnicity)

53,728
(Jan 2017)

59,100
(FY 2020)

People Challenges

- Workforce readiness
- New learning platform for expedite learning and having same standard (all regional countries)
- Extracting tacit knowledge to explicit knowledge for developing next generation
- Talent retention and attraction
- Leadership Preparation for business expansion
- Learning Technology Platform for a large number of employees and various locations

SCG Learning & Development Strategy

“Creating the best people experience for the SCG family and developing the most capable and engaged workforce in the Region”

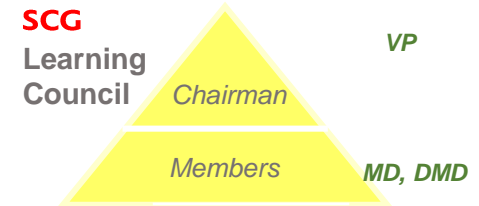
1. Single Regional Model for Learning

2. Learning & Coaching Culture

3. Integrated Learning & Talent Management System

4. People & Leadership Capability

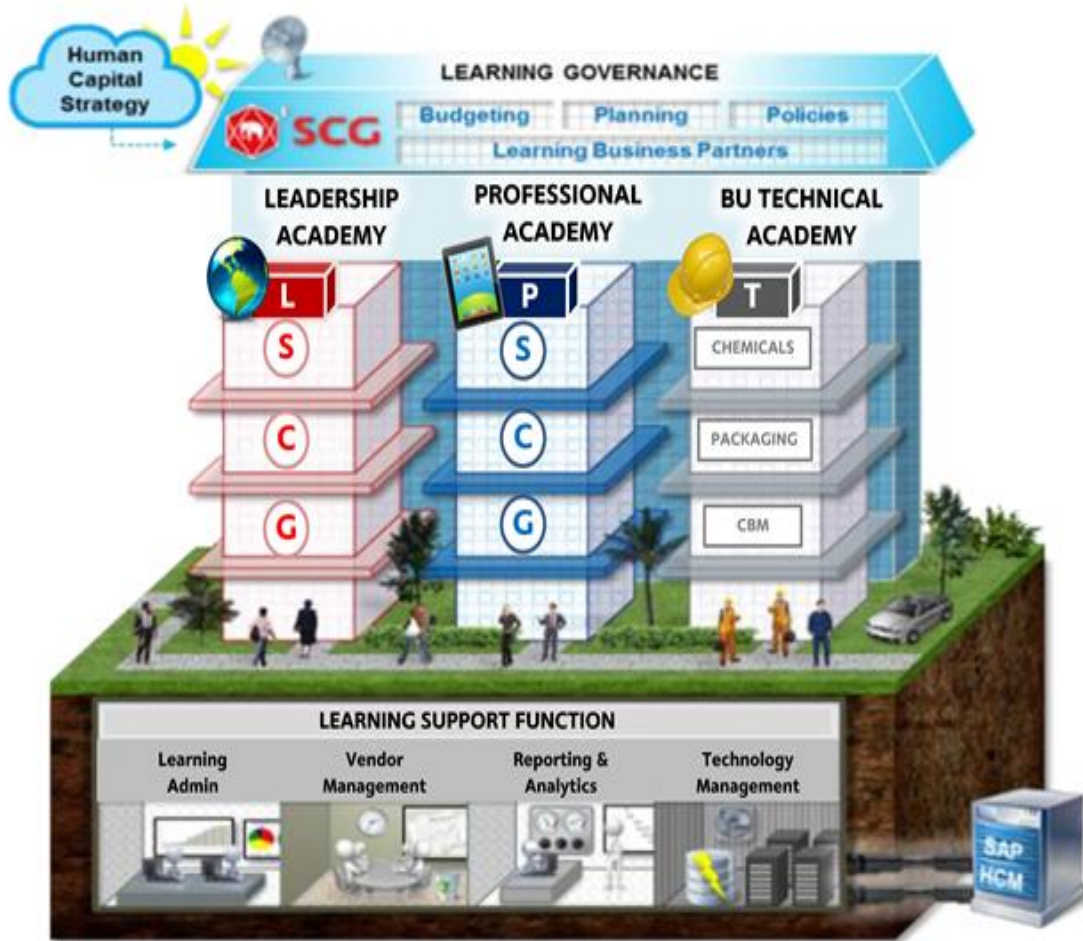
5. Learning Enablers



Current SCG Learning & Development Framework

END
GAME

SINGLE PLATFORM for Learning
and Talent Management



BENEFITS

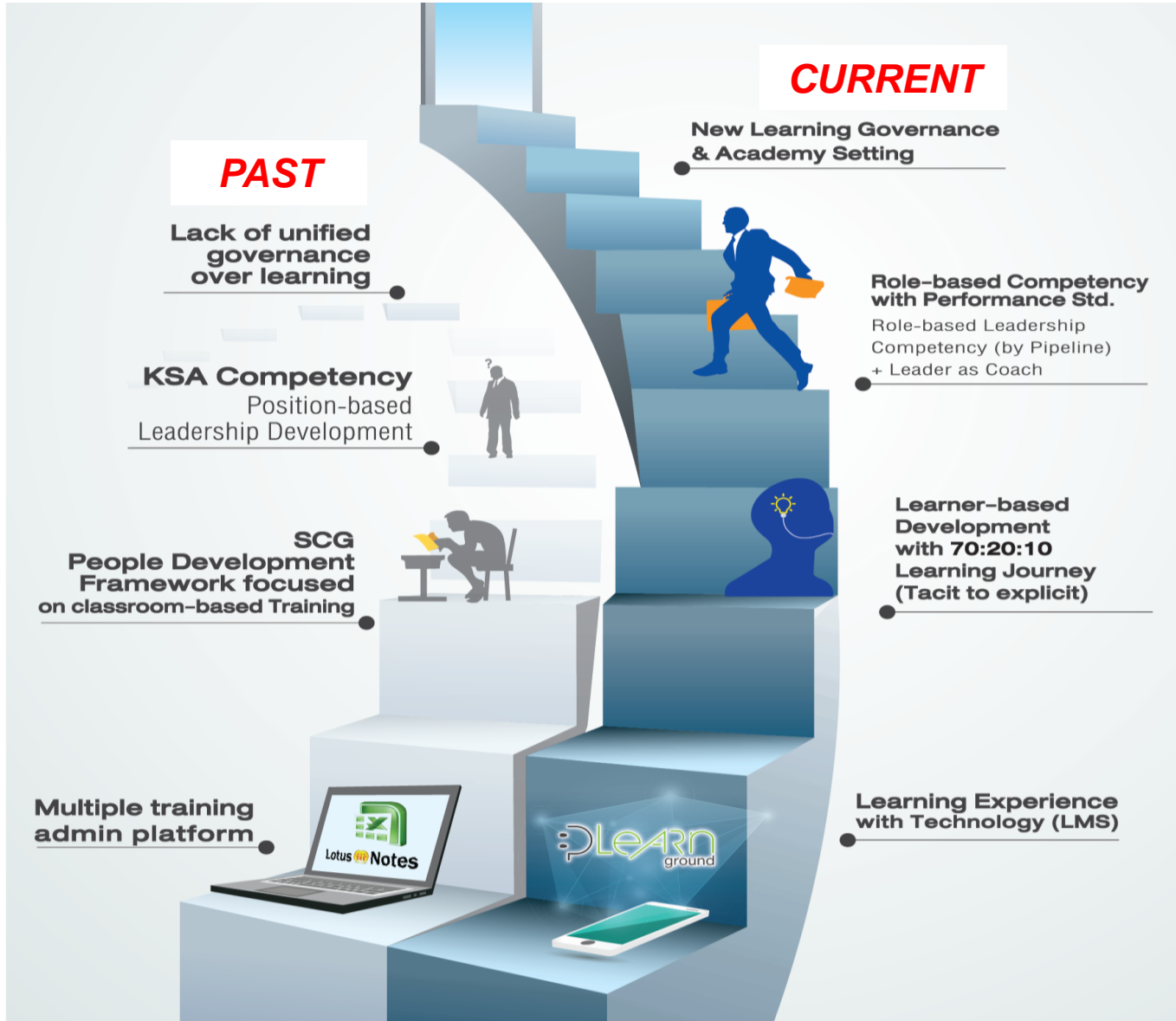
Strong alignment
to business needs

Better visibility and
control of learning
investment
(Ex. Resource Optimization)

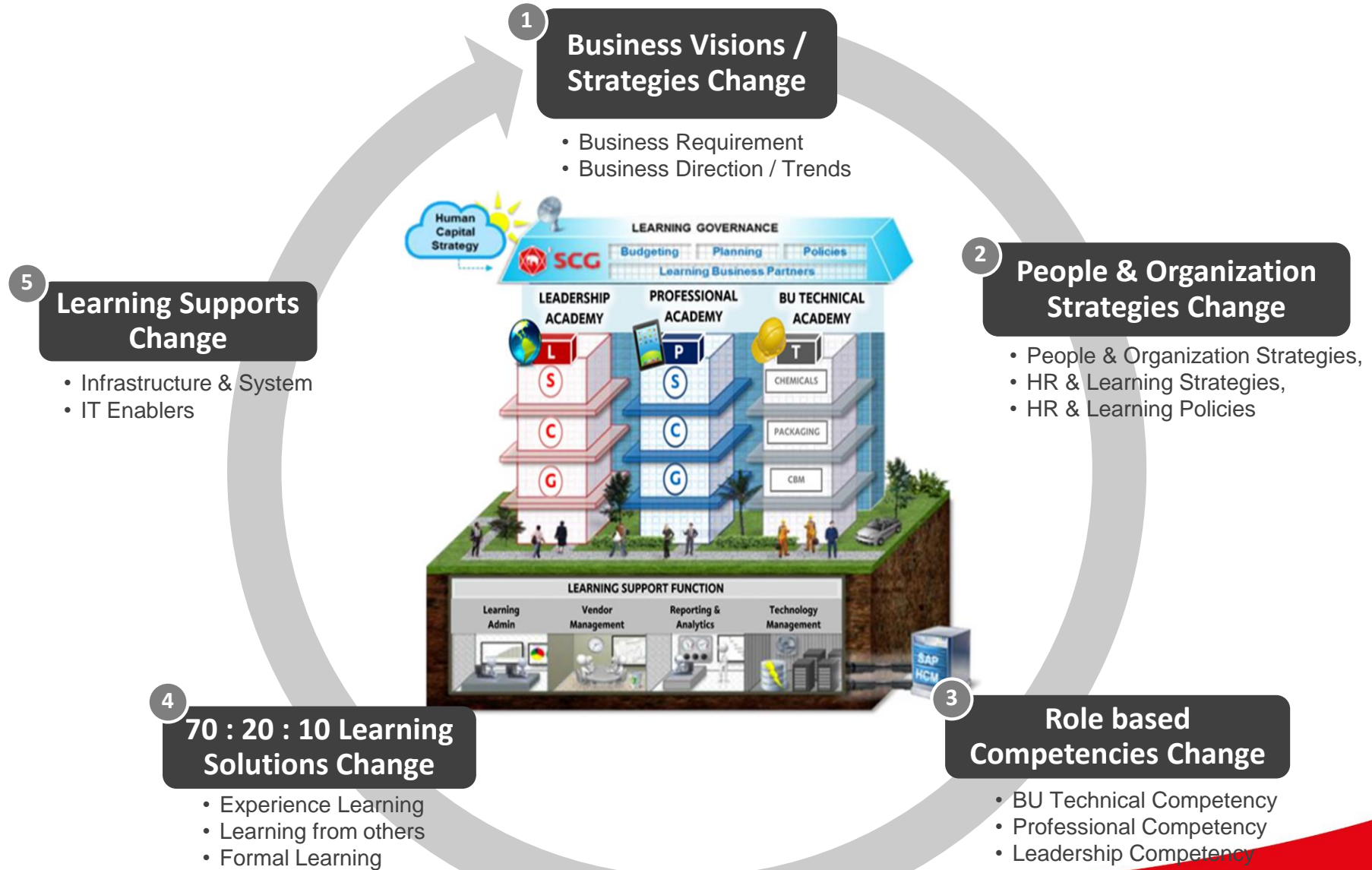
Scalability and
speed to capability
development

Enhance employee
productivity

What are the changes in Learning Transformation?



Business Direction Change & Learning Alignment



From Compliance to Value Creation Practices

Environment

Energy & Climate

Alternative Energy /
Waste Heat Power Generation



Waste

Zero Waste to Landfill / 3R Policy



Green Procurement

Greening the Supply Chain



Green Building

Energy Conservation /
Environmental Friendly



Corporate Governance

Code of Conduct / Whistleblower / Reporting

Governance

Economy

Environment

Society

Society

Biodiversity

Semi-opened Cut Mining /
Check Dams

Social Activity

Well-being / Partnership

OH&S

Safety Framework & Culture

Human Development

Education / Sport / Art

SCG eco value

Process / Product & Service

with emphasis on *Innovation* and *Sustainability*

Sustainable Development Goals



1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

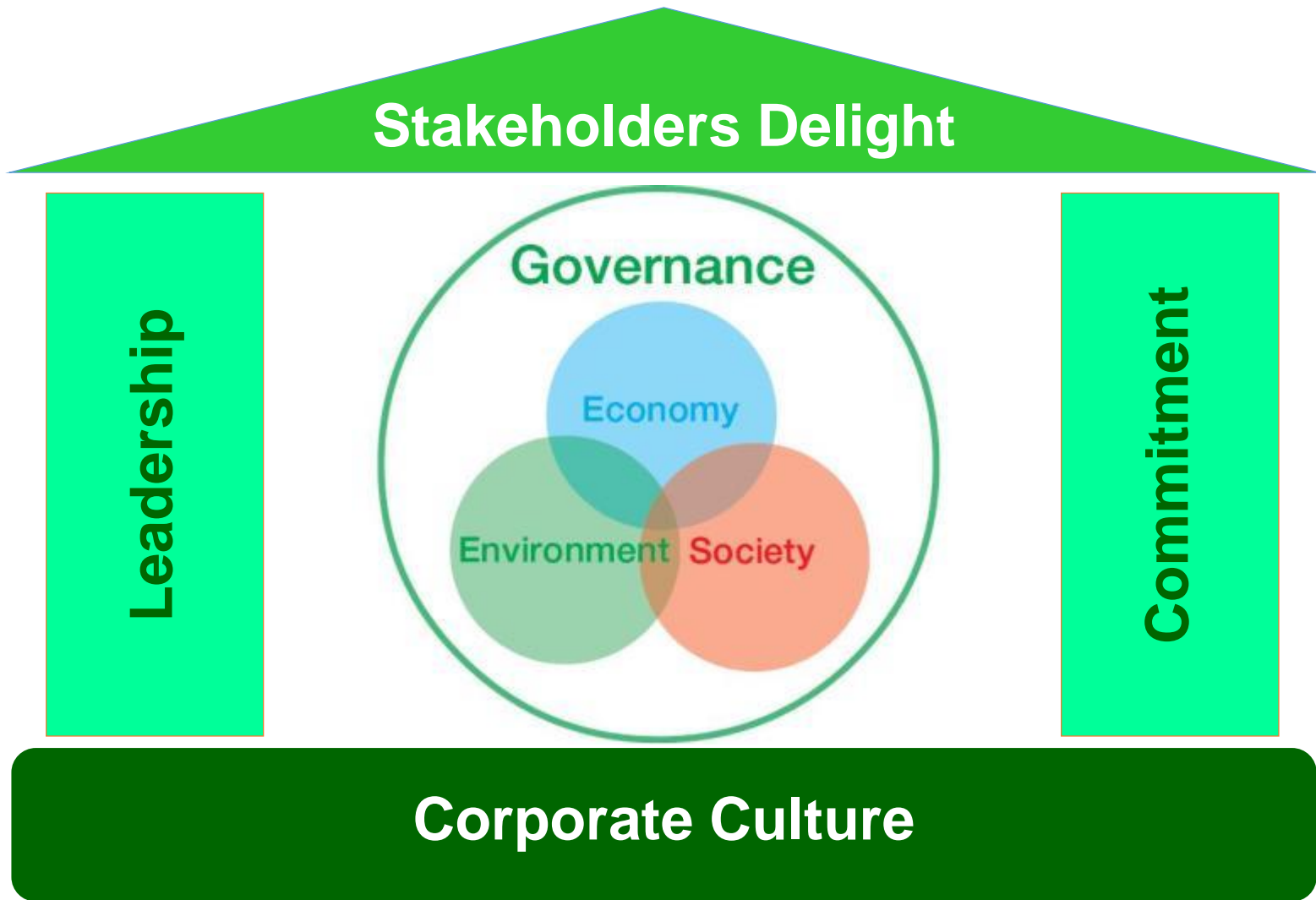
14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

3 Key Success Factors behind our SD Practices



Q & Share



SCG / *เพื่อคนเพื่อคนเพื่อคน*
SUSTAINABLE DEVELOPMENT