

# SUSTAINABILITY PERFORMANCE

## 2017-2020

### Charoen Pokphand Produce Co.,Ltd. and subsidiaries in Crop Integration (Maize) Business Group

GRI	Performance	Unit	2017	2018	2019	2020*
<b>ECONOMIC PERFORMANCE</b>						
G4-EC1	Revenues	Million Baht	3,373.77	5,017.38	4,525.96	4,289.81
	Employee Benefits	Million Baht	492.82	525.46	539.06	553.77
	Tax Paid to Governance	Million Baht	78.5	74.53	63.22	69.57
	Investing in research and development	Million Baht	55.04	60.06	70.12	75.05
	Community and Social Contribution	Million Baht	23.43	20.37	12.67	15.30
<b>SOCIAL PERFORMANCE</b>						
<b>Employees</b>						
102-8	Total Employees	Persons	827	904	805	1,012
		Male/ Female	498 329	552 352	475 330	628 384
102-8	Separate by contract type					
	Employees	Persons	418	784	790	828
		Male/ Female	314 104	490 294	462 328	514 314
	Worker / Contractors	Persons	409	120	15	184
		Male/ Female	184 225	62 58	13 2	114 70
405-1	Separate by gender					
	Male	%	60	61	59	62
	Female	%	40	39	41	38

GRI	Performance	Unit	2017		2018		2019		2020*	
401-1	New Hires									
	Number of new hires	Persons	33		142		96		70	
		Male/ Female	25	8	93	49	54	42	46	24
	Ratio of new hires	%	7.895		18.11		12.15		8.24	
		Male/ Female	5.98	1.915	11.86	6.25	6.84	5.32	5.55	2.90
401-1	Turn Over									
	Number of turn over	Persons	19		62		94		98	
				15	4	39	23	59	35	69
	Ratio of Turn Over	%	4.55		7.91		11.9		11.84	
		Male/ Female	3.59	0.96	4.91	2.93	7.47	4.43	8.33	3.50
404-1	Average of training hours for all employees	Hours per person	4.62		3		4.99		7.30	
404-1	Number of Employees completed sustainability Training	Persons	0		309		705		828	

Note :

\* In 2020 The data was collected from 4 countries as follows: Thailand, Vietnam, India and Myanmar

GRI	Performance	Unit	2017		2018		2019		2020*	
OCCUPATIONAL HEALTH AND SAFETY										
Injury Rate (IR)										
403-2 (a)	Employees	Persons per 1,000,000 working hours	3.00		2.45		4.11		2.78	
		Male/Female	3.95	4.00	3.25	1.4	5.91	1.32	4.86	0.00
403-2 (b)	Worker / Contractors	Persons per 1,000,000 working hours	0.00		2.6		2.29		8.52	
		Male/Female	0.00	0.00	3.85	0.00	0.00	7.82	9.53	7.03
Lost-Time Injury Frequency Rate (LTIFR)										
403-2 (a)	Employees	Persons per 1,000,000 working hours	0.60		1.2		2.06		0.00	
		Male/Female	0.00	1.50	2.15	0.00	3.38	0.00	0.00	0.00
403-2 (b)	Worker / Contractors	Persons per 1,000,000 working hours			0.00		0.00		5.68	
		Male/Female			0.00	0.00	0.00	0.00	4.76	7.03
Number of Lost-Time Injury										
403-2 (a)	Employees	Persons	-		-		-		0	
		Male/Female	-	-	-	-	-	-	0	0
403-2 (b)	Worker / Contractors	Persons	-		-		-		2	
		Male/Female	-	-	-	-	-	-	1	1
Lost Day Rate (LDR)										
403-2 (a)	Employees	Persons per 1,000,000 working hours	1.8		15.3		18.00		0.00	
		Male/Female	0.00	4.50	27.05	0.00	29.54	0.00	0.00	0.00
403-2 (b)	Worker / Contractors	Persons per 1,000,000 working hours					0.00		85.21	
		Male/Female					0	0.00	142.92	0.00

GRI	Performance	Unit	2017		2018		2019		2020*	
Rate of facilities as a work-related injury										
403-9 (a)	Employees	Persons per 1,000,000 working hours	-		-		-		0.00	
		Male/Female	-	-	-	-	-	-	0.00	0.00
403-9 (b)	Worker / Contractors	Persons per 1,000,000 working hours	-		-		-		0.00	
		Male/Female	-	-	-	-	-	-	0.00	0.00
Number of facilities as a work-related injury										
403-9 (a)	Employees	Persons	-		-		-		0.00	
		Male/Female	-	-	-	-	-	-	0.00	0.00
403-9 (b)	Worker / Contractors	Persons	-		-		-		0.00	
		Male/Female	-	-	-	-	-	-	0.00	0.00
Rate of High-consequence work-related injury (excluding facilities)										
403-9 (a)	Employees	Persons per 1,000,000 working hours	-		-		-		0.00	
		Male/Female	-	-	-	-	-	-	0.00	0.00
403-9 (b)	Worker / Contractors	Persons per 1,000,000 working hours	-		-		-		0.00	
		Male/Female	-	-	-	-	-	-	0.00	0.00
Number of High-consequence work-related injury (excluding facilities)										
403-9 (a)	Employees	Persons	-		-		-		0.00	
		Male/Female	-	-	-	-	-	-	0.00	0.00
403-9 (b)	Worker / Contractors	Persons	-		-		-		0.00	
		Male/Female	-	-	-	-	-	-	0.00	0.00
Rate of Recordable work-related injury										
403-9 (a)	Employees	Persons	-		-		-		2.78	
		Male/Female	-	-	-	-	-	-	4.86	0.00
403-9 (b)	Worker / Contractors	Persons per 1,000,000 working hours	-		-		-		8.52	
		Male/Female	-	-	-	-	-	-	9.53	7.03

GRI	Performance	Unit	2017	2018	2019	2020*
<b>Number of Recordable work-related injury</b>						
403-9 (a)	Employees	Persons	-	-	-	5
		Male/ Female	-	-	-	-
403-9 (b)	Employees	Persons	-	-	-	3
		Male/ Female	-	-	-	-

#### Number of Fatalities as a result of Work-related ill health

403-10 (a)	Employees	Persons	-	-	-	0.00
		Male/ Female	-	-	-	-
403-10 (b)	Worker / Contractors	Persons	-	-	-	0.00
		Male/ Female	-	-	-	-

#### Number of cases of recordable work-related ill health

403-10 (a)	Employees	Persons	-	-	-	0.00
		Male/ Female	-	-	-	-
403-10 (b)	Worker / Contractors	Persons	-	-	-	0.00
		Male/ Female	-	-	-	-

Note :

- In 2020 The data was collected from 4 countries as follows: Thailand, Vietnam, India and Myanmar
- 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	Performance	Unit	2017	2018	2019	2020*
<b>ENVIRONMENT PERFORMANCE</b>						
<b>ENERGY</b>						
302-1 (a)	Fuel Consumption	Gigajoules	9,871.95	25,985.43	26,570.26	25,641.61
302-1 (b)	Renewable energy	Gigajoules	0.00	13,790.44	40,938.78	27,584.68
302-1 (C)	Electricity Consumption	Gigajoules	15,516.99	18,895.34	28,739.06	44,210.73
305-2 (a)	Total Green House gas (GHG) emission	Gigajoules	2,960.98	4,868.06	6,649.84	10,357.50
305-1 (a)	Green House gas (GHG) emission (Scope 1)	TonCO <sub>2</sub> e	754.12	2,238.46	2,059.10	1,967.60
305-2 (a)	Green House gas (GHG) emission (Scope 2)	TonCO <sub>2</sub> e	2,206.86	2,629.60	4,590.74	8,389.91
302-4	Biogenic emission	TonCO <sub>2</sub> e	0.31	1,656.84	4,326.30	2,811.35
<b>WATER</b>						
303-3 (a)	Total volume of water withdrawn	Million m <sup>3</sup>	-	1.04	1.76	2.66
	• Surface water	Million m <sup>3</sup>	-	0.92	1.54	2.20
	• Ground water	Million m <sup>3</sup>	-	0.06	0.21	0.19
	• Rain water	Million m <sup>3</sup>	-	0.06	0.00	0.27
	• Municipal water supplies	Million m <sup>3</sup>	-	0.01	0.01	0.03
303-4 (b)	Total of water being used	Million m <sup>3</sup>	-	-	0.00	0.006
303-4 (a)	Total of water discharge	Million m <sup>3</sup>		0.02	0.18	0.09
<b>WASTE</b>						
	Total weight of waste generated	Tons		260.64	591.35	601.97
306-2 (a)	• Total weight of non-hazardous waste	Tons	-	1.75	585.4	590.00
306-2 (b)	• generated	Tons	-	258.89	5.95	11.86
<b>PLASTIC PACKAGING</b>						
	All plastic packaging	Tons	-	-	0.00	700.02
	Recyclable plastic packaging *Category Mono Layer	Tons	-	-	-	475.73
	Biodegradable plastic packaging	Tons	-	-	-	5.24
	Other plastic packaging	Tons	-	-	-	207.15
	Reducing the use of plastic packaging	Tons	-	-	-	11.89

#### Note :

- 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 CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O 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 which is available at the time of disclosure of this Sustainability Report. GRI 305-1, GRI 305-2, and GRI 305-4)
  - Thailand reference from Energy Policy and Planning Office, Ministry of Energy (<http://www.eppo.go.th/index.php/en/en-energystatistics/co2-statistic>)
  - Myanmar reference from <https://united4efficiency.org/country-assessments/myanmar>
  - Vietnam reference from [https://www.iges.or.jp/en/publication\\_documents/pub/data/en/1215/IGES\\_GRID\\_EF\\_v10.10\\_20210223.xlsx](https://www.iges.or.jp/en/publication_documents/pub/data/en/1215/IGES_GRID_EF_v10.10_20210223.xlsx)
  - India reference from [https://www.iges.or.jp/en/publication\\_documents/pub/data/en/1215/IGES\\_GRID\\_EF\\_v10.10\\_20210223.xlsx](https://www.iges.or.jp/en/publication_documents/pub/data/en/1215/IGES_GRID_EF_v10.10_20210223.xlsx)
- 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)