

# ผลการดำเนินงานด้านความยั่งยืนปี 2564-2566

## บริษัท ซี.พี. อินเทอร์เน็ต จำกัด และบริษัทในธุรกิจข้าว ขนส่งและบริการ

GRI Standard	Performance	Unit	2021	2022	2023			
<b>CORPORATE GOVERNANCE</b>								
<b>DEPARTMENTS THAT ARE WITHIN THE SCOPE OF THIS SUSTAINABILITY REPORT</b>								
	Rice Factory	Plants	6	6	6			
	Transportation Company	Plants	3	3	3			
	CP Intertrade Company and companies in the business group	Plants	1	1	1			
<b>ECONOMIC PERFORMANCE</b>								
G4-EC1	Revenues	Million baht	38,158	41,243	49,561			
	Employee benefits	Million baht	1,493	1,436	1,446			
	Taxes paid to the government and local authorities	Million baht	14.25	27.12	33.26			
	Research and development and innovation expenses	Million baht	22.11	12.58	19.23			
<b>SOCIAL PERFORMANCE</b>								
<b>HUMAN RIGHTS AND LABOR PRACTICES</b>								
102-8	<b>NUMBER OF WORKERS</b>							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Total Workforce	Persons	1,600		899		1,816	
			924	676	472	427	1,361	455
	<b>SEPARATE BY CONTRACT TYPE</b>							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Employees	Persons	1,314		899		1,816	
			727	587	472	427	1,361	455
	- Workers/Contractors	Persons	286		0		0	
			197	89	0	0	0	0
405-1	<b>EMPLOYEE DIVERSITY</b>							
	<b>SEPARATE BY LEVEL</b>							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Top Management	Persons	9	3	10	6	11	5
	- Mid Management	Persons	23	15	31	35	34	33
	- Management	Persons	151	151	84	108	314	244
	- Officer	Persons	544	418	347	278	1,002	173
	<b>SEPARATE BY AGE</b>							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Under 30 years old	Persons	266	180	97	53	280	56
	- 30 - 50 years old	Persons	419	355	355	356	1,024	379
	- Over 50 years old	Persons	42	52	20	18	58	19
401-1	<b>NEW HIRES</b>							
	<b>EMPLOYEE</b>							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Number of new hires	Persons	174		55		405	
			99	75	41	14	316	89
	<b>SEPARATE BY AGE</b>							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Under 30 years old	Persons	63	59	26	10	65	11
	- 30 - 50 years old	Persons	35	16	13	0	238	74
	- Over 50 years old	Persons	1	0	2	4	13	4
	<b>TURNOVER</b>							
	<b>EMPLOYEE</b>							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Number of Turnover	Persons	397		187		384	
			226	171	122	65	272	112
	<b>SEPARATE BY AGE</b>							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Under 30 years old	Persons	128	79	28	19	17	10
	- 30 - 50 years old	Persons	80	74	81	36	215	238
	- Over 50 years old	Persons	18	18	13	10	1	1
	<b>PARENTAL LEAVE (Employee)</b>							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Number of parental leave	Persons	0	18	0	5	0	0
	- Employee back to work after parental leave	Persons	0	18	0	5	0	0

GRI Standard		Performance	Unit	2021		2022		2023	
<b>SOCIAL PERFORMANCE</b>									
<b>LEADERSHIP AND HUMAN CAPITAL DEVELOPMENT</b>									
404-1	<b>TRAINING AND DEVELOPMENT OF EMPLOYEES</b>			<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
	- Average training hours for all employees	Hours per person per year	9.09		4.17		4.57		
			6.63	12.12	5.19	3.04	5.11	3.07	
	<b>SEPARATE BY LEVEL</b>			<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
	- Top Management	Hours per person per year	0.00		3.38		7.12		
			0.00	0.00	1.80	6.00	7.25	6.80	
	- Mid Management	Hours per person per year	1.58		3.45		9.51		
		1.04	2.40	2.90	3.94	9.61	9.39		
- Management	Hours per person per year	4.85		6.69		4.32			
		8.98	0.72	9.50	4.50	4.94	3.55		
- Officer	Hours per person per year	12.25		3.49		4.32			
		8.61	16.99	4.45	2.30	4.86	0.04		
<b>OCCUPATIONAL HEALTH AND SAFETY INFORMATION</b>									
DJSI 3.7.3	<b>EMPLOYEE</b>			<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
	- Lost-Time Injury Frequency Rate (LTIFR)	person / 1,000,000 working hour	2.82		1.79		0.00		
			2.91	2.55	1.36	3.10	0.00	0.00	
	- Number of Lost-Time Injuries	Persons	13.00		7.00		0.00		
			10.00	3.00	4.00	3.00	0.00	0.00	
- Occupational Disease Rate (ODR)	person / 1,000,000 working hour	-		-		-			
		-	-	-	-	-	-		
- Lost Day Rate (LDR)	Lost days/1,000,000 working hours	-		-		-			
		-	-	-	-	-	-		
403-2(b)	<b>CONTRACTOR</b>			<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
	- Lost-Time Injury Frequency Rate (LTIFR)	person / 1,000,000 working hour	4.16		11.74		0.00		
			5.52	0.00	11.65	11.83	0.00	0.00	
	- Number of Lost-Time Injuries	Persons	1.00		4.00		0.00		
			1.00	0.00	2.00	2.00	0.00	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 working hours	-		-		-			
		-	-	-	-	-	-		
403-9(a)	<b>EMPLOYEE</b>			<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
	- 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	5.20		3.07		1.10			
		5.82	3.40	2.72	4.13	1.44	0.00		
- Number of recordable work-related injury	Persons	24.00		12.00		4.00			
		20.00	4.00	8.00	4.00	4.00	0.00		
403-9(b)	<b>CONTRACTOR</b>			<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
	- 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	4.16		14.67		0.00			
		5.52	0.00	17.47	11.83	0.00	0.00		
- Number of recordable work-related injury	Persons	1.00		5.00		0.00			
		1.00	0.00	3.00	2.00	0.00	0.00		
403-10 (a)	<b>EMPLOYEE</b>			<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
	- 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)	<b>CONTRACTOR</b>			<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
	- 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 workdays. 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)

# ENVIRONMENTAL PERFORMANCE

ENERGY					
302-1 (e)	Total Energy Consumption	Million GJ	0.76	0.67	0.72
302-1 (a)	- Fuel Consumption	Million GJ	0.47	0.46	0.45
302-1 (b)	- Renewable energy	Million GJ	0.12	0.06	0.11
302-1 (c)	- Electricity Consumption	Million GJ	0.17	0.15	0.16
302-3 (a)	Energy intensity ratio	GJ/Million baht	20.02	16.20	14.55
GREEN HOUSE GAS (GHG) EMISSION					
	Green House gas (GHG) emission	Ton CO <sub>2</sub> eq	57,855.90	53,816.67	1,908,105.04
305-1 (a)	Green House gas (GHG) emission (Scope 1)	Ton CO <sub>2</sub> eq	35,650.85	35,253.34	32,196.55
305-2 (a)	Green House gas (GHG) emission (Scope 2)	Ton CO <sub>2</sub> eq	22,205.04	18,563.32	20,070.01
305-3 (a)	Green House gas (GHG) emission (Scope 3)				1,855,838.48
305-4 (a)	GHG emissions intensity ratio	Ton CO <sub>2</sub> eq/Million baht	1.52	1.30	1.05
WATER					
303-5	Water Consumption.	m <sup>3</sup>	35,300.00	30,929.00	39,549.60
303-3 (a)	Total volume of water withdrawn	Million m <sup>3</sup>	0.18	0.16	0.11
303-3 (c)	- Surface water	Million m <sup>3</sup>	0.14	0.12	0.02
	- Ground water	Million m <sup>3</sup>	0.04	0.04	0.01
	- Rain water	Million m <sup>3</sup>	0.00	0.00	0.00
	- Municipal water supplies	Million m <sup>3</sup>	0.00	0.00	0.09
303-4 (a)	Total water discharge	Million m <sup>3</sup>	0.14	0.13	0.08
303-4 (c)	- Surface water	Million m <sup>3</sup>	0.14	0.13	0.08
	Water withdrawn intensity ratio	m <sup>3</sup> /Million baht	0.93	0.75	0.80
WASTE (2020)					
306-3 (a)	Total weight of waste generated	Ton	756.58	1,114.20	2064.34
	- Total weight of hazardous waste generated	Ton	6.49	2.69	412.81
	- Total weight of non-hazardous waste generated	Ton	750.09	1,111.50	1,651.53
306-4 (a)	Total weight of waste diverted from disposal	Ton	512.78	651.88	1,989.61
306-4 (b)	Total weight of hazardous waste diverted from disposal	Ton	0.00	2.69	342.77
	- Preparation for reuse	Ton	0.00	0.00	
	- Recycling	Ton	0.00	2.69	342.77
	- Constuction Material	Ton	0.00	0.00	
306-4 (c)	Total weight of non-hazardous waste diverted from disposal	Ton	512.78	649.18	1,646.84
	- Preparation for reuse	Ton	0.00	0.00	15.55
	- Recycling	Ton	512.78	649.18	1,631.29
	- Composting; (Not Included food wate)	Ton	0.00	0.00	
	- Feed Marerial	Ton	0.00	0.00	
	- Constuction Material	Ton	0.00	0.00	
306-5 (a)	Total weight of waste directed to disposal	Ton	243.80	462.32	74.73
306-5 (b)	Total weight of hazardous waste directed to disposal	Ton	6.49	0.00	70.04
	- Incineration (without energy recovery).	Ton	3.40	0.00	0.68
	- Incineration (with energy recovery).	Ton	0.00	0.00	60.04
	-Landfilling.	Ton	3.10	0.00	9.32
	-Other disposal operations.	Ton	0.00	0.00	
306-5 (c)	Total weight of non-hazardous waste directed to disposal	Ton	237.31	462.32	4.69
	- Incineration (with energy recovery).	Ton	0.00	231.16	
	-Incineration (without energy recovery).	Ton	0.00	5.74	
	-Landfilling.	Ton	237.31	225.42	4.69
	-Other disposal operations.	Ton	0.00	0.00	
	Waste generated intensity ratio	Ton/Million baht	0.02	0.03	0.04
PLASTIC PACKAGING					
	All plastic packaging	Ton	5,252.81	1,830.27	2,297.56
	Recyclable Plastic Packaging *Category Mono Layer	Ton	0.00	0.00	0.00

## 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, firewood/ 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)