

Occupational Health and Safety Performances during 2016-2019

GRI Standards	Performance	Unit	2016		2017		2018		2019	
			Male	Female	Male	Female	Male	Female	Male	Female
GRI 403-2	Loss Time Injury Frequency Rate: LTIFR									
	Employees and workers	case per 200,000 hours worked	0.35		0.36		0.31		0.35	
			0.39	0.33	0.43	0.30	0.37	0.25	0.43	0.28
	Independent contractors	worked	0.01		0.00		0.00		0.00	
			0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Lost Day Injury Rate: LDIR									
	Employees and workers	lost day per 200,000 hours worked	2.93		2.96		2.64		2.97	
			3.39	2.50	3.62	2.39	3.44	1.95	3.54	2.48
	Independent contractors	worked	0.15		0.00		0.00		0.00	
			0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Injury Rate: IR									
	Employees and workers	case per 200,000 hours worked	7.52		8.19		4.33		4.97	
			6.45	8.51	7.14	2.11	4.04	4.58	4.54	5.33
	Independent contractors	worked	0.03		0.01		0.07		0.08	
			6.45	8.51	0.01	0.00	0.08	0.00	0.10	0.00
Absentee Rate										
Employees and workers	percent	1.30		1.78		1.42		1.25		
		1.10	1.70	1.43	2.11	1.11	1.74	1.21	1.59	
Independent contractors	worked	ND		ND		ND		ND		
		ND	ND	ND	ND	ND	ND	ND	ND	
Occupational Disease Rate: ODR										
Employees and workers	case per 200,000 hours worked	0.00		0.00		0.00		0.00		
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Independent contractors	worked	0.00		0.00		NA		NA		
		0.00	0.00	0.00	0.00	NA	NA	NA	NA	

Remark:

- ND = No Data
- NA = Not Applicable
- In 2019, there was one fatality of the worker due to short circuit, and there was no fatality of independent contractors (GRI 403-2)
- Number of occupational disease is referred to the report by Workmen's Compensation Fund
 - o according to medical certificate from occupational physician (GRI 403-2)
 - o Days mean scheduled work days
 - o Injury means work-related injury from first-aid level to lost-day level (from 1 day)
 - o Lost Time Injury means injury that causes lost-day from one day onward (calculating from the day after the incident)
 - o Lost Day is calculated from the day after the incident
 - o In 2018, the Company revised the absentee rate formula which excluded employees in Bangkok Produce Merchandising PCL., CP Merchandising Co., Ltd., CPF Training Center Co., Ltd., CPF IT Center Co., Ltd., CPF Food Research & Development Center Co., Ltd., CP HiLai Harbour Co. Ltd. (GRI 403-2).