

Sustainability Performance Data

Social Performance	Unit	2015	2016	2017	2018	2019	GRI Standard	DJSI
Number of Chemicals Spillage	Cases						GRI 306-3	
- Level 1 : High Severity		1	0	0	1	1		
- Level 2 : Moderate Severity		1	4	0	1	0		
- Level 3 : Low Severity		0	8	4	4	7		

* Within KPMG's limited assurance scope

** Change calculation rate from based on case or day / 200,000 man-hours to case or day / 1,000,000 man-hours

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.

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Social Performance	Unit	2015	2016	2017	2018	2019	GRI Standard	DJSI
Number of employees	person	53,096	53,728	53,670	52,971	54,224	GRI 102-8	
Female share of total workforce	%	23.1	23.1	22.6	22.8	21.9	GRI 405-1	3.2.1
Females in all management positions	%	23.5	24.0	25.5	24.8	24.7	GRI 102-8	3.2.1
Females in junior management positions	%	25.1	25.6	26.5	26.3	26.1		3.2.1
Females in top management positions	%	11.2	11.3	14.2	13.3	13.1		3.2.1
Females in management positions in revenue-generating functions *	%	18.0	18.0	19.2	19.2	19.5		3.2.1
Proportion of local senior management **	%	0.30	0.34	0.31	0.32	0.45	GRI 202-2	
Number of employees with disability ***	person	34	41	41	40	39		3.2.1
Remuneration of female to male							GRI 405-2	3.2.2
- Average salary of Executive Level (base salary only)								
- Female	Baht	5,644,000	5,947,000	6,355,000	7,072,000	7,190,000		
- Male	Baht	6,173,000	6,470,000	6,987,000	7,106,000	7,086,000		
- Ratio of average salary of female to male (base salary only)		0.914	0.919	0.910	0.995	1.015		
- Average salary of Management Level (base salary only)								
- Female	Baht	1,960,000	2,051,000	2,112,000	2,222,000	2,289,000		
- Male	Baht	2,160,000	2,276,000	2,372,000	2,441,000	2,486,000		
- Ratio of average salary of female to male (base salary only)		0.907	0.901	0.890	0.910	0.921		
- Average salary of Management Level (base salary + other cash incentives)								
- Female	Baht	2,613,000	2,735,000	2,815,000	2,963,000	2,956,000		
- Male	Baht	2,880,000	3,035,000	3,162,000	3,254,000	3,211,000		
- Ratio of average salary of female to male (base salary + other cash incentives)		0.907	0.901	0.890	0.911	0.921		
- Average salary of Non-management Level (base salary only)								
- Female	Baht	411,000	447,000	475,000	523,000	554,000		
- Male	Baht	373,000	414,000	439,000	471,000	493,000		
- Ratio of average salary of female to male (base salary only)		1.102	1.080	1.082	1.110	1.124		

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Social Performance	Unit	2015	2016	2017	2018	2019	GRI Standard	DJSI
Employees represented by an independent trade union or covered by collective bargaining agreements ****	%	NA	91.0	89.4	86.2	84.1		3.2.3
Proportion of Absence by Type							GRI 403-2	
- Sick leave	%	15.6	14.4	14.0	14.0	12.7		
- Work-related leave	%	0.2	0.1	0.1	0.1	0.1		
- Others	%	84.2	85.4	85.9	85.9	87.2		
Number of new employees hire	person	2,631	2,088	1,659	855	927	GRI 401-1	
Ratio of new employees hire	%	5	4.2	3.4	1.8	2		
Voluntary employee turnover	person	1,568	1,487	1,825	1,599	1,560	GRI 401-1	3.5.3
Voluntary employee turnover rate	%	2.9	2.8	3.4	3.0	2.9		
Total employee turnover	person	2,089	2,128	2,437	2,340	1,880	GRI 401-1	3.5.3
Total employee turnover rate	%	3.9	4	4.5	4.4	3.5		
Return to Work after Parental Leave *****							GRI 401-3	
- Number of employees taken parental leave	person	330	210	375	339	492		
- Number of employees returned to work after parental leave	person	325	203	358	311	461		
Employee engagement level	%	NA	66	66	67	68		3.5.4
Average training and development of employee	day/person	NA	6	9	13	17	GRI 404-1	3.4.1
Average cost of hiring a new employee	Baht/person	235,370	312,963	235,321	123,000	97,264		3.4.1
Number of sites where human rights risks have been identified with mitigation plans	Site	89	97	107	49	47		3.3.4
Contribution for social and community development	Million Baht	591	710	689	748	719	GRI 201-1	3.6.3
- Contribution by SCG	Million Baht	410	437	516	494	414		
- Contribution by SCG Foundation	Million Baht	181	273	173	254	305		
Employee volunteering during paid working hours	Million Baht	55	106	87	82	82		3.6.3
In-kind giving: product or services donations, projects/partnerships or similar	Million Baht	38	21	39	46	132		3.6.3
Management overheads related to CSR activity	Million Baht	231	264	291	233	152		3.6.3

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

** Calculate from percentage of overseas senior management and supervisor 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