



SUSTAINABILITY PERFORMANCE

2018-2020

CP Intertrade and Companies in the business group

GRI Standard	Performance	Unit	2018	2019	2020
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CORPORATE GOVERNANCE

DEPARTMENTS THAT ARE WITHIN THE SCOPE OF THIS SUSTAINABILITY REPORT

Department	Unit	2018	2019	2020
Rice Factory	Plants	6	6	6
Transportation Company	Plants	1	1	1
CP Intertrade Company and companies in the business group	Plants	1	1	1

ECONOMIC PERFORMANCE

G4-EC1	Revenues	Million baht	39,735	40,859	44,160
	Employee benefits	Million baht	1,329	1,388	1,528
	Taxes paid to the government and local authorities	Million baht	21	20	12.22
	Research and development and innovation expenses	Million baht	0	20	17.71

SOCIAL PERFORMANCE

HUMAN RIGHTS AND LABOR PRACTICES

102-8	EMPLOYEE						
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Total Workforce	Persons	2,522		2,544		1,546	
		1,662	860	1,662	882	878	668
SEPARATE BY CONTRACT TYPE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Employees	Persons	2,136		2,449		1,427	
		1,456	680	1,603	846	785	642
Workers/Contractors	Persons	386		95		119	
			180	59	36	93	26
405-1	EMPLOYEE DIVERSITY						
SEPARATE BY LEVEL		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Top Management	Persons	29	12	60	43	11	3
Mid Management	Persons	56	49	135	164	29	18
Management	Persons	195	235	129	167	162	164
Officer	Persons	1176	384	1,279	472	583	457
SEPARATE BY AGE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Under 30 years old	Persons	331	194	460	246	313	189
30 - 50 years old	Persons	1031	438	1,132	542	418	388
Over 50 years old	Persons	94	48	131	96	54	65

GRI Standard	Performance	Unit	2018		2019		2020	
401-1	NEW HIRES							
	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of new hires	Persons	283		450		228	
			157	126	293	157	147	81
	SEPARATE BY AGE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Under 30 years old	Persons	110	100	122	70	101	59
	30 - 50 years old	Persons	46	26	124	50	43	22
	Over 50 years old	Persons	1	0	5	19	2	1
	TURNOVER							
	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of Turnover	Persons	158		364		211	
			88	70	241	123	147	64
	SEPARATE BY AGE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Under 30 years old	Persons	44	36	93	74	82	30
	30 - 50 years old	Persons	43	33	136	40	60	24
	Over 50 years old	Persons	1	1	12	9	5	10
	PARENTAL LEAVE (Employee)		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Number of parental leave	Persons	0	19	0	18	0	13	
Employee back to work after parental leave	Persons	0	19	0	17	0	13	
LEADERSHIP AND HUMAN CAPITAL DEVELOPMENT								
404-1	TRAINING AND DEVELOPMENT OF EMPLOYEES		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Average training hours for all employees	Hours per person per year	10.78		8.09		8.11	
			7.35	14.21	8.24	7.74	8.76	7.33
	SEPARATE BY LEVEL		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Top Management	Hours per person per year	2.11		26.23		5.61	
			2.22	2.00	16.25	36.20	1.21	10.00
	Mid Management	Hours per person per year	7.59		11.45		2.58	
			9.77	5.41	14.00	8.90	2.97	2.18
	Management	Hours per person per year	5.38		4.87		5.61	
			5.47	5.29	5.91	3.82	6.22	4.99
	Officer	Hours per person per year	18.17		2.22		9.63	
				17.30	2.86	1.57	10.59	8.66

GRI Standard	Performance	Unit	2018		2019		2020	
OCCUPATIONAL HEALTH AND SAFETY INFORMATION								
403-2(a)	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Injury Rate (IR)	person / 1,000,000 working hour	7.56		4.39		-	
			6.00	10.20	5.88	2.33	-	-
	Lost-Time Injury Frequency Rate (LTIFR)	person / 1,000,000 working hour	3.02		0.00		0.37	
			2.40	8.16	0.00	0.00	0.64	0.00
	Number of Lost-Time Injuries	Persons	-		-		1.00	
			-	-	-	-	1.00	0.00
Occupational Disease Rate (ODR)	person / 1,000,000 working hour	0.00		0.00		-		
		0.00	0.00	0.00	0.00	-	-	
Lost Day Rate (LDR)	Lost days/ 1,000,000 working hours	6.05		0.00		-		
			8.16	0.00	0.00	-	-	
403-2(b)	Contractor		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Injury Rate (IR)	person / 1,000,000 working hour	4.12		19.70		-	
			7.64	0.00	28.45	7.76	-	-
	Lost-Time Injury Frequency Rate (LTIFR)	person / 1,000,000 working hour	1.03		1.64		12.76	
			1.91	0.00	5.69	3.88	3.70	32.94
	Number of Lost-Time Injuries	Persons	-		-		5.00	
			-	-	-	-	1.00	4.00
Occupational Disease Rate (ODR)	person / 1,000,000 working hour	0.00		0.00		-		
		0.00	0.00	0.00	0.00	-	-	
Lost Day Rate (LDR)	Lost days/ 1,000,000 working hours	0.00		39.40		-		
			0.00	62.59	1.55	-	-	
403-9(a)	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Rate of Fatalities as a result of work related injury	person / 1,000,000 working hour	-		-		0.00	
			-	-	-	-	0.00	0.00
	Number of fatalities as a result of work-related injury	Persons	-		-		0.00	
			-	-	-	-	0.00	0.00
	Rate of High-consequence work-related injury : (excluding Fatalities)	person / 1,000,000 working hour	-		-		0.00	
			-	-	-	-	0.00	0.00
	Number of High-consequence work-related injury : (excluding Fatalities)	Persons	-		-		0.00	
-			-	-	-	0.00	0.00	
Rate of recordable work-related injury	person / 1,000,000 working hour	-		-		4.87		
		-	-	-	-	5.77	3.61	
Number of recordable work-related injury	Persons	-		-		13.00		
		-	-	-	-	9.00	4.00	

GRI Standard	Performance	Unit	2018		2019		2020	
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
403-9(b)	Contractor		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Rate of Fatalities as a result of work related injury	person / 1,000,000 working hour	-		-		0.00	
				-	-	-	0.00	0.00
	Number of fatalities as a result of work-related injury	Persons	-		-		0.00	
				-	-	-	0.00	0.00
	Rate of High-consequence work-related injury : (excluding Fatalities)	person / 1,000,000 working hour	-		-		2.55	
				-	-	-	0.00	8.23
	Number of High-consequence work-related injury : (excluding Fatalities)	Persons	-		-		1.00	
-			-	-	-	0.00	1.00	
Rate of recordable work-related injury	person / 1,000,000 working hour	-		-		25.52		
			-	-	-	7.39	65.88	
Number of recordable work-related injury	Persons	-		-		10.00		
			-	-	-	2.00	8.00	
403-10 (a)	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of Fatalities as a result of Work-related ill health	Persons	-		-		0.00	
			-	-	-	-	0.00	0.00
Number of cases of recordable work-related ill health	Persons	-		-		0.00		
			-	-	-	0.00	0.00	
403-10 (b)	Contractor		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of Fatalities as a result of Work-related ill health	Persons	-		-		0.00	
			-	-	-	-	0.00	0.00
	Number of cases of recordable work-related ill health	Persons	-		-		0.00	
			-	-	-	0.00	0.00	

Remarks:

- The number of training hours excludes the hours that employees have spent in continuing education at the Master's and Doctoral Program levels, domestically and internationally, as well as the continuous training courses.
- Injury data for contractors does not include the Telecommunications Business Group.
- Injury refers to work-related injuries, from minor injuries (requiring First Aid) to injuries causing at least one lost work day. Lost Time Injury refers to the injuries that result in one lost day of work and more (calculated from the day following the incident).
- The severity level of an injury is calculated from the number of absent work days. Injury Rate (IR) = [Total number of injuries at all levels (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period).
- Lost Time Injury Rate (LTIR) = [Total number of lost time injuries (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period).
- Lost Day Rate (LDR) = [Total number of lost days (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period)

GRI Standard	Performance	Unit	2018	2019	2020
ENVIRONMENTAL PERFORMANCE					
ENERGY					
302-1 (e)	Total Energy Consumption	Million GJ	0.21	0.40	0.26
302-1 (a)	Fuel Consumption	Million GJ	0.01	0.01	0.01
302-1 (b)	Renewable energy	Million GJ	0.12	0.24	0.08
302-1 (c)	Electricity Consumption	Million GJ	0.15	0.15	0.16
302-3 (a)	Energy intensity ratio	GJ/Million baht	4.69	9.84	5.84
GREEN HOUSE GAS (GHG) EMISSION					
	Green House gas (GHG) emission	Ton CO ₂ eq	24,477.00	22,932.85	23,190.91
305-1 (a)	Green House gas (GHG) emission (Scope 1)	Ton CO ₂ eq	826.00	1,477.59	1,055.38
305-2 (a)	Green House gas (GHG) emission (Scope 2)	Ton CO ₂ eq	23,651.91	21,455.26	22,135.53
305-4 (a)	GHG emissions intensity ratio	Ton CO ₂ eq/ Million baht	0.47	0.56	0.53
WATER					
303-3 (a)	Total volume of water withdrawn	Million m ³	0.18	0.19	0.18
303-3 (c)	Surface water	Million m ³	0.13	0.15	0.14
	Ground water	Million m ³	0.03	0.01	0.04
	Rainwater	Million m ³			
	Municipal water supplies	Million m ³	0.01	0.02	0.00
303-4 (a)	Total water discharge	Million m ³	0.14	0.15	0.14
	Water withdrawn intensity ratio	Million m ³ / Million baht	3.93	4.58	4.08
WASTE					
306-3 (a)	Total weight of waste generated	Ton	798	689.42	810.76
	Total weight of hazardous waste generated	Ton	3.11	2.74	8.18
	Total weight of non-hazardous waste generated	Ton	794.95	686.68	802.58
	Waste generated intensity ratio	Ton/Million baht	0.02	0.02	0.02
PLASTIC PACKAGING					
	All plastic packaging	Ton	4,959.66	1,635.01	3,680.66
	Recyclable Plastic Packaging *Category Mono Layer	Ton	0.00	0.00	0.00

GRI Standard	Performance	Unit	2018	2019	2020
OPERATIONAL ECO-EFFICIENCY					
302-4	Energy/Production	GJ/ Ton	0.36	0.51	0.67
	Greenhouse gas emissions/ Production	Ton CO ₂ eq/Ton	0.03	0.03	0.06
	Water/Production	m ₃ /Ton	0.23	0.26	0.46
	Total waste/Production	Ton/Ton	0.00	0.00	0.00

Remarks:

- NA: Not Available
- The calculation method under this Sustainability report is in accordance with GRI Standards (GRI 302-1) - Total fuel consumption = the sum of all types of fuel resource consumption x its heating value (in each) - Unit in GJ per month (the conversion factors are based on Thailand Energy Efficiency Situation report 2018 by Department of Alternative Energy Development and Efficiency)
- Electricity consumption = The sum of electricity used (in kWh) x 3.6 - Unit in GJ per month)
- Total energy consumption = non-renewable energy consumption + renewable energy consumption + electricity consumption (Unit in GJ per month)
- Energy types included in the calculation of intensity per revenue are non-renewable energy including coal, fuel oil, diesel, gasoline, bunker oil, LPG, and natural gas as well as renewables including biogas, biomass (such as rice husk, charcoal, cashew nutshell, fire wood/ scrap wood/woodchips, corn cob, pal kernel shells, and sawdust) and biodiesel, and electricity consumed within the organization only (GRI 302-3)
- Reporting scope of GHG emissions covers CO₂, CH₄, and N₂O The Global Warming Potential (GWP) used in the calculation is referred to the given values of IPCC, while the greenhouse gas emission factors are based on the information from the Thailand Greenhouse Gas Management Organization (Public Organization) and Energy Policy and Planning Office, Ministry of Energy, which is available at the time of disclosure of this Sustainability Report. (GRI 305-1, GRI 305-2, and GRI 305-4)
- Reporting scope of GHG intensity includes only GHG scopes 1 and 2 (GRI305-4)
- Total water consumption is collected by using data from water meter, water bill, calculation from flow rate of water pump and average volume of rainwater from Meteorological Department (GRI 303-1 : 2016)
- Total reused/recycled water is calculated by using data from water meter and flow rate of water pump (GRI 303-3 : 2016)
- Total hazardous and non-hazardous waste stored within organization is an accumulated figure in previous year (GRI 306-2)
- Total waste generated is a figure of non-hazardous waste and hazardous waste generated in each year. For the amount of waste stored within the organization, the calculation is from an accumulated figure of waste in the present year - an accumulated figure of in the previous year (GRI 306-2)
- All information about waste disposal methods have already been approved by waste disposers or waste disposal manifest from waste disposers (GRI 306-2)