

MINOR SUSTAINABILITY REPORT 2019: MATERIAL ASPECTS AND BOUNDARIES

Subsidiaries, Associates and Joint Ventures included in the Sustainability Report

Material Aspects and Other Aspects

1 Economic Performance	5 Training and Education	8 Good Corporate Governance and Anti-Corruption	11 Public Policy
2 Food and Service Safety	6 Environment (Energy, Water, Emissions, Waste, Biodiversity)	9 Human Rights and Diversity	12 Compliance
3 Sustainable Supply Chain	7 Employment	10 Occupational Health and Safety	13 Communities
4 Customer Relationship Management			14 Environment (Waste water)

COMPANIES ⁽¹⁾	ASPECTS													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1 Minor International Public Company Limited	● ⁽²⁾	●	●	●	●	●	●	●	●	●	●	●	●	●
Minor Hotels														
2 Chao Phaya Resort Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
3 Maerim Terrace Resort Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
4 Samui Resort and Spa Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
5 Rajadamri Hotel Public Company Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
6 MI Squared Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
7 Hua Hin Village Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
8 Baan Boran Chiangrai Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
9 Royal Garden Plaza Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
10 MSpa International Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
11 Minor Hotel Group Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
12 Eutopia Private Holding Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
13 Harbour View Corporation Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
14 MHG Phuket Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
15 Lodging Management (Mauritius) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
16 Zanzibar Tourism and Hospitality Investment Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
17 Tanzania Tourism and Hospitality Investment Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
18 Vietnam Hotel Projekt B.V.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
19 Rani Minor Holding Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
20 Sands Hotels (Proprietary) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
21 Minor Hotel Group Gaborone (Proprietary) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
22 MHG Lesotho (Proprietary) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
23 Minor Hotels Zambia Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
24 PH Resort (Private) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
25 Jada Resort and Spa (Private) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
26 MHG Hotel Holding Australia Pty. Ltd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●

COMPANIES ⁽¹⁾	ASPECTS													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
27 Minor Continental Holding (Singapore) Pte. Ltd. ⁽³⁾	●	●	●	●	●	●	●	●	●	●	●	●	●	●
28 Minor International (Labuan) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
29 MHG Desaru Hotel Sdn. Bhd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
30 Cardamom Tented Camp Co., Ltd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Minor Food														
31 The Minor Food Group Public Company Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
32 Swensen's (Thai) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
33 Minor Cheese Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
34 Minor Dairy Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
35 Minor DQ Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
36 Burger (Thailand) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
37 SLRT Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
38 The Coffee Club (Thailand) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
39 Pecan Deluxe (Thailand) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
40 Select Service Partner Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
41 MSC Thai Cuisine Co., Ltd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
42 International Franchise Holding (Labuan) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
43 Minor Food Group (Singapore) Pte. Ltd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
44 Minor DKL Food Group Pty. Ltd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
45 Over Success Enterprise Pte. Ltd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
46 Liwa Minor Food & Beverage LLC	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Minor Lifestyle														
47 Minor Corporation Public Company Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
48 Armin Systems Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
49 NMT Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
50 Esmido Fashions Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●

(1) For ease of reporting purpose, subsidiaries of holding companies will be disclosed under the holding company
 (2) Economic performance covers all significant consolidated subsidiaries, associates and joint ventures according to Minor International Annual Report 2019
 (3) Holds NH Hotel Group and Tivoli group of companies. Information available either in Minor International Sustainability Report 2019, or in NH Hotel Group's Consolidated Non-Financial Information Statement 2019

รายงานการพัฒนาอย่างยั่งยืน 2562: ประเด็นสำคัญและขอบเขตของการจัดทำรายงาน

บริษัทย่อย บริษัทร่วม และกิจการร่วมค้าที่อยู่ในขอบเขตของการจัดทำรายงาน

บริษัท ⁽¹⁾	ประเด็น													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1 บริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน)	● ⁽²⁾	●	●	●	●	●	●	●	●	●	●	●	●	●
ไมเนอร์ โฮเทลส์														
2 บริษัท เจ้าพระยา ริชชอร์ท จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
3 บริษัท แมริม เทอเรีย ริชชอร์ท จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
4 บริษัท สมุย ริชชอร์ท แอนด์ สปา จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
5 บริษัท โรงแรม ราชดำริ จำกัด (มหาชน)	●	●	●	●	●	●	●	●	●	●	●	●	●	●
6 บริษัท เอ็มไอ สแควร์ จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
7 บริษัท หัวหิน วิลเลจ จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
8 บริษัท บ้านโบราณ เชียงราย จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
9 บริษัท รอยัล การ์เด้น พลาซ่า จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
10 บริษัท เอ็มสปา อินเตอร์เนชั่นแนล จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
11 บริษัท ไมเนอร์ โฮเทล กรุ๊ป จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
12 Eutopia Private Holding Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
13 Harbour View Corporation Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
14 บริษัท เอ็มเอสจี ภูเก็ต จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
15 Lodging Management (Mauritius) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
16 Zanzibar Tourism and Hospitality Investment Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
17 Tanzania Tourism and Hospitality Investment Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
18 Vietnam Hotel Projekt B.V.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
19 Rani Minor Holding Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
20 Sands Hotels (Proprietary) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
21 Minor Hotel Group Gaborone (Proprietary) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
22 MHG Lesotho (Proprietary) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
23 Minor Hotels Zambia Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
24 PH Resort (Private) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
25 Jada Resort and Spa (Private) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
26 MHG Hotel Holding Australia Pty. Ltd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●

ประเด็นสำคัญและประเด็นอื่น ๆ

1 ผลประกอบการของธุรกิจ	6 สิ่งแวดล้อม (การจัดการพลังงาน น้ำ การปล่อยก๊าซเรือนกระจก ของเสีย และการจัดการความหลากหลายทางชีวภาพ)	8 การกำกับดูแลกิจการที่ดี และการต่อต้านการทุจริตและคอร์รัปชัน	11 นโยบายสาธารณะ
2 ความปลอดภัยของอาหารและบริการ	7 การจ้างงาน	9 สิทธิมนุษยชน และความหลากหลาย ในการจ้างงาน	12 การปฏิบัติตามกฎหมาย
3 การบริหารจัดการทรัพยากรอย่างยั่งยืน		10 มาตรฐานความปลอดภัยและอาชีวอนามัย	13 ชุมชน สังคม
4 การบริหารลูกค้าสัมพันธ์			14 สิ่งแวดล้อม (การจัดการน้ำเสีย)
5 การจัดฝึกอบรมและให้การศึกษา			

บริษัท ⁽¹⁾	ประเด็น													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
27 Minor Continental Holding (Singapore) Pte. Ltd. ⁽³⁾	●	●	●	●	●	●	●	●	●	●	●	●	●	●
28 Minor International (Labuan) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
29 MHG Desaru Hotel Sdn. Bhd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
30 Cardamom Tented Camp Co., Ltd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
ไมเนอร์ ฟู๊ด														
31 บริษัท เดอะ ไมเนอร์ ฟู๊ด กรุ๊ป จำกัด (มหาชน)	●	●	●	●	●	●	●	●	●	●	●	●	●	●
32 บริษัท สเวนเซนส์ (ไทย) จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
33 บริษัท ไมเนอร์ ซีเอส จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
34 บริษัท ไมเนอร์ แดรี่ จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
35 บริษัท ไมเนอร์ ดีดีวี จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
36 บริษัท เบอร์เกอร์ (ประเทศไทย) จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
37 บริษัท เอสแอลอาร์ที จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
38 บริษัท เดอะ คอฟฟี่ คลับ (ประเทศไทย) จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
39 บริษัท พีแคน เดอลุกซ์ (ประเทศไทย) จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
40 บริษัท ซีเลค เซอร์วิส พาร์ทเนอร์ จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
41 บริษัท เอ็มเอสซี ไทย คูซีน จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
42 International Franchise Holding (Labuan) Limited	●	●	●	●	●	●	●	●	●	●	●	●	●	●
43 Minor Food Group (Singapore) Pte. Ltd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
44 Minor DKL Food Group Pty. Ltd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
45 Over Success Enterprise Pte. Ltd.	●	●	●	●	●	●	●	●	●	●	●	●	●	●
46 Liwa Minor Food & Beverage LLC	●	●	●	●	●	●	●	●	●	●	●	●	●	●
ไมเนอร์ไลฟ์สไตล์														
47 บริษัท ไมเนอร์ คอร์ปอเรชั่น จำกัด (มหาชน)	●	●	●	●	●	●	●	●	●	●	●	●	●	●
48 บริษัท อาร์มิน ซิสเต็มส์ จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
49 บริษัท นวศรี แมนูแฟคเจอร์ริง จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●
50 บริษัท เอสมิโต แฟชั่นส์ จำกัด	●	●	●	●	●	●	●	●	●	●	●	●	●	●

(1) ข้อมูลของบริษัทย่อยภายใต้กลุ่มเดียวกันถูกรายงานในระดับบริษัทแม่เพื่อให้ง่ายต่อการรายงาน

(2) ข้อมูลด้านเศรษฐกิจครอบคลุมทุกบริษัทที่เป็นบริษัทย่อย บริษัทร่วม และกิจการร่วมค้า ตามที่ระบุในรายงานประจำปี 2562 ของบริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน)

(3) ถือหุ้นในเอ็นเอส โฮเทล กรุ๊ป และกลุ่มบริษัทในเครือโรงแรมทีโวลี ข้อมูลถูกจัดแสดงอยู่ในรายงานการพัฒนาอย่างยั่งยืน 2562 ของบริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน) หรือในรายงาน Consolidated Non-Financial Information Statement 2019 ของเอ็นเอส โฮเทล กรุ๊ป

MINOR SUSTAINABILITY REPORT 2019: GRI CONTENT INDEX*

รายงานการพัฒนาอย่างยั่งยืน 2562: GRI Content Index*

GRI 102: General Disclosures 2016

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GRI 102-2	Activities, brands, products, and services	1-4, 273	2-3	Businesses > Business Overview: www.minor.com/en/businesses/business-overview Businesses > Minor Hotels: www.minor.com/en/businesses/minor-hotels Businesses > Minor Food: www.minor.com/en/businesses/minor-food Businesses > Minor Lifestyle: www.minor.com/en/businesses/minor-lifestyle
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* All GRI Disclosures in the table refer to GRI Standards 2018
AR = Annual Report, SR = Sustainability Report

Disclosure Number	Disclosure Title	Reference Page		Website/ Remarks
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GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	297, 309	19	www.minor.com/en/sustainability/sustainability-governance-structure
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GRI 102-29	Identifying and managing economic, environmental, and social impacts	82-83, 275-280, 309, 314	19	www.minor.com/en/sustainability/sustainability-governance-structure

Disclosure Number	Disclosure Title	Reference Page		Website/ Remarks
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GRI 102-35	Remuneration policies	292-294	-	CG Guidelines: www.minor.com/storage/download/guidelines/20190827-cg-guidelines-en.pdf 11. Compensation of the Board 13. Annual Compensation Review of Senior Management
GRI 102-36	Process for determining remuneration	292-294	-	CG Guidelines: www.minor.com/storage/download/guidelines/20190827-cg-guidelines-en.pdf 11. Compensation of the Board 13. Annual Compensation Review of Senior Management
GRI 102-37	Stakeholders' involvement in remuneration	-	-	CG Guidelines: www.minor.com/storage/download/guidelines/20190827-cg-guidelines-en.pdf 11. Compensation of the Board 13. Annual Compensation Review of Senior Management
GRI 102-38	Annual total compensation ratio	293-294	-	
GRI 102-39	Percentage increase in annual total compensation ratio	293-294	-	
Stakeholder Engagement				
GRI 102-40	List of stakeholder groups	287-191	19	www.minor.com/en/sustainability/stakeholder-engagement
GRI 102-41	Collective bargaining agreements	-	24	
GRI 102-42	Identifying and selecting stakeholders	-	19	www.minor.com/en/sustainability/stakeholder-engagement

Disclosure Number	Disclosure Title	Reference Page		Website/ Remarks
		AR	SR	
GRI 102-43	Approach to stakeholder engagement	287-191	19	www.minor.com/en/sustainability/stakeholder-engagement
GRI 102-44	Key topics and concerns raised	-	19	www.minor.com/en/sustainability/stakeholder-engagement
Reporting Practice				
GRI 102-45	Entities included in the consolidated financial statements	324-331	-	
GRI 102-46	Defining report content and topic boundaries	-	19, 101	www.minor.com/storage/download/sd/gri/mint-gri-content-index2018-en.pdf
GRI 102-47	List of material topics	-	19, 101	www.minor.com/storage/download/sd/gri/mint-gri-content-index2018-en.pdf
GRI 102-48	Restatements of information	8-9, 22-23, 89-96, 99-103, 106, 130, 139-140, 169, 174-175, 179-180, 184-187, 189, 195-196, 199-200, 233-236, 245, 248-249	70, 102, 113	
GRI 102-49	Changes in reporting	-	-	No significant changes
GRI 102-50	Reporting period	-	100	
GRI 102-51	Date of most recent report	-	100	
GRI 102-52	Reporting cycle	-	100	
GRI 102-53	Contact point for questions regarding the report	-	101	
GRI 102-54	Claims of reporting in accordance with the GRI standards	-	100	
GRI 102-55	GRI content index	-	101	www.minor.com/storage/download/sd/gri/mint-gri-content-index2018-en.pdf
GRI 102-56	External assurance	-	101	

Material Topics: Topic-specific Standards

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/ Remarks
			Part Omitted	Reason	Explanation	AR	SR	
GRI 200: Economic								
GRI 201 Economic Performance 2016								
GRI 103-1/2/3	Management approach	Inside the organization				12-17, 20-23, 250-251, 275-280	-	
GRI 201-1	Direct economic value generated and distributed					8-9	102	
GRI 202 Market Presence 2016								
GRI 103-1/2/3	Management approach	Inside the organization		Not applicable	Not material aspect	-	-	
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage					-	24	
GRI 203 Indirect Economic Impacts 2016								
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material aspect	-	-	
GRI 203-1	Infrastructure investments and services supported					-	39	
GRI 204 Procurement Practices 2016								
GRI 103-1/2/3	Management approach	Inside and outside the organization				-	42-43	
GRI 204-1	Proportion of spending on local suppliers					-	42	
GRI 205 Anti-Corruption 2016								
GRI 103-1/2/3	Management approach	Inside the organization				-	84-85	
GRI 205-1	Operations assessed for risks related to corruption					-	89	
GRI 205-2	Communication and training about anti-corruption policies and procedures					-	85, 87	
GRI 205-3	Confirmed incidents of corruption and actions taken					-	88	
GRI 206 Anti-Competitive Behavior 2016								
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material aspect	-	-	
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices					-	88	

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/ Remarks
			Part Omitted	Reason	Explanation	AR	SR	
GRI 300: Environmental								
GRI 302 Energy 2016								
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	66-67	
GRI 302-1	Energy consumption within the organization					-	110-112, 114	
GRI 302-2	Energy consumption outside of the organization					-	73	
GRI 302-3	Energy intensity					-	72-73, 110-112, 114	
GRI 302-4	Reduction of energy consumption					-	66-67, 72	
GRI 302-5	Reduction in energy requirements of products and services			Information unavailable	Information unavailable	-	-	
GRI 303 Water and Effluents 2018								
GRI 303-1	Management approach disclosures: Interactions with water as a shared resource	Inside and outside the organization				-	66-67	
GRI 303-2	Management approach disclosures: Management of water discharge-related impacts					-	66-67	
GRI 303-3	Water withdrawal					-	110-111, 113, 115	
GRI 303-4	Water discharge					-	113, 115	
GRI 303-5	Water consumption			Information unavailable	Information unavailable	-	-	
GRI 304 Biodiversity 2016								
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	66-67	
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas					-	116-118	
GRI 304-2	Significant impacts of activities, products, and services on biodiversity					-	119-120	
GRI 304-3	Habitats protected or restored					-	74-83, 116-120	
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations					-	66, 121	

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/ Remarks
			Part Omitted	Reason	Explanation	AR	SR	
GRI 305 Emissions 2016								
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	66-67	
GRI 305-1	Direct (Scope 1) GHG emissions					-	110-112, 114	
GRI 305-2	Energy indirect (Scope 2) GHG emissions					-	110-112, 114	
GRI 305-3	Other indirect (Scope 3) GHG emissions					-	73	
GRI 305-4	GHG emissions intensity					-	72-73, 110-112, 114	
GRI 305-5	Reduction of GHG emissions					-	66-67, 72	
GRI 305-6	Emissions of ozone-depleting substances (ODS)					-	112	
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions					-	113-114	
GRI 306 Effluents and Waste 2016								
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization	GRI 103-1/2/3		The 1 st year of goal establishment	-	66-67	
GRI 306-1	Water discharge by quality and destination					-	113, 115	
GRI 306-2	Waste by type and disposal method					-	71, 112, 115	
GRI 306-3	Significant spills					-	-	No significant spills
GRI 306-4	Transport of hazardous waste					-	112, 115	
GRI 306-5	Water bodies affected by water discharges and/or runoff					-	113, 115	Discharge to municipality drainage and industrial estate's wastewater treatment system
GRI 307 Environmental Compliance 2016								
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization		Not applicable	Not material aspect	-	-	
GRI 307-1	Non-compliance with environmental laws and regulations					-	66	
GRI 308 Supplier Environmental Assessment 2016								
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	42-43	
GRI 308-1	New suppliers that were screened using environmental criteria					-	44-45	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken					-	44-45	

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/ Remarks
			Part Omitted	Reason	Explanation	AR	SR	
GRI 400: Social								
GRI 401 Employment 2016								
GRI 103-1/2/3	Management approach	Inside the organization				-	20-21	
GRI 401-1	New employee hires and employee turnover					-	105	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees					-	105	
GRI 401-3	Parental leave					-	31, 105	
GRI 403 Occupational Health and Safety 2018								
GRI 403-1	Management approach disclosures: Occupational health and safety management system	Inside the organization				-	27-31	
GRI 403-2	Management approach disclosures: Hazard identification, risk assessment, and incident investigation					-	27-31	
GRI 403-3	Management approach disclosures: Occupational health services					-	27-31	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety					-	27-31	
GRI 403-5	Management approach disclosures: Worker training on occupational health and safety					-	27-31	
GRI 403-6	Management approach disclosures: Promotion of worker health					-	27-31	
GRI 403-7	Management approach disclosures: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships					-	27-31	
GRI 403-8	Workers covered by an occupational health and safety management system					-	27-31, 108-109	
GRI 403-9	Work-related injuries					-	108-109	
GRI 403-10	Work-related ill health					-	109	

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/ Remarks
			Part Omitted	Reason	Explanation	AR	SR	
GRI 404 Training and Education 2016								
GRI 103-1/2/3	Management approach	Inside the organization				-	20-21	
GRI 404-1	Average hours of training per year per employee					-	24-25, 105	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs					-	106-107	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews					-	21, 24	
GRI 405 Diversity and Equal Opportunity 2016								
GRI 103-1/2/3	Management approach	Inside the organization		Not applicable	Not material aspect	-	-	
GRI 405-1	Diversity of governance bodies and employees					-	103-104	
GRI 405-2	Ratio of basic salary and remuneration of women to men					-	24	Gender is not a factor in determining basic salary
GRI 406 Non-Discrimination 2016								
GRI 103-1/2/3	Management approach	Inside the organization		Not applicable	Not material aspect	-	-	
GRI 406-1	Incidents of discrimination and corrective actions taken					-	84-85, 90-93	Discrimination is included in Human Rights Policy: www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf
GRI 407 Freedom of Association and Collective Bargaining 2016								
GRI 103-1/2/3	Management approach	Inside the organization		Not applicable	Not material aspect	-	-	
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk					-	24, 45, 84-85, 90-93	Freedom of Association and Collective Bargaining is included in Human Rights Policy: www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/ Remarks
			Part Omitted	Reason	Explanation	AR	SR	
GRI 408 Child Labor 2016								
GRI 103-1/2/3	Management approach	Inside the organization		Not applicable	Not material aspect	-	-	
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor					-	45, 84-85, 90-93	Child Labor is included in Human Rights Policy: www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf
GRI 409 Forced or Compulsory Labor 2016								
GRI 103-1/2/3	Management approach	Inside the organization		Not applicable	Not material aspect	-	-	
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor					-	45, 84-85, 90-93	Forced Labor is included in Human Rights Policy: www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf
GRI 412 Human Rights Assessment 2016								
GRI 103-1/2/3	Management approach	Inside the organization		Not applicable	Not material aspect	-	-	Human Rights Policy: www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments					-	84-85, 90-93	
GRI 412-2	Employee training on human rights policies or procedures			Information unavailable	Information unavailable	-	92	
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening					-	84-85, 90-93	
GRI 414 Supplier Social Assessment 2016								
GRI 103-1/2/3	Management approach	Inside and outside the organization				-	42-43	
GRI 414-1	New suppliers that were screened using social criteria					-	42-43, 45	
GRI 414-2	Negative social impacts in the supply chain and actions taken					-	45	

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/ Remarks
			Part Omitted	Reason	Explanation	AR	SR	
GRI 415 Public Policy 2016								
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material aspect	-	-	Anti-Fraud and Corruption Policy: www.minor.com/storage/download/corporate-policies/anti-fraud-corruption-policy-en.pdf
GRI 415-1	Political contributions					-	88	No political contributions
GRI 416 Customer Health and Safety 2016								
GRI 103-1/2/3	Management approach	Inside and outside the organization	GRI 103-1/2/3		In procee of goal setting	-	53-57	
GRI 416-1	Assessment of the health and safety impacts of product and service categories					-	60	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services					-	60	
GRI 417 Marketing and Labeling 2016								
GRI 103-1/2/3	Management approach	Outside the organization		Not applicable	Not material aspect	-	-	
GRI 417-1	Requirements for product and service information and labeling					-	60	
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling					-	60	
GRI 417-3	Incidents of non-compliance concerning marketing communications					-	60	
GRI 418 Customer Privacy 2016								
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material aspect	-	-	
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data					-	59-60	
GRI 419 Socioeconomic Compliance 2016								
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material aspect	-	-	
GRI 419-1	Non-compliance with laws and regulations in the social and economic area					-	89	