

Charoen Pokphand Group GRI & SASB Content Index Report 2021

MAKING TODAY
A BETTER TOMORROW





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Charoen Pokphand Group Sustainability Report 2021 is prepared in according with the Global Reporting Initiative or GRI Sustainability Reporting Standards at the Core option level. GRI is an internationally accepted reporting framework for sustainability report. It enable all companies to report their economic, environmental, social and governance performances. This report covers all the General Disclosures, as well as the Topic-specific Standards where C.P. Group considered to be material for the business and our stakeholders.

In addition to GRI Sustainability Reporting Standards, Charoen Pokphand Group also prepared its Sustainability Report 2021 in according with the Sustainability Accounting Standard Board or SASB for Food and Beverage Sector: Agricultural Products Industries.

This GRI and SASB Content Index 2021 is available in the online format only. Our response for General Disclosures and Topic-specific Standards can be found within GRI & SASB Content Index 2021. Additionally, reference links are provided herewith to navigate readers to other sources: Charoen Pokphand Group Sustainability Report 2021, Charoen Pokphand Group website, Business Groups' website, and publicly available policy and guidelines. The reference links are presenting in the form of URL links.



GRI Content Index 2021

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
GRI 102: General Disclosure				
Organizational Profile				
102-1	Name of the Organization	C.P. Group SR 2021, page 2 C.P. Group website: Overview		
102-2	Activities, Brands, Products, and Services	C.P. Group SR 2021, page 22 - 27		E11
102-3	Location of Headquarters	C.P. Group SR 2021, back cover C.P. Group website: Contact Us		
102-4	Location of Operations	C.P. Group SR 2021, page 22 - 23 C.P. Group website: Business Line		
102-5	Ownership and Legal Form	C.P. Group SR 2021, page 26 - 27		
102-6	Market Served	C.P. Group SR 2021, page 24 - 25		
102-7	Scale of the Organization	C.P. Group SR 2021, page 22 - 23		
102-8	Information on Employee and Other Workers	GRI and SASB Content Index 2021, page 05 - 07		
102-9	Supply Chain	C.P. Group SR 2021, page 34 - 35		
102-10	Significant Changes to the Organization and its Supply Chain	C.P. Group SR 2021, page 38-39		
102-11	Precautionary Principle or Approach	C.P. Group SR 2021, page 36 - 39		
102-12	External Initiatives	C.P. Group SR 2021, page 130 - 131 C.P. Group website: Stakeholder Engagement		
102-13	Membership of Association	C.P. Group SR 2021, page 130 - 131 C.P. Group website: Stakeholder Engagement		

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	Person	314,337		375,891		463,307		521,210	
		159,763	154,574	191,223	184,668	222,042	241,265	248,661	272,549
Total Workforce By Contract Type									
Employee	Person	304,205		339,431		361,570		428,576	
		153,436	150,769	169,633	169,798	182,734	178,836	212,052	216,524
Contractor	Person	10,132		36,460		101,737		92,634	
		6,327	3,805	21,590	14,870	39,308	62,429	36,609	56,025
Total Employee by Region									
Thailand	Person	202,869		204,920		214,949		268,977	
				86,066	118,854	90,279	124,670	112,027	156,950
East Asia	Person	58,309		80,961		92,378		95,118	
				48,577	32,384	36,027	56,351	58,957	36,161
Southeast Asia	Person	31,442		37,841		37,446		51,974	
				24,218	13,623	23,591	13,855	31,979	19,995
South Asia and West Asia	Person	7,776		7,858		9,958		5,460	
				7,151	707	9,261	697	4,841	619
Europe and the US	Person	3,809		7,851		6,839		7,047	
				4,475	3,376	4,103	2,736	4,248	2,799

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Total Employee by Nationality									
Thai	Person					204,129		258,669	
						85,208	118,921	107,354	151,315
Burmese	Person					12,400			
						6,313	6,087		
Cambodian	Person					6,794			
						3,958	2,836		
Chinese	Person					92,245		92,415	
						55,879	36,366	57,500	34,915
Vietnamese	Person					30,123		28,824	
						17,770	12,353	17,434	11,390
Others	Person					35,073		29,474	
						23,843	11,230	19,493	9,981
Total Employee by Age									
Under 30 Years Old	Person	126,053		148,450		150,958		187,663	
		61,417	64,636	72,482	75,968	73,201	77,757	90,270	97,393
30-50 Years Old	Person	153,448		174,214		187,794		215,066	
		77,862	75,586	85,386	85,828	95,833	91,961	106,415	108,651
Over 50 Years Old	Person	15,571		19,767		22,818		25,847	
		9,327	6,244	11,765	8,002	13,700	9,118	15,367	10,480

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Total Employee by Level									
Top Management	Person	952		968		1,200		1,048	
		774	178	768	200	936	264	853	195
Middle Management	Person	3,792		4,017		4,484		4,472	
		2,555	1,237	2,620	1,397	3,057	1,427	3,000	1,472
Management	Person	21,116		43,280		29,639		78,223	
		13,914	7,202	28,923	14,357	18,295	11,344	41,979	36,244
Staff / Officers / Workers	Person	269,262		291,581		326,247			
		131,413	137,849	137,737	153,844	160,446	165,801		
Staff / Officer ¹	Person							192,871	
								91,606	101,265
Worker ¹	Person							151,962	
								74,614	77,348

Remark : ¹In 2021, the employee level is reviewed and classified into 5 levels which the Workers Level is separated from Staff and Officer Level

Set Target and Target Year <i>Note: One target set is sufficient</i>	CPG (%)	
	Target in 2021	Actual
Share of women in total workforce	50	52.29
Share of women in all management positions	40	45.27
Share of women in junior management positions	40	46.33
Share of women in top management positions	20	18.61
Share of women manager in revenue-generating function	43	42.12
Share of women and STEM-related positions	42	40.77

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
GRI 102: General Disclosure				
Strategy				
102-14	Statement from Senior Decision-maker	C.P. Group SR 2021, page 6 - 11		
102-15	Key Impacts, Risks, and Opportunities	C.P. Group SR 2021, page 36 – 39 C.P. Group website: Corporate Governance		
Ethics and Integrity				
102-16	Values, Principles, Standards, and Norms of Behavior	C.P. Group SR 2021, page 22, 30 - 31 C.P. Group website: Overview		
102-17	Mechanisms for Advice and Concern about Ethics	C.P. Group website: Whistleblowing		G8, G8.1
Governance				
102-18	Governance Structure	C.P. Group SR 2021, page 40 - 41 C.P. Group website: Structure and Charter		
102-19	Delegating Authority	C.P. Group SR 2021, page 40 - 41 C.P. Group website: Sustainability Governance		
102-20	Executive-level Responsibility for Economic, Environmental, and Social Topics	C.P. Group SR 2021, page 40 - 41		
102-21	Consulting Stakeholders on Economic, Environmental, and Social Topics	C.P. Group SR 2021, page 122 - 129 C.P. Group website: Stakeholder Engagement		
102-22	Composition of the Highest Governance Body and Its Committees	C.P. Group website: Board of Director, Executive Board		
102-23	Chair of the highest governance body	C.P. Group website: Board of Director, Executive Board		

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
GRI 102: General Disclosure				
Governance				
102-24	Nominating and Selecting the Highest Governance Body	C.P. Group SR 2021, page 51 C.P. Group website: Corporate Governance		
102-25	Conflict of Interest	C.P. Group SR 2021, page 50 - 55 C.P. Group website: CG Principles and CG Policy		
102-26	Role of Highest Governance Body in Setting Purpose, Values and Strategy	C.P. Group website: Corporate Governance		
102-27	Collective Knowledge of Highest Governance Body	C.P. Group SR 2021, page 50		
102-28	Evaluating the Highest Governance Body's Performance	C.P. Group SR 2021, page 40 - 45 C.P. Group website: Corporate Governance, Stakeholder Engagement		
102-29	Identifying and Managing Economic, Environmental, and Social Impacts	C.P. Group SR 2021, page 36 – 39, 52		
102-30	Effectiveness of Risk Management Process	C.P. Group SR 2021, page 44 - 45		
102-31	Review of Economic, Environmental, and Social Topics	C.P. Group SR 2021, page 16 – 17		
102-32	Highest Governance Body's role in Sustainability Reporting	C.P. Group SR 2021, page 37 - 39 C.P. Group website: Corporate Governance		
102-33	Communicating Critical Concerns	C.P. Group SR 2021, page 36-39 C.P. Group website: Corporate Governance		
102-34	Nature and Total Number of Critical Concerns	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance		

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
GRI 102: General Disclosure				
Governance				
102-35	Remuneration Policies	Corporate Governance Policy		G11
102-36	Process for Determining Remuneration	Corporate Governance Policy		
102-37	Stakeholders' Involvement in Remuneration	Corporate Governance Policy		L9
102-38	Annual Total Compensation Ratio	GRI and SASB Content Index 2021, page 10		
102-39	Percentage Increase in Annual Total Compensation Ratio	GRI and SASB Content Index 2021, page 10		

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Annual Total Compensation Ratio by Employee Level									
Executive Level (Base Salary)	Ratio					1	0.97	0.90	1
Executive Level (Base Salary + Cash Incentives)	Ratio					1	0.97	0.94	1
Management Level (Base Salary)	Ratio					1	0.98	0.89	1
Management Level (Base Salary + Cash Incentives)	Ratio					1	0.94	0.90	1
Officer	Ratio					1	0.91	0.92	1

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
GRI 102: General Disclosure				
Governance				
102-40	List of Stakeholder Group	C.P. Group SR 2021, page 34 – 35, 124 Stakeholder Engagement Report 2021		
102-41	Collective Bargaining Agreements	GRI and SASB Content Index 2021, page 11		L6
102-42	Identifying and Selecting Stakeholders	Stakeholder Engagement Report 2021		
102-43	Approach to Stakeholder Engagement	C.P. Group SR 2021, page 124 - 139 Stakeholder Engagement Report 2021		
102-44	Key Topics and Concerns Raised	C.P. Group SR 2021, page 126 – 131 Stakeholder Engagement Report 2021		

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Freedom of Association / Collective Bargaining Agreements									
Employee covered by collective bargaining agreements	Percent					100	100	100	100

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
GRI 102: General Disclosure				
Reporting Practice				
102-45	Entities Included in the Consolidated Financial Statement	C.P. Group SR 2021, page 190 - 193		
102-46	Defining Reporting Content and Topic Boundaries	C.P. Group SR 2021, page 44 – 45 Material Assessment Report 2021		
102-47	List of Material Topics	C.P. Group SR 2021, page 45 Material Assessment Report 2021		
102-48	Restatement of Information	C.P. Group SR 2021, page 26 - 27		
102-49	Changes in Reporting	C.P. Group SR 2021, page 44 – 45 Material Assessment Report 2021		
102-50	Reporting Period	C.P. Group SR 2021, page 16		
102-51	Date of Most Recent Report	C.P. Group SR 2021, page 16		
102-52	Reporting Cycle	C.P. Group SR 2021, page 16		
102-53	Contact Point for Questions Reporting the Report	C.P. Group SR 2021, Back Cover		
102-54	Claims of Reporting in Accordance with the GRI Standards	C.P. Group SR 2021, page 16 GRI and SASB Content Index 2021, page 03 - 41		
102-55	GRI Content Index	GRI and SASB Content Index 2021		
102-56	External Assurance	C.P. Group SR 2021, page 194 - 195		G14

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
GRI 103: Management Approach 2016				
103-1	Explanation of the Material Topic and its Boundary	C.P. Group SR 2021, page 44 – 45 Materiality Assessment Report 2021		G7.1, HR1, HR3, L2, L3, L4, L5
103-2	The Management Approach and its Components	C.P. Group website: Corporate Governance, Human Rights and Labor Practices, Education and Inequality Reduction, Leadership and Human Capital Development, Cybersecurity and Data Protection, Health and Well-being, Social Impact and Economic Contribution, Food Security and Access to Nutrition, Innovation, Stakeholder Engagement, Climate Resilience, Circular Economy, Water Stewardship, Ecosystem and Biodiversity Protection, Responsible Supply Chain Management		G10, HR 2, HR3, HR4, HR5, HR 6, HR7, L1, L2, L3, L5, L5, L12, L13, E1, E2, E3, E4, E4.1, E4.2, E5, E21
103-3	Evaluation of the Management Approach	C.P. Group SR 2021, page 44 – 45 Materiality Assessment Report 2021		
Economic Performance 2016				
GRI 201	201-1 Direct economic value generated and distributed	C.P. Group SR 2021, page 12 – 13, 34 - 35		E1, E2, E3, E4, E4.1, E4.2, E5, E8
GRI 201	201-2 Financial implications and other risks and opportunities due to climate change	C.P. Group SR 2021, page 140 – 141 Climate Related Risk Management Report		
Indirect Economic Impacts 2016				
GRI 203	203-1 Infrastructure investments and service supported	C.P. Group SR 2021, page 104		
GRI 203	203-2 Significant indirect economic impacts	C.P. Group SR 2021, page 102-109		

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
Anti-corruption 2016				
GRI 205	205-1 Total number and percentage of operations assessed for risks related to corruption	C.P. Group SR 2021, page 53 - 55		G6
GRI 205	205-2 Communication and training about anti-corruption policies and procedures	GRI and SASB Content Index 2021, page 15 - 16		
GRI 205	205-3 Confirmed incidents of corruption and actions taken	C.P. Group SR 2021, page 55		
Anti-competitive Behavior 2016				
GRI 206	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	C.P. Group SR 2021, page 55		

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Communication about anti-corruption policies and procedures									
By Employee Level									
Board of Director	Person	11	0	11	0	11	0	11	0
	Percent	100	0	100	0	100	0	100	0
Top Management	Person	774	178	768	200	936	264	853	195
	Percent	81	19	79	21	78	22	81	19
Middle Management	Person	2,555	1,237	2,620	1,397	3,057	1,427	3,000	1,472
	Percent	67	33	65	35	68	32	67	33
Management	Person	13,914	7,202	28,923	14,357	18,295	11,344	41,979	36,244
	Percent	66	34	67	33	62	38	54	46
Officers	Person	131,413	137,849	137,737	153,844	160,451	165,807	166,220	178,613
	Percent	49	51	47	53	49	51	48	52
By Business Relationship									
Suppliers	Percent	92.42		92.42		100		100	
Subsidiaries	Percent					100		100	
JVs	Percent					5		5	

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Training about anti-corruption policies and procedures									
By Employee Level									
Board of Director	Person	11	0	11	0	11	0	11	0
	Percent	100	0	100	0	100	0	100	0
Top Management	Person	774	178	768	200	936	264	853	195
	Percent	81	19	79	21	78	22	81	19
Middle Management	Person	2,555	1,237	2,620	1,397	3,057	1,427	3,000	1,472
	Percent	67	33	65	35	68	32	67	33
Management	Person	13,914	7,202	28,923	14,357	18,295	11,344	41,979	36,244
	Percent	66	34	67	33	62	38	54	46
Officers	Person	131,413	137,849	137,737	153,844	160,451	165,807	166,220	178,613
	Percent	49	51	47	53	49	51	48	52
By Business Relationship									
Suppliers	Percent	92.42		92.42		100		100	
Subsidiaries	Percent					100		100	
JVs	Percent					5		5	

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
Material 2016						
GRI 302	302-1 Energy consumption within the organization	C.P. Group SR 2021, page 146 GRI and SASB Content Index 2021, page 21				E1, E2, E3, E4, E4.1, E4.2, E5, E9, E21
GRI 302	302-2 Energy consumption outside the organization	C.P. Group SR 2021, page 146				E1, E2, E3, E4, E4.1, E4.2, E5, E21
GRI 302	302-3 Energy intensity	C.P. Group SR 2021, page 146 - 147 GRI and SASB Content Index 2021, page 21				E1, E2, E3, E4, E4.1, E4.2, E5, E21
GRI 302	302-4 Reduction of energy consumption	C.P. Group SR 2021, page 146 - 147 GRI and SASB Content Index 2021, page 21				E1, E2, E3, E4, E4.1, E4.2, E5, E21

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
Water and Effluents 2018						
GRI 303	303-1 Interactions with water as a shared resource	C.P. Group SR 2021, page 160 - 167				E1, E2, E3, E4, E4.1, E4.2, E5, E21
GRI 303	303-2 Management of water discharge-related impacts	C.P. Group SR 2021, page 160 - 167				E1, E2, E3, E4, E4.1, E4.2, E5, E21
GRI 303	303-3 Water withdrawal	C.P. Group SR 2021, page 162 – 163 GRI and SASB Content Index 2021, page 21				E1, E2, E3, E4, E4.1, E4.2, E5, E12, E21
GRI 303	303-4 Water discharge	C.P. Group SR 2021, page 162 – 163 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E21
GRI 303	303-5 Water consumption	C.P. Group SR 2021, page 162 - 163 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E12, E21
Biodiversity 2016						
GRI 304	304-3 Habitats protected or restored	C.P. Group SR 2021, page 170 – 176 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E16, E21

GRI Standards	Disclosure	Our Response / Location Reference	Direct Answers / Omissions			UNGC CoP
			Requirement Omitted	Reason	Explanation	
Emissions 2016						
GRI 305	305-1 Direct (Scope 1) GHG emissions	C.P. Group SR 2021, page 144 - 145 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E6, E21
GRI 305	305-2 Energy indirect (Scope 2) GHG emissions	C.P. Group SR 2021, page 144 - 145 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E6, E21
GRI 305	305-3 Other indirect (Scope 3) GHG emissions	C.P. Group SR 2021, page 144 - 145 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E6, E6.1, E21
GRI 305	305-4 GHG emissions intensity	C.P. Group SR 2021, page 144 - 145 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E21
GRI 305	305-5 Reduction of GHG emissions	C.P. Group SR 2021, page 144 GRI and SASB Content Index 2021, page 23				E1, E2, E3, E4, E4.1, E4.2, E5, E21
GRI 305	305-7 Nitrogen oxides (NOx), Sulfur oxides(SOx), and other significant air emissions	GRI and SASB Content Index 2021, page 23				E1, E2, E3, E4, E4.1, E4.2, E5, E17, E21

*Remark : Based on GHG Protocol (scopes and emissions across the value chain)

GHG Scope1 refers to direct emissions from station combustion, mobile combustion and fugitive emissions.

GHG Scope2 refers to energy indirect emissions from purchased electricity, and purchased heating, cooling and steam.

GHG Scope 3 refers to indirect emissions from other sources, including

1 : Purchased goods and services from external parties for use by the organization – purchased goods from retails business; quantities of key raw materials purchased, including corn, wheat, soybean, fishmeal and rice; water usage and plastic packaging.

Exclude: purchased goods from telecommunication and plant protection products businesses.

2 : Capital goods – Construction material from CPF SR2021 report.

3 : Fuel and energy-related activities – Electricity generation from source to power stations, T&D; and Well-to-tank (WTT) associated with extraction, refining and transportation of the raw fuel sources to organization's sites, prior to combustion.

4 : Transportation and distribution of goods (Upstream) – The transportation of key raw materials; transportation of purchased goods from retail businesses . Exclude: transportation of purchased goods from telecommunication and plant protection products businesses.

5 : Waste management in operations – Total waste generated of the groups in 2021

6 : Business travel – Off-site domestic and international employee travel via air and land travels.

7 : Employee commuting – Commuting, through various modes of transportation, by employees in 2021, using average data from CPF, True and CP China.

8 : Leased assets – Already consolidated and reported in the group's Scope1+2 emissions.

9 : Transportation and distribution of goods (Downstream) – The total quantity of products sold in Thailand and China by CPF and CP Ram, and CP China. Exclude: transportation of sold products from telecommunication business

10 : Processing of sold products – Manufacturing processes for truck tires (refer to: Carbon Footprint of Product: TGO-CF15-108-406), from Technically Specified Rubber products:block rubber in Rubber Processing Factory of Charoen Pokphand Agriculture Co.,Ltd.

11 : Use of sold products – The usage period of company's products sold by CPF, CP Ram, CPI, CP All and CP China. Exclude: sold products from telecommunication business.

12 : End-of-life treatment of sold products – Disposal of the group's plastic packaging after use.

13 : Leased assets – Total electricity consumed by tenants in CP Land and CP China's real estate properties.

14 : Franchises – Not Relevant

15 : Investments – Quantities of shares held by the Group in Ping An Insurance (Group) Company of China Ltd., China; CITIC Group Corporation Ltd., China; and ITOCHU Corporation, Japan.

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
Material 2016						
GRI 306	306-1 Waste generation and significant waste-related impacts	C.P. Group SR 2021, page 154 - 155				E1, E2, E3, E4, E4.1, E4.2, E5, E21
GRI 306	306-2 Management of significant waste-related impacts	C.P. Group SR 2021, page 150 - 159				E1, E2, E3, E4, E4.1, E4.2, E5, E21
GRI 306	306-3 Waste generated	C.P. Group SR 2021, page 155 GRI and SASB Content Index 2021, page 23				E1, E2, E3, E4, E4.1, E4.2, E5, E18, E21
GRI 306	306-4 Waste diverted from disposal	C.P. Group SR 2021, page 155 GRI and SASB Content Index 2021, page 23				E1, E2, E3, E4, E4.1, E4.2, E5, E19, E21
GRI 306	306-5 Waste directed to disposal	C.P. Group SR 2021, page 155 GRI and SASB Content Index 2021, page 23				E1, E2, E3, E4, E4.1, E4.2, E5, E19, E21

	Unit	2018	2019	2020	2021
Energy Consumption within Organization					
Total Energy Consumption	Million GJ	48.28	46.69	53.26	57.24
Non-renewable Energy Consumption	Million GJ	18.99	14.99	15.97	17.66
Renewable Energy Consumption	Million GJ	4.76	5.29	5.45	7.07
Electricity Purchased	Million GJ	24.58	26.41	31.94	32.52
Electricity Sold	Million GJ	0.04	0.003	0.09	0.03
Energy Intensity	GJ / Million THB of Revenue	25.50	23.38	24.74	24.52
Water Withdrawal					
Total Water Withdrawal from all Areas	Million M ³	329.48	305.06	471.14	405.62
Freshwater Withdrawal	Million M ³	240.85	220.69	278.09	239.27
- Surface Water	Million M ³	124.01	111.50	107.70	119.11
- Groundwater	Million M ³	76.67	65.90	74.72	62.73
- Third-party Water	Million M ³	32.49	35.49	90.05	50.10
- Rainwater	Million M ³	7.67	7.80	5.63	7.34
Other Water Withdrawal	Million M ³	88.63	84.37	193.04	166.35
Total Water Withdrawal from all Areas with Water Stress	Million M ³			69.19	77.49

	Unit	2018	2019	2020	2021
Water Discharge					
Total Water Withdrawal from all Areas	Million M ³	181.33	163.36	194.72	182.87
Freshwater Withdrawal	Million M ³	123.10	146.76	58.82	103.50
- Surface Water	Million M ³	93.18	115.20	34.31	69.44
- Groundwater	Million M ³	9.04	10.71	0.10	2.22
- Third-party Water	Million M ³	20.88	20.85	24.42	31.84
Other Water Withdrawal	Million M ³	58.23	16.60	135.90	79.37
Total Water Withdrawal from all Areas with Water Stress	Million M ³			30.37	25.92
Water Consumption					
Total Water Consumption from all Areas	Million M ³	148.15	141.70	276.41	222.76
Total Water Consumption from all Areas with Water Stress	Million M ³			38.82	51.57
Biodiversity					
Size and location of all habitat areas protected or restored (Accumulated data)	Tree	910,269	1,018,598	4,775,453	6,392,072
Emissions					
Direct (Scope 1) GHG emissions	Million tCO ₂ e	1.49	1.18	1.31	1.42
Biogenic CO ₂ Emissions	Million tCO ₂ e	0.45	0.50	0.61	0.55
Indirect (Scope 2) GHG emissions	Million tCO ₂ e	4.23	4.49	5.26	5.14
Other indirect (Scope 3) GHG emissions	Million tCO ₂ e		6.89	15.22	50.69
GHG emissions intensity (GHG S1 and S2)	Million tCO ₂ e / Million THB of Revenue	3.02	2.84	3.05	2.81

	Unit	2018	2019	2020	2021
Emissions					
Reduction of GHG emissions	Million tCO ₂ e	0.91	0.81	0.72	1.07
Volatile organic compounds	Million tCO ₂ e				132.89
Waste Generated					
Total Weights of Waste	Ton	2,110,329	1,782,121	1,409,814	1,294,906
Hazardous Waste	Ton	15,146	11,384	12,112	4,816
Non-Hazardous Waste	Ton	2,095,183	1,770,734	1,397,702	1,290,090
Total Weights of Waste Diverted from Disposal: Hazardous	Ton	3,364	7,863	5,523	2,380
Reused / Recycled	Ton	3,300	7,473	5,152	1,914
Total Weights of Waste Diverted from Disposal: Non-hazardous	Ton	1,351,867	1,443,843	1,216,130	1,176,387
Reused / Recycled	Ton	447,375	209,667	281,230	275,783
Total Weights of Waste Directed to Disposal	Ton	755,098	330,414	179,578	116,139
Incineration	Ton	6,888	4,268	15,067	6,156
Landfill	Ton	242,294	92,488	77,534	70,092
Other methods	Ton	505,916	233,658	86,977	39,891
Waste Intensity	Ton / Million THB of Revenue	1.11	0.89	0.65	0.55
Food Loss and Food Waste					
Food Loss	Ton			141,497	179,310
Food Waste	Ton		42,833	63,494	58,507

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
Environmental Compliance 2016						
GRI 307	307-1 Non-compliance with environmental laws and regulations	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance				
Supplier Environmental Assessment 2016						
GRI 308	308-1 New suppliers that were screened using environmental criteria	C.P. Group SR 2021, page 182				
GRI 308	308-2 Negative environmental impacts in the supply chain and actions taken	C.P. Group SR 2021, page 182				
Employment 2016						
GRI 401	401-1 New employee hires and employee turnover	GRI and SASB Content Index 2021, page 25 - 31				
GRI 401	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	C.P. Group website: Human Rights and Labor Practices				
GRI 401	401-3 Parental leave	GRI and SASB Content Index 2021, page 31				
Labor / Management Relations 2016						
GRI 402	402-1 Minimum notice periods regarding operational changes	At C.P. Group, minimum notice periods regarding operational changes is 30 days in advance.				

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
New Employee Hired									
Total New Employee Hired	Person	105,644		125,134		91,014		234,669	
		50,533	55,111	59,674	65,460	45,100	45,914	106,367	128,302
New Employee Hired by Age Group									
Under 30 Years Old	Person	75,241		86,390		58,092		144,370	
		35,091	40,150	40,336	46,054	28,563	29,529	66,109	78,261
30-50 Years Old	Person	26,106		36,352		30,804		85,972	
		12,401	13,705	17,979	18,373	15,257	15,547	37,990	47,982
Over 50 Years Old	Person	4,207		2,392		2,118		4,327	
		3,041	1,256	1,359	1,033	1,280	838	2,269	2,058
New Employee Hired by Position Level									
Top Management	Person							129	
								98	31
Middle Management	Person							746	
								495	251
Management	Person							25,707	
								11,902	13,805
Staff / Officer	Person							99,117	
								44,861	54,256
Worker	Person	108,970							
		49,011	59,959						

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Hiring Cost									
Average Hiring Cost	Baht /Person / Year	4,788		4,502		5,976		8,927	
Total Vacancy Position Opened									
Total Vacancy Position Opened	Position	8,705		18,829		17,326		179,618	
Internal Hiring									
Total Internal Hiring	Person							48,980	
	Person								
Rate of Internal Hired	Percent	29.67		55.15		68.08		27.27	
Internal Hired by Age Group									
Under 30 Years Old	Person							25,704	
30-50 Years Old	Person							22,023	
Over 50 Years Old	Person							1,253	

	Unit	2018		2019		2020		2021			
		Male	Female	Male	Female	Male	Female	Male	Female		
Internal Hired by Position Level											
Top Management	Person							62			
								51		11	
Middle Management	Person							404			
								282		122	
Management	Person							9,820			
								4,911		4,909	
Staff / Officer	Person							20,911			
								8,134		12,777	
Worker	Person							17,783			
								7,528		10,255	

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Employee Turnover									
Total Employee Turnover	Person	86,387		109,172		110,394		161,342	
		42,959	43,428	54,977	54,195	52,110	58,284	73,260	88,082
Employee Turnover Rate (All Level)	Percent	28.40		32.16		30.53		37.65	
Employee Turnover Rate (Exclude Worker Level)	Percent							26.89	
Employee Hired by Age Group									
Under 30 Years Old	Person	55,936		70,353		65,810		107,856	
		27,268	28,668	35,410	34,943	29,944	35,866	48,357	59,499
30-50 Years Old	Person	27,611		35,556		41,124		49,692	
		14,193	13,418	17,861	17,695	20,438	20,686	22,812	26,880
Over 50 Years Old	Person	2,840		3,263		3,460		3,794	
		1,498	1,342	1,706	1,557	1,728	1,732	2,091	1,703

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Employee Turnover by Position Level									
Top Management	Person							50	
								36	14
Middle Management	Person							360	
								230	130
Management	Person							8,171	
								4,371	3,800
Staff / Officer	Person							65,814	
								28,828	36,986
Worker	Person	86,947							
		39,795	47,152						

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Voluntary Employee Turnover									
Total Voluntary Employee Turnover	Person	46,907		58,844		82,744		132,924	
						39,528	43,216	60,228	72,696
Voluntary Employee Turnover Rate (All Employee)	Percent							31.02	
Voluntary Employee Turnover Rate(Exclude Worker Level)	Percent							24.87	
Voluntary Employee Turnover by Age Group									
Under 30 Years Old	Person							88,327	
								39,403	48,924
30-50 Years Old	Person							41,720	
								19,219	22,501
Over 50 Years Old	Person							2,877	
								1,606	1,271

	Unit	2018		2019		2020		2021					
		Male	Female	Male	Female	Male	Female	Male	Female				
Voluntary Employee Turnover by Position Level													
Top Management	Person					55		46					
						32	23	33	13				
Middle Management	Person					301		301					
						178	123	187	114				
Management	Person					2,295		7,265					
						1,312	983	3,864	3,401				
Staff / Officer / Worker	Person					80,093							
						38,006	42,087						
Staff / Officer	Person					61,178							
						28,828	34,817						
Worker	Person					64,134							
						29,783	34,351						
Parental Leave													
Number of employees taking parental leave	Person					55,936		70,353		65,810		107,856	
						27,268	28,668	35,410	34,943	29,944	35,866	48,357	59,499
Number of employee returned to work after taking parental leave	Person					27,611		35,556		41,124		49,692	
		14,193	13,418	17,861	17,695	20,438	20,686	22,812	26,880				

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
Occupational Health and Safety 2018						
GRI 403	403-1 Occupational Health and Safety Management System	C.P. Group SR 2021, page 64 - 69				L1, L2, L3, L4, L5, L12, L13
GRI 403	403-2 Hazard identification, risk assessment, and incident investigation	C.P. Group SR 2021, page 64 - 69				L1, L2, L3, L4, L5, L12, L13
GRI 403	403-4 Worker participation, consultation, and communication on occupational health and safety	C.P. Group highly values workers engagement, even the amid of COVID-19 pandemic. C.P. Group communicates with worker regarding occupational health and safety on regular basis to ensure that highest occupational health and safety standards are uphold. Incase of uncertainty, C.P. Group has consultation channels for workers to file questions.				L1, L2, L3, L4, L5, L12, L13
GRI 403	403-5 Worker training on occupational health and safety	C.P. Group SR 2021, page 64 - 69				L1, L2, L3, L4, L5, L12, L13
GRI 403	403-6 Promotion of worker health	C.P. Group SR 2021, page 64 - 69				L1, L2, L3, L4, L5, L12, L13
GRI 403	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	C.P. Group SR 2021, page 64 - 69				L1, L2, L3, L4, L5, L12, L13
GRI 403	403-9 Work-related injuries	C.P. Group SR 2021, page 64 GRI and SASB Content Index 2021, page 33 - 35				L1, L2, L3, L4, L5, L10, L11, L12, L13
GRI 403	403-10 Work-related ill health	GRI and SASB Content Index 2021, page 33 - 35				L1, L2, L3, L4, L5, L12, L13

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Work-related Injuries (Employees)									
Fatality as a Result of Work-related Injury	Case	7		5		14		14	
		7	0	4	1	14	0	11	3
	Case / 1,000,000 Hrs. Worked	0.012		0.08		0.018		0.014	
		0.025	0	0.013	0.003	0.028	0	0.019	0.007
High-consequence Work-related Injury (Excluded Fatality)	Case					32		46	
						25	7	38	8
	Case / 1,000,000 Hrs. Worked					0.04		0.05	
						0.05	0.02	0.07	0.02
Recordable Work-related Injury	Case	5598		5655		2532		2,488	
		2804	2795	2671	2984	1649	883	1,949	539
	Case / 1,000,000 Hrs. Worked	9.73		8.83		3.26		2.45	
		10.20	9.30	8.50	9.15	3.38	3.13	3.78	1.08
Lost-time Injury Frequency Rate (LTIFR)	Case / 1,000,000 Hrs. Worked	2.03		1.44		2.19		1.41	
		2.45	1.65	1.80	1.10	2.12	2.31	1.97	0.84
Lost Day Rate (LDR)	Lost Day / 1,000,000 Hrs. Worked	30.25		90.35		26.65		19.09	
		37.65	23.50	61.45	118.05	31.70	23.40	24.61	13.41
Work-related Ill Health (Employees)									
Fatality as a Result of Work-related Ill Health	Case	0		0		0		0	
		0	0	0	0	0	0	0	0

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Work-related Ill Health (Employees)									
Recordable Work-related Ill Health	Case	14		0		19		33	
		14	0	0	0	13	6	19	14
Occupational Illness Frequency Rate (OIFR)	Lost Day / 1,000,000 Hrs. Worked	0.02		0		0.02		0.03	
		0.05	0	0	0	0.03	0.02	0.04	0.03
Work-related Injuries (Contractors)									
Fatality as a Result of Work-related Injury	Case	2		3		7		12	
		2	0	3	0	6	0	11	1
	Case / 1,000,000 Hrs. Worked ¹	0.011		0.032		0.022		0.032	
		0.015	0	0.043	0	0.04	0.01	0.051	0.006
High-consequence Work-related Injury (Excluded Fatality)	Case					5		6	
						3	2	4	2
	Case / 1,000,000 Hrs. Worked ¹					0.01		0.02	
Recordable Work-related Injury	Case	174		160		469		275	
		108	66	123	37	360	109	174	101
	Case / 1,000,000 Hrs. Worked ¹	1.00		1.71		1.30		0.73	
		0.80	1.70	1.75	1.60	2.04	0.59	0.81	0.63
Lost-time Injury Frequency Rate (LTIFR)	Case / 1,000,000 Hrs. Worked ¹	0.57		0.64		0.51		0.53	
		0.45	1.00	0.60	0.75	0.59	0.42	0.50	0.57
Lost Day Rate (LDR)	Case / 1,000,000 Hrs. Worked ¹			2.82		6.18		6.39	
				2.90	2.55	6.27	6.10	5.32	7.81

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Work-related III Health (Contractors)									
Recordable Work-related III Health	Case	0		0		0		0	
		0	0	0	0	0	0	0	0
Recordable Work-related III Health	Case	00		0		0		0	
		0	0	0	0	0	0	0	0

¹Remark : Manhours of small distributors (whose role is to directly distribute products to retail stores) from retail businesses are excluded.

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
Training and Education 2016						
GRI 404	404-1 Average hours of training per year per employee	C.P. Group SR 2021, page 79 GRI and SASB Content Index 2021, page 37 - 38				
GRI 404	404-2 Program for upgrading employee skills and transition assistance	C.P. Group SR 2021, page 78 – 83				
GRI 404	404-3 Percentage of employees receiving regulation performance and career development reviews	C.P. Group SR 2021, page 79				
Diversity and Equal Opportunity 2016						
GRI 405	405-1 Diversity of governance bodies and employees	C.P. Group’s Board of Director consists of 11 members, of which 10 members are non-independent directors, and 1 is executive directors. A total of 100% of members are male. However, C.P. Group does not discriminate from having female director, and this has been stated in CG Policy, which is internal document.				G12
GRI 405	405-2 Ratio of basic salary and remuneration of women to men	GRI and SASB Content Index 2021, page 10				L9

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Hours of Training									
Average Training Hours for all Employees	Hours / Employee / Years	13.30		13.49		20.01		19.09	
		12.69	14.81	12.06	14.91	18.05	22.01	17.54	20.60
Hours of Training by Position Level									
Top Management	Hours / Employee / Years	25.55		32.45		19.21		15.93	
		26.55	21.23	33.30	29.16	19.53	18.07	13.80	25.21
Middle Management	Hours / Employee / Years	24.33		22.04		21.06		30.87	
		22.55	28.00	21.78	22.52	21.11	20.97	29.28	34.12
Management	Hours / Employee / Years	20.19		16.02		26.88		25.54	
		18.44	23.58	14.66	18.73	25.45	29.18	23.06	28.40
Staff / Officers / Workers	Hours / Employee / Years	13.51		12.93		19.63			
		12.27	14.69	11.22	14.47	16.74	21.97		
Staff / Officer	Hours / Employee / Years							22.89	
								21.07	24.52
Worker	Hours / Employee / Years							10.59	
								9.67	11.47

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Hours of Training by Employee Age Group									
Under 30 Years Old	Hours / Employee / Years							18.85	
								16.72	20.83
30-50 Years Old	Hours / Employee / Years							19.38	
								18.37	20.38
Over 50 Years Old	Hours / Employee / Years							18.33	
								16.62	20.84
Amount Spent in Training									
Average Amount Spent in Training for all Employees	Baht / Employee / Year					3,913.74		2,002.30	
						3,588.90	4,245.67	1,912.47	2,090.17
Employee Engagement									
Employee Engagement	Percent	74		74		77		78	
								78	80
Target for Employee Engagement	Percent					76		77	

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
Non-discrimination 2016						
GRI 406	406-1 Incidents of discrimination and corrective actions taken	C.P. Group SR 2021, page 55 In 2021, C.P. Group has 2 incident of discrimination. All incident of discrimination had been solved according to C.P. Group’s Discrimination and Harassment Policy.				L1, L2, L3, L4, L5, L12, L13
Freedom of Association and Collective Bargaining 2016						
GRI 407	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	C.P. Group SR 2021, page 58 - 61 As stated in C.P. Group’s Code of Conduct, human Rights and Labor Practices Policy and Guidelines, and Supplier Code of Conduct, employees, suppliers and contractors have the rights to freely exercise their rights and participate in any collective bargaining in accordance with legal procedures in the applicable jurisdiction.				L1, L2, L3, L4, L5, L12, L13
Child Labor 2016						
GRI 408	408-1 Operations and suppliers at significant risk for incident of child labor	C.P. Group SR 2021, page 58 - 61				L1, L2, L3, L4, L5, L12, L13
Forces or Compulsory Labor 2016						
GRI 409	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	C.P. Group SR 2021, page 58 - 61				L1, L2, L3, L4, L5, L12, L13
Rights of Indigenous Peoples 2016						
GRI 411	411-1 Incidents of violations involving rights of indigenous people	C.P. Group SR 2021, page 58 - 61				
Local Communities 2016						
GRI 413	413-1 Operations with local community engagement, impact assessments, and development programs	C.P. Group SR 2021, page 102 - 109 Stakeholder Engagement Report 2021				
GRI 413	413-2 Operations with significant actual and potential negative impacts on local communities	C.P. Group SR 2021, page 102 - 109				

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
Supplier Social Assessment 2016						
GRI 414	414-1 New suppliers that were screened using social criteria	C.P. Group SR 2021, page 182 GRI and SASB Content Index 2021, page 41				
GRI 414	414-2 Negative social impacts in the supply chain and actions taken	C.P. Group SR 2021, page 182 GRI and SASB Content Index 2021, page 41				
Public Policy 2016						
GRI 415	415-1 Political contributions	C.P. Group website: Stakeholder Engagement				
Customer Health and Safety 2016						
GRI 416	416-1 Assessment of the health and safety impacts of product and service categories	C.P. Group SR 2021, page 95 - 97				
GRI 416	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance				
Marketing and Labelling 2016						
GRI 417	417-1 Requirements for product and service information and labeling	C.P. Group SR 2021, page 100				
GRI 417	417-2 Incidents of non-compliance concerning product and service information and labeling	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance				
GRI 417	417-3 Incidents of non-compliance concerning marketing communications	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance				
Customer Privacy 2016						
GRI 418	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance				

	Unit	2018	2019	2020	2021
Quality Education for All					
Number of Children, Youth, and Adults with Access with Quality Education	Person	3,411,278	4,608,990	6,320,000	7,262,490
Number of Scholarship Granted	Scholarship	32,734	38,135	53,640	103,480
Beneficiary Stakeholders					
Farmer Receiving Support	Person	113,067	129,829	533,943	704,329
SMEs Receiving Support	Person	543,572	706,100	768,108	909,615
Individual from Vulnerable Group Receiving Support	Person	12,287	22,389	73,726	135,728
Others	Person				54,021
Responsible Supply Chain Management					
New suppliers that were screened using social criteria.	Percent		100	72	57.91
Number of suppliers identified as having significant actual and potential negative social impacts	Percent	2.20	0.97	1.14	0.45
New suppliers that were screened using environmental criteria.	Percent		100	72	57.91
Number of suppliers identified as having significant actual and potential negative environmental impacts	Percent	2.20	0.97	1.14	0.45
Customer Relation Management					
Customer satisfaction result	Percent	88.80	90.35	92.75	93.44
Customer satisfaction target at fiscal year	Percent	88	89	91	92

Sustainability Accounting Standard Board (SASB)

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference					
Greenhouse Gas Emissions						
Gross Global Scope 1 Emissions	See GRI 305, page 22 in this document					
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	C.P. Group SR 2021, page 144 - 145 C.P. Group website: Climate Resilience					
Fleet fuel consumed, percentage renewable		Unit	2018	2019	2020	2021
	Total Fleet Fuel Consumed	Million GJ				2.93
	Non-renewable	Million GJ				1.45
		Percent				49
	Renewable	Million GJ				1.48
		Percent				51

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference					
Energy Management						
Gross Global Scope 1 Emissions	See GRI 302, page 21 in this document					
Fleet fuel consumed, percentage renewable		Unit	2018	2019	2020	2021
	Total Grid Energy	Million GJ	24.57	26.40	31.94	32.52
	Consume	Percent	67	67	69	68
Percentage Renewable	See GRI 302, page 21 in this document In 2021, C.P. Group consumed 7.07 GJ of renewable energy, or equivalent to 12 percent					
Water Management						
Total Water Withdrawn	See GRI 303, page 21 in this document					
Total Water Consumed, and Percentage of each in Region with High or Extremely High Baseline Water Stress	See GRI 303, page 22 in this document C.P. Group SR 2021, page 162 C.P. Group website: Water Stewardship					
Description of water management risks and discussion of strategies and practices to mitigate those risks	C.P. Group SR 2021, page 164 - 165 C.P. Group website: Water Stewardship					
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance					
Food Safety						
Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformance	Omitted					
Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Omitted					
Number of recalls issued	233					
Total amount of food product recalled	Omitted					

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference						
Workforce Health & Safety							
Total Recordable Incident Rate of Employee	See GRI 403, page 33 - 34 in this document						
Near Miss Frequency Rate of Employee	See GRI 403, page 33 - 34 in this document						
Near Miss Frequency Rate of Employee	Omitted						
Total Recordable Incident Rate of Contractors or Migrant Employees	See GRI 403, page 34 - 35 in this document						
Fatality Rate of Contractors or Migrant Employees	See GRI 403, page 34 - 35 in this document						
Near Miss Frequency Rate of Contractors or Migrant Employees	Omitted						
Environmental & Social Impacts of Ingredient Supply Chain							
Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard		Unit	2018	2019	2020	2021	
	Palm Oil	Percent	89	84	79	80	
	Soy	Percent			31.28	44.67	
	Sugar	Percent			73.72	59.09	42.19
	Cacao	Percent			0.63	100	100
	Seafood	Percent			27.45	16.69	21.93

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference
Environmental & Social Impacts of Ingredient Supply Chain	
Suppliers' social and environmental responsibility audit	See GRI 414, page 41 in this document
Non-conformance rate	5.1%
Associated corrective action rate for major and minor non-conformances	100%
Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	C.P. Group SR 2021, page 186-187 C.P. Group website: Responsible Supply Chain Management
GMO Management	
Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Omitted
Ingredient Sourcing	
Identification of principal crops and description of risks and opportunities presented by climate change	C.P. Group website: Responsible Supply Chain Management
Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Omitted

Activity Metric	Our Response / Location Reference
Production by Principal Crop	14,416,011 Tons
Number of Processing Facilities	C.P. Group SR 2021, page 22-23
Total Land Area Under Active Production	Omitted
Cost of Agricultural Products Sourced Externally	64,395,123,045

Appendix

Acknowledgement

1. Cover Page Picture : Photo by Thomas Bormans, <https://unsplash.com/photos/WG8-xjAeuHE>
2. Page 2 Picture : “สัตว์มีค่า ป่ามีคุณ” ชื่อภาพ บ้านหลังใหญ่ ภาพโดยเด็กชายจอมทัพ เจริญลานนำชัย โรงเรียนรุ่งอรุณสถานที่
เขตห้ามล่าสัตว์ป่าเขาแผงม้า จ.นครราชสีมา
3. Page 3 Picture : Photo by charlesdeluvio, <https://unsplash.com/photos/DgoyKNgPiFQ>



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