

SUSTAINABILITY PERFORMANCE 2020-2022

C.P. INTERTRADE AND COMPANIES IN

THE RICE BUSINESS TRANSPORTATION AND SERVICE

GRI Standard	Performance	Unit	2020	2021	2022			
CORPORATE GOVERNANCE								
DEPARTMENTS THAT ARE WITHIN THE SCOPE OF THIS SUSTAINABILITY REPORT								
	Rice Factory	Plants	6	6	6			
	Transportation Company	Plants	1	3	3			
	CP Intertrade Company and companies in the business group	Plants	1	1	1			
ECONOMIC PERFORMANCE								
G4-EC1	Revenues	Million baht	44,160	38,158	41,243			
	Employee benefits	Million baht	1,528	1,493	1,436			
	Taxes paid to the government and local authorities	Million baht	12.22	14.25	27.12			
	Research and development and innovation expenses	Million baht	17.71	22.11	12.58			
SOCIAL PERFORMANCE								
HUMAN RIGHTS AND LABOR PRACTICES								
102-8	NUMBER OF WORKERS							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Total Workforce	Persons	1,546	1,600	899			
			878	668	924	676	472	427
	SEPARATE BY CONTRACT TYPE							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Employees	Persons	1,427	1,314	899			
			785	642	727	587	472	427
	- Workers/Contractors	Persons	119	286	0			
			93	26	197	89	0	0
405-1	EMPLOYEE DIVERSITY							
	SEPARATE BY LEVEL							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Top Management	Persons	11	3	9	3	10	6
	- Mid Management	Persons	29	18	23	15	31	35
	- Management	Persons	162	164	151	151	84	108
	- Officer	Persons	583	457	544	418	347	278
	SEPARATE BY AGE							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Under 30 years old	Persons	313	189	266	180	97	53
	- 30 - 50 years old	Persons	418	388	419	355	355	356
	- Over 50 years old	Persons	54	65	42	52	20	18
401-1	NEW HIRES							
	EMPLOYEE							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Number of new hires	Persons	228	174	55			
			147	81	99	75	41	14
	SEPARATE BY AGE							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Under 30 years old	Persons	101	59	63	59	26	10
	- 30 - 50 years old	Persons	43	22	35	16	13	0
	- Over 50 years old	Persons	2	1	1	0	2	4
	TURNOVER							
	EMPLOYEE							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Number of Turnover	Persons	211	397	187			
			147	64	226	171	122	65
	SEPARATE BY AGE							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Under 30 years old	Persons	82	30	128	79	28	19
	- 30 - 50 years old	Persons	60	24	80	74	81	36
	- Over 50 years old	Persons	5	10	18	18	13	10
	PARENTAL LEAVE (Employee)							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Number of parental leave	Persons	0	13	0	18	0	5
	- Employee back to work after parental leave	Persons	0	13	0	18	0	5

GRI STANDARD	PERFORMANCE	UNIT	2020		2021		2022	
SOCIAL PERFORMANCE								
LEADERSHIP AND HUMAN CAPITAL DEVELOPMENT								
404-1	TRAINING AND DEVELOPMENT OF EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Average training hours for all employees	Hours per person per year	8.11		9.09		4.17	
			8.76	7.33	6.63	12.12	5.19	3.04
	SEPARATE BY LEVEL		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Top Management	Hours per person per year	5.61		0.00		3.38	
			1.21	10.00	0.00	0.00	1.80	6.00
	- Mid Management	Hours per person per year	2.58		1.58		3.45	
			2.97	2.18	1.04	2.40	2.90	3.94
	- Management	Hours per person per year	5.61		4.85		6.69	
			6.22	4.99	8.98	0.72	9.50	4.50
	- Officer	Hours per person per year	9.63		12.25		3.49	
			10.59	8.66	8.61	16.99	4.45	2.30
OCCUPATIONAL HEALTH AND SAFETY INFORMATION								
DJSI 3.7.3	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Lost-Time Injury Frequency Rate (LTIFR)	person / 1,000,000 working hour	0.37		2.82		1.79	
			0.64	0.00	2.91	2.55	1.36	3.10
	- Number of Lost-Time Injuries	Persons	1.00		13.00		7.00	
			1.00	0.00	10.00	3.00	4.00	3.00
	- Occupational Disease Rate (ODR)	person / 1,000,000 working hour	-		-		-	
			-	-	-	-	-	-
	- Lost Day Rate (LDR)	Lost days/1,000,000 working hours	-		-		-	
			-	-	-	-	-	-
403-2(b)	CONTRACTOR		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Lost-Time Injury Frequency Rate (LTIFR)	person / 1,000,000 working hour	12.76		4.16		11.74	
			3.70	32.94	5.52	0.00	11.65	11.83
	- Number of Lost-Time Injuries	Persons	5.00		1.00		4.00	
			1.00	4.00	1.00	0.00	2.00	2.00
	- 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	-		-		-	
			-	-	-	-	-	-
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	
			0.00	0.00	0.00	0.00	0.00	0.00
	- Number of fatalities as a result of work-related injury	Persons	0.00		0.00		0.00	
			0.00	0.00	0.00	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	
			0.00	0.00	0.00	0.00	0.00	0.00
	- Number of High-consequence work-related injury : (excluding Fatalities)	Persons	0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00
	- Rate of recordable work-related injury	person / 1,000,000 working hour	4.87		5.20		3.07	
			5.77	3.61	5.82	3.40	2.72	4.13
	- Number of recordable work-related injury	Persons	13.00		24.00		12.00	
			9.00	4.00	20.00	4.00	8.00	4.00

GRI Standard	Performance	Unit	2020		2021		2022	
SOCIAL PERFORMANCE								
OCCUPATIONAL HEALTH AND SAFETY INFORMATION								
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	
			0.00	0.00	0.00	0.00	0.00	0.00
	- Number of fatalities as a result of work-related injury	Persons	0.00		0.00		0.00	
			0.00	0.00	0.00	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		0.00	
			0.00	8.23	0.00	0.00	0.00	0.00
	- Number of High-consequence work-related injury : (excluding Fatalities)	Persons	1.00		0.00		0.00	
			0.00	1.00	0.00	0.00	0.00	0.00
	- Rate of recordable work-related injury	person / 1,000,000 working hour	25.52		4.16		14.67	
			7.39	65.88	5.52	0.00	17.47	11.83
	- Number of recordable work-related injury	Persons	10.00		1.00		5.00	
			2.00	8.00	1.00	0.00	3.00	2.00
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	
			0.00	0.00	0.00	0.00	0.00	0.00
	- Number of cases of recordable work-related ill health	Persons	0.00		0.00		0.00	
			0.00	0.00	0.00	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	
			0.00	0.00	0.00	0.00	0.00	0.00
	- Number of cases of recordable work-related ill health	Persons	0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00

Remarks::

- Accident data does not include information in the office of C.P. Intertrade Co., Ltd. and C.P. Food Store Co., Ltd.)
- 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	2020	2021	2022
ENVIRONMENTAL PERFORMANCE					
ENERGY					
302-1 (e)	Total Energy Consumption	Million GJ	0.67	0.76	0.67
302-1 (a)	- Fuel Consumption	Million GJ	0.42	0.47	0.46
302-1 (b)	- Renewable energy	Million GJ	0.08	0.12	0.06
302-1 (c)	- Electricity Consumption	Million GJ	0.16	0.17	0.15
302-3 (a)	Energy intensity ratio	GJ/Million baht	15.18	20.02	16.20
GREEN HOUSE GAS (GHG) EMISSION					
	Green House gas (GHG) emission	Ton CO ₂ eq	54,238.05	57,855.90	53,816.67
305-1 (a)	Green House gas (GHG) emission (Scope 1)	Ton CO ₂ eq	32,102.52	35,650.85	35,253.34
305-2 (a)	Green House gas (GHG) emission (Scope 2)	Ton CO ₂ eq	22,135.53	22,205.04	18,563.32
305-4 (a)	GHG emissions intensity ratio	Ton CO ₂ eq/Million baht	1.23	1.52	1.30
WATER					
303-5	Water Consumption.	m ³	44,092.80	35,300.00	30,929.00
303-3 (a)	Total volume of water withdrawn	Million m ³	0.18	0.18	0.16
303-3 (c)	- Surface water	Million m ³	0.14	0.14	0.12
	- Ground water	Million m ³	0.04	0.04	0.04
	- Rain water	Million m ³	0.00	0.00	0.00
	- Municipal water supplies	Million m ³	0.00	0.00	0.00
303-4 (a)	Total water discharge	Million m ³	0.14	0.14	0.13
303-4 (c)	- Surface water	Million m ³	0.14	0.14	0.13
	Water withdrawn intensity ratio	m ³ /Million baht	1.00	0.93	0.75
WASTE (2020)					
306-3 (a)	Total weight of waste generated	Ton	810.76	756.58	1,114.20
	- Total weight of hazardous waste generated	Ton	8.18	6.49	2.69
	- Total weight of non-hazardous waste generated	Ton	802.58	750.09	1,111.50
306-4 (a)	Total weight of waste diverted from disposal	Ton	489.15	512.78	651.88
306-4 (b)	Total weight of hazardous waste diverted from disposal	Ton	0.00	0.00	2.69
	- Preparation for reuse	Ton	0.00	0.00	0.00
	- Recycling	Ton	0.00	0.00	2.69
306-4 (c)	Total weight of non-hazardous waste diverted from disposal	Ton	489.15	512.78	649.18
	- Preparation for reuse	Ton	0.00	0.00	0.00
	- Recycling	Ton	489.15	512.78	649.18
	- Composting; (Not Included food wate)	Ton	0.00	0.00	0.00
	- Feed Material	Ton	0.00	0.00	0.00
	- Constuction Material	Ton	0.00	0.00	0.00

GRI STANDARD	PERFORMANCE	UNIT	2020	2021	2022
ENVIRONMENTAL PERFORMANCE					
WASTE (2020)					
306-5 (a)	Total weight of waste directed to disposal	Ton	321.61	243.80	462.32
306-5 (b)	Total weight of hazardous waste directed to disposal	Ton	8.18	6.49	0.00
	- Incineration (with energy recovery).	Ton	2.10	3.40	0.00
	- Incineration (without energy recovery).	Ton	0.53	0.00	0.00
	- Landfilling.	Ton	5.55	3.10	0.00
	- Other disposal operations.	Ton	0.00	0.00	0.00
306-5 (c)	Total weight of non-hazardous waste directed to disposal	Ton	313.43	237.31	462.32
	- Incineration (with energy recovery).	Ton	0.00	0.00	231.16
	- Incineration (without energy recovery).	Ton	0.00	0.00	5.74
	- Landfilling.	Ton	313.43	237.31	225.42
	- Other disposal operations.	Ton	0.00	0.00	0.00
	Waste generated intensity ratio	Ton	0.02	0.37	0.03
PLASTIC PACKAGING					
	All plastic packaging	Ton	3,680.66	5,252.81	1,830.27
	Recyclable Plastic Packaging *Category Mono Layer	Ton	0.00	0.00	0.00
OPERATIONAL ECO-EFFICIENCY					
302-4	Energy/Production	GJ/ Ton	0.67	0.93	0.81
	Greenhouse gas emissions/Production	Ton CO ₂ eq/Ton	0.06	0.07	0.07
	Water/Production	m ³ /Ton	0.46	0.04	0.04
	Total waste/Production	Ton/Ton	0.00	0.92	1.36

Remarks::

- 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 303-3 : 2018)
- 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 306-3)
- 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 306-4)
- All information about waste disposal methods have already been approved by waste disposers or waste disposal manifest from waste disposers (GRI 306-5)