

รายงานการพัฒนาอย่างยั่งยืน 2563: ประเด็นสำคัญและขอบเขตของการจัดทำรายงาน

บริษัทย่อย บริษัทร่วม และบริษัทในเครือที่อยู่ในขอบเขตของการจัดทำรายงาน

บริษัท ⁽¹⁾	ประเด็นสำคัญ							
	1	2	3	4	5	6	7	8
1 บริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน)	● ⁽²⁾	●	●	●	●	●	●	●
ธุรกิจโรงแรม								
2 บริษัท เจ้าพระยา ริชชอร์ท จำกัด		●		●	●	●	●	●
3 บริษัท แมริม เทอเรซ 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 Harbour View Corporation Limited		●		●	●	●	●	●
13 บริษัท เอ็มเอชจี ภูเก็ต จำกัด		●		●	●	●	●	●
14 Lodging Management (Mauritius) Limited		●		●	●	●	●	●
15 Zanzibar Tourism and Hospitality Investment Limited		●		●			●	●
16 Tanzania Tourism and Hospitality Investment Limited		●		●			●	●
17 Vietnam Hotel Projekt B.V.		●		●	●	●	●	●
18 Rani Minor Holding Limited		●		●	●	●	●	●
19 Sands Hotels (Proprietary) Limited		●		●	●	●	●	●
20 Minor Hotel Group Gaborone (Proprietary) Limited		●		●	●	●	●	●
21 MHG Lesotho (Proprietary) Limited		●		●	●	●	●	●
22 Minor Hotels Zambia Limited		●		●	●	●	●	●
23 PH Resort (Private) Limited		●		●	●	●	●	●
24 Jada Resort and Spa (Private) Limited		●		●	●	●	●	●
25 MHG Hotel Holding Australia Pty. Ltd.		●		●	●		●	●
26 Minor Continental Holding (Singapore) Pte. Ltd. ⁽³⁾		●	●	●	●	●	●	●
27 Minor International (Labuan) Limited		●		●	●	●	●	●
28 MHG Desaru Hotel Sdn. Bhd.		●		●	●	●	●	●
29 Cardamom Tented Camp Company Limited		●		●		●		●

ประเด็น

- 1 ผลประกอบการของธุรกิจ
- 2 ความปลอดภัยของอาหารและบริการ
- 3 การจัดซื้อและกระจายสินค้าอย่างยั่งยืน
- 4 การบริหารลูกค้าสัมพันธ์
- 5 การจัดฝึกอบรมและให้การศึกษา

- 6 สิ่งแวดล้อม (การจัดการพลังงาน น้ำ การปล่อยก๊าซเรือนกระจกของเสียและการจัดการความหลากหลายทางชีวภาพ)
- 7 การจ้างงาน
- 8 การกำกับดูแลกิจการที่ดีและการต่อต้านการทุจริตและคอร์รัปชัน

บริษัท ⁽¹⁾	ประเด็นสำคัญ							
	1	2	3	4	5	6	7	8
ธุรกิจร้านอาหาร								
30 บริษัท เดอะ ไมเนอร์ ฟู้ด กรุ๊ป จำกัด (มหาชน)		●	●	●	●	●	●	●
31 บริษัท สเวนเซนส์ (ไทย) จำกัด		●		●	●	●	●	●
32 บริษัท ไมเนอร์ ซีส์ จำกัด		●		●	●	●	●	●
33 บริษัท ไมเนอร์ แคร์รี่ จำกัด		●		●	●	●	●	●
34 บริษัท ไมเนอร์ ดีคิว จำกัด		●		●	●	●	●	●
35 บริษัท เบอร์เกอร์ (ประเทศไทย) จำกัด		●		●	●	●	●	●
36 บริษัท เอสแอลอาร์ที จำกัด		●		●	●	●	●	●
37 บริษัท เดอะ คอฟฟี่ คลับ (ประเทศไทย) จำกัด		●		●	●	●	●	●
38 บริษัท พีแคน เดอลูทซ์ (ประเทศไทย) จำกัด		●		●		●	●	●
39 บริษัท ซีเลค เซอร์วิส พาร์ทเนอร์ จำกัด		●		●			●	●
40 บริษัท เอ็มเอสซี ไทย คูซีน จำกัด		●		●			●	●
41 บริษัท ไมเนอร์ ฟู้ด โฮลดิ้ง จำกัด		●		●			●	●
42 บริษัท อาร์ต ออฟ เบคกิ้ง 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		●		●			●	●
ธุรกิจจัดจำหน่ายและรับจ้างผลิต								
48 บริษัท อาร์มิน ซิสเต็มส์ จำกัด		●		●	●	●	●	●
49 บริษัท ไมเนอร์ โลฟิสโตลส์ จำกัด		●		●	●	●	●	●
50 บริษัท เอสมิโต แฟชั่นส์ จำกัด		●		●	●	●	●	●
51 บริษัท ไมเนอร์ แฟชั่น จำกัด		●		●	●	●	●	●
52 บริษัท ไมเนอร์ คอร์ปอเรชั่น จำกัด (มหาชน)		●		●	●		●	●
53 บริษัท นวศรี แมนูแฟคเจอร์ จำกัด		●		●	●	●	●	●

หมายเหตุ: (1) เพื่อให้การรายงานง่ายขึ้น บริษัทย่อยภายใต้กลุ่มเดียวกันจะเปิดเผยข้อมูลในระดับบริษัทแม่

(2) ข้อมูลด้านเศรษฐกิจจะครอบคลุมทุกบริษัทที่เป็นบริษัทย่อย บริษัทร่วม และบริษัทในเครือ ตามที่ระบุในแบบ 56-1 One Report ปี 2563

(3) ที่อยู่ในอินเอนเอช โฮเทล กรุ๊ป และกลุ่มบริษัทในเครือโรงแรมทีโวลี ข้อมูลถูกจัดแสดงอยู่ในรายงานการพัฒนาอย่างยั่งยืน 2563 ของบริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน) หรือในรายงาน Consolidated Non-Financial Information Statement 2020 ของอินเอนเอช โฮเทล กรุ๊ป

รายงานการพัฒนาอย่างยั่งยืน 2563: GRI Content Index⁽¹⁾

GRI 102: General Disclosures 2016

Disclosure Number	Disclosure Title	Reference Page									Website/Remarks
		AR ⁽¹⁾	SR ⁽¹⁾	CT ⁽¹⁾							
				People ⁽²⁾	Value Chain ⁽³⁾	Planet ⁽⁴⁾	Governance ⁽⁵⁾	Shared Value ⁽⁶⁾	Sustainability Performance Data 2020 ⁽⁷⁾	Memberships and Certifications ⁽⁸⁾	
Organizational Profile											
GRI 102-1	Name of the organization	297	1, 40								Business Overview: https://www.minor.com/en/businesses/business-overview
GRI 102-2	Activities, brands, products, and services	1-4, 89-111	2-3								Businesses > Business Overview: https://www.minor.com/en/businesses/business-overview Businesses > Minor Hotels: https://www.minor.com/en/businesses/minor-hotels Businesses > Minor Food: https://www.minor.com/en/businesses/minor-food Businesses > Minor Lifestyle: https://www.minor.com/en/businesses/minor-lifestyle
GRI 102-3	Location of headquarters	297	40								
GRI 102-4	Location of operations	6-7, 370-375	4-5								
GRI 102-5	Ownership and legal form	297, 370-375	-								
GRI 102-6	Markets served	6-7, 370-375	1, 4-5								
GRI 102-7	Scale of the organization	8-9, 304-313	22						1-3		
GRI 102-8	Information on employees and other workers	-	22						1-4, 7-8		
GRI 102-9	Supply chain	-	24-27						1-4, 12-16		
GRI 102-10	Significant changes to the organization and its supply chain	86-89	-								
GRI 102-11	Precautionary Principle or approach	150-169, 220, 229-230, 244	34-35				2-4				
GRI 102-12	External initiatives	76-81	12-13, 16-17, 20-23, 24-27, 28-31, 36-39	10-15	1-22	1-2, 8-14	3-4	1-6	17-21		
GRI 102-13	Membership of associations	76-81	12-13		11	8-13				1	
Strategy											
GRI 102-14	Statement from senior decision-maker	12-17, 20-25	6-9								
GRI 102-15	Key impacts, risks, and opportunities	150-169	-				2-3				
Ethics and Integrity											
GRI 102-16	Values, principles, standards, and norms of behavior	5, 202-219	32-35				1-8				
GRI 102-17	Mechanisms for advice and concerns about ethics	215, 218, 242	35				8				https://www.minor.com/en/corporate-governance/feedback

Notes: (1) All GRI Disclosures in the table refer to GRI Standards 2020
AR: 2020 Annual Report - Form 56-1 One Report
SR: 2020 Sustainability Report
CT: Chapter on Minor's Website

(2) People: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-people-en.pdf>
(3) Value Chain: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-valuechain-en.pdf>
(4) Planet: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-planet-en.pdf>
(5) Governance: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-governance-en.pdf>

(6) Shared Value: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-sharedvalue-en.pdf>
(7) Sustainability Performance Data 2020: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-sd-performance-data-en.pdf>
(8) Memberships and Certificates: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-membership-certifications-en.pdf>

Disclosure Number	Disclosure Title	Reference Page									Website/Remarks
		AR ⁽¹⁾	SR ⁽¹⁾	CT ⁽¹⁾							
				People ⁽²⁾	Value Chain ⁽³⁾	Planet ⁽⁴⁾	Governance ⁽⁵⁾	Shared Value ⁽⁶⁾	Sustainability Performance Data 2020 ⁽⁷⁾	Memberships and Certifications ⁽⁸⁾	
Governance											
GRI 102-18	Governance structure	18-19, 220-230	19								https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-19	Delegating authority	-	19								https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	16	19								https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	168-169, 212-214	19								https://www.minor.com/en/sustainability/stakeholder-engagement
GRI 102-22	Composition of the highest governance body and its committees	18-19, 220-230	19						2		https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-23	Chair of the highest governance body	18, 207, 220-222, 446	-								
GRI 102-24	Nominating and selecting the highest governance body	202-205	-								
GRI 102-25	Conflicts of interest	144, 209, 212, 225, 231, 240, 273	-								CG Guidelines: https://www.minor.com/storage/download/guidelines/20190827-cg-guidelines-en.pdf 9. Ethics and Conflicts of Interest
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	223-224	19								https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-27	Collective knowledge of highest governance body	237, 446-453	-								
GRI 102-28	Evaluating the highest governance body's performance	203-204	-								
GRI 102-29	Identifying and managing economic, environmental, and social impacts	150-166, 229-230	19								https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-30	Effectiveness of risk management processes	150-166, 229-231	34-35				2				https://www.minor.com/storage/download/corporate-policies/risk-management-policy-en.pdf
GRI 102-31	Review of economic, environmental, and social topics	150-166, 224	10-11, 19, 21-23, 25-27, 29-31, 33-35								https://www.minor.com/storage/download/corporate-policies/risk-management-policy-en.pdf
GRI 102-32	Highest governance body's role in sustainability reporting	16	19								https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-33	Communicating critical concerns	215, 218, 242	35				8				CG Guidelines: https://www.minor.com/storage/download/guidelines/20201027-cg-guidelines-en.pdf 10. Reporting of Concerns and Whistle-Blower Service
GRI 102-34	Nature and total number of critical concerns	-	31		17		3, 4				
GRI 102-35	Remuneration policies	204, 231-232	-								CG Guidelines: https://www.minor.com/storage/download/guidelines/20190827-cg-guidelines-en.pdf 11. Compensation of the Board 13. Annual Compensation Review of Senior Management

Notes: (1) All GRI Disclosures in the table refer to GRI Standards 2020
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(2) People: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-people-en.pdf>
(3) Value Chain: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-valuechain-en.pdf>
(4) Planet: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-planet-en.pdf>
(5) Governance: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-governance-en.pdf>

(6) Shared Value: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-sharedvalue-en.pdf>
(7) Sustainability Performance Data 2020: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-sd-performance-data-en.pdf>
(8) Memberships and Certificates: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-membership-certifications-en.pdf>

Disclosure Number	Disclosure Title	Reference Page									Website/Remarks
		AR ⁽¹⁾	SR ⁽¹⁾	CT ⁽¹⁾						Memberships and Certifications ⁽⁸⁾	
				People ⁽²⁾	Value Chain ⁽³⁾	Planet ⁽⁴⁾	Governance ⁽⁵⁾	Shared Value ⁽⁶⁾	Sustainability Performance Data 2020 ⁽⁷⁾		
GRI 102-36	Process for determining remuneration	203-205, 231-233	-								Nominating and Corporate Governance Committee Charter: https://www.minor.com/storage/download/charters/nominating-corporate-governance-committee-charter-en.pdf Compensation Committee Charter: https://www.minor.com/storage/download/charters/compensation-committee-charter-en.pdf
GRI 102-37	Stakeholders' involvement in remuneration	-	-								CG Guidelines: https://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	231-232, 239	-								
GRI 102-39	Percentage increase in annual total compensation ratio	231-232, 239	-								
Stakeholder Engagement											
GRI 102-40	List of stakeholder groups	212-214	19								https://www.minor.com/en/sustainability/stakeholder-engagement
GRI 102-41	Collective bargaining agreements	-	-	3							
GRI 102-42	Identifying and selecting stakeholders	-	19								https://www.minor.com/en/sustainability/stakeholder-engagement
GRI 102-43	Approach to stakeholder engagement	212-214	19								https://www.minor.com/en/sustainability/stakeholder-engagement
GRI 102-44	Key topics and concerns raised	-	19								https://www.minor.com/en/sustainability/stakeholder-engagement
Reporting Practice											
GRI 102-45	Entities included in the consolidated financial statements	245-272	-								
GRI 102-46	Defining report content and topic Boundaries	-	19, 40								https://www.minor.com/storage/download/sustainability-reports/2020/mint-gri-content-index.pdf
GRI 102-47	List of material topics	-	19, 40								https://www.minor.com/storage/download/sustainability-reports/2020/mint-gri-content-index.pdf
GRI 102-48	Restatements of information	90, 149, 196-199, 290, 303, 340, 399, 404	70, 102, 113						4, 9		
GRI 102-49	Changes in reporting	-	-			2					
GRI 102-50	Reporting period	-	40								
GRI 102-51	Date of most recent report	-	40								
GRI 102-52	Reporting cycle	-	40								
GRI 102-53	Contact point for questions regarding the report	-	40								
GRI 102-54	Claims of reporting in accordance with the GRI Standards	-	40								
GRI 102-55	GRI content index	-	40								https://www.minor.com/storage/download/sustainability-reports/2020/mint-gri-content-index.pdf
GRI 102-56	External assurance	-	40								

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(6) Shared Value: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-sharedvalue-en.pdf>
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(8) Memberships and Certificates: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-membership-certifications-en.pdf>

Material Topics: Topic-specific Standards

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page										Website/Remarks	
			Part Omitted	Reason	Explanation	AR ⁽¹⁾	SR ⁽¹⁾	CT ⁽¹⁾									
								People ⁽²⁾	Value Chain ⁽³⁾	Planet ⁽⁴⁾	Governance ⁽⁵⁾	Shared Value ⁽⁶⁾	Sustainability Performance Data 2020 ⁽⁷⁾	Memberships and Certifications ⁽⁸⁾			
GRI 200:	Economic																
GRI 201	Economic Performance 2016																
GRI 103-1/2/3	Management approach	Inside the organization				12-17, 20-25, 190-193, 151-167	-										
GRI 201-1	Direct economic value generated and distributed					8-9	-						1				
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					-	-	3									
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					-	-	10-15									
GRI 204	Procurement Practices 2016																
GRI 103-1/2/3	Management approach	Inside and outside the organization				-	25-16										
GRI 204-1	Proportion of spending on local suppliers					-	26										
GRI 205	Anti-corruption 2016																
GRI 103-1/2/3	Management approach	Inside the organization				-	33										
GRI 205-1	Operations assessed for risks related to corruption					-	-				4						
GRI 205-2	Communication and training about anti-corruption policies and procedures					-	-				4						
GRI 205-3	Confirmed incidents of corruption and actions taken					-	-				4						

Notes: (1) All GRI Disclosures in the table refer to GRI Standards 2020
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(2) People: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-people-en.pdf>
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 (4) Planet: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-planet-en.pdf>
 (5) Governance: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-governance-en.pdf>

(6) Shared Value: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-sharedvalue-en.pdf>
 (7) Sustainability Performance Data 2020: <https://www.minor.com/storage/download/sustainability-reports/2020/mint-sd-performance-data-en.pdf>
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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					-	-				5					
GRI 207	Tax 2019															
GRI 207-1	Approach to tax					-	-									Tax Governance Framework and Policy: https://www.minor.com/storage/download/corporate-policies/tax-governance-framework-policy.pdf
GRI 207-2	Tax Governance, control, and risk management					-	-									
GRI 207-3	Stakeholder engagement and management of concerns related to tax					-	-									
GRI 207-4	Country-by-country reporting					-	-						1			

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GRI 300:	Environmental																
GRI 302	Energy 2016																
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	29										
GRI 302-1	Energy consumption within the organization					-	29						10-12, 14-15				
GRI 302-2	Energy consumption outside of the organization					-	-			2			9				
GRI 302-3	Energy intensity					-	29						10-12, 14-15				
GRI 302-4	Reduction of energy consumption					-	29			4, 7			10, 15				
GRI 302-5	Reduction in energy requirements of products and services			Not applicable	Not applicable	-	-										
GRI 303	Water and Effluents 2018																
GRI 303-1	Management approach disclosures: Interactions with water as a shared resource	Inside and outside the organization				-	29										
GRI 303-2	Management approach disclosures: Management of water discharge-related impacts					-	29										
GRI 303-3	Water withdrawal					-	-			2-7			10, 11, 12, 14, 16				
GRI 303-4	Water discharge					-	-			2-7			10, 12, 13, 14, 16				
GRI 303-5	Water consumption					-	-			2-7			10, 12, 14, 16				
GRI 304	Biodiversity 2016																
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	30										
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas					-	-			8-14			17-20				
GRI 304-2	Significant impacts of activities, products, and services on biodiversity					-	-			8-14			17-20				
GRI 304-3	Habitats protected or restored					-	-			8-14			17-20				
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations					-	31			10			21				

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GRI 305	Emissions 2016															
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	29									
GRI 305-1	Direct (Scope 1) GHG emissions					-	-			2				9-12, 14-15		
GRI 305-2	Energy indirect (Scope 2) GHG emissions					-	-			2				9-12, 14-15		
GRI 305-3	Other indirect (Scope 3) GHG emissions					-	-			2				9		
GRI 305-4	GHG emissions intensity					-	29							9-12, 14-15		
GRI 305-5	Reduction of GHG emissions					-	29			2, 4, 6, 7						
GRI 305-6	Emissions of ozone-depleting substances (ODS)					-	-			2				10, 12, 14		
GRI 305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions					-	-							13, 16		
GRI 306	Effluents and Waste 2016															
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	30									
GRI 306-1	Water discharge by quality and destination					-	-							10, 12-14, 16		
GRI 306-2	Waste by type and disposal method					-	-			6				13-14, 16		
GRI 306-3	Significant spills					-	-									No significant spills
GRI 306-4	Transport of hazardous waste					-	-							13-14, 16		
GRI 306-5	Water bodies affected by water discharges and/or runoff					-	-									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					-	31									
GRI 308	Supplier Environmental Assessment 2016															
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	25									
GRI 308-1	New suppliers that were screened using environmental criteria					-	-			1-2						
GRI 308-2	Negative environmental impacts in the supply chain and actions taken					-	-			1-2						

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GRI 400:	Social																
GRI 401	Employment 2016																
GRI 103-1/2/3	Management approach	Inside the organization				-	21										
GRI 401-1	New employee hires and employee turnover					-	-	2						2-4			
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees					-	-							4			
GRI 401-3	Parental leave					-	-	9									
GRI 403	Occupational Health and Safety 2018																
GRI 403-1	Management approach disclosures: Occupational health and safety management system	Inside the organization				-	22	5									
GRI 403-2	Management approach disclosures: Hazard identification, risk assessment, and incident investigation					-	22	5									
GRI 403-3	Management approach disclosures: Occupational health services					-	22	5									
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety					-	-	6									
GRI 403-5	Management approach disclosures: Worker training on occupational health and safety					-	22	5									
GRI 403-6	Management approach disclosures: Promotion of worker health					-	22	5									
GRI 403-7	Management approach disclosures: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships					-	22	5									
GRI 403-8	Workers covered by an occupational health and safety management system					-	22	5-9						7-8			
GRI 403-9	Work-related injuries					-	-	6-8						7			
GRI 403-10	Work-related ill health					-	-	6-8						8			
GRI 404	Training and Education 2016																
GRI 103-1/2/3	Management approach	Inside the organization				-	21										
GRI 404-1	Average hours of training per year per employee					-	-	3						4			
GRI 404-2	Programs for upgrading employee skills and transition assistance programs					-	-	1-2, 4						5-6			
GRI 404-3	Percentage of employees receiving regular performance and career development reviews					-	-	3									

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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					-	-						2-4			
GRI 405-2	Ratio of basic salary and remuneration of women to men					-	-	3							Gender is not a factor in determining basic salary, instead the type of business, nature of job, and location are main factors.	
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					-	-				5-7				Discrimination is included in Human Rights Policy: https://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					-	-	3	1-2		5-7				Freedom of Association and Collective Bargaining is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf	
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					-	-	3	1-2		5-7				Child Labor is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf	

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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					-	-	3	1-2		5-7					Forced Labor is included in Human Rights Policy: https://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	-	-									
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments					-	-				5-7					Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf
GRI 412-2	Employee training on human rights policies or procedures			Information unavailable	Information unavailable	-	-				5-7					
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening					-	26				4					
GRI 414 Supplier Social Assessment 2016																
GRI 103-1/2/3	Management approach	Inside and outside the organization				-	25									
GRI 414-1	New suppliers that were screened using social criteria					-	26		1-2		4, 6-7					
GRI 414-2	Negative social impacts in the supply chain and actions taken					-	-		1-3		6-7					
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: https://www.minor.com/storage/download/corporate-policies/anti-fraud-corruption-policy-en.pdf
GRI 415-1	Political contributions					-	-				5					
GRI 416 Customer Health and Safety 2016																
GRI 103-1/2/3	Management approach	Inside and outside the organization	GRI 103-1/2/3		The 1 st year of goal establishment	-	10, 26									
GRI 416-1	Assessment of the health and safety impacts of product and service categories					-	27		12-16							
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services					-	-		17							

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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					-	-		17							
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling					-	-		17							
GRI 417-3	Incidents of non-compliance concerning marketing communications					-	-		17							
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					-	-			3						
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					-	-			4						

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