

Social Performance

		Unit	2020	2021	2022	2023	Target 2023
1	Fair Labor Practices						
1.1	Employment						
1.1.1	Employees by Gender						
	Total number of employees	Person	108	118	118	129	
	Total number of male employees	Person	69	67	61	65	
	Percentage of male employees	%	63.89	56.78	51.69	50.39	
	Total number of female employees	Person	39	51	57	64	
	Percentage of female employees	%	36.11	43.22	48.31	49.61	
1.1.2	Employees by Age Group						
	Total number of employees under 30 years old	Person	-	7	10	11	
	Percentage of employees under 30 years old	%	-	5.93	8.47	8.53	
	Total number of employees 30-50 years old	Person	-	96	96	102	
	Percentage of employees 30-50 years old	%	-	81.36	81.36	79.07	
	Total number of employees over 50 years old	Person	-	15	12	16	
	Percentage of employees over 50 years old	%	-	12.71	10.17	12.40	
1.1.3	Male Employees by Age group						
	Total number of male employees under 30 years old	Person	-	5	6	7	
	Percentage of male employees under 30 years old	%	-	7.46	9.84	10.77	
	Total number of male employees 30-50 years old	Person	-	54	48	50	
	Percentage of male employees 30-50 years old	%	-	80.60	78.69	76.92	
	Total number of male employees over 50 years old	Person	-	8	7	8	
	Percentage of male employees over 50 years old	%	-	11.94	11.48	12.31	
1.1.4	Female Employees by Age group						
	Total number of female employees under 30 years old	Person	-	2	4	4	
	Percentage of female employees under 30 years old	%	-	3.92	7.02	6.25	
	Total number of female employees 30-50 years old	Person	-	42	48	52	
	Percentage of female employees 30-50 years old	%	-	82.35	84.21	81.25	
	Total number of female employees over 50 years old	Person	-	7	5	8	
	Percentage of female employees over 50 years old	%	-	13.73	8.77	12.50	
1.1.5	Employees by Employee Level						
	Total number of employees in operational level	Person	-	-	66	68	
	Percentage of employees in operational level	%	-	-	55.93	52.71	
	Total number of employees in management level	Person	-	-	50	59	
	Percentage of employees in management level	%	-	-	42.37	45.74	
	Total number of employees in executive level	Person	-	-	2	2	
	Percentage of employees in executive level	%	-	-	1.69	1.55	

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1.1.6 Male Employees by Employee Level						
Total number of male employees in operational level	Person	-	-	37	36	
Percentage of male employees in operational level	%	-	-	60.66	55.38	
Total number of male employees in management level	Person	-	-	22	27	
Percentage of male employees in management level	%	-	-	36.07	41.54	
Total number of male employees in executive level	Person	-	-	2	2	
Percentage of male employees in executive level	%	-	-	3.28	3.08	
1.1.7 Female Employees by Employee Level						
Total number of female employees in operational level	Person	-	-	29	32	
Percentage of female employees in operational level	%	-	-	50.88	50.00	
Total number of female employees in management level	Person	-	-	28	32	
Percentage of female employees in management level	%	-	-	49.12	50.00	
Total number of female employees in executive level	Person	-	-	0	0	
Percentage of female employees in executive level	%	-	-	0.00	0.00	
1.2 Employee Remuneration						
1.2.1 Employee Provident Fund						
Total number of employees joining employee provident fund	Person	-	108	111	122	
Percentage of total number of employees joining employee provident fund to total number of employees	%	-	91.53	94.07	94.57	
Total amount of provident fund contributed by the Company	Baht	-	-	12,966,762.00	11,733,159.00	
1.3 Human Capital Development						
Average employee training hours	Hours/Person/Year	60.00	34.00	34.00	30.00	30.00
Total amount spent on employee training and development	Baht	2,205,751.00	1,704,211.00	3,758,983.00	3,181,741.17	
Employee engagement score	%	75.43	79.39	72.00	74.00	72.00
1.4 Safety, Occupational Health, and Environment at Work						
Total number of hours worked by employees	Hours		243,369.00	267,555.00	278,906.00	
Total number of lost time injury incidents by employees	Case	0	0	0	0	0
Total number of employees that lost time injuries for 1 day or more	Person	0	0	0	0	0
Percentage of employees that lost time injuries for 1 day or more	%	0	0	0	0	0
Total number of employees that fatalities as a result of work-related injury	Person	0	0	0	0	0
Percentage of employees that fatalities as a result of work-related injury	%	0	0	0	0	0
Safety Hours	thousand hours/year		243.37	267.56	278.91	
Total number of lost time injury incidents by contractors	Case	0	0	0	0	0
Total number of contractors that lost time injuries for 1 day or more	Person	0	0	0	0	0
Percentage of contractors that lost time injuries for 1 day or more	%	0	0	0	0	0
Total number of contractors that fatalities as a result of work-related injury	Person	0	0	0	0	0
Percentage of contractors that fatalities as a result of work-related injury	%	0	0	0	0	0

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1.5	Employee Relation and Engagement						
	Total number of employee turnover leaving the Company voluntarily	Person	-	-	26	20	
	Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	-	22.03	15.50	
	Total number of male employee turnover leaving the Company voluntarily	Person	-	-	14	8	
	Percentage of male employee turnover leaving the Company voluntarily	%	-	-	53.85	40.00	
	Total number of female employee turnover leaving the Company voluntarily	Person	-	-	12	12	
	Percentage of female employee turnover leaving the Company voluntarily	%	-	-	46.15	60.00	
	Significant labor dispute	Yes/No	No	No	No	No	No
2	Community quality of life development						
	Employment of people in the community around the project area	Person	216	249	231	230	
	Percentage of employees participating in social projects	%	-	-	64	78.95	
	Community complaints	Yes/No	No	No	No	No	No
3	Human Rights						
3.1	Non-discrimination						
	Total number of incidents of discrimination	Case	0	0	0	0	0
	Incident reviewed by the organization	Case	0	0	0	0	0
	Remediation plans being implemented	Case	0	0	0	0	0
	Remediation plans that have been implemented, with results review by internal management review processes	Case	0	0	0	0	0
	Incident no longer subject to action	Case	0	0	0	0	0
	Human rights violation	Yes/No	No	No	No	No	No