

Sustainable Performance – Information on Occupational Health and Safety

Information on Occupational Health and Safety Management System

Data	Unit	2020*	2021*	2022**	2023**
GRI 403-8 (2018) Employees and Contractors Covered by Occupational Health and Safety Management System					
Occupational health and safety management system					
Employees covered by occupational health and safety management system	persons	8,051	7,161	7,619	7,582
	percent	100	100	100	100
Contractors covered by occupational health and safety management system	persons	14,244	19,187	12,899	17,166
	percent	100	100	100	100
Occupational health and safety management system that has been internally audited					
Employees covered by occupational health and safety management system that has been internally audited	persons	8,051	7,161	7,619	7,582
	percent	100	100	100	100
Contractors covered by occupational health and safety management system that has been internally audited	persons	14,244	19,187	12,899	17,166
	percent	100	100	100	100
Occupational health and safety management system that has been audited by an external party					
Employees covered by occupational health and safety management system that has been audited by an external party	persons	4,820	5,279	6,063	6,234
	percent	59.87	73.72	79.58	82.22
Contractors covered by occupational health and safety management system that has been audited by an external party	persons	12,133	10,334	11,923	16,156
	percent	85.18	53.86	92.43	94.12

Remarks: * refer to data collected between November 1st of the previous year to October 31st of the reporting year.

** refer to data collected between 1st January of the reporting year – 31st December of the reporting year.

NA refer to not available or no data was collected.

Information on Occupational Health and Safety

Data	Unit	2020*			2021*			2022**			2023**		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
GRI 403-9 (2018) Work-related injuries													
Number of hours worked													
Employees	hours	15,730,804	5,248,856	20,979,660	13,927,595	4,148,154	18,075,748	15,551,120	4,911,804	20,462,925	14,494,055	4,889,736	19,383,791
Contractors	hours	10,180,400	3,972,894	14,153,294	9,023,738	3,459,482	12,483,220	8,809,175	3,651,441	12,460,616	9,605,500	3,754,510	13,360,010
Fatalities as a result of work-related injury													
Employees	persons	1	0	1	1	0	1	1	0	1	1	0	1
	persons/ 1,000,000 hours worked	0.06	0	0.05	0.07	0	0.06	0.06	0	0.05	0.07	0	0.05
Contractors	persons	0	1	1	2	0	2	0	0	0	0	0	0
	persons/ 1,000,000 hours worked	0	0.25	0.07	0.22	0	0.16	0	0	0	0	0	0
High-consequence work-related injuries (excluding fatalities)***													
Employees	persons	0	0	0	3	0	3	2	0	2	0	0	0
	persons/ 1,000,000 hours worked	0	0	0.00	0.22	0	0.17	0.13	0	0.10	0	0	0
Contractors	persons	2	0	2	0	0	0	0	0	0	1	0	1
	persons/ 1,000,000 hours worked	0.20	0	0.14	0	0	0	0	0	0	0.10	0	0.07

Data	Unit	2020*			2021*			2022**			2023**		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total recordable work-related injuries (ไม่รวม FAC)													
Employees	persons	55	0	55	44	2	46	39	3	42	49	5	54
	persons/ 1,000,000 hours worked	3.50	0	2.62	3.16	0.48	2.54	2.51	0.61	2.05	3.38	1.02	2.79
Contractors	persons	23	2	25	26	2	28	12	4	16	21	4	25
	persons/ 1,000,000 hours worked	2.26	0.50	1.77	2.88	0.58	2.24	1.36	1.10	1.28	2.19	1.07	1.87
Lost Time Injury Frequency Rate (LTIFR)													
Employees	persons	16	0	16	13	1	14	12	0	12	18	3	21
	persons/ 1,000,000 hours worked	1.02	0	0.76	0.93	0.24	0.77	0.77	0	0.59	1.24	0.61	1.08
Contractors	persons	8	0	8	10	2	12	4	3	7	8	2	10
	persons/ 1,000,000 hours worked	0.79	0.00	0.57	1.11	0.58	0.96	0.45	0.82	0.56	0.83	0.53	0.75

Data	Unit	2020*			2021*			2022**			2023**		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
GRI 403-10 (2018) Work-related Ill Health													
Fatalities as a result of work-related ill health													
Employees	persons	0	0	0	0	0	0	0	0	0	0	0	0
	persons/ 1,000,000 hours worked	0	0	0	0	0	0	0	0	0	0	0	0
Contractors	persons	0	0	0	0	0	0	0	0	0	0	0	0
	persons/ 1,000,000 hours worked	0	0	0	0	0	0	0	0	0	0	0	0
Total recordable work-related ill health													
Employees	persons	0	0	0	0	0	0	0	0	0	0	0	0
	persons/ 1,000,000 hours worked	0	0	0	0	0	0	0	0	0	0	0	0
Contractors	persons	0	0	0	0	0	0	0	0	0	0	0	0
	persons/ 1,000,000 hours worked	0	0	0	0	0	0	0	0	0	0	0	0

Remarks:

* refer to data collected between November 1st of the previous year to October 31st of the reporting year.

** refer to data collected between 1st January the reporting year - 31st December the reporting year

NA refer to not available or no data was collected.

*** refer to injury arising from work-related incident that results in an injury and the workers cannot fully recover to pre-injury health status within 6 months.

Collecting data of work-related injury and illness are in accordance with the Mitr Phol Group's Incident Management Procedure.

Employees refer to monthly and daily permanent employees of Mitr Phol Sugar Corp., Ltd. and subsidiaries.

Contractors refer to representatives of juristic person who work for Mitr Phol and are in accordance with the Mitr Phol's hiring procedure.

The contactors include consultant and temporary employees by employment contract.

Injury data refers to work-related injury that results in any of medical treatment, lost workday from one day onward, disability and death.

Lost time injury refers to injuries arising from work-related incident that results in lost workday and the employee is not able to work the scheduled work day.

Work-related ill health refers to illness arising from work due to the diagnosis of the occupational medicine physician.