

# รายงานการพัฒนาอย่างยั่งยืน 2561: ประเด็นสำคัญและขอบเขตของการจัดทำรายงาน

บริษัทย่อย บริษัทร่วม และบริษัทในเครือที่อยู่ในขอบเขตของการจัดทำรายงาน

บริษัท <sup>(1)</sup>	ตัวชี้วัด													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1 บริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน)	● <sup>(2)</sup>	●	●	●	●	●	●	●	●	●	●	●	●	●
<b>ธุรกิจโรงแรม</b>														
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 สมุย วิลเลจ จำกัด		●		●			●	●	●		●	●	●	●
10 บริษัท รอยัล การ์เด้น พลาซ่า จำกัด		●		●			●	●	●		●	●	●	●
11 บริษัท เอ็มสปา อินเตอร์เนชั่นแนล จำกัด		●		●			●	●	●		●	●	●	●
12 บริษัท ไมเนอร์ โฮเทล กรุ๊ป จำกัด		●	●	●	●	●	●	●	●		●	●	●	●
13 Eutopia Private Holding Limited		●		●	●	●	●	●	●	●	●	●	●	●
14 Harbour View Corporation Limited		●		●	●	●	●	●	●		●	●	●	●
15 บริษัท เอ็มเอชจี ภูเก็ต จำกัด		●		●	●	●	●	●	●		●	●	●	●
16 Lodging Management (Mauritius) Limited		●		●	●	●	●	●	●	●	●	●	●	●
17 Zanzibar Tourism and Hospitality Investment Limited		●		●		●	●	●	●		●	●	●	●
18 Tanzania Tourism and Hospitality Investment Limited		●		●		●	●	●	●		●	●	●	●
19 Vietnam Hotel Projekt B.V.		●		●	●	●	●	●	●	●	●	●	●	●
20 Rani Minor Holding Limited		●		●	●	●	●	●	●	●	●	●	●	●
21 Sands Hotels (Proprietary) Limited		●		●	●	●	●	●	●		●	●	●	●
22 Minor Hotel Group Gaborone (Proprietary) Limited		●		●	●	●	●	●	●	●	●	●	●	●
23 MHG Lesotho (Proprietary) Limited		●		●	●	●	●	●	●	●	●	●	●	●
24 Minor Hotels Zambia Limited		●		●	●	●	●	●	●		●	●	●	●
25 Minor Continental Holding (Mauritius)		●		●	●	●	●	●	●	●	●	●	●	●
26 บริษัท หัวหิน ริชชอร์ท จำกัด		●		●			●	●	●		●	●	●	●

## ตัวชี้วัด

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

บริษัท <sup>(1)</sup>	ตัวชี้วัด													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
27 PH Resort (Private) Ltd.		●		●	●	●	●	●	●	●	●	●	●	●
28 Jada Resort and Spa (Private) Limited		●		●	●	●	●	●	●		●	●	●	
29 MHG Hotel Holding Australia Pty. Ltd.		●		●			●	●	●	●	●	●	●	
30 Minor Continental Holding (Singapore) Pte.Ltd.		●		●		● <sup>(3)</sup>	● <sup>(3)</sup>	●	● <sup>(3)</sup>			●	● <sup>(3)</sup>	
<b>ธุรกิจร้านอาหาร</b>														
31 บริษัท เดอะ ไมเนอร์ ฟู้ด กรุ๊ป จำกัด (มหาชน)		●	●	●	●	●	●	●	●	●	●	●	●	●
32 บริษัท สเวนเซนส์ (ไทย) จำกัด		●		●	●	●	●	●	●	●	●	●	●	
33 บริษัท ไมเนอร์ ซีส์ จำกัด		●		●	●	●	●	●	●	●	●	●	●	●
34 บริษัท ไมเนอร์ แดรี่ จำกัด		●		●	●	●	●	●	●	●	●	●	●	●
35 บริษัท ไมเนอร์ ดีดีว จำกัด		●		●	●	●	●	●	●	●	●	●	●	
36 บริษัท เบอร์เกอร์ (ประเทศไทย) จำกัด		●		●	●	●	●	●	●	●	●	●	●	
37 บริษัท เอสแอลอาร์ที จำกัด		●		●	●	●	●	●	●	●	●	●	●	
38 บริษัท เดอะ คอฟฟี่ คลับ (ประเทศไทย) จำกัด		●		●	●	●	●	●	●	●	●	●	●	
39 บริษัท เคเทอริง แอสโซซิเอตส์ จำกัด		●		●			●	●	●		●	●	●	
40 บริษัท พีแคน เดอลูกซ์ (ประเทศไทย) จำกัด		●		●		●	●	●	●		●	●	●	
41 บริษัท ซีเลค เซอร์วิส พาร์ทเนอร์ จำกัด		●		●			●	●	●		●	●	●	
42 บริษัท เอ็มเอสซี ไทย คูซีน จำกัด		●		●			●	●	●		●	●	●	
43 International Franchise Holding (Labuan) Limited		●		●			●	●	●		●	●	●	
44 Minor Food Group (Singapore) Pte. Ltd.		●		●			●	●	●		●	●	●	
45 Minor DKL Food Group Pty. Ltd.		●		●	●		●	●	●		●	●	●	
46 Over Success Enterprise Pte. Ltd.		●		●			●	●	●		●	●	●	
47 Liwa Minor Food & Beverage LLC		●		●			●	●	●		●	●	●	
<b>ธุรกิจจัดจำหน่ายและรับจ้างผลิต</b>														
48 บริษัท ไมเนอร์ คอร์ปอเรชั่น จำกัด (มหาชน)		●		●	●		●	●	●	●	●	●	●	
49 บริษัท อาร์มิน ซิสเต็มส์ จำกัด		●		●	●		●	●	●	●	●	●	●	
50 บริษัท นวศรี แมนูแฟคเจอร์ส จำกัด		●		●	●	●	●	●	●	●	●	●	●	●
51 บริษัท เอสมิโต แพชั่นส์ จำกัด		●		●	●		●	●	●	●	●	●	●	

(1) เพื่อให้การรายงานง่ายขึ้น บริษัทย่อยภายใต้กลุ่มเดียวกันจะเปิดเผยข้อมูลในระดับบริษัทแม่

(2) ข้อมูลด้านเศรษฐกิจจะครอบคลุมทุกบริษัทที่เป็นบริษัทย่อย บริษัทร่วมและบริษัทในเครือ ตามที่ระบุในรายงานประจำปี 2561

(3) แยกแสดงไว้ในส่วน ต้อนรับสมาชิกใหม่ของไมเนอร์ - เอ็นเอช โฮเทล กรุ๊ป

# MINOR SUSTAINABILITY REPORT 2018: GRI CONTENT INDEX\*

รายงานการพัฒนาอย่างยั่งยืน 2561: GRI Content Index\*

## GRI 102: General Disclosures 2016

Disclosure Number	Disclosure Title	Reference Page		Website/ Remarks
		AR	SR	
<b>Organizational Profile</b>				
GRI 102-1	Name of the organization	100	3, 159	
GRI 102-2	Activities, brands, products, and services	3-4, 306	4-5	- Businesses > Business Overview ( <a href="http://www.minor.com/en/businesses/business-overview">http://www.minor.com/en/businesses/business-overview</a> ) Businesses > Minor Hotels ( <a href="http://www.minor.com/en/businesses/minor-hotels">http://www.minor.com/en/businesses/minor-hotels</a> ) - Businesses > Minor Food ( <a href="http://www.minor.com/en/businesses/minor-food">http://www.minor.com/en/businesses/minor-food</a> ) - Businesses > Minor Lifestyle ( <a href="http://www.minor.com/en/businesses/minor-lifestyle">http://www.minor.com/en/businesses/minor-lifestyle</a> )
GRI 102-3	Location of headquarters	364	159	
GRI 102-4	Location of operations	3-4, 7, 364	6-7	
GRI 102-5	Ownership and legal form	100, 356, 364	-	
GRI 102-6	Markets served	3-4, 7, 364	3, 6-7	
GRI 102-7	Scale of the organization	8-9, 85-99	135-137	
GRI 102-8	Information on employees and other workers	-	136-138	
GRI 102-9	Supply chain	-	65-71, 80-81	
GRI 102-10	Significant changes to the organization and its supply chain	307-3-8	-	
GRI 102-11	Precautionary Principle or approach	309-314, 333-334	-	

\* 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
		AR	SR	
GRI 102-12	External initiatives	70-73	18-19, 105-107, 110-111, 156-157	
GRI 102-13	Membership of associations	70-75	18-19, 105-107, 110-111, 156-157	
<b>Strategy</b>				
GRI 102-14	Statement from senior decision-maker	12-19	8-13	
GRI 102-15	Key impacts, risks, and opportunities	309-314, 334	-	
<b>Ethics and Integrity</b>				
GRI 102-16	Values, principles, standards, and norms of behavior	317-334	120-129	
GRI 102-17	Mechanisms for advice and concerns about ethics	77-80, 323	129	<a href="https://www.minor.com/en/corporate-governance/feedback">https://www.minor.com/en/corporate-governance/feedback</a>
<b>Governance</b>				
GRI 102-18	Governance structure	20, 335-343, 345-349	22	<a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>
GRI 102-19	Delegating authority	-	22	<a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	-	22	<a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	68, 321-324	22-23	<a href="https://www.minor.com/en/sustainability/stakeholder-engagement">https://www.minor.com/en/sustainability/stakeholder-engagement</a>
GRI 102-22	Composition of the highest governance body and its committees	20, 80, 335-343, 345-349	22, 136	<a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>
GRI 102-23	Chair of the highest governance body	329	-	
GRI 102-24	Nominating and selecting the highest governance body	329-331	-	
GRI 102-25	Conflicts of interest	305, 320	-	
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	330, 344	22	<a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>
GRI 102-27	Collective knowledge of highest governance body	331-332	22	<a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>

Disclosure Number	Disclosure Title	Reference Page		Website/ Remarks
		AR	SR	
GRI 102-28	Evaluating the highest governance body's performance	332-333	22	<a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>
GRI 102-29	Identifying and managing economic, environmental, and social impacts	78-79, 330, 309-314, 344, 349	22	<a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>
GRI 102-30	Effectiveness of risk management processes	309-314, 334, 345-346, 349	22	<a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>
GRI 102-31	Review of economic, environmental, and social topics	309-314, 334, 345-346, 350	22	<a href="https://www.minor.com/en/sustainability/framework-strategy-and-roadmap">https://www.minor.com/en/sustainability/framework-strategy-and-roadmap</a>
GRI 102-32	Highest governance body's role in sustainability reporting	330	22	<a href="https://www.minor.com/en/sustainability/framework-strategy-and-roadmap">https://www.minor.com/en/sustainability/framework-strategy-and-roadmap</a>
GRI 102-33	Communicating critical concerns	324, 330, 333	22, 125	
GRI 102-34	Nature and total number of critical concerns	-	125	
GRI 102-35	Remuneration policies	326-328	-	CG Guidelines ( <a href="https://www.minor.com/storage/download/guidelines/20190307-cg-guidelines-en.pdf">https://www.minor.com/storage/download/guidelines/20190307-cg-guidelines-en.pdf</a> ) 11. Compensation of the Board 13. Annual Compensation Review of Senior Management
GRI 102-36	Process for determining remuneration	326-328	-	
GRI 102-37	Stakeholders' involvement in remuneration	-	-	CG Guidelines ( <a href="https://www.minor.com/storage/download/guidelines/20190307-cg-guidelines-en.pdf">https://www.minor.com/storage/download/guidelines/20190307-cg-guidelines-en.pdf</a> ) 11. Compensation of the Board 13. Annual Compensation Review of Senior Management
GRI 102-38	Annual total compensation ratio	328	-	
GRI 102-39	Percentage increase in annual total compensation ratio	328	-	

Disclosure Number	Disclosure Title	Reference Page		Website/ Remarks
		AR	SR	
<b>Stakeholder Engagement</b>				
GRI 102-40	List of stakeholder groups	321-324	22	<a href="https://www.minor.com/en/sustainability/stakeholder-engagement">https://www.minor.com/en/sustainability/stakeholder-engagement</a>
GRI 102-41	Collective bargaining agreements	-	31	
GRI 102-42	Identifying and selecting stakeholders	-	22	<a href="https://www.minor.com/en/sustainability/stakeholder-engagement">https://www.minor.com/en/sustainability/stakeholder-engagement</a>
GRI 102-43	Approach to stakeholder engagement	319-324	22	<a href="https://www.minor.com/en/sustainability/stakeholder-engagement">https://www.minor.com/en/sustainability/stakeholder-engagement</a>
GRI 102-44	Key topics and concerns raised	-	22	<a href="https://www.minor.com/en/sustainability/stakeholder-engagement">https://www.minor.com/en/sustainability/stakeholder-engagement</a>
<b>Reporting Practice</b>				
GRI 102-45	Entities included in the consolidated financial statements	358-363	-	
GRI 102-46	Defining report content and topic Boundaries	-	22, 159	<a href="https://www.minor.com/en/sustainability/materiality-assessment">https://www.minor.com/en/sustainability/materiality-assessment</a>
GRI 102-47	List of material topics	-	22, 159	<a href="https://www.minor.com/en/sustainability/materiality-assessment">https://www.minor.com/en/sustainability/materiality-assessment</a>
GRI 102-48	Restatements of information	16	8, 31, 132-134	
GRI 102-49	Changes in reporting	-	-	No significant changes
GRI 102-50	Reporting period	-	158	
GRI 102-51	Date of most recent report	-	158	
GRI 102-52	Reporting cycle	-	158	
GRI 102-53	Contact point for questions regarding the report	-	159	
GRI 102-54	Claims of reporting in accordance with the GRI Standards	-	158	
GRI 102-55	GRI content index	-	158	<a href="https://www.minor.com/th/downloads/sustainability-reports">https://www.minor.com/th/downloads/sustainability-reports</a>
GRI 102-56	External assurance	-	158	

## Material Topics: Topic-specific Standards

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/Remarks	
			Part omitted	Reason	Explanation	AR	SR		
<b>GRI 200: Economic</b>									
<b>GRI 201 Economic Performance 2016</b>									
GRI 103-1/2/3	Management approach	Inside the organization				12-19, 282-283, 309-314	-		
GRI 201-1	Direct economic value generated and distributed						-	135	
<b>GRI 202 Market Presence 2016</b>									
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						-	32	
<b>GRI 204 Procurement Practices 2016</b>									
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material aspect	-	-		
GRI 204-1	Proportion of spending on local suppliers						-	69	
<b>GRI 205 Anti-corruption 2016</b>									
GRI 103-1/2/3	Management approach	Inside and outside the organization	GRI 103-3		The 1 <sup>st</sup> year for goal establishment	-	121		
GRI 205-1	Operations assessed for risks related to corruption						-	125	
GRI 205-2	Communication and training about anti-corruption policies and procedures						-	67, 123-124	
GRI 205-3	Confirmed incidents of corruption and actions taken						-	124	
<b>GRI 206 Anti-competitive Behavior 2016</b>									
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						-	124	

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	Inside and outside the organization	GRI 103-3		The 1 <sup>st</sup> year of goal establishment	-	93-94	
GRI 302-1	Energy consumption within the organization					-	97, 101, 104, 142-144, 146	
GRI 302-2	Energy consumption outside of the organization					-	148	
GRI 302-3	Energy intensity					-	97, 101, 104, 142-144, 146	
GRI 302-4	Reduction of energy consumption					-	97, 101, 104, 142-144, 146	
GRI 302-5	Reduction in energy requirements of products and services				Information unavailable	Information unavailable	-	-

#### GRI 303 Water and Effluents 2018

GRI 103-1/2/3	Management approach	Inside and outside the organization	GRI 103-3		The 1 <sup>st</sup> year of goal establishment	-	93-94	
GRI 303-1	Interactions with water as a shared resource					-	93, 95	
GRI 303-2	Management of water discharge-related impacts					-	93, 95, 145, 147	
GRI 303-3	Water withdrawal					-	142-143, 145, 147	
GRI 303-4	Water discharge					-	145, 147	
GRI 303-5	Water consumption					-	142-143, 145, 147	

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/Remarks
			Part omitted	Reason	Explanation	AR	SR	

#### GRI 304 Biodiversity 2016

GRI 103-1/2/3	Management approach	Inside and outside the organization	GRI 103-3		The 1 <sup>st</sup> year of goal establishment	-	93-94	
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas					-	149-151	
GRI 304-2	Significant impacts of activities, products, and services on biodiversity					-	152-153	
GRI 304-3	Habitats protected or restored					-	105-119, 149-153	
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations					-	119, 154-155	

#### GRI 305 Emissions 2016

GRI 103-1/2/3	Management approach	Inside and outside the organization	GRI 103-3		The 1 <sup>st</sup> year of goal establishment	-	93-94	
GRI 305-1	Direct (Scope 1) GHG emissions					-	97, 101, 104, 142-144, 146	
GRI 305-2	Energy indirect (Scope 2) GHG emissions					-	97, 101, 104, 142-144, 146	
GRI 305-3	Other indirect (Scope 3) GHG emissions					-	104, 148	
GRI 305-4	GHG emissions intensity					-	97, 101, 104, 142-144, 146	
GRI 305-5	Reduction of GHG emissions					-	97, 101, 104, 142-144, 146	

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/ Remarks
			Part omitted	Reason	Explanation	AR	SR	
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Inside and outside the organization				-	148	
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions					-	145, 147	

**GRI 306 Effluents and Waste 2016**

GRI 103-1/2/3	Management approach	Inside and outside the organization	GRI 103-1/2/3		In process of goal setting	-	93-94	
GRI 306-1	Water discharge by quality and destination					-	145, 147	
GRI 306-2	Waste by type and disposal method					-	144, 146	
GRI 306-3	Significant spills					-	-	No significant spills
GRI 306-4	Transport of hazardous waste					-	144, 146	
GRI 306-5	Water bodies affected by water discharges and/or runoff					-	-	

**GRI 307 Environmental Compliance 2016**

GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material aspect	-	93-94	
GRI 307-1	Non-compliance with environmental laws and regulations					-	-	No material non-compliance with environmental laws and regulations

**GRI 308 Supplier Environmental Assessment 2016**

GRI 103-1/2/3	Management approach	Inside and outside the organization	GRI 103-3		The 1 <sup>st</sup> year of goal establishment	-	66	
GRI 308-1	New suppliers that were screened using environmental criteria					-	67	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken					-	67-69	

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/Remarks
			Part omitted	Reason	Explanation	AR	SR	
<b>GRI 400: Social</b>								
<b>GRI 401 Employment 2016</b>								
GRI 103-1/2/3	Management approach	Inside the organization	GRI 103-3		The 1 <sup>st</sup> year of goal establishment	-	27-28	
GRI 401-1	New employee hires and employee turnover					-	136-137	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees					-	138	
GRI 401-3	Parental leave					-	42	
<b>GRI 403 Occupational Health and Safety 2018</b>								
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material aspect	-	-	
GRI 403-1	Occupational health and safety management system					-	34-42	
GRI 403-2	Hazard identification, risk assessment, and incident investigation					-	34-40	
GRI 403-3	Occupational health services					-	34-42	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety					-	34-35	
GRI 403-5	Worker training on occupational health and safety					-	34-42	
GRI 403-6	Promotion of worker health					-	34-42	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships					-	34-42	
GRI 403-8	Workers covered by an occupational health and safety management system					-	34-42, 141	
GRI 403-9	Work-related injuries					-	141	
GRI 403-10	Work-related ill health				-	141		

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/ Remarks
			Part omitted	Reason	Explanation	AR	SR	
<b>GRI 404 Training and Education 2016</b>								
GRI 103-1/2/3	Management approach	Inside the organization	GRI 103-3		The 1 <sup>st</sup> year of goal establishment	-	27-28	
GRI 404-1	Average hours of training per year per employee					-	43, 138	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs					-	139-140	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews					-	43	
<b>GRI 405 Diversity and Equal Opportunity 2016</b>								
GRI 103-1/2/3	Management approach	Inside the organization		Not applicable	Not material aspect	-	27-28	
GRI 405-1	Diversity of governance bodies and employees					-	136-137	
GRI 405-2	Ratio of basic salary and remuneration of women to men					-	32	Gender is not a factor in determining basic salary
<b>GRI 406 Non-discrimination 2016</b>								
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					-	126-127	
<b>GRI 412 Human Rights Assessment 2016</b>								
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material aspect	-	-	
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments					-	126-127	
GRI 412-2	Employee training on human rights policies or procedures					-	-	Information unavailable
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening					-	67	

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/ Remarks	
			Part omitted	Reason	Explanation	AR	SR		
<b>GRI 414 Supplier Social Assessment 2016</b>									
GRI 103-1/2/3	Management approach	Inside and outside the organization	GRI 103-3		The 1 <sup>st</sup> year of goal establishment	-	66		
GRI 414-1	New suppliers that were screened using social criteria					-	67		
GRI 414-2	Negative social impacts in the supply chain and actions taken					-	67-69		
<b>GRI 415 Public Policy 2016</b>									
GRI 103-1/2/3	Management approach	Outside the organization		Not applicable	Not material aspect	-	-	Anti-Fraud and Corruption Policy: <a href="https://www.minor.com/storage/download/corporate-policies/anti-fraud-corruption-policy-en.pdf">https://www.minor.com/storage/download/corporate-policies/anti-fraud-corruption-policy-en.pdf</a>	
GRI 415-1	Political contributions					-	-	No political contribution	
<b>GRI 416 Customer Health and Safety 2016</b>									
GRI 103-1/2/3	Management approach	Inside and outside the organization	GRI 103-1/2/3		In process of goal setting	-	79		
GRI 416-1	Assessment of the health and safety impacts of product and service categories				Information unavailable	Information unavailable	-	-	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services						-	85	
<b>GRI 417 Marketing and Labeling 2016</b>									
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material aspect	-	-		
GRI 417-1	Requirements for product and service information and labeling					-	80		
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling					-	85		

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page		Website/ Remarks
			Part omitted	Reason	Explanation	AR	SR	
GRI 417-3	Incidents of non-compliance concerning marketing communications	Inside and outside the organization				-	85	
<b>GRI 418 Customer Privacy 2016</b>								
GRI 103-1/2/3	Management approach	Outside the organization		Not applicable	Not material aspect	-	-	
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data					-	85	
<b>GRI 419 Socioeconomic Compliance 2016</b>								
GRI 103-1/2/3	Management approach	Outside the organization		Not applicable	Not material aspect	-	-	
GRI 419-1	Non-compliance with laws and regulations in the social and economic area					-	-	No material Non-compliance with laws and regulations in the social and economic area