

2014 Public Report

Dow Thailand Group



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A drawing masterpiece from Master Suwijak Kaewraj, student grade 7 from Rayong Wittayakom School, the winner of the “Science for Better Living” Art contest. This is the one of the SI Caravan, the mobile science learning center activity under Dow Thailand Group’s Ban Chang development plan.

Embracing Dow's Sustainability Goals, which form a voluntary commitment to efficient resource usage, Dow Thailand Group is determined to apply science and technology to product development so that people's quality of life may improve, with primary regard for the environment, safety, and sustainability.

Therefore, Dow Thailand Group has published this Public Report to present its performance in 2014 that reflected the sustainability and operations of our organization.

Not only does the report provide evidence of Dow's commitment, but it also encourages employees to adhere to the company's guidelines on sustainability. In addition, it underscores Dow Thailand Group's determination to grow in a sustainable manner together with the sustainability of communities, society, and the country and to make headway as an eco-industrial company.



Message from the Managing Director



Jirasak Singmaneechai

Managing Director
Dow Thailand Group



The year 2014 marked another year of success for Dow Thailand Group, thanks to its overall satisfactory performance despite sluggish market demand.

The construction of a new Polyether Polyol plant at the Asia Industrial Estate continued to make progress toward completion and inauguration in early 2015. Powered by modern eco-friendly technology, the plant will support the continued growth of the polyurethane market in Asia Pacific.

All along, Dow Thailand Group and Dow affiliates have adhered to the Responsible Care® commitment in the manufacturing and management of chemicals. Since Dow's founding, our environmental, health, and safety operations have indeed formed our way of living. We continue to make progress toward the vision of zero that translates to zero incidents, injuries, illnesses accidents and environmental harm. We apply state-of-the-art technologies to monitor and control our operation processes. Thanks to our dedicated efforts, Dow Thailand Group won several safety and environmental awards this year, including Good Governance for Excellent Environmental Management – Gold Star Awards for six plants and Green Star Awards for 12 plants, together with the Green Industry Level 3 certificates for three plants.

Valuing good corporate citizenship, this year Dow Thailand Group carried out community development and community relations activities, benefiting 153,900 people. We also provided opportunities to our employees to initiate projects to improve the quality of life of our neighboring communities through our sponsorship. In all, 484 employee volunteers contributed 4,938 man-hours to CSR and community development programs.

With our dedicated efforts to promote the sustainability to Thai industrial sector under the “Dow Chemical for Sustainable Industry” project, Dow Thailand Group secured prestigious international recognition: the 2014 Asian CSR Award in Environmental Excellence.

All the achievements this year certainly stemmed from commendable cooperation between our employees and all partners. I would therefore like to express my sincere thanks to all of them for their great efforts in environmental conservation and sustainability. We will strive to continue our operations and standards to remain a reliable business partner and contribute to the success and sustainability of society and communities.

About Dow Thailand Group

Innovating
Solutions
for Sustainable
Business
and Society

Dow first came to Thailand in 1967 and set up Dow Chemical Thailand Limited to import and distributing chemical products through an office in downtown Bangkok, having identified the growth potential of the local market and those across Southeast Asia. In 1978 Dow built its polystyrene manufacturing facility in Phra Pradaeng district, Samut Prakan province.

In 1987, the company entered into a joint venture with the Siam Cement Group, one of Thailand's most recognized industrial conglomerates, and set up SCG-DOW Group. The group moved into the Map Ta Phut Industrial Estate, Rayong, and constructed a Styrene-Butadiene Latex plant and a Polyurethane plant in 1993. Since then, the company has embarked on a series of investments, including the Polystyrene, Ethylbenzene and Styrene Monomer, and Polyethylene plants, among many others.

Dow Thailand Group is also a leading importer of chemicals for diverse domestic industries, including those for agricultural purposes and household pesticides.

At present, Dow Thailand Group is Dow's largest manufacturing base in Asia Pacific.

Vision

To be the most
valuable and
respected science
company in
the world

To passionately
create innovation for
our stakeholders at
the intersection of
chemistry, biology,
and physics

Mission

Dow's Values

Integrity

We believe our promise is our most vital commodity – our word is our bond. The relationships that are critical to our success depend entirely on maintaining the highest ethical standards around the world.

Respect for People

We believe in the inherent worth of all people. Dow's employees are regarded as the drivers of our creativity and imagination. Their determination and dedication are essential to our growth.

Protecting Our Planet

We believe in protecting the world's resources. Dow's sustainability journey involves the world's best solutions for the world's biggest challenges. The decisions we make, the innovations we deliver, and the goals we achieve are all driven by our commitment to "Set the Standard for Sustainability," making the world safer, cleaner, and greener for generations to come.

Code of Business Conduct

In December 2010, Dow's Board of Directors adopted a new Code of Business Conduct, called The Diamond Standard, which puts a framework around the Values that is multifaceted and clear, setting expectations and guiding behavior. The Code applies to all Dow employees, as well as the joint-venture company, SCG-DOW Group. The Diamond Standard can be found at our website: http://www.dow.com/company/aboutdow/code_conduct/ethics_conduct.htm.

Milestones of Dow Thailand

1967

First sales office established in Bangkok



1978

Start-up of Polystyrene plant in Phra Pradaeng, Samut Prakan



1987

Joint-venture with SCG (SCG-DOW Group)

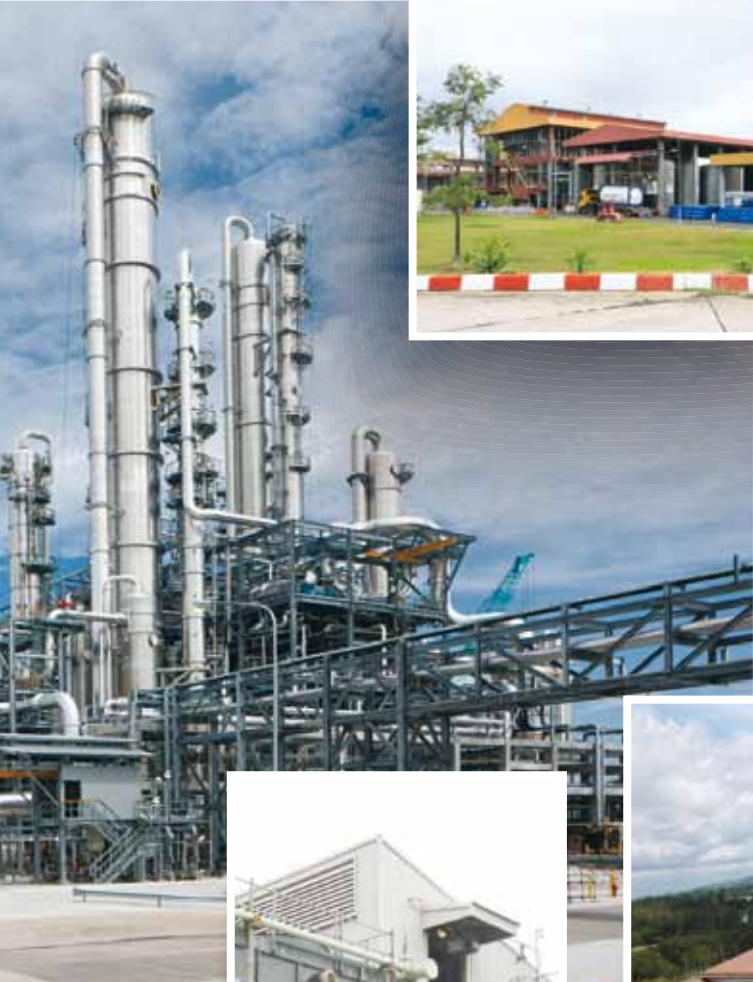


1990

Construction of Latex and Polyol plants at Map Ta Phut Industrial Estate, Rayong



and Group



2001

Acquisition of
Union Carbide Chemical Co., Ltd.



2007

Dow and Solvay's joint-venture
announcement for a Hydrogen
Peroxide plant project at
Asia Industrial Estate, Rayong



2009

Acquisition of Rohm and Haas





2012


Inauguration of new operation complex
at Asia Industrial Estate

Business Structure of Dow Thailand Group

Company	Plant	Products	Product Applications
Companies of Dow Chemical Thailand			
Dow Chemical Thailand Ltd. 	Map Ta Phut Industrial Estate <ul style="list-style-type: none"> • Polyol plant • Formulated Polyol plant 	<ul style="list-style-type: none"> • Polyol • Formulated Polyol 	<ul style="list-style-type: none"> • Flexible Polyurethanes <ul style="list-style-type: none"> • Mattresses & pillows • Bath sponges • Couch and sofa cushions • Automotive seat cushions • Rigid Polyurethanes <ul style="list-style-type: none"> • Insulators in refrigerators and electrical appliances • Foam insulation for walls & buildings
	Map Ta Phut Industrial Estate <ul style="list-style-type: none"> • Polyolefin Encapsulant Films plant 	<ul style="list-style-type: none"> • Polyolefin Encapsulant Films 	<ul style="list-style-type: none"> • A material for solar cell production
	Asia Industrial Estate <ul style="list-style-type: none"> • Propylene Glycol plant 	<ul style="list-style-type: none"> • Propylene Glycol 	<ul style="list-style-type: none"> • Antifreeze, coolant, and aircraft deicing fluids • Heat transfer fluid in the industrial processes • Industrial solvent for paint and coating businesses • Food and flavoring additives • Pet food and animal feed • Moisturizing substances for cosmetics, personal care products, and fragrance • Pharmaceuticals • Reactive components or chemical intermediates (or both) in urethane business • Hydraulic and break fluids • Plasticizers • Thermoset plastic formulation

Company	Plant	Products	Product Applications
Companies of Dow Chemical Thailand			
Dow Chemical Thailand Ltd. 	Asia Industrial Estate • Polyether Polyol plant (Completed in 2015)	• Polyether Polyol	• Flexible Polyurethanes • Mattresses & pillows • Bath sponges • Couch and sofa cushions • Automotive seat cushions • Raw materials for transport and construction industries
	Bangkok Office • Import business	• Other Dow products that serve diverse Industries, e.g. as chemicals and plastics for automotive industries, filter materials (resin) for ion exchange and membrane materials used in the reverse osmosis water filtration system.	
Carbide Chemical (Thailand) Ltd. 	Hemaraj Eastern Industrial Estate • Synthetic Latex Emulsion plant	• Synthetic Latex	• Water-based emulsion paint • Roof-tile coating • Adhesive • Fabric coating
Rohm and Hass Chemical (Thailand) Ltd. 	Hemaraj Eastern Industrial Estate • Acrylic Emulsion plant • Poly-Acrylic Acid (PAA) plant	• Acrylic Emulsion • Poly-Acrylic Acid Solution	• Water-based emulsion paint • Adhesive for tapes and stickers • Fabric coating
Dow AgroSciences (Thailand) Ltd. 	Bangkok Office • Import business	• Chemicals for agriculture and pest management products (herbicides, insecticides, and fungicides)	
SCG-DOW Group			
Siam Synthetic Latex Co., Ltd. 	Map Ta Phut Industrial Estate • Styrene-Butadiene Latex plant	• Styrene-Butadiene Latex	• Adhesive used in carpet backing • Paper and packaging industry, including toothpaste or soap boxes • Ingredients of colors used in glossy magazine cover coating • Binders used in concrete modification for cracking prevention

Company	Plant	Products	Product Applications
SCG-DOW Group			
	Asia Industrial Estate <ul style="list-style-type: none"> Specialty Elastomers plant 	<ul style="list-style-type: none"> AFFINITY™ Polyolefin Plastomers ENGAGE™ Polyolefin Elastomers 	<ul style="list-style-type: none"> Industrial packaging A material for thermoplastic in Automotive industry Product molding
Siam Polystyrene Co., Ltd.  	Map Ta Phut Industrial Estate <ul style="list-style-type: none"> Polystyrene plant 	<ul style="list-style-type: none"> Polystyrene <ul style="list-style-type: none"> General Purpose Polystyrene (GPPS) High Impact Polystyrene (HIPS) 	<ul style="list-style-type: none"> General Purpose Polystyrene (GPPS) <ul style="list-style-type: none"> CD boxes Packages, including boxes and foam packaging Plasticwares, including forks, spoons, plates and glasses High Impact Polystyrene (HIPS) <ul style="list-style-type: none"> Composition of consumer electronics and electrical appliances, including external frames of air-conditioners, televisions, computers or refrigerators Plasticwares and packages Toys
Siam Styrene Monomer Co., Ltd.	Map Ta Phut Industrial Estate <ul style="list-style-type: none"> Styrene Monomer and Ethylbenzene plant 	<ul style="list-style-type: none"> Styrene Monomer 	<ul style="list-style-type: none"> Feedstock for Polystyrene, Styrene-Butadiene Latex, and others Feedstock for Emulsion plant and Poly-Acrylic Acid (PAA) plant Feedstock for intermediate and finished products for domestic and export markets
Siam Polyethylene Co., Ltd.  	Map Ta Phut Industrial Estate <ul style="list-style-type: none"> Polyethylene plant (Train I) Polyethylene plant (Train II) 	<ul style="list-style-type: none"> Linear Low-Density Polyethylene (LLDPE) 	<ul style="list-style-type: none"> Food packaging (stretch cling film, food overwrap, and sealant layer for flexible food packaging) Components of diapers Drip irrigation for agriculture

Company	Plant	Products	Product Applications
SCG-DOW Group			
MTP HPPO Manufacturing Co., Ltd. 	Asia Industrial Estate <ul style="list-style-type: none"> Propylene Oxide plant 	<ul style="list-style-type: none"> Propylene Oxide Propylene Glycol (technical grade) 	<ul style="list-style-type: none"> Feedstock for various industrial products, including vehicle foam cushions, refrigerator insulation, food packages Raw materials for modified starch industry.
Joint-Venture between Dow and Solvay S.A. (operated by Solvay S.A.)			
MTP HP JV (Thailand) Ltd.	Asia Industrial Estate <ul style="list-style-type: none"> Hydrogen Peroxide plant 	<ul style="list-style-type: none"> Hydrogen and Hydrogen Peroxide 	<ul style="list-style-type: none"> Clean, multipurpose chemical with applications in the paper, textile, electronics and chemical industries, effluent and wastewater treatment, food industry, and disinfectants and consumer products
Joint-Ventures between Dow and SCG (operated by SCG)			
Rayong Olefine Co., Ltd.	Rayong	<ul style="list-style-type: none"> Ethylene Propylene Mixed C4 Benzene Toluene 	<ul style="list-style-type: none"> Polymer feedstock
Map Ta Phut Olefins Co., Ltd.	Rayong	<ul style="list-style-type: none"> Ethylene Propylene Benzene Toluene Mixed Xylenes 	<ul style="list-style-type: none"> Polymer feedstock
Rayong Terminal Co., Ltd.	Rayong	<ul style="list-style-type: none"> Storage and port facilities service provider 	

Sustainability Overview



In today's world of limited resources, Dow recognizes that everything we do and how we act matter. Therefore, we mind every single step we take and dedicate our expertise and resources, including our best scientists and engineers, to tackling some of the world's most pressing problems through innovation. Our ultimate aim is to contribute sound science for a sustainable world.

Firmly committed to our pledge to sustainability, Dow applies the principle of sustainable development to every undertaking by using resources more efficiently, providing value to our customers and stakeholders, delivering solutions for human needs, and enhancing the quality of life of current and future generations.

In 1995, Dow set major goals to improve its environmental, health, and safety performance, and was duly recognized for its achievements.

We proceeded further in 2006 with an even greater ambition by introducing the 2015 Sustainability Goals. The more ambitious and next-generation set of goals focus firmly on strengthening relationships within the communities where we operate, continuing improvements of product stewardship and innovation to solve some of the world's most pressing problems without depleting world resources, and reducing our footprint on the globe.

Dow's Sustainability Pillars

As a world leader in applied chemistry, Dow is positioned to drive changes by delivering sustainable and innovative solutions that contribute to human progress and the growth of our business. Dow organizes its sustainability focus around four key pillars.

Smart Solutions for Today



Our technologies enable our customers, and their customers, to develop products and services for a more sustainable future.

Innovations for Tomorrow



We contribute to the sustainability of society and our planet by developing innovative technologies for current and future markets.

Responsible Operations



Our infrastructure has a positive impact on our company, our communities, and ourselves, making our operations a model for others, wherever we operate.

Partners for Change



We are the leader in advancing all aspects of sustainability, openly collaborating with customers, suppliers, communities, civil society, and governments.

Dow's 2015 Sustainability Goals and Sustainability Performance as of December 2014

Dow's 2015 Sustainability Goals cover the following areas of operations:

Sustainable Chemistry

By 2015, Dow will pursue 10 percent of total sales for products developed with sustainable chemistry advantages.

Dow will publicly report on our progress by:

- Reporting the overall annual assessment of our sustainable chemistry index and performance against our percentage of sales with sustainable chemistry advantages.



- Presenting and/or publishing lifecycle assessments that are validated independently by an external stakeholder, on existing or planned Dow products.
- Providing ongoing updates on promising areas of research and investments and collaborations that spur sustainable chemistry innovation.
- Promoting sustainable chemistry internationally through student prizes and Dow employee awards under the Dow Sustainability Innovation Challenge Award program.

According to the 2015 Sustainability Goals, the fourth quarter of 2014 Update, in 2013 sales from Dow products that were highly advantaged by sustainable chemistry increased from 7.1 percent to 10 percent, which met the 2015 Goal, thanks to improved manufacturing efficiency and opportunities realized in agriculture, water, automotive, infrastructure, energy, and consumer products.

Breakthroughs to World Challenges

Dow will actively work toward achieving at least three breakthroughs by 2015 that will significantly help solve the following world challenges:

- Energy and climate change
- Water, food, and housing crises
- Health issues.

By the end of 2014, Dow had developed innovative breakthroughs including:

1. DOW POLYOX™ Water-Soluble Polymers, used in the world's number-one germ protection soap. DOW POLYOX™ Polymers make soap last longer, provide better value, and feel great on the skin.
2. BETAMATE™ Structural Adhesives are an enabling technology for optimized steel structures and dissimilar material assembly. Since their introduction in 1999, BETAMATE™ Adhesives have already contributed to an estimated 23.3 million metric tons of carbon dioxide emission avoidance and 10 billion liters of gasoline savings.

3. Dow FILMTEC™ ECO Reverse Osmosis (RO) Elements represent the world's most advanced water purification science available in the fight against global water scarcity. Delivering 40 percent better purification with 30 percent less energy consumption in industrial operations, Dow expects the new technology to deliver trillions of metric tons of clean water, billions of kilowatt-hours of energy savings, and reduce carbon dioxide emissions by more than a million metric tons in its first 10 years of use alone.

4. Derived from NEXERA™ Canola and Sunflower Seeds from Dow, Omega-9 Oils have zero trans-fat and are among the lowest in saturated fat. Since 2005, the use of Omega-9 Oils has eliminated more than 1.5 billion pounds of trans-fat from the North American diet.

Addressing Climate Change

Dow will maintain all greenhouse gas emissions below 2006 levels.

- We will use 400 megawatts of clean energy by 2025.
- We will find ways to grow our company, but not our greenhouse gas emissions.
- Dow's insulation products in service avert more than six times our own greenhouse gas emissions from operations on an annual basis.
- We will report the contributions of our products and solutions to increased energy efficiency and emission reduction through the development of our Net Impact Tool, which will quantify the energy and greenhouse gas profile of products across the life-cycles.



Base on the 2015 Sustainability Goals, the fourth quarter of 2014 Update, Dow continued to maintain greenhouse gas emissions below 2006 levels.

Energy Conservation & Efficiency

By 2025, we will reduce our energy intensity by 25 percent from the 2005 baseline.

- Our manufacturing energy intensity, measured in BTUs per pound of product, has improved by more than 40 percent since 1990, saving ourselves more than US\$ 24 billion (around 720 billion baht) and 5,200 trillion BTUs.

- We are one of the largest producers of innovative energy-saving products, including building insulation applications, solutions for fuel-efficient vehicles, technology to enable wind power, and integrated solar systems in building materials.

Base on the 2015 Sustainability Goals, the fourth quarter of 2014 Update, Dow's actual performance of 2014 was 4,102 BTU/lb, which is 98.7 percent of the 2005 baseline. Also, since 2005, Dow has reduced annual energy usage by 20 percent.



Product Safety Leadership

By 2015, we will publish product safety assessments for all products.

- The assessments cover topics such as basic hazards, use, risk, and risk management.
- We are further committed to the equivalent of the European Union (EU)'s REACH-like testing on all our products or product families, whether they are sold directly into the EU or not.
- We will make product safety assessments accessible to the public at www.dowproductsafety.com.
- We will complete evaluations, with third-party process verification, on high-priority products by 2010 and for all products by 2015.

In 2014, 579 Product Safety Assessments (PSAs) were posted on Dow's product safety website, with PSAs completed now accounting for 95 percent of Dow's annual revenue. We are on track to meet our 2015 goal of having PSAs publicly available for applicable Dow products.



As a world leader in applied chemistry,
Dow is positioned to drive changes
by delivering sustainable
and innovative solutions that
contribute to human progress
and the growth of our business.

Contributing to Community Success

By 2015, all Dow sites where we have a major presence will have achieved their individual community acceptance ratings.

We are collaborating with local businesses and citizens to create stronger, safer, and sustainable communities through:

- Engagement
- Establishing joint goals and plans
- Taking joint actions for the long-term success of all involved.

Base on the 2015 Sustainability Goals, the fourth quarter of 2014 Update, Dow has achieved great community acceptance, continuing to bring empowerment and progress to community success, which has resulted in a positive impact on the global society.



Local Protection of Human Health & the Environment

By 2015, Dow will have achieved on average a 75 percent improvement of key human health and environment indicators for EH&S operating excellence from our 2005 baseline.

- We lead the way across virtually every facet of local protection of human health and the environment.
- Since 1897, Dow was one of the first companies to introduce innovative protection equipment for our workers. Today we engage our neighbors through Community Advisory Panels.
- Our Vision of Zero is a leadership attitude and a corporate culture that is committed to zero accidents, zero injuries, and zero excuses.

In 2014, Dow improved its total EH&S unplanned events, recording a 4 percent improvement over that of the previous year. The Injury and Illness rate was 0.19 per 200,000 hours of work, a 6 percent improvement over that of the previous year.



In April 2014, Dow announced the 2025 Sustainability Goals, expanding its sustainability ambition for another ten years.

Through our 2025 Sustainability Goals, Dow will have advanced the well-being of humanity by helping lead the transition to a sustainable planet and society, maximizing economic, environmental, and societal value.



Goal 1: Leading the Blueprint

We will lead in developing a societal blueprint that integrates public policy solutions, science and technology and value-chain innovation to ease the transition to a sustainable planet and society.



Goal 2: Delivering Breakthrough Innovations

We will deliver breakthrough sustainable chemistry innovations that advance the well-being of humanity.



Goal 3: Advancing a Circular Economy

We will advance a circular economy by delivering solutions to close the resource loops in key markets.



Goal 4: Valuing Nature

We will apply a business decision process that values nature. We will deliver business value and natural capital value through projects that are good for business and good for ecosystems.



Goal 5: Increasing Confidence in Chemical Technology

We will increase confidence in the safe use of chemical technology through transparency, dialogue, unprecedented collaboration, research, and our own actions.



Goal 6: Engaging Employees for Impact

By 2025, Dow employees worldwide will apply their talents to positively impact the lives of 1 billion people.



Goal 7: World-Leading Operations Performance

We will maintain world-leading operations performance in natural resource efficiency, environment, health, and safety.

For 2015 Sustainability Goal progress update, please visit www.dow.com/sustainability/pbreports.

Contribution to Thai Economy



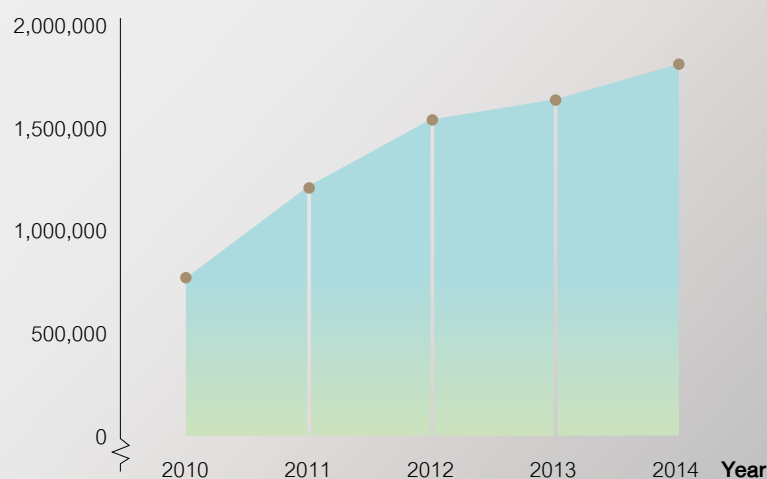
For almost half a century of Dow's operations in Thailand, not only have we focused on the growth of our business through continued investment, but we have also valued the development of the Thai economy.

Performance in 2014

Several factors affected Dow Thailand Group's performance in 2014, the fragile recovery of the European Union and U.S. economies, mildly expanding Japanese economy thanks to a VAT increase, a continued slowdown of the Chinese economy, the downtrend of global oil prices as a result of OPEC's decision to maintain its output rates, Iraq's improving crude oil export, and Thailand's more stable internal affairs, among others. As a result, both domestically and abroad, Dow Thailand Group further stressed planning so as to achieve its goals. Tremendous cooperation and dedication of employees who worked hard and efficiently under the plans allowed the company to achieve satisfactory production and sales.

Total Production of Dow Thailand Group in Past 5 Years

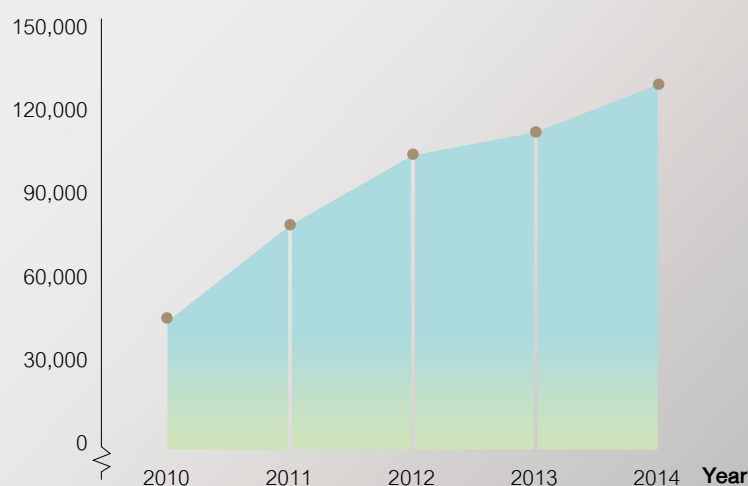
(Unit: Tons)



2014 production operations proceeded smoothly in line with the company's goal. We set our sights on outstanding product supply reliability, as most of our plants achieved utmost reliability while meeting customers' needs in delivery and product quality control. The product supply reliability rate in 2014 was 94 percent.

Net Sales of Dow Thailand Group in Past 5 Years

(Unit: Million Baht)





The latest addition to Dow's production facilities was the Polyether Polyol plant at the Asia Industrial Estate. With its construction beginning in the first quarter of 2014, the plant has scheduled its commercial operation for the first quarter of 2015. The facility relies on the most advanced polyol production technologies in its process design (continuous production), which consumes less energy, reduces waste water generation by 50 - 70 percent, and eliminates all solid waste. Polyol is processed by the downstream industry into polyurethanes, which are in turn used to produce mattresses and beds, furniture and automobile cushions, coating, and anti-leak materials.

Technology Transfer

Wherever we build our plants, Dow Thailand Group embraces advanced technologies and those that exceed environmental standards specified by laws, which enable us not only to most efficiently implement our environmental protection policy throughout our production processes, but also to optimize the consumption of raw materials and resources. The advanced, highly complicated technologies require experienced, skillful persons to operate them. Dow's experienced engineers, who have successfully started up Dow facilities around

the world, have worked closely with Thai engineers to transfer their knowledge and know-how to ensure safe and reliable operations for the long run. Today, it is our pride that the operators and managers in charge of operating these plants are all Thais.

In addition to technology transfer, we share our knowledge in technology management; occupational health, environmental, and safety practices; and energy management with other governmental and private agencies, especially industrial entrepreneurs who can apply the knowledge and further develop their own industries and the country's overall industrial sector.

Adding Value to Thai Industries

Combining the elements of science and the human element, Dow is committed to creating innovations and solutions for the future. As a business partner who focuses on mutual sustainability with customers, we develop new technologies and products that benefit customers in various industries such as paint, home appliances and electronics, food and food processing, packaging, and pharmaceutical industry. As our products offer added value and meet the various needs of the market, they also promote advancements in Thai industries.

Job Creation and Professional Skills Development

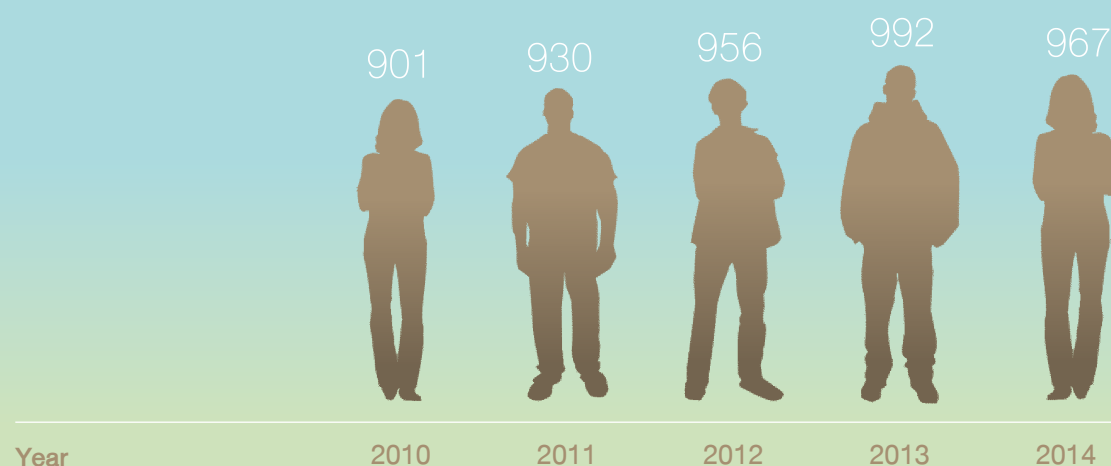
Dow Thailand Group takes seriously employees' capability enhancement and extensive professional skill development. Training is regularly provided to our own employees as well as contractors and sub-contractors.

Job Creation

As a result of investments in new plants, Dow Thailand Group's employee headcount increased from 700 in 2009 to over 960 in 2014. It also hires

contractors to support the completion of projects and can be hiring over 10,000 workers for on-site construction at a given time.

Dow Thailand Group's Employee Headcount in Past 5 Years



Extensive Professional Skills Development

We invest in enhancing the caliber of our employees through various approaches, including overseas training in countries like Canada, Germany, Belgium, and the United States for those in major positions. This allows employees to master cutting-edge technology and take on regional roles.

As for new employees, they will receive training based on Dow's best practices and work with Dow's experienced staff or in-house experienced professionals so that they can smoothly integrate the knowledge into the company's operations. We provide tools, resources, and various training programs including global training, specific role training, and other professional training to enhance employees' expertise and leadership so that they can become future leaders. In addition, we have skill development programs for our sub-contractors.

Skills Development for Construction Contractors

Skill Assessment Program

In 2009, to ensure our workforce's command of the right skills and adequate experience to perform their responsibilities safely and to reduce potential



injuries or harm stemming from a lack of appropriate skills and experience, we initiated the Skill Assessment Program. Since the implementation of this program, we have achieved better safety statistics. Not only does the program contribute to the company's safety performance, but it also improves industry safety and professional standards. To date, 20,236 contractors have participated.

Training Center

At our training center, contractors and sub-contractors are trained in topics ranging from Dow safety standards to safe operations skills. Such training not only enhances their current skills and capabilities, but also contributes to their better career future. This year, 19,966 contractors and sub-contractors were certified for 945 training courses.

Promoting Local Growth

Dow Thailand Group's successes have spurred the growth of business derivatives, especially in Rayong, our production base. Our operations provide business opportunities to suppliers and contractors as well as local residents of nearby communities.

Boosting Car Rental Business

All the cars rented by Dow Thailand Group for its operations in Rayong have been registered in the province and have Rayong registration plates.

Boosting Growth and Development of Logistics Business

The expansion of our Propylene Glycol plant, with operations on stream in 2012, has yielded a great impact on logistics activities in Rayong and Chon Buri by boosting the general and food-grade ISO tank businesses, the transportation business, and the drumming business for the food-grade and non food-grade industry, generating many employment.

The rental of a warehouse in Laem Chabang as its new logistics center has allowed Dow Thailand Group to effectively manage transportation between Map Ta Phut and Laem Chabang, while reducing daily traffic congestion at both sites.

In addition, this site expansion has led to the training and development of third-party logistics service providers in safety standards and quality management, specifically for the food industry, which develop the country's workforce capability and country's competitive advantage as a whole.

Moreover, to support the expansion of the Polyol plant, whose commercial operation is due by 2015, Dow has expanded the drumming business and increased the rental space of the Laem Chabang warehouse, which further promoted hiring.

At the same time, Dow continues its logistics standards seriously. Its relevant efforts include the promotion of knowledge in health and safety management among logistics service providers, monitoring of vehicles' speed, installation of GPS to track vehicles, and regular inspection of the system. The efforts included installation of close-circuit TV on trucks to ensure safety and reduce accident risks.

Supporting Community Economy

As part of the communities we operate in, we constantly contribute and provide support to our neighborhoods. Since the start of our operation in Thailand in 1967, followed by business expansions for more than four decades of presence, we have engaged in countless business and social activities that involved the consumption of goods and services. In 2014, Dow Thailand Group spent more than 65 million baht on products and services available in the Map Ta Phut and Ban Chang districts. Our expenditure has added cash flow to the community economy.





Taxes and Funding

Every year, Dow Thailand Group remits corporate taxes to the country. In addition, we annually pay other taxes to the administration of our base localities and offer financial support to community and social development projects.

Local Tax Payments

Dow Thailand Group annually pays around 8 million baht in local taxes, comprising property and land, local maintenance, and signboard taxes, to Map Ta Phut and Ban Chang Municipalities.

Financial Support for Energy and Power Funds

Dow Thailand Group contributes to relevant funds following our policy on the promotion of co-existence between business organizations and neighboring communities. One is the Power Development Fund, whose objective is to promote the development of communities surrounding the sites of power plants.

Funds for Community and Social Development Projects

In 2014, the company spent over 20 million baht supporting several community and social development projects in Thailand.



Responsible Operations

Dow strives to create products and services to make life better for people around the world. We adhere to our Responsible Care[®] commitment in the manufacturing and management of chemicals worldwide, which plays a critical role in our sustainability. Our environmental, health, and safety operations have been our way of living since the founding of the company. We continue to make progress toward our vision of zero accidents, injuries, and environmental harm, and publicly report our safety, health, and environmental performance. Our commitment to Responsible Care[®] ensures all involved parties that our operations, wherever they may be, bear a positive impact on our company and nearby communities and serve as a model for others.



Environmental, Health, and Safety Policy

At Dow, protecting people and the environment will be a part of everything we do and every decision we make. Each employee has a responsibility in ensuring that our products and operations meet applicable government or Dow standards, whichever is more stringent.

Our goal is to eliminate all injuries, prevent adverse environmental and health impacts, reduce wastes and emissions, and promote resource conservation at every stage of the life cycle of our products. We will report our progress and be responsive to the public.

All Dow employees are committed to ensuring that our production and operations meet all applicable government or Dow standards, whichever is more stringent. Dow Thailand Group achieves manufacturing excellence through effective implementation and leveraging of Most Effective Technology and Operating Discipline practices, both within our organization and with business partners. Environmental, health, and safety requirements are among the drivers for continued improvement of manufacturing processes and most effective technologies, with experts from functions and businesses collaborating closely to improve our performance and ensure sustained progress against the 2015 Sustainability Goals.

We are committed to the elimination of injuries, prevention of adverse environmental and health impacts, reduction of waste and emissions, and promotion of resource conservation throughout our manufacturing-specific safety processes and emergency response procedures to environmental practice programs such as Waste Reduction Always Pays (WRAP) and safety performance campaign such as Drive to Zero.

Health and Safety Operations

Dow Thailand Group is confident that its safety efforts are second to none across Dow's operations worldwide and ensure that safety is the responsibility of all employees. We believe in zero accidents, and each employee must therefore strictly and continuously observe Dow's safety policies and the Vision of Zero.





Drive to Zero

As part of the Vision of Zero, the Drive to Zero safety program was introduced in Thailand in 2006 to enhance the awareness of local employees and contractors of the importance of the Drive to Zero goal, which strive to see everyone return home safely every day. The program reflects our emphasis on safe behavior among our employees, contractors, and members of nearby communities. We expect our employees and contractors not only to act safely, but also to look out for the safety of their colleagues.

The Drive to Zero concept is applied to every activity. Its importance is reinforced in the mind of Dow employees and contractors through internal communications and safety promotion activities such as incident prevention workshops and pre-project risk assessments. All these efforts are designed to achieve its ultimate goal of getting everyone to return home safely every day.

Thanks to shared commitment and joint effort from all our employees and contractors, the Drive to Zero program in Thailand has continuously thrived. We have been highly successful in our safety operations.

Recordable Personal Safety Rate

According to the chart above, which shows the annual recordable personal safety rate, the recordable incident rate per 200,000 hours of Dow Thailand Group this year stood at 0.07, which exceeded our goal.

Environmental Stewardship

Dow Thailand Group values “Protecting Our Planet”, a core value shared by Dow across the world, and keeps it in mind at every level of our business. We observe environmental conservation at our business bases, striving to minimize waste at all stages, optimize the use of resources, and reduce impacts on the environment and communities.

Reduce, Reuse, Recycle

To ensure minimized impacts on the surrounding environment and communities, Dow Thailand Group closely monitors and controls waste throughout processing cycles, minimizing waste through the 3Rs (reduce, reuse, and recycle). Employing advanced technology to help us reduce the amount of production waste, we reuse and recycle our waste as much as possible. In particular, we try to make the best use of solid waste, for example, by turning it into alternative fuels or raw materials at cement kiln facilities so as to minimize landfill disposal. This year, only 0.06 percent of our solid waste was disposed of at landfills.

Health and Safety Performance

Recordable Personal Safety Rate of Dow Thailand Group
(per 200,000 hours)



Apart from strict compliance with local regulations such as application for a waste transportation permit and the issuance of a document accompanying hazardous waste transportation, we have stringent waste disposal procedures and inspection. Evaluating the performance of our waste disposal service providers, we specify that their vehicles use the Global Positioning System (GPS) so that we can track their routes until the waste is disposed of properly and safely. Also, we organize random inspections to follow waste disposal vehicles from our own plants to the waste treatment facilities to ensure that the service providers strictly adhere to our regulations, such as driving under the speed limit and using only specified routes.

We are determined to reduce waste, waste water, and drain water, while constantly monitoring the water quality with an online system that can measure pH level, total organic carbon (TOC), and chemical oxygen demand (COD) to ensure that the water we discharge from our production does not cause environmental impacts. Thanks to our attention to environmental care, Dow Thailand Group has achieved the ISO 14001 standard for environmental management, Green Industry certificates, and Good Governance for Excellent Environmental Management awards, and has always maintained and improved its standard since then.

Continuous Emission Monitoring System (CEMS)

Dow Thailand Group has adopted Continuous Emission Monitoring System for its facilities in Rayong, an online analytical system for air quality emitted from the combustion stack. The system's close inspection ensures that the emitted compounds are within the government's standards limits and do not harm the environment and surrounding communities. Our CEMS is connected to the computerized systems of the Industrial Estate Authority of Thailand for real-time reports to government agencies 24 hours a day. Such a system brings about trust in our environmental disclosure by guaranteeing

transparency and accountability; it also benefits the company by allowing for effective monitoring and proactive prevention.

Volatile Organic Compounds Controlling System

Dow Thailand Group takes seriously the control of Volatile Organic Compound (VOC) emissions in every process, starting with plant design. Also adopting the best available technologies, we strictly follow VOC emission guidelines to ensure that our operations do not harm the environment.

Dow Thailand Group has applied a closed-system technology to our chemical loading and unloading (vapor return line, dry-break coupling connection, etc.), seal-less or double mechanical seal pumps and a closed sampling system for hydrocarbon, and Continuous Emission Monitoring System (CEMS). In addition, our fugitive emission program regularly monitors minor fugitive leaks from pumps, valves, flanges, connectors, among others. We are committed to rapid repair to detected leak. We also encourage our employees and contractors to actively report potential leaks or small drips and take corrective action to prevent big leaks from occurring.



Energy Conservation and Efficiency

Aiming for sustainable growth, Dow Thailand Group highly values energy conservation and efficiency. Each of our plants carries out various programs to reduce energy consumption, including improvements to production process to trim electricity and fuel consumption, installation of the variable frequency drive (VFD) to reduce pump speed and electricity consumption during period of low electricity demand, production reformulation, reduction of natural gas consumption in production and the absorption process of feedstock contaminants, and the adoption of the best energy-saving equipment and technologies at our plants and offices.

The installation of the Energy Recovery Units at the Propylene Oxide plant is one outstanding example of Dow Thailand Group's attempt to effectively cut energy consumption. In August 2013, the plant



installed Energy Recovery Units to use excess heat from thermal oxidizers to produce 50 million tons of steam per hour, allowing Dow to save US\$ 10 million (about 300 million baht) a year.

Thanks to its commitment and these operations, Dow Thailand Group remarkably reduced energy consumption as shown in the table below.

Dow Thailand Group's Manufacturing Energy Intensity

(Production Unit: BTU per Pound of Product)

Year	2010	2011	2012	2013	2014
Dow's Manufacturing Energy Intensity at Map Ta Phut Industrial Estate	2,694	2,492	2,537	2,497	2,473
Dow's Manufacturing Energy Intensity at Asia Industrial Estate	-	6,149	6,116	4,893	4,270
Total	2,694	3,038	3,719	3,448	3,225

Remarks:

- In 2012, Dow Thailand Group's manufacturing energy intensity at the Map Ta Phut Industrial Estate included the energy consumption of the Polyethylene plant (Train II), which came on stream in 2010. Each plant continues to trim its energy consumption.
- Dow Thailand Group's manufacturing energy intensity at the Asia Industrial Estate consists of data on commissioning and operations (including the energy consumption by the Specialty Elastomers plant, the Propylene Oxide plant, and the Power, Utilities & Infrastructure unit).
- The Specialty Elastomers plant came on stream in April 2011.
- The Propylene Oxide plant came on stream in October 2011.



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Environmentally Friendly Technologies

Regarded as crucial for Dow Thailand Group, plant design and the planning of each production process are based on the best available technologies to ensure the best environmental management possible. Our major achievements include the following.

- The construction of a world-scale Propylene Oxide plant at the Asia Industrial Estate (AIE) in Rayong affirms Dow's commitment to breakthrough environmental technologies. The facility's innovative technology was jointly developed by Dow and BASF to extract propylene oxide from hydrogen peroxide (HPPO). The innovative HPPO technology won a Presidential Green Chemistry Challenge Award from the U.S. Environmental Protection Agency in 2010 and an Innovation and Excellence Award in Core Engineering from the Institution of Chemical Engineers in the U.K. in 2009. This innovation enables the following achievements:

- Reduction of waste water by 70 - 80 percent compared to the existing technology;
- Reduction of energy consumption by 35 percent compared to the existing technology;
- Reduction of infrastructure and physical footprint with simpler raw-material integration and avoidance of co-products, resulting in optimized use of resources and environmental friendliness.
- The Specialty Elastomers plant at the Asia Industrial Estate has adopted the most advanced technology to produce polyolefin plastomers and polyolefin elastomers in a more environmentally friendly manner than other conventional technologies. Our technologies feature the following:

- A closed system in which production process-derived vapor is accumulated for elimination at the flare
- No involvement of carcinogens and VOCs in the production processes, as required by the National Environment Board's announcement in 2007
- No sulfur oxide emission
- Utilization of Ultra-Low NO_x technology for burners and water heaters to lower the release of nitrogen oxide from production processes.
- Leveraging the best available technology, our operations at the Asia Industrial Estate feature an advanced biological treatment at the Waste Water Treatment Plant (WWTP) to ensure that the effluent's quality meets regulations. An Odor Treatment Plant (OTP), involving OTP blowers and activated carbon filter units, minimizes odor in the WWTP, while all odorous areas, including the equalization tank, diversion tank, and bio-reactor basins, are covered. Air released from these processes is used as alternative air in the biological treatment unit, and excess air is treated by the activated carbon filter unit. Since the first start-up of the OTP, the WWTP has never faced any odor issue. In addition, the WWTP's



online analysis system at the discharge point monitors the COD. Data from the system are continually sent to the responsible unit at Industrial Estate Authority of Thailand.

New Advanced Analytical Laboratory

In mid-2012, Dow Thailand Group set up a new advanced analytical laboratory called the Map Ta Phut Non-Routine and Reactive Chemical Testing Laboratory, located at the Hemaraj Eastern Industrial Estate. Going beyond normal quality control, the laboratory supports the company's growth in Asia Pacific.

The setup of the new laboratory focuses on using state-of-the-art technologies for the following objectives:

1. To identify and analyze the proportions of chemical components in samples, a task beyond the current techniques' ability;
2. To develop new analytical techniques for more effectiveness and for tests on substances that can disrupt production processes;
3. To solve production problems, improve performance, and handle emergencies such as leaks and substance identification during emergencies.

For the past three years, the laboratory has played a critical role in enhancing production processes, which include the following:

- A method for analyzing glycol ether acid in waste water for a redesigned discharge system;
- A method for testing residual monomers in products for legal compliance;
- An analytical method for inspecting chemical components in production processes for the improvement of waste and energy management.

Strengthening Environmental, Health, and Safety Standards

Dow Thailand Group puts tremendous efforts into the improvement of our environmental, health, and safety standards. This year, the company conducted the following programs:

Environmental, Health, and Safety Standards

- Effective environmental, health, and safety management systems are strictly and continuously applied at all plants.
- Life Critical Standards are designed to improve safety awareness and behavior in a global effort to further boost our safety performance.
- The Return to Operation policy ensures our proper commissioning of process equipment returning to service to prevent Loss of Primary Containment (LOPC) incident.

- Management of Change ensures review by experts and proper communication together with training for all changes to ensure that changes have been effectively and smoothly implemented.
- The Injury and LOPC Prevention Workshop provides Dow Thailand Group's employees with an opportunity to review lessons and knowledge of EH&S experienced during year-round operations. At this workshop, employees brainstorm and share ideas on risks and measures to prevent incidents.
- Dow Thailand Group applies similar EH&S standards of Dow Chemical Company in the U.S. to contractor management, with a stringent screening process designed to ensure effective training and the use of effective safety programs. All contractors are also subjected to our annual performance assessment.

Environmental, Health, and Safety Training

- We provide intensive EH&S training to our employees and contractors to ensure their competence and sound safety awareness to safely and effectively perform their jobs.
- We build a strong culture of intervention for unsafe behavior or conditions (or both) through the Behavior-Based Performance (BBP) program, which introduces correct and safe operations, as well as site inspections (plant safety walkthroughs) and on-spot recognition. This leads to a safe work culture.
- We participate in the annual fire training organized by our landlords.

Promoting Environmental, Health, and Safety Awareness

- Dow Thailand Group conducted the 2014 Safety and Green Day at our office in Bangkok and manufacturing sites in Rayong to raise awareness of safety and highlight its importance as our top priority. The annual event also underlined our commitment to the Drive to Zero program and included activities such as an exhibition on safety, video presentation, and games. A total of 1,200 employees, contractors, and other invited guests participated on the day.
 - We organized an Ergonomics Day with training and talks by physiologists, with a theme on “Office Syndrome & Exercise to Prevent MSD (Musculoskeletal Disorders) / Injuries.”
 - We organized an Office Cleaning Day.
 - Dow Thailand Group worked with local communities, police stations, and security at other buildings near the Bangkok Office to organize a Safety Zone project to promote the welfare of the employees during their commutes between homes and the office.
 - Dow Thailand Group communicated our safety performance and emphasized the importance of safety among the employees through quarterly employee communication sessions at the Bangkok Office and the manufacturing sites in Rayong province.

Sharing Best Practices

Responsible operations at Dow Thailand Group not only mean setting good examples, but also sharing our best practices with neighboring communities, partners, and society at large. Here are some of our major activities organized this year.

- Dow Thailand Group is a key member of the Responsible Care Club in Thailand and the Federation of Thai Industry. The memberships serve as a channel through which we publicize our good practices for sustainable development. Over the years, Dow Thailand Group has hosted many visits from private companies, manufacturers, and industrial allies by allowing them to tour our sites, meet with our EH&S management team, and learn about EH&S practices at Dow.
 - Dow Thailand Group collaborated with other leading industrial companies in establishing the Community Partnership Association (CPA). As a founding member of CPA, we have had opportunities to share good practices for the benefit of the industry and the community.





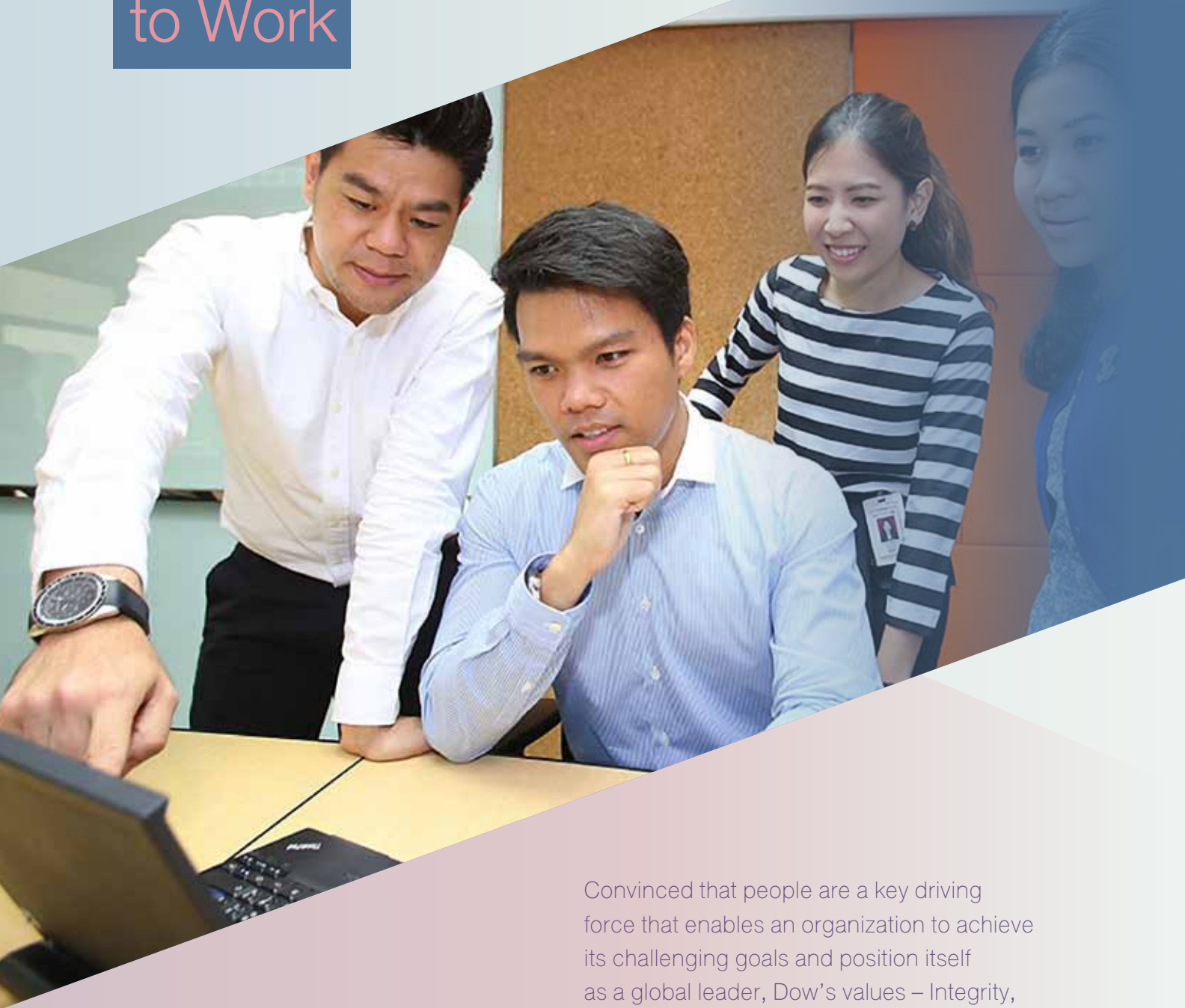
- Our safety specialist gave a talk on Assessment of Chemical Risks (Basic Course) organized by the Department of Industrial Works, Ministry of Industry, attended by 340 people from private and government sectors.

- The company led a group of Dow Volunteers to teach students of Grades 4 - 6 at Rayong Wittayakom Industrial Estate School and Ban Khao Huay Mahad School in Rayong about everyday safety while raising their awareness of safety at home and school and care for the environment. The activity was part of the annual Safety School project, initiated by Dow Thailand Group. Since 2008, the project has been implemented at 19 schools.

- Dow Thailand Group organized work safety training for the Prosthesis Foundation of H.R.H. The Princess Mother. The topics of the training included safe chemical use, occupational safety management, and safety planning. In addition, the activity gave consultation on every step of safety management and safe chemical storage to improve the safety and life quality of the foundation's staff. Some 70 executives and staff members of the foundation joined this workshop.



A Great Place to Work



Convinced that people are a key driving force that enables an organization to achieve its challenging goals and position itself as a global leader, Dow's values – Integrity, Respect for People, and Protecting Our Planet – are the key components of our culture and the characteristics of Dow employees.

At Dow, mutual respect is the foundation of a work environment where everyone feels valued and can work to their full potential. At the same time, we believe in diversity and inclusion, which are apparent in our work environment, the value of different experience and backgrounds, and how the diverse perspectives of our employees will lead to innovation and invaluable creativity. We promise to build a strong, diverse organization, that is driven by a capable workforce and committed to developing individual employees to be a part of Dow's energetic and strong global community.



For Dow Thailand Group, we also believe that by creating a happy workplace that values its employees, teamwork, retention, and development of a talented workforce, and by building an organization to be an employer of choice, we can grow with strength and sustainability. All these are our key strategies.



Employer of Choice

Dow Thailand Group focuses on working together for positive impact on our customers, communities, and the planet. We offer competitive compensation and rewards for competence and achievements, as well as opportunities for talented and committed employees to advance in their careers. The company expects and encourages all employees to show their leadership, as we believe they have the potential to rise to the top of their chosen paths.

1. Reputation and Recognition

- Company Introduction and Recruitment:

Dow Thailand Group introduces itself and engages in recruitment at job fairs, while organizing talks at target educational institutions, making annual recruitment leaflets, and offering sponsorships at target educational institutions through scholarships and internships to forge relationships with students and meet potential job applicants.

- Dow Employee Volunteers: Dow regularly organizes voluntary work and encourages its employees to spend private time participating in social activities. This brings pride to employees and the company alike, as we contribute to the betterment of communities and their quality of life, while promoting our corporate citizenship.

2. Employee Benefits

- Competitive welfare and compensation packages: These are offered to the employees based on their performance outcomes, including several additional benefits under these principles:

- Competitive compensation programs benchmarked against top companies in our industry. This allows Dow Thailand Group to attract and retain the best talents.
- A superior compensation policy to market standards when the employees and the company itself exceed goals and objectives.

This year, Human Resources commissioned an HR consulting firm to survey employees' views on the company's benefits to bring them up-to-date with today's circumstances and truly meet employees' needs.

- Flexible Benefits: Adopted in 2011, this initiative stemmed from a two-year study to boost employees' professional satisfaction. While still retaining core benefits, it allows individuals to fulfill their diverse needs and demands and adjust their benefits every year if they wish. This year, the scheme was improved for more efficiency and ease of use, with 925 employees, or 98.3 percent of the headcount, participating.



- **ACCELERATE GREAT** Accelerate Great @ Dow:

At Dow, we believe in showing appreciation to those that meet their job requirements, celebrate those that exceed expectations and what is required of them, and express gratitude towards those that support the company's activities or help out their colleagues in different ways. Supervisors and employees alike can nominate and reward their co-workers for their outstanding efforts. The recognition ranges from a simple congratulation card to cash rewards of different values. To make it easy for the employees to say "Thank You" or show their appreciation for one another, Dow has established an internal web-based tool called Accelerate Great @ Dow.

3. Employee Care

- **Safety:** To ensure the protection of our human resources, our most valuable assets, Dow Thailand Group adopts best practices in occupational health and safety. We advocate ergonomics to employees and contractors by organizing an orientation session for new employees, providing individual and group consultation, and hosting the Safety Day.

- **Health:** As part of our Sustainability Goals, we focus on the occupational health and well-being of our employees. Our health programs include an annual medical check-up program, risk-based medical checkups, health evaluation following a change of work environment, and examination after a long leave.

- **Employee Assistance Program (EAP):** This confidential counseling program is provided by experts, offering the employees and their families guidance on personal matters, including psychological health as well as legal and financial advice. The program prevents and resolves employees' personal issues potentially affecting their health or work.

Happiness @ Dow

Convinced that when employees are happy at work, they can perform their roles effectively and the organization can grow sustainably, Dow Thailand Group organizes activities that develop employee engagement and loyalty, while creating a happy work environment. This year, we organized the following activities:

1. Employee Engagement Programs

- **The Human Element at Work:** This Dow global campaign recognizes our employees as capable people who can bring positive changes to the world and constitute our great Human Element and whose performance and contribution result in Dow's success. The campaign accompanies the "Our solution is science. Our purpose is human" concept.



- Hu is the abbreviation for "Human" as an element. This is intended to mirror abbreviations for the other elements on the periodic table of elements.
- 7E+09 refers to the population of the world (7 billion) represented as an atomic weight. It symbolizes Dow's commitment to finding solutions to some of the world's most pressing problems.

- **The One Family @ Dow Program:** This series of activities promote employees' morale and strengthen their relationship with the idea of one family, under which Dow is ready to stand by and support employees through their critical moments. The series of activities include congratulating employees on their new born babies, weddings, and graduation; and visiting hospitalized employees.





We value diversity and mutual respect, convinced that a good work environment enables the organization to increase its retention rate.

- **Service Years Celebration:** This is a way of recognizing employees who have been contributing to the company for an extended period and are part of the company's success. In 2014, we recognized a total of 218 employees.

- **Recreational Activities:** The company organized various recreational activities for employees based on their interests, such as the Songkran Festival, the New Year Party, and annual excursion programs.

- **Family Day:** Dow values the family unit, the principal institution that plays a critical role in the creation of talented and ethical people for society. Every year, to provide opportunities for families to meet their colleagues and strengthen the relations between the management and employees, Dow organizes a Family Day to allow employees together with family members to join its activities, such as attendance at entertainment performances and trips to historical sites or amusement and water parks.

2. A Happy Working Environment

Dow Thailand Group forges a work environment that is friendly, energetic, and creative for employees. We value diversity and mutual respect, convinced that a good work environment enables the organization to increase its retention rate. Some of



the key activities implemented this year included the following:

- **Global Employee Opinion Action Survey (GEOAS) and Leadership Effectiveness Survey (LES):** GEOAS, which measures employee engagement and satisfaction, gives employees opportunities to provide feedback and offers leaders with insights into how to improve Dow's work culture. Meanwhile, LES evaluates leadership and what leaders need to improve on. This brings about the formulation of plans to achieve suggested improvement. The two surveys' main goal is to create a happy work environment. This year, 97 percent of the employees joined the surveys.

- **The Employee Listening Session:** The session offers employees opportunities to make known their problems, frustration over certain issues, as well as their opinions and suggestions on the solutions. This activity enables the company to understand its employees better and develop the most appropriate solutions while reducing tension and increasing contentment for employees.

- **The Mentoring Club:** Dow believes that new employees should receive help from mentors who can share their knowledge and experience to help new employees quickly adjust themselves to the new environment, growing their career paths and becoming more engaged with the company. Meanwhile, mentors will feel proud in performing this role.

- **You Are What You Eat:** This campaign raises awareness of food and consumption. Campaign messages are communicated through seminars and e-newsletters.

Employee's Success Development

To retain and attract quality people to join our growing team, Dow Thailand Group stresses provision of promising career paths.

Globally, we have established a variety of learning and development centers for employees, offering programs and facilities such as online learning, formal and informal career counseling, classroom workshops, and a strong, enthusiastic employee network. These factors allow our employees to grow professionally based on their strengths and interests. Our employee development efforts are categorized into three levels:

1. Leadership Development

Leadership development is an integral part of Dow Thailand Group and worldwide. Our leaders play a key role in Dow's success. This year, the company organized the following leadership development programs:

- **Thailand Leadership Forum:** The forum invited an esteemed international speaker to organize a workshop titled "Would you want to work for you?" to inspire a sense of leadership. Each participant also received close guidance via e-mail.
- **New Leader Development:** This ongoing leadership program equip new leaders with essential information for them to perform their roles and develop their leadership skills. Last year's major activities under this program included the Leading Success Program, the Leader Sharing Session, and the Unleashing Leadership Potential Program.
- **The Global Leadership Program:** Organized for leaders at different stages of their career, the program provides learning resources and development tools to improve leadership skills, including on-site training, online classrooms, reading materials, and self-training programs.

2. Employee Development

- **Training in Thailand:** The training programs in Thailand, based on our business needs, align with individual employees' specific needs. Training topics include Problem-solving and Decision Making, Building Cooperation and Influence. This year, 672 employees participated in 34 training programs.
- **English Courses:** As a multinational company, Dow relies on English as the main language for communication. Expecting all employees to communicate effectively in English, we have developed a variety of English courses that match

the employees' varying needs and skills. Major courses include English for Specific Purposes, English Intensive Course, and E-Learning. In addition, we provide resources to promote a good learning experience, including the Development Library, the English Newsletter, the English Day, and the Toastmaster Club. This year, 93 employees attended four English courses.

- **Inspiration for Employees:** This activity inspires employees, open them up to new perspectives, and offer new ideas and methods to manage their work and personal life and achieve their personal goals. This year, the company invited a renowned Thai guest speaker to share his path to success.

3. New Employee Development

- **Great Start @ Dow:** To equip new employees with fast-track tools and work guidelines, this orientation course provides information about Dow's history, strategies, missions, values, as well as other knowledge and tools, including how to use IT and accounting software programs. It also provides personal counseling so that new employees can integrate themselves into the organization as seamlessly and quickly as possible. This year, 94 employees underwent this training.
- **Talent Profile:** This tool discloses employees' professional information, such as skills, strengths, work experience, and career goals. These data can be used during the internal application process for position vacancies and are used by supervisors and Human Resources when assigning an employee to a new position or project. The tool helps identify the employees' potential as well as needed training.





Corporate Citizenship



Corporate citizenship is the concept of creating value for society through solutions that can help members of communities and society solve problems like famine, poverty, unemployment, lack of education, poor life quality, or lack of basic human rights. At Dow, we believe we can bring positive change to the world.

The emphasis on creating success for communities where Dow has invested in started with Herbert H. Dow over a century ago and has continued to grow in parallel with the company's growth. Since the founding of the company in Thailand, Dow Thailand Group has committed itself to corporate citizenship, a mission we earnestly carry out with to improve the quality of life for communities around our sites and them attain sustainable success.

Conducting development projects for community success, Dow Thailand Group pays particular attention to education, especially in STEM education, as well as the environment and community well-being. The company encourages its employees to participate in these projects to cultivate a sense of social responsibility. All our employees have made a difference, bringing themselves a feeling of pride to be part of society.

In 2014, Dow Thailand Group conducted the following social activities and community development projects:

National-Level Social Responsibility Activities

1. Dow Chemical for Sustainable Industry

2014 Asian CSR Award*

In 2011, Dow Thailand Group began its collaboration with the Thailand Environment Institute Foundation, the Ministry of Industry's Department of Industrial Promotion, and the Thai-U.S. Creative Partnership to launch a long-term project called Dow Chemical for Sustainable Industry. The project applies the principle of Lean Management for the Environment in the hope of improving environmental and manufacturing standards in the industrial sector.



In 2012, the project developed curricula for six training programs along with their manuals in support of the operations of major industries in Thailand, including the pharmaceutical, textiles, beverages, metal, ceramics, and general industries. A Sustainable Environmental Management and Pollution Prevention training program was conducted for the six industrial groups.

The project expanded its scope in 2013 by developing three additional training programs: 1) Integrated Organizational Management Based on Lean Management for the Environment, 2) Development of Green Products for Environmental Sustainability, and 3) Green-Business Operations for Sustainable Development.

In 2014, the Dow Chemical for Sustainable Industry project further promoted knowledge on environmental management and production enhancement based on the principle of Lean Management for the Environment, offering in-depth coaching to 20 small and medium-sized enterprises and non-profit organizations. The project allowed the participating organizations to see concrete results in energy-saving, enhanced production efficiency provided by Lean Management, cost reduction, and improved environmental, health, and safety management. This enabled the organizations to better adapt themselves and attain business competitiveness in preparation for the looming ASEAN Economic Community.

Achievements of the Dow Chemical for Sustainable Industry project for the past four years include:

- Over 3,000 people directly benefited from our training, seminars, and in-depth coaching.
- We established a network of Lean Management for the Environment, which now has more than 300 members, as a channel for promoting the concept to other sectors as a good practice and for sharing information among members in the long term.
- Twenty participating organizations that have adopted Lean Management for the Environment increased their productivity by 30 percent, reduced energy and production costs by 57 million baht, lowered the impact of pollution by 10 percent, and improved life quality for more than 8,000 employees, apart from reducing the environmental impacts on their surrounding communities on a broad scale. (Remark: Data from the Thailand Environment Institute Foundation)

* The Dow Chemical for Sustainable Industry project won the 2014 Asian CSR Award in Environmental Excellence, presented by the Asian Institute of Management-Ramon V. del Rosario, Sr., Center for Corporate Social Responsibility (AIM-RVR CSR Center), marking the first award in this category for Thailand. This year, 109 projects from 12 countries in Asia entered the competition.



2. Science & Technology Initiative and Sustainability Awards (STISA)

In 2009, Dow Thailand Group in collaboration with SCG Chemicals, the Thai Institute of Chemical Engineering and Applied Chemistry (TIChE), the Thailand Research Fund (TRF), and the National Innovation Agency (NIA) initiated the Science & Technology Initiative and Sustainability Awards (STISA) to encourage students to think outside the box and develop innovations based on scientific and technological methods. The project highlights collaborative thinking with a focus on social and environmental responsibility and awareness of the power of responsibility and passion from all the participating students and professors. By the end of 2014, STISA has been organized for seven consecutive years, with a total of 296 projects submitted by students from leading universities nationwide.

Support for Community Success

Education

Dow believes that educational development efforts will foster new innovators as well as future leaders, equipping them with well-rounded skills that lead to better living for people in the future. We place our focus on STEM education (Science, Technology, Engineering, and Mathematics) for the social responsibility activities we organize, and continue to expand such activities globally, including those in Thailand.

Dow Thailand Group has developed several educational programs, particularly scientific ones, at national and local levels, based on our belief that science education offers a firm foundation for national progress – which aligns with Dow’s policy on corporate citizenship worldwide. Therefore, the company has joined leading organizations and educational institutions in initiating educational programs that benefit Thailand’s educational system.

1. Dow Chemistry Class

Committed to promoting science education among youths, Dow Thailand Group has collaborated with the Chemical Society of Thailand under the Royal Patronage in setting up the Dow Chemistry Class. The project promotes education in chemistry and the use of the small-scale chemistry laboratory (SSCL) technique, which offers more safety, requires less chemicals, shortens experiment time, and reduces experiment waste. Also, learners have more opportunities to conduct experiments and gain more hands-on experience than just listening to lectures. The UNESCO-recognized technique has enjoyed widespread popularity, including the U.K., Germany, Austria, Mexico, the Philippines, Japan, China, and Cambodia. This is the first time the private sector has applied the technique to the Thai educational system.

Today, the Dow Chemistry Class has completed five phases: 1) signing of the MOU on the Dow Chemistry Class project and introduction to safe chemistry experiments, 2) SSCL workshops for teachers of 21 secondary schools in Rayong, 3) follow-up coaching and teaching evaluation, 4) SSCL contest and outcome reporting, and 5) train-the-trainer program for role-model science teachers who can promote SSCL for a wider scope. Using this technique, teachers and students conduct experiments more safely, with chemical volumes reduced 2,000 times from those under regular experiments. Also, students can enjoy science classes more, inspiring them to study science at a higher level. This year, the project trained 60 primary and secondary school teachers at 21 schools in Rayong, benefiting over 10,000 students.

2. Vocational Chemical Engineering Practice College Project (V-ChEPC)

The Vocational Chemical Engineering Practice College Project (“V-ChEPC”) is our collaboration with the Petroleum Institute of Thailand and the Petrochemical Club of the Federation of Thai Industries (FTI), designed to develop a new teaching initiative for a new generation of technicians so that they may have specialized skills sought after by the industrial sector, particularly the petroleum and

petrochemical industries. Piloted at the Map Ta Phut Technical College, the two-year high vocational program adopts two new learning concepts: “learn how to learn” and “learning by doing.” Since 2009, Dow Thailand Group has spent 5.5 million baht on this project, which also sees our employees volunteer as guest lecturers. To date, the project has produced six batches of graduates, and 14 graduates from this program have been recruited as our new employees.

3. Safety Schools

Because safety is the top priority at Dow, our employee volunteers contribute their time to cultivate safety awareness among children and improve safety at schools in neighboring communities to ensure that the students have a good and safe learning environment. Each year, Dow Volunteers organize activities to provide basic safety knowledge to students at elementary and secondary levels to make their schools safer. Students work with volunteers on inspecting school safety and make safety reports. After the survey, Dow Thailand Group supports the improvement of unsafe areas under such reports by repairing equipment or facilities at a budget of about 50,000 baht per school. This year, the Safety School project was conducted at two schools, with 752 students and 80 Dow Volunteers participating. Since 2008, 19 schools have been part of this project.





4. Adopt-A-School

For over a decade, Dow Thailand Group has been working with the American Chamber of Commerce (AMCHAM) on implementing Adopt-A-School projects in Rayong to improve the basic school infrastructure along with their occupational health and environment, while providing educational support to students. The project includes funding for the construction or renovation of school facilities, such as toilets, kindergarten rooms, classrooms, libraries, and playgrounds, and for other essential educational equipment. From 2008 to 2014, ten schools were renovated for the benefit of more than 6,000 students.

5. Scholarships

Every year since 1975, Dow Thailand Group has been awarding scholarships to junior and senior college students of chemical engineering, electrical engineering, mechanical engineering, instrumentation engineering, chemical science, environmental science and technology, agriculture, or commerce and accountancy. The program supports students with

a good academic record and determination to pursue college degrees. Since 2005, Dow Thailand Group has provided 92 scholarships to students nationwide.

The Environment

Dow's commitment to the stewardship of people and the environment is the common thread in everything we do. Dow Thailand Group has demonstrated this commitment in major environmental programs.

1. International Coastal Cleanup (ICC)

In cooperation with Industrial Estate Authority of Thailand, the Tourism Authority of Thailand, communities surrounding our plants, and local businesses, Dow Thailand Group has sponsored and carried out the International Coastal Cleanup program in Map Ta Phut for 12 consecutive years. This activity not only saves marine lives, but also raises awareness of coastal protection and environmental conservation among the locals.

Statistics of International Coastal Cleanup Program (2010 - 2014)

Details	2010	2011	2012	2013	2014
Volunteers (person)	2,500	2,600	2,300	3,000	2,966
Area (km)	17.5 (Laem Charoen Beach - Pala Beach)	17.5 (Mae Rum Pueng Beach)	7.5 (Mae Rum Pueng Beach)	11.5 (Mae Rum - Pueng Beach - Namrin Beach - Payoon Beach)	10.4 (Mae Rum - Pueng Beach - Namrin Beach - Payoon Beach)
Weight of Collected Garbage (ton)	13	8.17	15.3	10.5	12.1



2. Tree Planting and Protection Strips

To improve the quality of life by erecting green protection strips and increasing green areas and to cultivate an environmental conservation mindset among our employees and local residents, Dow Thailand Group has long organized and

supported tree-planting activities in communities surrounding our operations. For the past six years, the company has planted more than 51,000 trees on various occasions, including auspicious occasions like Their Majesties the King's and Queen's birthdays and the World Environment Day.

Statistics of Tree Planting (2009 – 2014)

Venue	Area (sq.m.)	Trees Planted
Within the company's complex at the Map Ta Phut Industrial Estate	24,918	295
Within the company's complex at the Asia Industrial Estate	70,390	32,181
Outside the company's complex on I-10 Road at the Map Ta Phut Industrial Estate	16,500	451
Outside the company's complex on I-10 Road at the Map Ta Phut Industrial Estate, with the Community Partnership Association	16,500	1,400
Mangrove forest at the Prasae Reservoir	80,000 (50 rai)	8,500
Huay Mahad Mountain with the Chaklukya Forest Conservation Club	8,000 (5 rai)	5,000
Poodorn Mountain, with the Ban Chang Municipality		2,500
Namrin Beach, with the Ban Chang Municipality on the World Environment Day		1,500



3. Conserving Forest by Erecting Check Dams Project

To celebrate His Majesty the King's 87th birthday anniversary, Dow organized the Conserving Forest by Erecting Check Dams project at the Ban Khao Poodorn – Huay Mahad Reservoir. The project prevents soil erosion and wildfires, while conserving water resources for wildlife and local agriculture and maintaining environmental sustainability. From June to August 2014, more than 300 employees and their family members participated in five different sessions to erect check dams.

Community Well-Being

For more than a century, the belief and commitment of Dow to improving the quality of life for its communities have been our intrinsic value. In initiating community development projects, we focus on their true needs. The communities have not only participated in our activities, but have also played a part in the development of the projects for joint sustainable successes.

Dow Thailand Group has invited over 1,200 residents in 22 villages in three sub-districts of Ban Chang district, Rayong, to participate in the development of the "Ban Chang Development Plan.



1. Habitat for Humanity

In cooperation with the U.S.-based Habitat for Humanity International, Dow Thailand Group's executives and staff have built homes for people in several areas of Rayong, including the Ban Chang, Map Ta Phut, and Map Chalood communities. In 2014, we built two homes for low-income people in the Pala and Lor Kwean sub-districts. Since 2006, the company has built 25 homes for low-income families.

2. Ban Chang Development Plan

Focused on community success, Dow Thailand Group has invited over 1,200 residents in 22 villages in three sub-districts of Ban Chang district, Rayong, to participate in the development of the "Ban Chang Development Plan," designed to bring sustainable development to the community. The plan identifies projects essential for the development of the area and indicates the projects to be carried out by the community and those to receive cooperation and assistance from the public and private sectors. In June 2013, Dow and the Ban Chang community finally completed the plan, which was delivered to community representatives.



Dow Thailand Group together with the committee of the Ban Chang Development Plan and Science Illustrated Thailand magazine organized the SI Caravan, a modular science learning center, at the Ban Chang Stadium in Ban Chang district, Rayong province, and launched the English Kids Fun project, to primary-school students aged 9 - 12.

In 2014, Dow Thailand Group organized the following activities under the plan.

- Together with the committee of the Ban Chang Development Plan and Science Illustrated Thailand magazine, Dow Thailand Group organized an SI Caravan, a modular science learning center, at the Ban Chang Stadium in Ban Chang district, Rayong province, welcoming more than 3,000 visitors. The company also dedicated the Dow Learning Center and the Dow Lifebrary – a live library for the youths to the Ban Chang community. Now managed by the Ban Chang Municipality, the two centers serve as youth learning centers in Ban Chang and Rayong.

- Dow Thailand Group launched the English Kids Fun project, offering English classes on Saturdays and Sundays to primary-school students aged 9 - 12. Truly serving the needs of locals, the project offered English lessons to 172 students in 2014.



3. Community Partnership Association (CPA)

Dow Thailand Group was a founding member of the Community Partnership, the first major group effort of industrial companies in Thailand consisting of five partners, namely Dow Thailand Group, PTT, SCG, BLCP, and Glow. Their objectives are to jointly develop an environmentally friendly industry, offer solutions to industry problems, share knowledge and experience, and regulate each other so as to ensure sustainable co-existence between the companies and their communities. At present, the effort has been elevated into a Community Partnership Association, with a total of 16 members. In the future, the association expects to attract more partners, which will bring about a network of sustainable environmental management practitioners. Its ultimate goal is to transform Rayong into an eco-industry town.

The association's key activities this year included provision of 27 mobile clinics for Map Ta Phut and Ban Chang communities, 27 scholarships in Rayong, tutorial camps, Rayong Education Expo, English and science education, 48 nurse scholarships (totaling 300 to date), promotion of community enterprises, Process Safety Management training organized with the Plant Manager Club and Industrial Estate Authority of Thailand, environmental monitoring at Map Ta Phut Complex, the 2014 Friends Help Friends project aimed at elevating the safety and environmental standards of companies in the Map Ta Phut complex, and community and school emergency training.

4. Neighbor Care Project

In 2014, Dow Thailand Group initiated a socio-environmental project called Neighbor Care by inviting its employees to propose projects to improve the life quality for communities in Rayong. Not only does this project encourage employees to help the communities they live in, but also establish good relations with neighboring communities. This year, Dow Volunteers initiated and carried out six activities as part of this project.

- An activity to promote and conserve an agricultural way of life was organized with the Samnak Thon Sub-district Administrative Organization at the agricultural demonstration plot of a farm guru in Rayong to teach 34 grade-9 students from Chumchon Wat Suwan Rangsan School this way of life. Each student learned every step of rice farming, study home-grown vegetable agriculture, and compost bio-extract for household use. The acquired knowledge would be applied by the students to the agricultural demonstration plot project at their school.

- A playground renovation activity was organized at Wat Chak Mak School in Samnak Thon sub-district, Ban Chang district, Rayong. Dow also dedicated to the school a set of playground equipment, designed and made by Dow employees, and organized recreational activities to promote imagination and thinking, as well as self-expression, for over 100 kindergarten students.



- Dow Thailand Group has been installing water filters using Dow's reverse-osmosis purification technology at Rayong schools, while offering maintenance training to students and giving them a device to measure total dissolved solids in water. This year, six schools in Rayong received the water filters, namely Ban Khao Huay Mahad School, Rayong Wittayakom Industrial Estate School, Ban Chang Kanchanakun Wittaya School, Ban Phayoon School, Wat Noen Kraprok School, and Wat Prachummit Bumrung School.

- Dow Volunteers decorated a library and a reading corner to 20 special students (slow learners) from grade 2 to grade 7 at Wat Pala School in Rayong, improving their reading, speaking, and writing skills through fun and creative learning materials.





- Dow Volunteers held an “Open up Science World through Dow Plastic” activity at its plant at the Asia Industrial Estate in Ban Chang district, Rayong, for 80 grade-12 students and teachers from Ban Chang Kanchanakun Wittaya School. The activity consisted of several science-learning stations dealing with how plastics are applied in our daily life, foam-molding through chemical processes, various plastic applications, and wastewater treatment with microbes. Teachers and students also visited Dow’s eco-friendly laboratory equipped with international standards and learned how to use personal protective equipment and safely store chemicals.

- Over 200 Dow Volunteers and contractors renovated a playground at Wat Prachummit Bumrung School in Ban Chang district, Rayong. The activity also included cleaning, repairing, and painting the school’s playground equipment, canteen, and school walls, in addition to renovating the landscape around the school to welcome the new semester and more than 200 students.



5. Rayong Skilled Workers Development

In 2014, Dow Thailand Group signed a memorandum of understanding with the Map Ta Phut Industrial Estate Office, Rayong Skill Development Center, King Mongkut’s University of Technology Thonburi, Rayong Community Enterprise in Honor of His Majesty the King’s 80th Birthday Anniversary, and Map Ta Phut Municipality to establish a Community Skilled Worker Center in Honor of His Majesty the King. The center promotes career development and empower local communities, while welcoming suggestions from the public and other local agencies in its planning and operations for joint long-term successes.

Community Engagement

1. Community Advisory Panel (CAP)

Dow Thailand Group’s Community Advisory Panel (CAP) provides an important outside-in perspective on the environment, health and safety issues, as well as sustainability, for the company. CAP members include local government officials, community leaders, the media, and other community representatives. Currently, Dow Thailand Group has two CAPs. The first one, formed in 2010, is at the Asia Industrial Estate, and the other, formed in 2011, is at the Map Ta Phut Industrial Estate. Since the first formation of CAP, 32 meetings have been held. This year, eight community meetings were held.





2. San Sumphan (Community Meetings)

Community meetings are unofficial meetings designed to strengthen the company's relationship with communities by providing a forum for communities to discuss the company's operations and for Dow to listen to their concerns and suggestions. This program has been implemented in 52 neighboring communities in Ban Chang Sub-District Municipality, Muang Ban Chang Municipality, Pala Sub-District Municipality, and Muang Map Ta Phut Municipality. This year, 30 community meetings were held.



Philanthropic Efforts

Besides our investment in community success, Dow Thailand Group carries out philanthropic efforts in several areas.

1. Operation Smile

Since 1997, Dow Thailand Group has been sponsoring Operation Smile, a project that performs surgeries and post-operative care for children suffering from cleft palates. Since 2012, the company, together with its partners and employees, has donated 3 million baht to Operation Smile Thailand. The fund can finance 210 surgeries and post-operative care for Rayong children.



2. Prostheses Foundation

Since 1996, Dow Thailand Group has funded the Prostheses Foundation under the Patronage of the Princess Mother, having so far donated polyurethanes for over 30,000 prosthetic legs. Also, thanks to our care for the life quality and safety of the foundation staff, Dow has organized training in safe chemical use and storage, use of personal protective equipment, and formulation of safety plans for the foundation's management and staff. This year, the company also set up an EH&S fund for the foundation.

3. Academic Symposium

In 2014, Dow Thailand Group sponsored the Chemical Society of Thailand's organization of the 45th International Symposium on Macromolecules as part of the 2014 IUPAC World Polymer Congress. The biennial symposium is the largest international academic conference on polymer engineering and science. This year, it attracted 1,400 scientists and experts from around the world.



4. Heart-Warming Activity

Dow employees together donated more than 70,000 baht to the Relief and Community Health Bureau of the Thai Red Cross Society as funding for clothing to be donated to students and people of Chiang Rai who were inflicted by cold weather.



Since 1996, Dow Thailand Group has funded the Prostheses Foundation under the Patronage of the Princess Mother, having so far donated polyurethanes for over 30,000 prosthetic legs.

Awards and Recognition in 2014

In 2014, Dow Thailand Group earned numerous awards and recognition in various areas from the following local and international government and private agencies.

Environmental and Safety Awards

- Good Governance for Excellent Environmental Management and Social Responsibility Awards, presented by IEAT. Twelve plants won Green Star awards, and six won Gold Star awards.

<p>Gold Star Awards (2007 - 2014)</p> 	<p>Gold Star Awards (2009 - 2014)</p> 	<p>Green Star Awards (2014)</p> 
<ul style="list-style-type: none"> • Dow Chemical Thailand Ltd. • Siam Polystyrene Co., Ltd. • Siam Polyethylene Co., Ltd. • Siam Synthetic Latex Co., Ltd. • Siam Styrene Monomer Co., Ltd. 	<ul style="list-style-type: none"> • Dow Chemical Thailand Ltd. • Siam Polystyrene Co., Ltd. • Siam Polyethylene Co., Ltd. • Siam Synthetic Latex Co., Ltd. • Siam Styrene Monomer Co., Ltd. • Carbide Chemical (Thailand) Ltd. 	<ul style="list-style-type: none"> • Dow Chemical Thailand Ltd. • Siam Polystyrene Co., Ltd. • Siam Polyethylene Co., Ltd. • Siam Synthetic Latex Co., Ltd. (Synthetic Latex plant) • Siam Styrene Monomer Co., Ltd. • Dow Chemical Thailand Ltd. (Polyolefin Encapsulant Films plant) • Carbide Chemical (Thailand) Ltd. • Rohm and Haas Chemical (Thailand) Ltd. • MTP HPPO Manufacturing Co., Ltd. • Siam Synthetic Latex Co., Ltd. (Specialty Elastomers plant) • Dow Chemical Thailand Ltd. (Propylene Glycol plant) • MTP HP JV Co., Ltd.



- Green Industry Level III certificates for the Propylene Oxide, Specialty Elastomers, and Polyolefin Encapsulant Films plants. Awarded by the Ministry of Industry, the certificates recognized the three plant's excellent environmental management, sustainable usage of resources, environmental protection, and communication of environmental policies among employees.



- Gold Level Award for the 2014 Zero Accident Campaign, sponsored by the Ministry of Labour.



- CSR Excellence Recognition Awards 2014, presented by the American Chamber of Commerce in Thailand, in its fourth consecutive year for Dow Thailand Group. Also, the company won a certificate from the Thai-U.S. Creative Partnership for the creativity demonstrated in its social activities.



Social Awards

- The Dow Chemical for Sustainable Industry project won the 2014 Asian CSR Award in Environmental Excellence, presented by the Asian Institute of Management - Ramon V. del Rosario, Sr., Center for Corporate Social Responsibility (AIM-RVR CSR Center), marking the first Thai award in this category. This year, 109 projects from 12 Asian countries entered the competition.



Other Awards

- MTP HPPO Manufacturing Co., Ltd., earned the 2014 Outstanding Halal for New Entrepreneur Prize, presented by the Central Islamic Committee of Rayong. To qualify for the recognition, each first-time applicant must be certified without major non-conformance during the Halal management system audit.

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