

# Sustainability Performance 2017-2019

## Charoen Pokphand Produce Co.Ltd and Companies in the business group

GRI	Performance	Unit	2017	2018	2019
<b>Economic Performance</b>					
G4-EC1	Income	Million baht	3,373.77	5,017.38	4,525.96
	Employee Benefits	Million baht	492.82	525.46	539.06
	Taxes paid to the government and local authorities	Million baht	78.5	74.53	63.22
	Research and development and innovation spending	Million baht	55.04	60.06	70.12
	Development and support for society and community spending	Million baht	23.43	20.37	12.67
<b>Social Performance</b>					
<b>Employee details</b>					
102-8	Total Workforce	Persons	827	904	805
			Male 498, Female 329	Male 552, Female 352	Male 475, Female 330
102-8	By Contract Type	Persons			
	● Employees		418	784	790
			Male 314, Female 104	Male 490, Female 294	Male 462, Female 328
	● Workers/ Contractors		409	120	15
			Male 184, Female 225	Male 62, Female 58	Male 13, Female 2
405-1	Proportion of employees by gender	%			
	● Male		60	61	59
	● Female		40	39	41
401-1	Employment	Persons			
	● Number of new employees		33	142	96
			Male 25, Female 8	Male 93, Female 49	Male 54, Female 42
	● New employment rate	%	7.89	18.11	12.15
			Male 5.98, Female 1.915	Male 11.86, Female 6.25	Male 6.84, Female 5.32
401-1	Employee Turnover	Persons			
	● Number of employee turnover		19	62	94
			Male 15, Female 4	Male 39, Female 23	Male 59, Female 35
	● Employee turnover rate	%	4.55	7.91	11.9
			Male 3.59, Female 0.96	Male 4.91, Female 2.93	Male 7.47, Female 4.43
404-1	Average training hours	Hours per person per year	4.62	3	4.99
404-1	*Number of employee training and development in Sustainability*	Persons	-	308.5	705
				Male 289, Female 19.5	Male 406, Female 299
403-2	Absentee Rate	%	0	0.05	0.15
<b>Health and safety information</b>					
403-2 (a)	Number of injuries (not stop working)	Person /200,000 Working hour			
	● Employees		0.6	0.49	0.82
			Male 0.79, Female 0.30	Male 0.65, Female 0.28	Male 1.18, Female 0.26
403-2 (b)	● Workers/ Contractors		0	0.52	0.46
			Male 0, Female 0	Male 0.77, Female 0	Male 0, Female 1.56
403-2 (a)	Number of injuries (off work)	Person /200,000 Working hour			
	● Employees		0.12	0.24	0.41
			Male 0, Female 0.30	Male 0.43, Female 0	Male 0.68, Female 0
403-2 (b)	● Workers/ Contractors			0	0
				Male 0, Female 0	Male 0, Female 0
403-2 (a)	Lost day work from accident	Day /200,000 Working hour			
	● Employees		0.36	3.06	3.6
			Male 0, Female 0.90	Male 5.41, Female 0	Male 5.91, Female 0
403-2 (b)	● Workers/ Contractors				0
					Male 0, Female 0
<b>Environmental Performance</b>					
302-1 (e)	<b>Total Energy Consumption</b>	GJ	25,388.94	58,671.21	96,245.11
	● Fuel Consumption		9,871.95	25,985.43	26,570.26
	● Renewable energy		-	13,790.44	40,938.78
	● Energy purchased		15,516.99	18,895.34	28,739.06
	Green House gas (GHG) emission	Ton CO2eq	2,960.98	4,868.06	6,649.84
305-1	Green House gas (GHG) emission (Scope 1)		754.12	2,238.46	2,059.10
305-2	Green House gas (GHG) emission (Scope 2)		2,206.86	2,629.60	4,590.74
302-4	Biogenic	Ton CO2eq		1,656.84	4,326.30
303-1 (a)	<b>Water withdrawal</b>	Million cubic meters	-	1.04	1.76
	● Surface water		-	0.92	1.54
	● Ground water		-	0.06	0.21
	● Rain water		-	0.06	0.001
	● Municipal water / Purchased water		-	0.01	0.01
306-1 (a)	Recycle/Reuse Water	Million cubic meters	-	-	0.001
306-1 (a)	Water effluent	Million cubic meters	-	0.02	0.18
	<b>Total weights of waste</b>	Ton	-	260.64	591.35
306-2 (b)	● Non-Hazardous waste		-	258.89	585.40
	● Hazardous waste		-	1.75	5.95
	All plastic packaging	Ton	-	-	-
	Recyclable Plastic Packaging *Category Mono Layer	Ton	-	-	-