Fabrinet
Environment Sustainability
(FY2017-2021 annual performance report)

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Environmental health safety and security Policy

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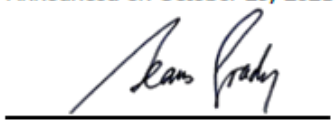
ENVIRONMENTAL HEALTH SAFETY AND SECURITY POLICY

Fabrinet is committed to protecting the environment, as well as the health, safety and security of all employees and visitors. Fulfillment of this commitment is the responsibility of all employees, who must on a regular basis review and evaluate all practices and procedures to ensure that they comply with all applicable safety, health, and environmental laws and regulations.

In pursuit of this achievement, the company will conduct its business with the following priorities:

- maintaining a clean, safe and healthful environment in the workplace;
- supporting an environmental management system, as well as complying with customer environmental requirements, such as the control of hazardous substances in raw materials, structural components, parts and subsidiary materials used in products;
- considering the global environmental impact of all our activities on our suppliers, customers, and other stakeholders;
- supporting an occupational health and safety (OH&S) management system to eliminate hazards and reduce OH&S risks, including reduction of the rate of incident, injury, and illness, and improving accident prevention;
- providing comprehensive training to all employees and concerned contractors;
- encouraging employees to participate in continual improvement of safety and environmental performance by minimizing occupational health risks and hazards, and reducing environmental impacts and natural resource consumption;
- committing to the inclusion of worker participation in consultations regarding implementation of this policy, as well as any other resources necessary for the effective implementation of this policy;
- protecting company property and enhancing the effectiveness of security management systems.

Announced on October 29, 2021



(Seamus Grady)
Chief Executive Officer

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Thai Labor Standard Corporate Social Responsibility Policy

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Thai Labour Standard
Corporate Social Responsibility Policy

Fabrinet is committed to providing all employees the following;

1. All employees will receive proper respect and protection in accordance with all Thai labour standards and labour laws, including all relevant statutory requirements.
2. The Company will also promote and support human resource development in order to enhance employee quality of well-being, a moral and safe work environment, social responsibility and ethics, and development of work efficiency.
3. The Company will strive for continual improvement. The Company will provide effective communication throughout the organization to enhance the understanding and cooperation of all employees and other concerned persons of compliance with all Thai labor standards.

Announced on 5th March, 2019

Seamus Grady
Chief Executive Officer

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Fabrinet Environment Mission

Fabrinet is committed to conducting its business in an environmentally sound and socially responsible manner that balances social interests and supports a sustainable environment.

Treat the community and nature with care

Use natural resources in an effective and sustainable way

Reduce carbon dioxide emissions

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Fabrinet Green Culture

วัฒนธรรมสิ่งแวดล้อม ฟาบริเนท

C: Clean (pollution prevention) & Care community

S: Sharing to Society on sustainable program

R: Responsible on Environment
(Reduce Reuse Recycle & Rethink)

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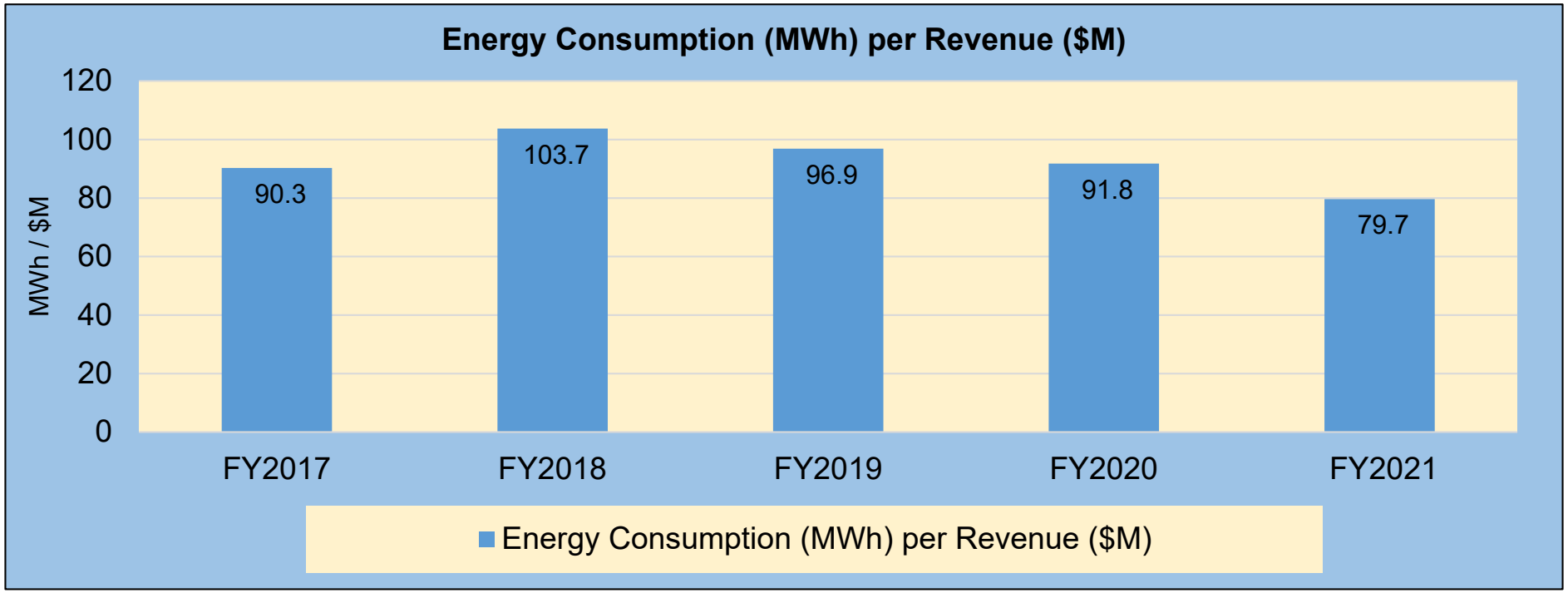
Environmental Performance at Thailand (PH & CB Plant)

Environmental Performance	FY2017	FY2018	FY2019	FY2020	FY2021
Energy Consumption (MWh per $M Revenue)	90.3	103.7	96.9	91.8	79.7
CO_2 Emissions (Tons per $M Revenue)	52.56	60.29	61.71	63.63	43.76
Non-recycled Waste (Tons per $M Revenue)	0.086	0.147	0.182	0.184	0.160
Recycled Waste (Tons per $M Revenue)	0.349	0.372	0.284	0.312	0.379
Hazardous Waste (Tons per $M Revenue)	0.045	0.043	0.048	0.045	0.038
Water Consumption (M^3 per HC)	10.7	13.2	12.8	14.2	12.5
Recycle Water (M^3 per HC)	3.2	3.2	3.4	3.5	3.1
OSHA Incident Rate (# of incidents x 200k/total hrs worked in one year)	0.19	0.08	0.02	0.10	0.18

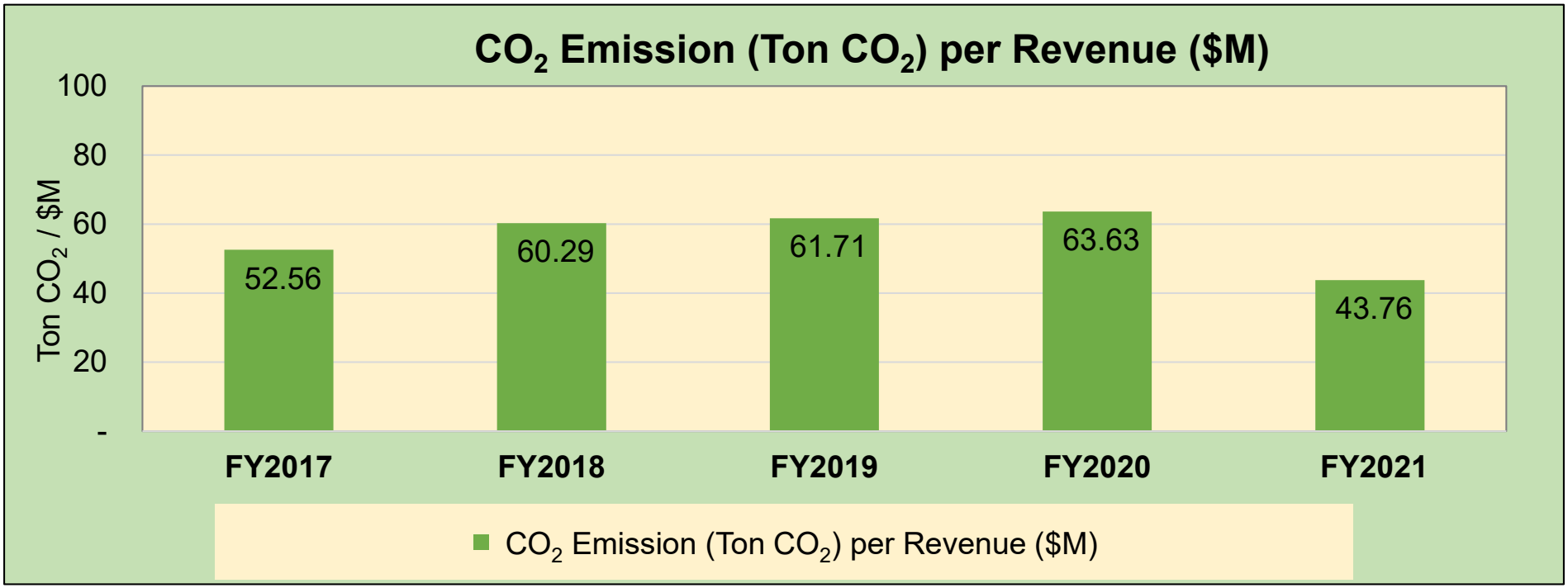
Environmental Performance at Thailand (PH & CB Plant)

❑Energy Consumption(MWh) per Revenue ($M)



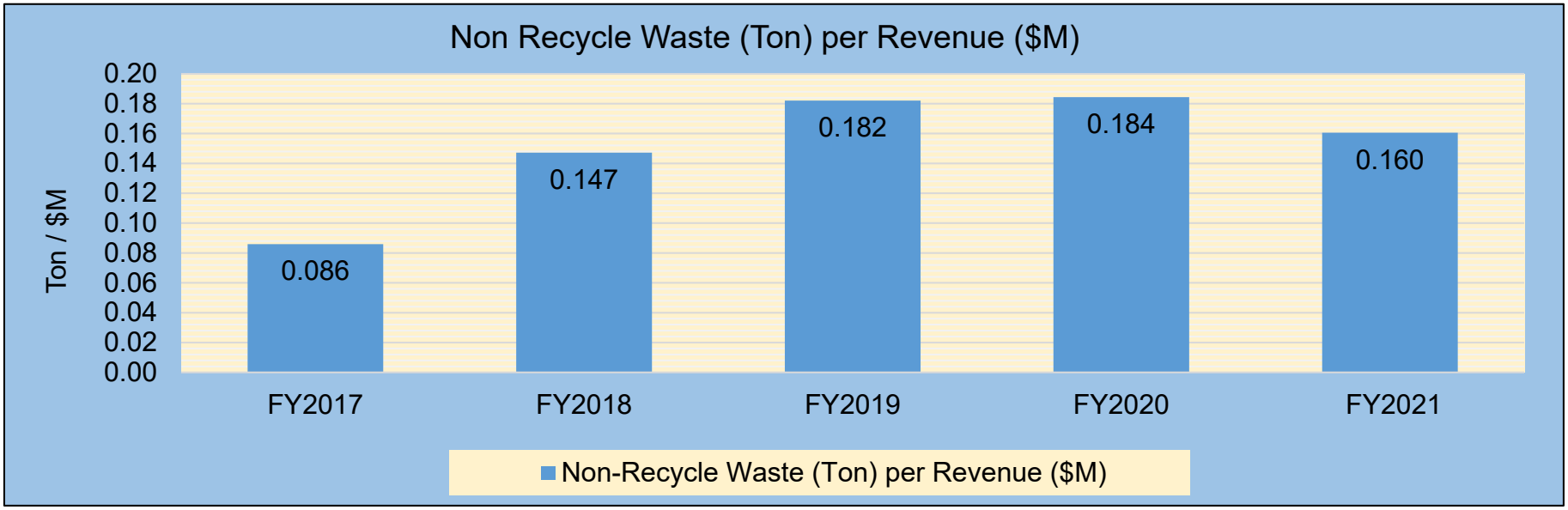
Environmental Performance at Thailand (PH & CB Plant)

❑ CO_2 Emission (Ton CO_2) per Revenue ($M)



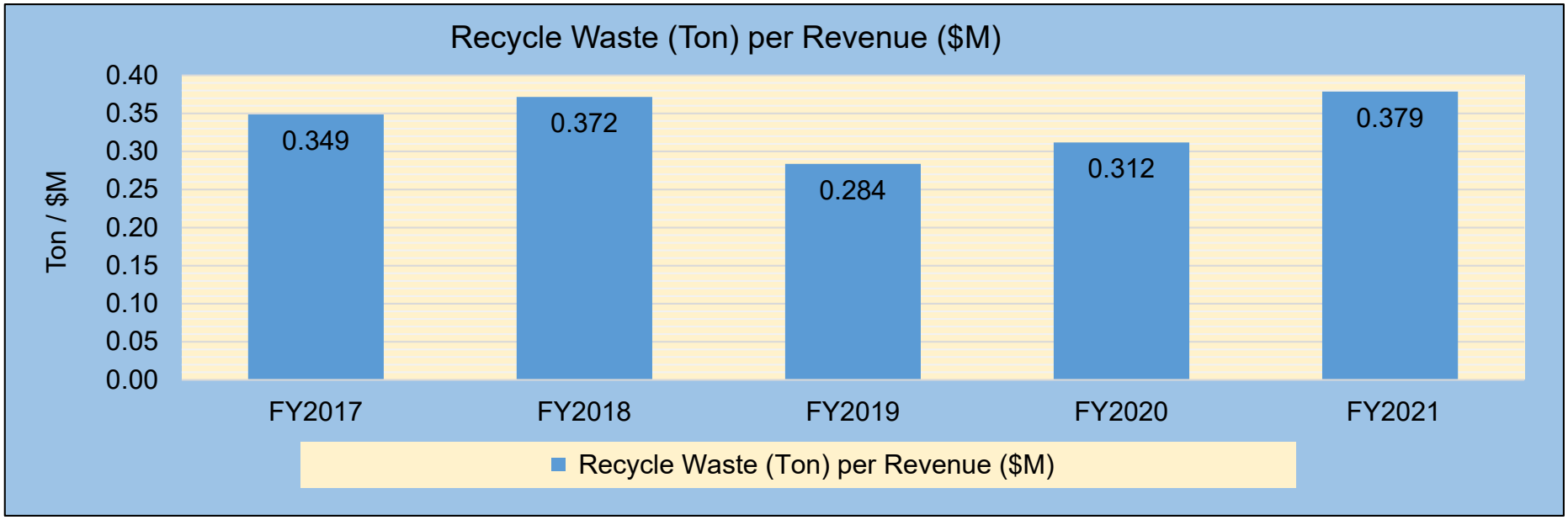
Environmental Performance at Thailand (PH & CB Plant)

❑ Non-Recycle Waste (Ton) per Revenue ($M)



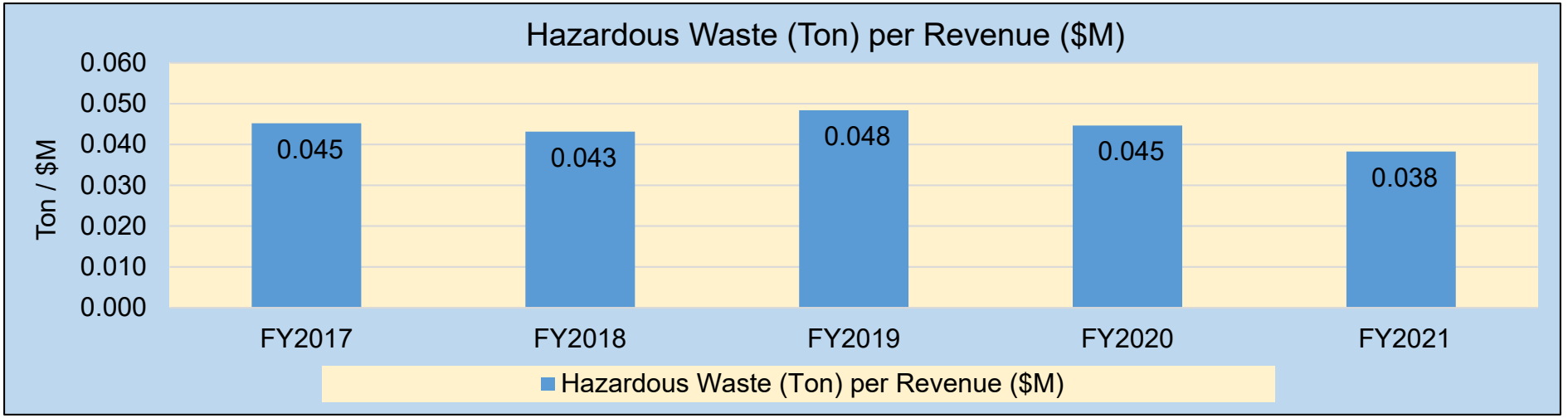
Environmental Performance at Thailand (PH & CB Plant)

❑ Recycle Waste (Ton) per Revenue ($M)



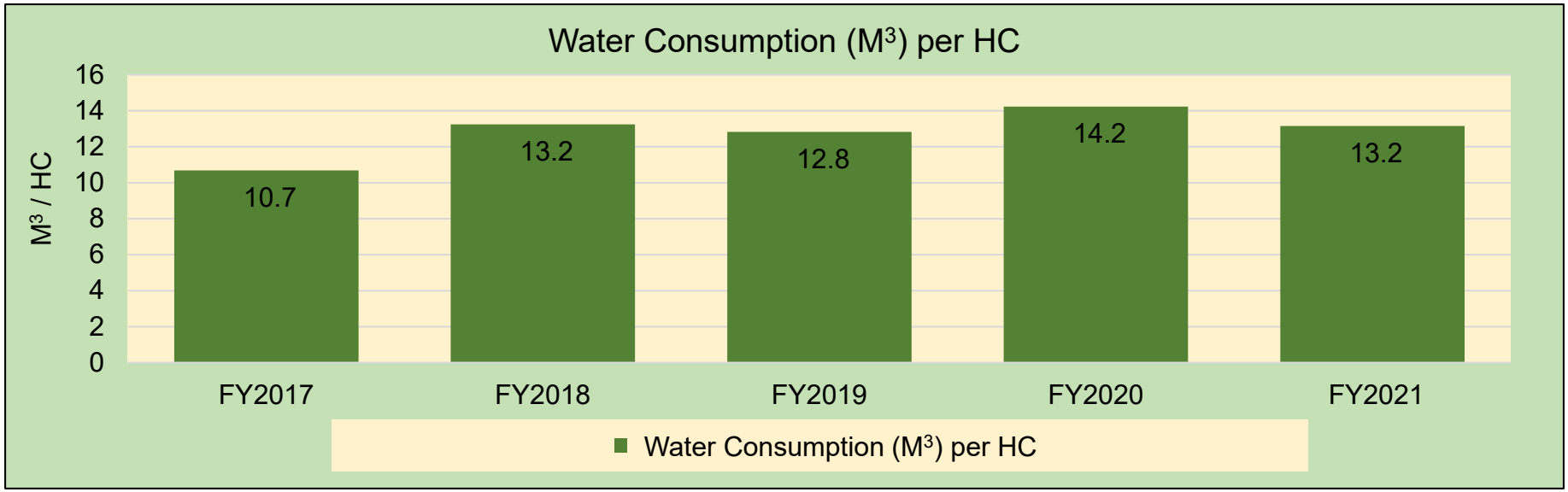
Environmental Performance at Thailand (PH & CB Plant)

❑ Hazardous Waste (Ton) per Revenue ($M)



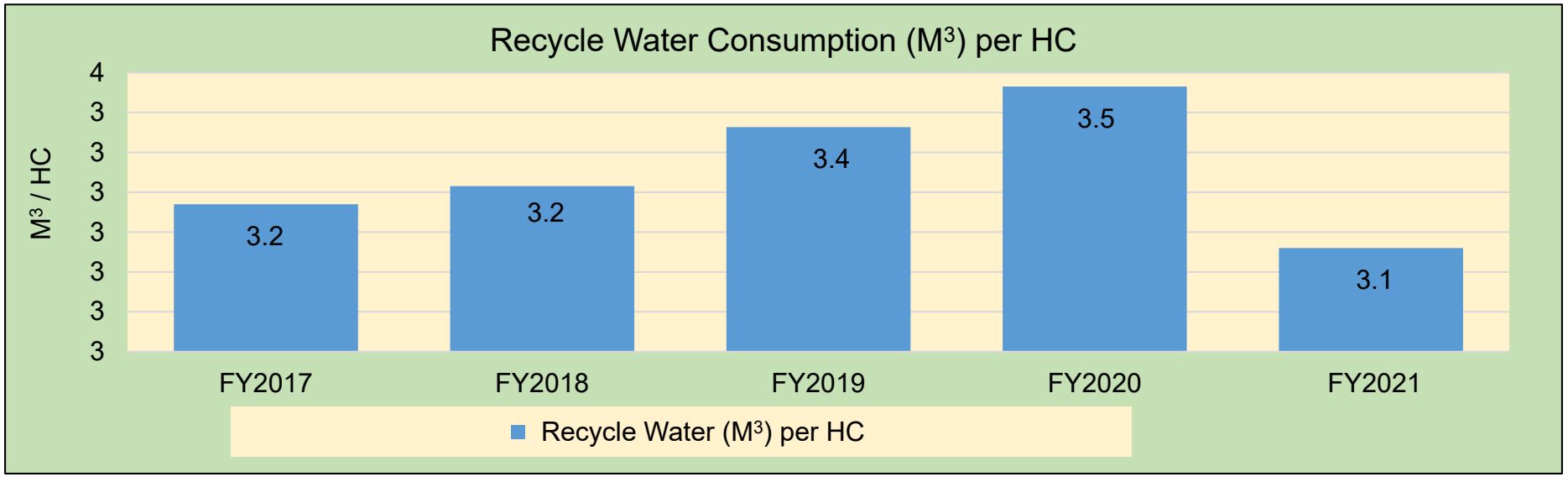
Environmental Performance at Thailand (PH & CB Plant)

❑ Water Consumption (M^3) per HC



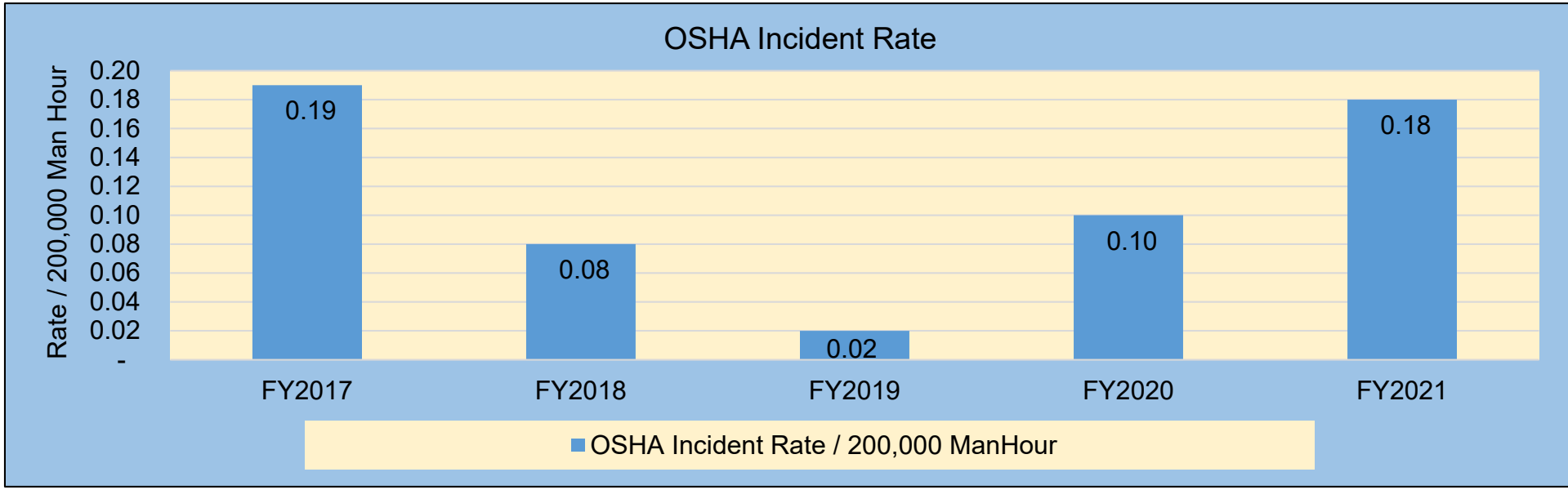
Environmental Performance at Thailand (PH & CB Plant)

❑ Recycle Water Consumption (M^3) per HC



Environmental Performance at Thailand (PH & CB Plant)

❑ OSHA Incident rate per 200,000 Man Hour



Monthly Donate used beverage carton in “ Green Roof project”

- The company donates beverage cartons to the “Princess Pa foundation,” which recycles the carton to build roofs.
- Fabrinet launched this program in 2010, and has participated every year since then.

Participate in "Global Warming Reduction" (GHG reduction)

❑ **Employees join Green roof project by donating used beverage cartons.**

Year	Weight (Kg.)	Beverage Cartons	Roof Sheets (pieces)	CO_2 Reduction ($kgCO_2$)
Sep – Dec 2010	960	86,773	43	864
Jan – Dec 2011	948	79,029	40	853
Jan – Dec 2012	1,250	167,397	84	1,126
Jan – Dec 2013	1,812	272,646	136	1,631
Jan – Dec 2014	972	81,894	41	874
Jan – Dec 2015	1,364	198,495	99	1,227
Jan – Dec 2016	2,552	326,191	163	2,297
Jan – Dec 2017	2,313	164,688	82	2,082
Jan – Dec 2018	2,893	634,400	317	2,604
Jan – Dec 2019	2,490	498,000	248	2,241.5
Jan – Dec 2020	2,384	472,800	239	2,145
Jan - May 2021	912	182,400	91	820.8
Total	20,850	3,164,713	1,583	18,765.3

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“Paper for the blind”: Monthly Donations of used A4 paper to the Blind foundation school:

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Participate in "Global Warming Reduction" (GHG reduction)

☺ Reduce office paper waste by donating used A4 paper & journals ☺to the blind teaching school foundation.

Year	A4 Paper (Kg.)	CO_2 Reduction (kg CO_2)
Sep – Dec 2010	596	1,113
Jan – Dec 2011	1,206	2,251
Jan – Dec 2012	1,373	2,563
Jan – Dec 2013	781	1,457
Jan – Dec 2014	772	1,441
Jan – Dec 2015	679	1,268
Jan – Dec 2016	779	1,494
Jan – Dec 2017	678	1,266
Jan – Dec 2018	1,019	1,902
Jan – Dec 2019	1,388	2,591
Jan – Dec 2020	1,591	2,971
Jan - May 2021	366	683
Total	**11,228**	**21,000**

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Recycle Aluminum Material for prostheses foundation

Year	Target	Actual
2017	15 kg	30 kg
2018	15 kg	42 kg
2019	15 kg	20 kg
2020	15 kg	74 kg
2021	15 kg	86 kg

Environment: Thai Environment Day 2020

Total 14 creative recycling inventions

The elder health check up for the community 2020

Donation of 300 kilograms of recycled boxes to SCG Packaging for building camper beds

CSR fabrinet Sharing to Society

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โครงการ : รวมใจสู้โควิด

เปลี่ยนกระดาษเป็นเตียงสนาม

SCGP SCG Packaging

บริษัท ฟาบริเนท จำกัด ร่วมกับ บริษัท วรินทร คอปอเรชั่น จำกัด สนับสนุนกล่องกระดาษรีไซเคิลให้กับ SCG Packing

เพื่อนำไปทำเป็นเตียงสนามให้กับผู้ป่วย Covid-19 ได้มากกว่า 75 เตียง

กิจกรรมดังกล่าวเป็นการช่วยเหลือสังคมอย่างเร่งด่วน ในช่วงการแพร่ระบาดของโรคไวรัสโคโรนา (Covid-19) ระลอก 3

Environment Awareness as part of CSR

Project Say “no” to plastic bags

Announced on February 24, 2020

Human Resources Deoartment