

Social Performance

		Unit	2020	2021	2022	Target 2022
1	Fair Labor Practices					
1.1	Employment					
1.1.1	Employees by Gender					
	Total number of employees	Person	108	118	118	
	Total number of male employees	Person	69	67	61	
	Percentage of male employees	%	63.89	56.78	51.69	
	Total number of female employees	Person	39	51	57	
	Percentage of female employees	%	36.11	43.22	48.31	
1.1.2	Employees by Age Group					
	Total number of employees under 30 years old	Person	-	7	10	
	Percentage of employees under 30 years old	%	-	5.93	8.47	
	Total number of employees 30-50 years old	Person	-	96	96	
	Percentage of employees 30-50 years old	%	-	81.36	81.36	
	Total number of employees over 50 years old	Person	-	15	12	
	Percentage of employees over 50 years old	%	-	12.71	10.17	
1.1.3	Male Employees by Age group					
	Total number of male employees under 30 years old	Person	-	5	6	

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	Percentage of male employees under 30 years old	%	-	7.46	9.84	
	Total number of male employees 30-50 years old	Person	-	54	48	
	Percentage of male employees 30-50 years old	%	-	80.60	78.69	
	Total number of male employees over 50 years old	Person	-	8	7	
	Percentage of male employees over 50 years old	%	-	11.94	11.48	
1.1.4	Female Employees by Age group					
	Total number of female employees under 30 years old	Person	-	2	4	
	Percentage of female employees under 30 years old	%	-	3.92	7.02	
	Total number of female employees 30-50 years old	Person	-	42	48	
	Percentage of female employees 30-50 years old	%	-	82.35	84.21	
	Total number of female employees over 50 years old	Person	-	7	5	
	Percentage of female employees over 50 years old	%	-	13.73	8.77	
1.1.5	Employees by Employee Level					
	Total number of employees in operational level	Person	-	-	66	
	Percentage of employees in operational level	%	-	-	55.93	
	Total number of employees in management level	Person	-	-	50	

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	Percentage of employees in management level	%	-	-	42.37	
	Total number of employees in executive level	Person	-	-	2	
	Percentage of employees in executive level	%	-	-	1.69	
1.1.6	Male Employees by Employee Level					
	Total number of male employees in operational level	Person	-	-	37	
	Percentage of male employees in operational level	%	-	-	60.66	
	Total number of male employees in management level	Person	-	-	22	
	Percentage of male employees in management level	%	-	-	36.07	
	Total number of male employees in executive level	Person	-	-	2	
	Percentage of male employees in executive level	%	-	-	3.28	
1.1.7	Female Employees by Employee Level					
	Total number of female employees in operational level	Person	-	-	29	
	Percentage of female employees in operational level	%	-	-	50.88	
	Total number of female employees in management level	Person	-	-	28	

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	Percentage of female employees in management level	%	-	-	49.12	
	Total number of female employees in executive level	Person	-	-	0	
	Percentage of female employees in executive level	%	-	-	0.00	
1.2	Employee Remuneration					
1.2.1	Employee Provident Fund					
	Total number of employees joining employee provident fund	Person	-	108	111	
	Percentage of total number of employees joining employee provident fund to total number of employees	%	-	91.53	94.07	
	Total amount of provident fund contributed by the Company	Baht	-	-	12,966,762.00	
1.3	Human Capital Development					
	Average employee training hours	Hours/Person/Year	60.00	34.00	34.00	
	Total amount spent on employee training and development	Baht	2,205,751.00	1,704,211.00	3,758,983.00	
	Employee engagement score	%	75.43	79.39	72.00	
1.4	Safety, Occupational Health, and Environment at Work					
	Total number of hours worked by employees	Hours	419,000.00	446,000.00	476,000.00	
	Total number of lost time injury incidents by employees	Case	0.00	0.00	0.00	0

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	Total number of employees that lost time injuries for 1 day or more	Person	0	0	0	0
	Percentage of employees that lost time injuries for 1 day or more	%	0.00	0.00	0.00	0
	Total number of employees that fatalities as a result of work-related injury	Person	0	0	0	0
	Percentage of employees that fatalities as a result of work-related injury	%	0.00	0.00	0.00	0
	Safety Hours	thousand hours/year	419	446	476	
	Total number of lost time injury incidents by contractors	Case	0.00	0.00	0.00	
	Total number of contractors that lost time injuries for 1 day or more	Person	0	0	0	
	Percentage of contractors that lost time injuries for 1 day or more	%	0.00	0.00	0.00	
	Total number of contractors that fatalities as a result of work-related injury	Person	0	0	0	
	Percentage of contractors that fatalities as a result of work-related injury	%	0.00	0.00	0.00	
1.5	Employee Relation and Engagement					
	Total number of employee turnover leaving the Company voluntarily	Person	-	-	26	

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	Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	-	22.03	
	Total number of male employee turnover leaving the Company voluntarily	Person	-	-	14	
	Percentage of male employee turnover leaving the Company voluntarily	%	-	-	53.85	
	Total number of female employee turnover leaving the Company voluntarily	Person	-	-	12	
	Percentage of female employee turnover leaving the Company voluntarily	%	-	-	46.15	
	Significant labor dispute	Yes/No	No	No	No	0
2	Community quality of life development					
	Employment of people in the community around the project area	Person			231	
	Percentage of employees participating in social projects	%			64	
	Community complaints	Yes/No	No	No	No	0
3	Human Rights					
3.1	Non-discrimination					
	Total number of incidents of discrimination	Case	0	0	0	0
	Incident reviewed by the organization	Case	0	0	0	0
	Remediation plans being implemented	Case	0	0	0	0

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	Remediation plans that have been implemented, with results review by internal management review processes	Case	0	0	0	0
	Incident no longer subject to action	Case	0	0	0	0
	Human rights violation	Yes/No	No	No	No	0