

# Social Performance

## Health and Safety

A decrease in lost time injury frequency rate, zero occupational illness and disease but still had fatality cases while a decreasing trend of transportation fatality of contractors.

Performance Data	2016	2017	2018	2019	2020	GRI Standards	DJSI*	SASB
<b>From Workplace</b>								
Hours Worked** (Million Hours Worked)								
• Employee	82.80	79.38	83.18	79.55	79.72	GRI 403-9		
• Contractor	129.57	118.33	110.63	110.95	124.97			
Total Recordable Work-Related Injury and Occupational Illness & Disease Rate (Cases/1,000,000 Hours Worked)								EM-CM-320a.1 RT-CH-320a.1
• Employee**	1.015	1.020	0.854	0.880	0.840			
• Contractor	0.849	0.625	1.094	0.793	0.608			
Fatality Work-Related Injury and Occupational Illness & Disease Rate (Cases/1,000,000 Hours Worked)								RT-CH-320a.1
• Employee**	0.012	0.013	0.000	0.000	0.000			
• Contractor	0.023	0.017	0.018	0.018	0.032			
Total Number of Recordable Work-Related Injury** (Cases)								
• Employee	84	81	71	70	67	GRI 403-9		
• Contractor	110	74	121	88	76			
Total Recordable Work-Related Injury Rate** (Cases/1,000,000 Hours Worked)								
• Employee	1.015	1.020	0.854	0.880	0.840	GRI 403-9		
• Contractor	0.849	0.625	1.094	0.793	0.608			
Number of Fatality Work-Related Injury** (Cases)								
• Employee (Male : Female)	1 : 0	1 : 0	0 : 0	0 : 0	0 : 0	GRI 403-9	3.7.2	
• Contractor (Male : Female)	3 : 0	2 : 0	2 : 0	1 : 1	3 : 1			
Fatality Work-Related Injury Rate** (Cases/1,000,000 Hours Worked)								
• Employee	0.012	0.013	0.000	0.000	0.000	GRI 403-9		
• Contractor	0.023	0.017	0.018	0.018	0.032			
Number of High-Consequence Work-Related Injury** (Cases)								
• Employee	NA	NA	NA	NA	0	GRI 403-9		
• Contractor	NA	NA	NA	NA	4			
High-Consequence Work-Related Injury Rate** (Cases/1,000,000 Hours Worked)								
• Employee	NA	NA	NA	NA	0.000	GRI 403-9		
• Contractor	NA	NA	NA	NA	0.032			
Lost Time Injury Frequency Rate** (Cases/1,000,000 Hours Worked)								
• Employee	0.205	0.250	0.192	0.239	0.113		3.7.3	
• Contractor	0.225	0.110	0.279	0.279	0.216		3.7.4	
Severity Work-Related Injury Rate (Days/1,000,000 Hours Worked)								
• Employee	4.530	4.095	2.685	4.890	2.960			
• Contractor	6.670	1.690	6.000	5.714	5.609			
Total Number of Recordable Occupational Illness & Disease (Cases)								
• Employee**	0	0	0	0	0	GRI 403-10		
• Contractor	NA	NA	NA	NA	0			
Occupational Illness Frequency Rate (Cases/1,000,000 Hours Worked)								
• Employee**	0.000	0.000	0.000	0.000	0.000		3.7.5	
• Contractor	NA	NA	NA	NA	0.000			

Performance Data	2016	2017	2018	2019	2020	GRI Standards	DJSI*	SASB
Number of Fatality Occupational Illness & Disease (Cases)								
• Employee**	0	0	0	0	0	GRI 403-10		
• Contractor	NA	NA	NA	NA	0			
Number of Reported Cases of Silicosis (Cases)								
• Employee**	0	0	0	0	0			EM-CM-320a.2
• Contractor	NA	NA	NA	NA	0			
Near Miss Frequency Rate (Employee & Contractor) (Cases/1,000,000 Hours Worked)	NA	NA	NA	NA	17.524			EM-CM-320a.1
Process Safety Incidents Count (PSIC)*** (Cases)	NA	NA	NA	NA	0			RT-CH-540a.1
Process Safety Total Incident Rate (PSTIR)** (Cases/1,000,000 Hours Worked)	NA	NA	NA	NA	0			RT-CH-540a.1
Process Safety Incident Severity Rate (PSISR)*** (Cases/1,000,000 Hours Worked)	NA	NA	NA	NA	0			RT-CH-540a.1
Number of Chemicals Spillage (Cases)								
• Level 1 : High Severity	0	0	1	1	1	GRI 306-3		
• Level 2 : Moderate Severity	4	0	1	0	0			
• Level 3 : Low Severity	8	4	4	7	3			
<b>From Travelling and Transportation</b>								
Number of Fatality Work-Related Injury** (Cases)								
• Employee (Male : Female)	1 : 0	1 : 0	0 : 0	0 : 0	0 : 0	GRI 403-9	3.7.2	
• Direct Transportation Contractor (Male : Female)	4 : 0	2 : 0	2 : 0	0 : 0	1 : 0			
• Other Transportation Contractor (Male : Female)	3 : 0	5 : 0	1 : 1	4 : 0	2 : 0			
Number of Transport Incidents (Cases)	NA	NA	NA	NA	33			RT-CH-540a.2
Logistics Drivers Trained from SCG Skills Development School (Persons)	12,196	17,716	17,024	18,224	8,989			
<b>From Workplace, Travelling and Transportation</b>								
Number of Fatality Work-Related Injury** (Cases)								
• Employee (Male : Female)	2 : 0	2 : 0	0 : 0	0 : 0	0 : 0	GRI 403-9	3.7.2	
• Contractor (Male : Female)	7 : 0	4 : 0	4 : 0	1 : 1	4 : 1			
<b>Others</b>								
Revenue from Product that have undergone a Hazard Assessment*** (%)	NA	NA	NA	NA	100			RT-CH-410b.1
Revenue from Products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS)*** (%)	NA	NA	NA	NA	100			RT-CH-410b.1

NA = Not Available

\* Reference based on DJSI 2020 Questionnaire

\*\* Within KPMG's limited assurance scope

\*\*\* Only Chemicals Business

**Employee:** A full time employee according to an employment contract such as operational level, supervisory and technical staff level, and managerial level including Intern (probationary) and special contracted employee.

**Workplace Contractor:** A contractor that works for the organization, and whose work and/or workplace is controlled by the organization (exclude transportation contractor).

**Direct Transportation Contractor:** Transportation contractor with operation under SCG's brand.

**Other Transportation Contractor:** Other transportation contractor without operation under SCG's brand.

Level 1 : High severity means that spills that causes of injury or spill to environment or the volume of chemicals spills is more than 2,500 kg (plastic powder or granule is more than 5,000 kg) can be contained (not reaching the environment).

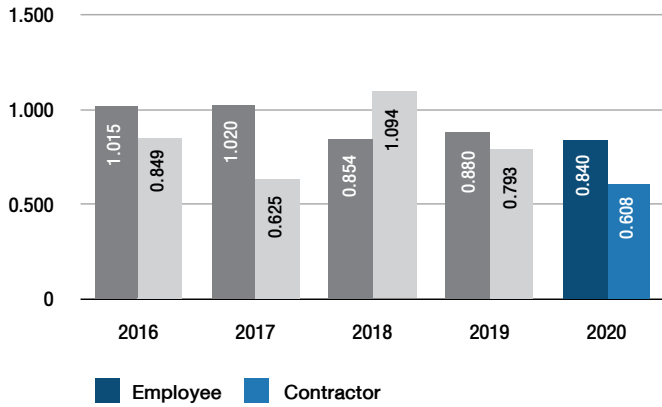
Level 2 : Moderate severity means that spills with no injury occurred and the volume of chemicals spills is more than 500 to 2,500 kg (plastic powder or granule is more than 2,500 to 5,000 kg) can be contained (not reaching the environment).

Level 3 : Low severity means that spills with no injury occurred and the volume of chemicals spills is more than 50 to 500 kg (plastic powder or granule is more than 500 to 2,500 kg) can be contained (not reaching the environment).

The chemicals exclude flammable gas and utility chemicals, e.g. raw water, filtrated water, distilled water, nitrogen gas, instrument air, service air, or carbon dioxide.

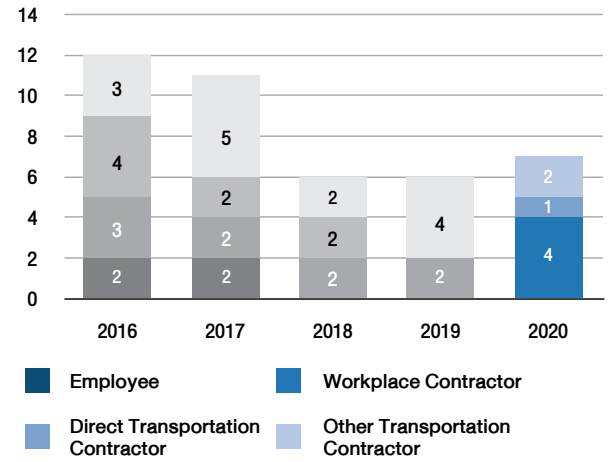
## Total Recordable Work-Related Injury and Occupational Illness & Disease Rate

Cases/1,000,000 Hours Worked



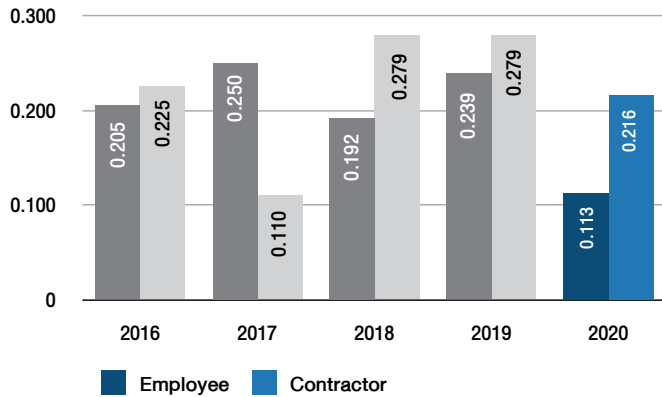
## Number of Fatality Work-Related Injury

Cases



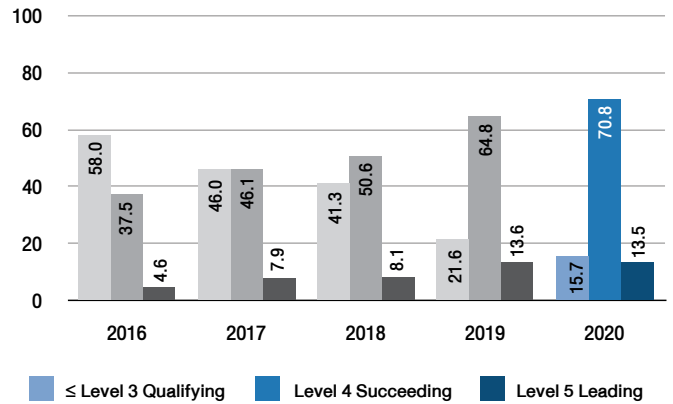
## Lost Time Injury Frequency Rate

Cases/1,000,000 Hours Worked



## Number of SPAP Certified Companies in Thailand

percent



**Workplace Contractor:** A contractor that works for the organization, and whose work and/or workplace is controlled by the organization (exclude transportation contractor).

**Direct Transportation Contractor:** Transportation contractor with operation under SCG's brand.

**Other Transportation Contractor:** Other transportation contractor without operation under SCG's brand.

## Labor and Social Development

Performance Data	2016	2017	2018	2019	2020	GRI Standards	DJSI*	SASB
Number of employees (Persons)	53,728	53,670	52,971	54,224	49,754	GRI 102-8		
Female share of total workforce (%)	23.1	22.6	22.8	21.9	23.0	GRI 405-1b	3.2.1	
Females in all management positions (%)	24.0	25.5	24.8	24.7	25.0	GRI 102-8	3.2.1	
Females in junior management positions (%)	25.6	26.5	26.3	26.1	26.4		3.2.1	
Females in top management positions (%)	11.3	14.2	13.3	13.1	13.1		3.2.1	
Females in management positions in revenue-generating functions ** (%)	18.0	19.2	19.2	19.5	19.5		3.2.1	
Proportion of local Management Level overseas *** (%)	0.34	0.31	0.32	0.45	0.86	GRI 202-2		
Number of employees with disability **** (Persons)	41	41	40	39	35		3.2.1	
Remuneration of female to male								
• Average salary of Executive Level (base salary only)						GRI 405-2	3.2.2	
• Female (Thousand Baht)	5,947	6,355	7,072	7,190	7,026			
• Male (Thousand Baht)	6,470	6,987	7,106	7,086	7,218			
• Ratio of average salary of Executive Level (base salary only) (Ratio)	0.919	0.910	0.995	1.015	0.973			
• Average salary of Management Level (base salary only)								
• Female (Thousand Baht)	2,051	2,112	2,222	2,289	2,319			
• Male (Thousand Baht)	2,276	2,372	2,441	2,486	2,511			
• Ratio of average salary of Management Level (base salary only) (Ratio)	0.901	0.890	0.910	0.921	0.924			
• Average salary of Management Level (base salary + other cash incentives)								
• Female (Thousand Baht)	2,735	2,815	2,963	2,956	2,995			
• Male (Thousand Baht)	3,035	3,162	3,254	3,211	3,243			
• Ratio of average salary of Management Level (base salary + other cash incentives) (Ratio)	0.901	0.890	0.911	0.921	0.924			
• Average salary of Non-management Level (base salary only)								
• Female (Thousand Baht)	447	475	523	554	583			
• Male (Thousand Baht)	414	439	471	493	516			
• Ratio of average salary of Non-management Level (base salary only) (Ratio)	1.080	1.082	1.110	1.124	1.130			
Employees represented by an independent trade union or covered by collective bargaining agreements ***** (%)	91.0	89.4	86.2	84.1	88.0		3.2.3	
Proportion of Absence by Type								
• Sick leave (%)	14.4	14.0	14.0	12.7	10.6			
• Work-related leave (%)	0.1	0.1	0.1	0.1	0.1			
• Others (%)	85.4	85.9	85.9	87.2	89.3			
Number of new employees hire (Persons)	2,088	1,659	855	927	482	GRI 401-1a		
• Percentage of total employees (%)	4.2	3.4	1.8	2.0	1.0			
• by Gender (Female : Male) (%)	23 : 77	23 : 77	29 : 71	27 : 73	37 : 63			
• by Employee level (Management level : Other level) (%)	0.2 : 99.8	0.4 : 99.6	1.8 : 98.2	1.7 : 98.3	1.5 : 98.5			
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	87.7 : 12.2 : 0.1	76.6 : 23.3 : 0.1	79.8 : 19.1 : 1.1	69.3 : 30.3 : 0.4	70.3 : 29.5 : 0.2			
Number of positions filled by internal candidates (Rotation/Promotion) (Persons)	3,287	2,718	2,946	2,532	2,012		3.4.1	
• Percentage of total employees (%)	6.1	5.1	5.6	4.7	4.0			
• by Gender (Female : Male) (%)	28 : 72	28 : 72	29 : 71	27 : 73	26 : 74			
• by Employee level (Management level : Other level) (%)	5.3 : 94.7	6.5 : 93.5	7.2 : 92.8	11.7 : 88.3	7.9 : 92.1			
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	30.4 : 66.3 : 3.3	26.5 : 70.1 : 3.4	26.7 : 69.9 : 3.4	21.0 : 73.3 : 5.7	17.4 : 77.5 : 5.1			

Performance Data	2016	2017	2018	2019	2020	GRI Standards	DJSI*	SASB
Average hiring cost per employee (Baht/Person)	312,963	235,321	123,000	97,264	98,140		3.5.3	
Voluntary employee turnover (Persons)	1,487	1,825	1,599	1,560	1,180	GRI 401-1b	3.5.3	
• Percentage of total employees (%)	2.8	3.4	3.0	2.9	2.4			
• by Gender (Female : Male) (%)	25 : 75	23 : 77	26 : 74	27 : 73	27 : 73			
• by Employee level (Management level : Other level) (%)	1.2 : 98.8	1.1 : 98.9	1.4 : 98.6	1.5 : 98.5	2.6 : 97.4			
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	52.6 : 45.4 : 2.0	47.6 : 50.3 : 2.1	40.5 : 55.2 : 4.3	33.2 : 61.6 : 5.2	24.8 : 64.3 : 10.9			
Total employee turnover (Persons)	2,128	2,437	2,340	1,880	1,804	GRI 401-1	3.5.3	
• Percentage of total employees (%)	4.0	4.5	4.4	3.5	3.6			
• by Gender (Female : Male) (%)	21 : 79	23 : 77	26 : 74	26 : 74	23 : 77			
• by Employee level (Management level : Other level) (%)	1.7 : 98.3	2.6 : 97.4	2.9 : 97.1	3.4 : 96.6	5.4 : 94.6			
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	46.1 : 37.9 : 16.0	42.1 : 41.9 : 16.0	30.1 : 50.1 : 19.8	28.9 : 54.0 : 17.1	17.3 : 53.5 : 29.2			
Return to Work after Parental Leave *****						GRI 401-3		
• Number of employees taken parental leave (Persons)	210	375	339	492	306			
• Number of employees returned to work after parental leave (Persons)	203	358	311	461	303			
Employee engagement level ***** (%)	66	66	67	68	71		3.5.4	
• by Gender (Female : Male) (%)	NA	NA	NA	NA	66 : 73			
• by Employee level (Management level : Other level) (%)	NA	NA	NA	NA	76 : 71			
• by Service year (under 5 yr : 5-20 yr : over 20 yr) (%)	NA	NA	NA	NA	67 : 68 : 79			
Employee engagement level by ethnic group of employees (Thai / Others) (%)	NA	NA	NA	NA	70 : 76			
Average hours of training and development (Hours/Person)	48	72	104	136	124	GRI 404-1	3.4.1	
• Mandatory (Hours/Person)	NA	NA	NA	NA	104			
• Non mandatory (Hours/Person)	NA	NA	NA	NA	20			
Average amount spent on training and development (Baht/Person)	30,000	26,924	28,766	23,933	15,794		3.4.1	
Number of sites where human rights risks have been identified with mitigation plans (Company)	97	107	49	47	34		3.3.4	
Contribution for social and community development (Million Baht)	710	689	748	719	669	GRI 201-1	3.6.3	
• Contribution by SCG (Million Baht)	437	516	494	414	326			
• Contribution by SCG Foundation (Million Baht)	273	173	254	305	343			
Employee volunteering during paid working hours (Million Baht)	106	87	82	82	40		3.6.3	
In-kind giving: product or services donations, projects/partnerships or similar (Million Baht)	21	39	46	132	124		3.6.3	
Management overheads related to CSR activity (Million Baht)	264	291	233	152	167		3.6.3	

NA = Not Available

\* Reference based on DJSI 2020 Questionnaire

\*\* Revenue-generating functions e.g. marketing, sales, production

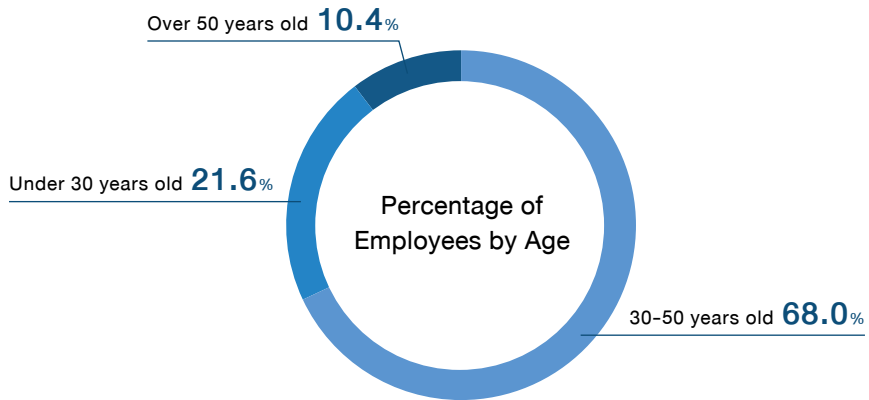
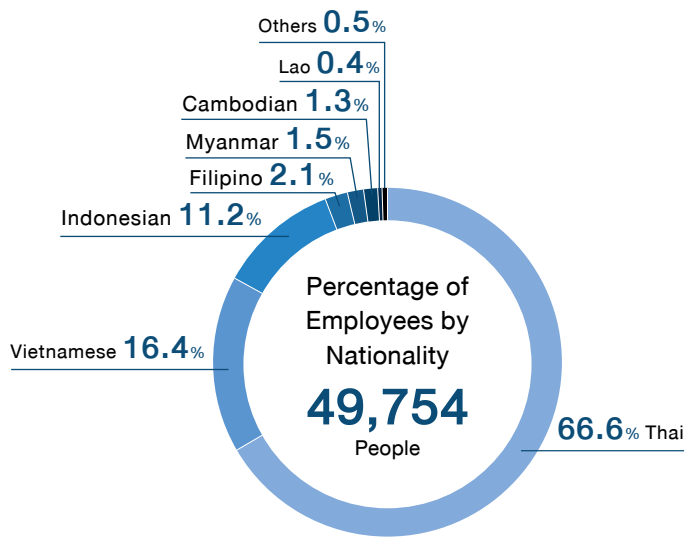
\*\*\* Calculate from percentage of local Management Level overseas over total overseas staff

\*\*\*\* Visual and physical impairment and movement disability or other, e.g. hearing impairment, mental disability, communication disability

\*\*\*\*\* Employees joining trade union or working with companies covered by Welfare Committee

\*\*\*\*\* Under Thai laws, only female employees can take parental leave

\*\*\*\*\* Employee engagement level by Gender is available since 2020

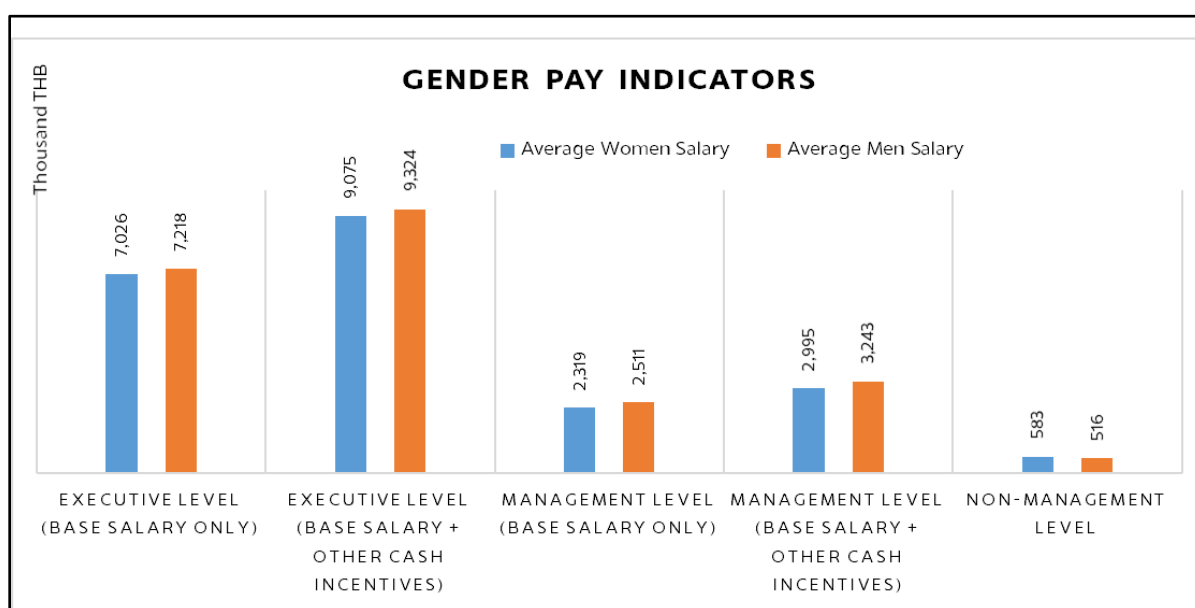


## Gender Diversity Performance 2020

We move forward in gender diversity goal is 27% female in all management positions by 2025

Diversity indicators	% of total workforce
Share of women in total workforce	23.0
Share of women in all management positions, including junior, middle and top management	25.0
Share of women in junior management positions	26.4
Share of women in top management positions	13.1
Share of women in management positions in revenue-generating functions	19.5
Share of women in STEM-related positions	31.9

## Gender Pay Indicators 2020



## Nationality Diversity Performance 2020

