

Social Performance

		Unit	2020	2021	2022	2023	Target 2023
<b>1</b>	<b>Fair Labor Practices</b>						
<b>1.1</b>	<b>Employment</b>						
<b>1.1.1</b>	<b>Employees by Gender</b>						
	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	
<b>1.1.2</b>	<b>Employees by Age Group</b>						
	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	
<b>1.1.3</b>	<b>Male Employees by Age group</b>						
	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	
<b>1.1.4</b>	<b>Female Employees by Age group</b>						
	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	
<b>1.1.5</b>	<b>Employees by Employee Level</b>						
	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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<b>1.1.6 Male Employees by Employee Level</b>						
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	
<b>1.1.7 Female Employees by Employee Level</b>						
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	
<b>1.2 Employee Remuneration</b>						
<b>1.2.1 Employee Provident Fund</b>						
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	
<b>1.3 Human Capital Development</b>						
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
<b>1.4 Safety, Occupational Health, and Environment at Work</b>						
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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<b>1.5 Employee Relation and Engagement</b>						
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
<b>2 Community quality of life development</b>						
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
<b>3 Human Rights</b>						
<b>3.1 Non-discrimination</b>						
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