



## Sustainability Performance 2019-2021

CP Intertrade and companies in the Rice Business Transportation and Service

GRI Standard	Performance	Unit	2019	2020	2021
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### 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	40,859	44,160	38,158
	Employee benefits	Million baht	1,388	1,528	1,492.7
	Taxes paid to the government and local authorities	Million baht	20	12.22	14.25
	Research and development and innovation expenses	Million baht	20	17.71	22.11

### SOCIAL PERFORMANCE

#### HUMAN RIGHTS AND LABOR PRACTICES

##### 102-8 NUMBER OF WORKERS

		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Total Workforce	Persons	2,544		1,546		1,600	
		1,662	882	878	668	924	676
SEPARATE BY CONTRACT TYPE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Employees	Persons	2,449		1,427		1,314	
		1,603	846	785	642	727	587
Workers/Contractors	Persons	95		119		286	
		59	36	93	26	197	89

##### 405-1 EMPLOYEE DIVERSITY

SEPARATE BY LEVEL		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Top Management	Persons	60	43	11	3	9	3
Mid Management	Persons	135	164	29	18	23	15
Management	Persons	129	167	162	164	151	151
Officer	Persons	1,279	472	583	457	544	418
SEPARATE BY AGE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Under 30 years old	Persons	460	246	313	189	266	180
30 - 50 years old	Persons	1,132	542	418	388	419	355
Over 50 years old	Persons	131	96	54	65	42	52



GRI Standard	Performance		Unit	2019		2020		2021	
401-1	NEW HIRES								
	EMPLOYEE			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of new hires	Persons	450		228		174		
			293	157	147	81	99	75	
	SEPARATE BY AGE			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Under 30 years old	Persons	122	70	101	59	63	59	
	30 - 50 years old	Persons	124	50	43	22	35	16	
	Over 50 years old	Persons	5	19	2	1	1	0	
	TURNOVER								
	EMPLOYEE			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of Turnover	Persons	364		211		397		
			241	123	147	64	226	171	
	SEPARATE BY AGE			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Under 30 years old	Persons	93	74	82	30	128	79	
	30 - 50 years old	Persons	136	40	60	24	80	74	
	Over 50 years old	Persons	12	9	5	10	18	18	
	PARENTAL LEAVE (Employee)			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of parental leave	Persons	0	18	0	13	0	18	
	Employee back to work after parental leave	Persons	0	17	0	13	0	18	
	404-1	TRAINING AND DEVELOPMENT OF EMPLOYEES							
	TRAINING AND DEVELOPMENT OF EMPLOYEES			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Average training hours for all employees	Hours per person per year	8.09		8.11		90.86		
			8.24	7.74	8.76	7.33	66.32	121.25	
	SEPARATE BY LEVEL			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Top Management	Hours per person per year	26.23		5.61		0.00		
			16.25	36.20	1.21	10.00	0.00	0.00	
	Mid Management	Hours per person per year	11.45		2.58		1.58		
			14.00	8.90	2.97	2.18	1.04	2.40	
	Management	Hours per person per year	4.87		5.61		4.85		
			5.91	3.82	6.22	4.99	8.98	0.72	
	Officer	Hours per person per year	2.22		9.63		122.52		
			2.86	1.57	10.59	8.66	86.09	169.92	

GRI Standard	Performance	Unit	2019		2020		2021	
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	0.00		0.37		2.82	
			0.00	0.00	0.64	0.00	2.91	2.55
	Number of Lost-Time Injuries	Persons	0.00		1.00		13.00	
			0.00	0.00	1.00	0.00	10.00	3.00
	Occupational Disease Rate (ODR)	person/ 1,000,000 working hour	0.00		-		-	
			0.00	0.00	-	-	-	-
	Lost Day Rate (LDR)	Lost days/1,000,000 workinghours	0.00		-		-	
			0.00	0.00	-	-	-	-
DJSI 3.7.4	CONTRACTOR		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Lost-Time Injury Frequency Rate (LTIFR)	person/ 1,000,000 working hour	1.64		12.76		4.16	
			5.69	3.88	3.70	32.94	5.52	0.00
	Number of Lost-Time Injuries	Persons	0.00		5.00		1.00	
			0.00	0.00	1.00	4.00	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	0.00	0.00	0.00
	Lost Day Rate (LDR)	Lost days/1,000,000 workinghours	39.40		0.00		0.00	
			62.59	1.55	0.00	0.00	0.00	0.00
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
	Number of fatalities as a result of work-related injury	Persons	-		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
	Number of High-consequence work-related injury : (excluding Fatalities)	Persons	-		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	
			-	-	5.77	3.61	5.82	3.40
	Number of recordable work-related injury	Persons	-		13.00		24.00	
			-	-	9.00	4.00	20.00	4.00



GRI Standard	Performance	Unit	2019		2020		2021	
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
	Number of fatalities as a result of work-related injury	person	-		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	8.23	0.00	0.00
	Number of High-consequence work-related injury : (excluding Fatalities)	person	-		1.00		0.00	
			-	-	0.00	1.00	0.00	0.00
	Rate of recordable work-related injury	person / 1,000,000 working hour	-		25.52		4.16	
			-	-	7.39	65.88	5.52	0.00
	Number of recordable work-related injury	person	-		10.00		1.00	
			-	-	2.00	8.00	1.00	0.00
403-10 (a)	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of Fatalities as a result of Work-related ill health	person	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00
	Number of cases of recordable work-related ill health	person	-		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	person	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00
	Number of cases of recordable work-related ill health	person	-		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	2019	2020	2021
<b>ENVIRONMENTAL PERFORMANCE</b>					
<b>ENERGY</b>					
302-1 (e)	Total Energy Consumption	Million GJ	0.40	0.67	0.76
302-1 (a)	Fuel Consumption	Million GJ	0.01	0.42	0.47
302-1 (b)	Renewable energy	Million GJ	0.24	0.08	0.12
302-1 (c)	Electricity Consumption	Million GJ	0.15	0.16	0.17
302-3 (a)	Energy intensity ratio	GJ/Million baht	9.84	15.18	20.02
<b>GREEN HOUSE GAS (GHG) EMISSION</b>					
	Green House gas (GHG) emission	Ton CO <sub>2</sub> eq	22,932.85	54,238.05	57,855.90
305-1 (a)	Green House gas (GHG) emission (Scope 1)	Ton CO <sub>2</sub> eq	1,477.59	32,102.52	35,650.85
305-2 (a)	Green House gas (GHG) emission (Scope 2)	Ton CO <sub>2</sub> eq	21,455.26	22,135.53	22,205.04
305-4 (a)	GHG emissions intensity ratio	Ton CO <sub>2</sub> eq/ Million baht	0.56	1.23	1.52
<b>WATER (2018)</b>					
303-5	Water consumption	Million m <sup>3</sup>	37,445.00	44,179.40	35,300.00
303-3 (a)	Total volume of water withdrawn	Million m <sup>3</sup>	0.19	0.18	0.18
303-3 (c)	Surface water	Million m <sup>3</sup>	0.15	0.14	0.14
	Ground water	Million m <sup>3</sup>	0.01	0.04	0.04
	Rain water	Million m <sup>3</sup>	0.00	0.00	0.00
	Municipal water supplies	Million m <sup>3</sup>	0.02	0.00	0.00
303-4 (a)	Total water discharge	Million m <sup>3</sup>	0.14	0.15	0.14
303-4 (b)	Discharged to surface water	Million m <sup>3</sup>	0.15	0.14	0.14
	Water withdrawn intensity ratio	m <sup>3</sup> /Million baht	0.92	1.00	0.93
<b>WASTE (2020)</b>					
306-3 (a)	Total weight of waste generated	Ton	689.42	810.76	756.58
	Total weight of hazardous waste generated	Ton	2.74	8.18	6.49
	Total weight of non-hazardous waste generated	Ton	686.68	802.58	750.09
306-4 (a)	Total weight of waste diverted from disposal	Ton	-	489.15	512.78
306-4 (b)	Total weight of hazardous waste diverted from disposal	Ton	-	0.00	0.00
	Preparation for reuse	Ton	-	0.00	0.00

GRI Standard	Performance	Unit	2019	2020	2021
306-4 (c)	Recycling	Ton	-	0.00	0.00
	Constuction Material	Ton	-	0.00	0.00
	Total weight of non-hazardous waste diverted from disposal	Ton	-	489.15	512.78
	Preparation for reuse	Ton	-	0.00	0.00
	Recycling	Ton	-	489.15	512.78
	Composting; (Not Included food wate)	Ton	-	0.00	0.00
	Feed Materal	Ton	-	0.00	0.00
	Constuction Material	Ton	-	0.00	0.00
306-5 (a)	Total weight of waste directed to disposal	Ton	-	321.61	243.80
306-5 (b)	Total weight of hazardous waste directed to disposal	Ton	-	8.18	6.49
	Incineration (with energy recovery).	Ton	-	2.10	3.40
	Incineration (without energy recovery).	Ton	-	0.53	0.00
	Landflling.	Ton	-	5.55	3.10
	Other disposal operations.	Ton	-	0.00	0.00
306-5 (c)	Total weight of non-hazardous waste directed to disposal	Ton	-	313.43	237.31
	Incineration (with energy recovery).	Ton	-	0.00	0.00
	Incineration (without energy recovery).	Ton	-	0.00	0.00
	Landflling.	Ton	-	313.43	237.31
	Other disposal operations.	Ton	-	0.00	0.00
	Waste generated intensity ratio	Ton/ Million baht	0.02	0.02	0.02
PLASTIC PACKAGING					
	All plastic packaging	Ton	1,635.01	3,680.66	5,252.81
	Recyclable Plastic Packaging *Category Mono Layer	Ton	0.00	0.00	0.00
OPERATIONAL ECO-EFFICIENCY					
302-4	Energy/Production	GJ/ Ton	0.53	0.87	0.95
	Greenhouse gas emissions/Production	Ton CO <sub>2</sub> eq/ Ton	0.03	0.07	0.07
	Water/Production	m <sup>3</sup> / Ton	0.05	0.06	0.04
	Total waste/Production	Ton/ Ton	0.91	1.05	0.92

**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 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 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)