

Sustainability Performance 2017-2019

CP Intertrade and Companies in the business group

GRI Standard	Performance	Unit	2017	2018	2019			
CORPORATE GOVERNANCE								
DEPARTMENTS THAT ARE WITHIN THE SCOPE OF THIS SUSTAINABILITY REPORT								
	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	Income	Million baht	35,917	39,735	40,859			
	Employee benefits	Million baht	1,295	1,329	1,388			
	Taxes paid to the government and local authorities	Million baht	20	21	20			
	Research and development and innovation expenses	Million baht	39	0	20			
SOCIAL PERFORMANCE								
HUMAN RIGHTS AND LABOR PRACTICES								
102-8	WORKFORCE							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Total Workforce	Persons	2,354		2,522		2,702	
			1,555	799	1,662	860	1,782	920
	BY CONTRACT TYPE							
	- Employees	Persons	980		2,136		2,607	
			505	475	1,456	680	1,723	884
	- Workers/Contractors	Persons	1,374		386		96	
			1,050	324	206	180	59	36
405-1	EMPLOYEE DIVERSITY							
	BY LEVEL							
	- Top Management	Persons	28	14	29	12	17	7
	- Mid Management	Persons	49	45	56	49	45	36
	- Management	Persons	198	220	195	235	233	260
	- Officer	Persons	1,117	361	1,176	384	1,428	581
	BY AGE							
	- Under 30 years old	Persons	376	205	331	194	460	246
	- 30 - 50 years old	Persons	940	390	1,031	438	1,132	542
	- Over 50 years old	Persons	76	45	94	48	131	96
401-1	NEW HIRES							
	EMPLOYEE							
	- Number of new hires	Persons	272		283		450	
			146	126	157	126	293	157
	BY AGE							
	- Under 30 years old	Persons	103	90	110	100	161	78
	- 30 - 50 years old	Persons	43	33	46	26	127	60
	- Over 50 years old	Persons	0	3	1	0	5	19
	TURNOVER							
	EMPLOYEE							
	- Number of Turnover	Persons	128		158		391	
			65	63	88	70	265	126
	BY AGE							
	- Under 30 years old	Persons	34	44	44	36	112	76
	- 30 - 50 years old	Persons	31	19	43	33	141	41
	- Over 50 years old	Persons	0	0	1	1	12	9
	PARENTAL LEAVE (Employee)							
	- Number of parental leave	Persons	-	-	0	19	0	20
	- Employee back to work after parental leave	Persons	-	-	0	19	0	17

GRI Standard	Performance	Unit	2017		2018		2019	
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	12.00		10.78		7.34	
			11.90	12.10	7.35	14.21	6.45	9.10
	BY LEVEL		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Top Management	Hours per person per year	11.66		2.11		27.29	
			10.11	13.21	2.22	2.00	21.47	41.42
	- Mid Management	Hours per person per year	10.31		7.59		20.68	
			11.55	9.08	9.77	5.41	21.78	19.29
	- Management	Hours per person per year	11.61		5.38		6.39	
			12.22	11.00	5.47	5.29	6.53	6.22
	- Officer	Hours per person per year	12.93		18.17		6.80	
			11.92	13.94	19.04	17.30	5.76	9.36
HEALTH AND SAFETY INFORMATION								
403-2 (a)	Employee		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Injury Rate (IR)	cases./200,000 working hours	1.47		1.54		0.39	
			1.35	1.61	1.35	1.81	0.37	0.47
	- Lost Time Injury Rate (LTR)	cases./200,000 working hours	20.82		0.39		0.00	
			33.68	1.94	0.34	0.45	0.00	0.00
	- Occupational Disease Rate (ODR)	cases./200,000 working hours	0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00
	- Lost Day Rate (LDR)	Lost days/200,000 working hours	0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00
403-2 (b)	Contractor		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Injury Rate (IR)	cases./200,000 working hours	0.53		0.72		2.55	
			0.52	0.53	1.48	0.00	3.60	1.61
	- Lost Time Injury Rate (LTR)	cases./200,000 working hours	0.00		0.24		0.43	
			0.00	0.00	0.49	0.00	0.00	0.81
	- Occupational Disease Rate (ODR)	cases./200,000 working hours	0.00		0.24		0.00	
			0.00	0.00	0.49	0.00	0.00	0.00
	- Lost Day Rate (LDR)	Lost days/200,000 working hours	0.00		0.00		0.85	
			0.00	0.00	0.49	0.00	0.00	1.61

GRI Standard	Performance	Unit	2017	2018	2019
ENVIRONMENTAL PERFORMANCE					
ENERGY					
302-1 (e)	Total Energy Consumption	Million GJ	0.23	0.21	0.40
302-1 (a)	- Fuel Consumption	Million GJ	0.01	0.01	0.01
302-1 (b)	- Renewable energy	Million GJ	0.09	0.12	0.24
302-1 (c)	- Energy purchased	Million GJ	36.87	0.15	0.15
302-3 (a)	Energy/ Income	GJ/ /Million baht	5.95	4.69	9.84
GREEN HOUSE GAS (GHG) EMISSION					
305-2 (a)	Green House gas (GHG) emission	Ton CO2eq	22,124.00	24,477.00	22,932.85
305-1 (a)	Green House gas (GHG) emission (Scope 1)	Ton CO2eq	661.00	826.00	1,477.59
305-2 (a)	Green House gas (GHG) emission (Scope 2)	Ton CO2eq	21,462.57	23,651.91	21,455.26
305-4 (a)	Green House gas (GHG) emission/Income	Ton CO2eq / /Million baht	0.57	0.47	0.56
WATER					
303-1 (a)	Water withdrawal	Million m ³	0.13	0.18	0.19
	- Surface water	Million m ³	0.08	0.13	0.15
	- Ground water	Million m ³	0.03	0.03	0.01
	- Rain water	Million m ³			
	- Municipal water / Purchased water	Million m ³	0.01	0.01	0.02
306-1 (a)	Water effluent	Million m ³	0.10	0.14	0.15
	Water/ Income	m ³ / Million baht	3.36	3.93	4.58
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	Total weights of waste	Ton	802	798	689.42
306-2 (a)	- Hazardous waste	Ton	172.73	3.11	2.74
306-2 (b)	- Non-Hazardous waste	Ton	629.46	794.95	686.679
	Total weights of waste/ Income	Ton/ Million baht	0.02	0.02	0.02
ALL PLASTIC PACKAGING					
	All plastic packaging	Ton	0.00	4,959.66	1,635.01
	Recyclable Plastic Packaging *Category Mono Layer	Ton	0.00	0.00	0.00
OPERATIONAL ECO-EFFICIENCY					
302-4	Energy/Production	GJ/ Ton	-	0.36	0.51
	Greenhouse gas emissions/Production	Ton CO2eq/ Ton	-	0.03	0.03
	Water/Production	m ³ / Ton	-	0.23	0.26
	Total waste/Production	Ton / Ton	-	0.00	0.00