รายงานการพัฒนาอย่างยั่งยืน 2564: ประเด็นสำคัญและขอบเขตของการจัดทำรายงาน

ประเด็น
1 ผลประกอบการของธุรกิจ
2 สุขภาพและความเป็นอยู่ที่ดี
3 การบริหารจัดการซัพพลายเชนอย่างยั่งยืน
4 การบริหารลูกค้าสัมพันธ์
5 การกำกับดูแลกิจการที่ดี และการต่อต้านการทุจริตและคอร์รัปชัน
6 สิ่งแวดล้อม (การจัดการพลังงาน น้ำ การปล่อยก๊าซเรือนกระจก ของเสีย และการจัดการความหลากหลายทางชีวภาพ)
7 การจ้างงาน
8 การจัดฝึกอบรมและให้การศึกษา

บริษัทย่อย บริษัทร่วม และกิจการร่วมค้าที่อยู่ในขอบเขตของการจัดทำรายงาน

บริษัท[1]	ประเด็นสำคัญ							
	1	2	3	4	5	6	7	8
1 บริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน)	●[2]	●	●	●	●	●	●	●
2 บริษัท ไมเนอร์ ซัพพลายเชน โซลูชั่น จำกัด		●	●		●	●[3]	●	●
ธุรกิจโรงแรม								
3 บริษัท สยาม ซัคเซส เรียลตี้ จำกัด		●		●	●	●	●	●
4 บริษัท แม่ริม เทอเรซ รีซอร์ท จำกัด		●		●	●	●[3]		
5 บริษัท สมุย รีซอร์ท แอนด์ สปา จำกัด		●		●	●	●	●	●
6 บริษัท โรงแรม ราชดำริ จำกัด (มหาชน)		●		●	●	●	●	●
7 บริษัท เอ็มไอ สแควร์ จำกัด		●		●	●	●	●	●
8 บริษัท หัวหิน วิลเลจ จำกัด		●		●	●	●	●	●
9 บริษัท บ้านโบราณ เชียงราย จำกัด		●		●	●	●	●	●
10 บริษัท รอยัล การ์เด้น พลาซ่า จำกัด		●		●	●		●	
11 บริษัท เอ็มสปา อินเตอร์เนชั่นแนล จำกัด		●		●	●		●	
12 บริษัท ไมเนอร์ โฮเทล กรุ๊ป จำกัด		●	●	●	●		●	●
13 Harbour View Corporation Limited		●		●	●	●	●	●
14 บริษัท เอ็มเอชจี ภูเก็ต จำกัด		●		●	●	●	●	●
15 Lodging Management (Mauritius) Limited		●		●	●	●	●	●
16 Zanzibar Tourism and Hospitality Investment Limited		●		●	●	●[5]		
17 Tanzania Tourism and Hospitality Investment Limited		●		●	●	●[5]		
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 Resorts (Private) Ltd.		●		●	●	●	●	●
25 Jada Resort and Spa (Private) Limited		●		●	●	●	●	●
26 Oaks Hotels & Resorts Limited		●		●	●		●	●
27 NH Hotel Group S.A.[4]		●	●	●	●	●	●	●
28 Minor Continental Holding (Luxembourg) S.A.R.L.		●		●	●	●	●	●
29 Minor International (Labuan) Limited		●		●	●	●	●	●
30 MHG Desaru Hotel Sdn. Bhd.		●		●	●	●	●	●
31 Cardamom Tented Camp Co., Ltd.		●		●	●	●[5]		

บริษัท[1]	ประเด็นสำคัญ							
	1	2	3	4	5	6	7	8
ธุรกิจร้านอาหาร								
32 บริษัท เดอะ ไมเนอร์ ฟู้ด กรุ๊ป จำกัด (มหาชน)		●	●	●	●	●	●	●
33 บริษัท สเวนเซ่นส์ (ไทย) จำกัด		●		●	●	●	●	●
34 บริษัท ไมเนอร์ ชีส จำกัด		●		●	●	●	●	●
35 บริษัท ไมเนอร์ แดรี่ จำกัด		●		●	●	●	●	●
36 บริษัท ไมเนอร์ ดีคิว จำกัด		●		●	●	●	●	●
37 บริษัท เบอร์เกอร์ (ประเทศไทย) จำกัด		●		●	●	●	●	●
38 บริษัท เอสแอลอาร์ที จำกัด		●		●	●	●	●	●
39 บริษัท เดอะ คอฟฟี่ คลับ (ประเทศไทย) จำกัด		●		●	●	●	●	●
40 บริษัท พีแคน เดอลุกซ์ (ประเทศไทย) จำกัด		●		●	●	●[3]		
41 บริษัท เอ็มเอสซี ไทย คูซีน จำกัด		●		●	●		●	●
42 บริษัท ไมเนอร์ ฟู้ด โฮลดิ้ง จำกัด		●		●	●	●	●	●
43 บริษัท อาร์ต ออฟ เบคกิ้ง จำกัด					●	●[5]		
44 Minor Food Group (Singapore) Pte. Ltd.		●		●	●		●	
45 Minor DKL Food Group Pty. Ltd.		●	●	●	●		●	
46 Over Success Enterprise Pte. Ltd.		●		●	●		●	●
47 Minor Food (Seychelles) Limited		●		●	●	●[6]	●	●
48 Liwa Minor Food & Beverage LLC		●		●	●		●	
ธุรกิจจัดจำหน่ายและรับจ้างผลิต								
49 บริษัท อาร์มิน ซิสเท็มส์ จำกัด		●		●	●	●	●	●
50 บริษัท ไมเนอร์ ไลฟ์สไตล์ จำกัด		●		●	●	●	●	●
51 บริษัท เอสมิโด แฟชั่นส์ จำกัด		●		●	●	●	●	●
52 บริษัท ไมเนอร์ แฟชั่น จำกัด		●		●	●	●	●	●
53 บริษัท ไมเนอร์ คอร์ปอเรชั่น จำกัด (มหาชน)		●		●	●		●	●
54 บริษัท นวศรี แมนูแฟคเจอริ่ง จำกัด		●		●	●	●	●	●

หมายเหตุ:
(1) เพื่อให้การรายงานง่ายขึ้น บริษัทย่อยภายใต้กลุ่มเดียวกันจะเปิดเผยข้อมูลในระดับบริษัทแม่
(2) ข้อมูลด้านเศรษฐกิจจะครอบคลุมทุกบริษัทที่เป็นบริษัทย่อย บริษัทร่วม และกิจการร่วมค้า ตามที่ระบุในรายงานประจำปี 2564
(3) รวมอยู่ในข้อมูลการปล่อยก๊าซเรือนกระจก Scope 3
(4) ถือหุ้นกลุ่มบริษัทในเครือเอ็นเอช โฮเทล กรุ๊ป ข้อมูลถูกจัดแสดงอยู่ในรายงานการพัฒนาอย่างยั่งยืน 2564 ของบริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน) หรือในรายงาน Consolidated Statement of Non-Financial Information 2021 ของเอ็นเอช โฮเทล กรุ๊ป
(5) การจัดการความหลากหลายทางชีวภาพ
(6) การใช้พลาสติกประเภทใช้ครั้งเดียว

Minor Sustainability Report 2021: GRI Content Index[1]

Disclosure Number	Disclosure Title	Reference Page								Website/Remarks
		AR[1]	SR[1]	CT						
				People[2]	Value Chain[3]	Planet[4]	Governance[5]	Shared Value[6]	Sustainability Performance Data 2021[7]	
GRI 102 General Disclosures 2016										
Organizational Profile										
GRI 102-1	Name of the organization	86, 292	1, 110							Business Overview: https://www.minor.com/en/businesses/business-overview
GRI 102-2	Activities, brands, products, and services	4-7, 86-107	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	86, 292	110							
GRI 102-4	Location of operations	8-9, 358-380	4-5							
GRI 102-5	Ownership and legal form	358-380	-							
GRI 102-6	Markets served	8-9, 358-380	1, 2-5							
GRI 102-7	Scale of the organization	4-11	26						1-3	
GRI 102-8	Information on employees and other workers	-	26	3					1-5, 11	
GRI 102-9	Supply chain	-	42-49		3, 5-7					
GRI 102-10	Significant changes to the organization and its supply chain	83-86	-		5, 46					
GRI 102-11	Precautionary Principle or approach	146-165, 220, 228-229, 244, 489-490	18-21, 90-98				2-9			
GRI 102-12	External initiatives	76-81, 166-171	10-15, 18-21, 24-26, 37-41, 42-69, 70-87, 100-109	14-18	1-28	3-6, 13-18	3, 5-8, 10-11	1-10	26-31	
GRI 102-13	Membership of associations	76-81	12-13		11	8-13				
Strategy										
GRI 102-14	Statement from senior decision-maker	12-17, 20-25	6-9							
GRI 102-15	Key impacts, risks, and opportunities	146-165	18-21, 92				5			
Ethics and Integrity										
GRI 102-16	Values, principles, standards, and norms of behavior	1, 199-204, 207-219, 166-168	33, 75, 88-99	10		6	1-12			
GRI 102-17	Mechanisms for advice and concerns about ethics	214, 217-218, 242	25, 99	2	2	2-3	12			https://www.minor.com/en/corporate-governance/feedback

Remarks: (1) All GRI Disclosures in the table refer to GRI Standards 2020
AR: 2021 Annual Report - Form 56-1 One Report
SR: 2021 Sustainability Report
CT: Chapter on Minor's Website

(2) People: https://www.minor.com/storage/download/sustainability-reports/2021/mint-people-en.pdf
(3) Value Chain: https://www.minor.com/storage/download/sustainability-reports/2021/mint-valuechain-en.pdf
(4) Planet: https://www.minor.com/storage/download/sustainability-reports/2021/mint-planet-en.pdf
(5) Governance: https://www.minor.com/storage/download/sustainability-reports/2021/mint-governance-en.pdf
(6) Shared Value: https://www.minor.com/storage/download/sustainability-reports/2021/mint-sharedvalue-en.pdf
(7) Sustainability Performance Data 2021: https://www.minor.com/storage/download/sustainability-reports/2021/mint-sd-performance-data-en.pdf

Disclosure Number	Disclosure Title	Reference Page								Website/Remarks
		AR[1]	SR[1]	CT						
				People[2]	Value Chain[3]	Planet[4]	Governance[5]	Shared Value[6]	Sustainability Performance Data 2021[7]	
Governance										
GRI 102-18	Governance structure	18-19, 220-230	18-19, 23							https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-19	Delegating authority	-	18-19, 23							https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	17	18-19, 23							https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	166-167, 211-218	22-23							https://www.minor.com/en/sustainability/stakeholder-engagement
GRI 102-22	Composition of the highest governance body and its committees	18-19, 220-230, 444-459	18-19, 23						2	https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-23	Chair of the highest governance body	18, 220-222, 444	18-19, 23							
GRI 102-24	Nominating and selecting the highest governance body	200-204	-							
GRI 102-25	Conflicts of interest	207-208, 211, 224-226, 230, 240-241, 244, 269-270	-							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	18-21, 23							https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-27	Collective knowledge of highest governance body	236-237, 444-464	-							
GRI 102-28	Evaluating the highest governance body's performance	203, 238	-							
GRI 102-29	Identifying and managing economic, environmental, and social impacts	146-165, 166, 216, 230-231	18-21, 23							https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-30	Effectiveness of risk management processes	146-165, 228-229	18-21, 92				5			https://www.minor.com/storage/download/corporate-policies/risk-management-policy-en.pdf
GRI 102-31	Review of economic, environmental, and social topics	146-165, 221-224, 228-229	18-21, 23				5			https://www.minor.com/storage/download/corporate-policies/risk-management-policy-en.pdf
GRI 102-32	Highest governance body's role in sustainability reporting	17	18-19, 23							https://www.minor.com/en/sustainability/sustainability-governance-structure
GRI 102-33	Communicating critical concerns	214, 217-218, 242	99	2	2	2-3	12			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	-	67,74,94,95		26	5	7-8			
GRI 102-35	Remuneration policies	201, 230-231	-							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

Remarks: (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/2021/mint-people-en.pdf
(3) Value Chain: https://www.minor.com/storage/download/sustainability-reports/2021/mint-valuechain-en.pdf
(4) Planet: https://www.minor.com/storage/download/sustainability-reports/2021/mint-planet-en.pdf
(5) Governance: https://www.minor.com/storage/download/sustainability-reports/2021/mint-governance-en.pdf
(6) Shared Value: https://www.minor.com/storage/download/sustainability-reports/2021/mint-sharedvalue-en.pdf
(7) Sustainability Performance Data 2021: https://www.minor.com/storage/download/sustainability-reports/2021/mint-sd-performance-data-en.pdf

Disclosure Number	Disclosure Title	Reference Page								Website/Remarks
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				People[2]	Value Chain[3]	Planet[4]	Governance[5]	Shared Value[6]	Sustainability Performance Data 2021[7]	
GRI 102-36	Process for determining remuneration	201, 230-231	-							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	208	-							
GRI 102-38	Annual total compensation ratio	230-231, 239	-							
GRI 102-39	Percentage increase in annual total compensation ratio	230-231, 239	-							
Stakeholder Engagement										
GRI 102-40	List of stakeholder groups	211-217	23							https://www.minor.com/en/sustainability/stakeholder-engagement
GRI 102-41	Collective bargaining agreements	-	29	6						
GRI 102-42	Identifying and selecting stakeholders	-	23							https://www.minor.com/en/sustainability/stakeholder-engagement
GRI 102-43	Approach to stakeholder engagement	211-217	23							https://www.minor.com/en/sustainability/stakeholder-engagement
GRI 102-44	Key topics and concerns raised	-	23							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	-	23, 110							https://www.minor.com/storage/download/sustainability-reports/2021/mint-gri-content-index-en.pdf
GRI 102-47	List of material topics	-	23, 110							https://www.minor.com/storage/download/sustainability-reports/2021/mint-gri-content-index-en.pdf
GRI 102-48	Restatements of information	145	34, 78	11		9			11-12, 15	
GRI 102-49	Changes in reporting	-	46			5				
GRI 102-50	Reporting period	-	110							
GRI 102-51	Date of most recent report	-	110							
GRI 102-52	Reporting cycle	-	110							
GRI 102-53	Contact point for questions regarding the report	-	110							
GRI 102-54	Claims of reporting in accordance with the GRI Standards	-	110							
GRI 102-55	GRI content index	-	110							https://www.minor.com/storage/download/sustainability-reports/2021/mint-gri-content-index-en.pdf
GRI 102-56	External assurance	-	110, 111-112							

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(3) Value Chain: https://www.minor.com/storage/download/sustainability-reports/2021/mint-valuechain-en.pdf
(4) Planet: https://www.minor.com/storage/download/sustainability-reports/2021/mint-planet-en.pdf
(5) Governance: https://www.minor.com/storage/download/sustainability-reports/2021/mint-governance-en.pdf
(6) Shared Value: https://www.minor.com/storage/download/sustainability-reports/2021/mint-sharedvalue-en.pdf
(7) Sustainability Performance Data 2021: https://www.minor.com/storage/download/sustainability-reports/2021/mint-sd-performance-data-en.pdf

Disclosure Number	Disclosure Title	Impact Boundary	Omission			Reference Page									Website/Remarks
			Part Omitted	Reason	Explanation	AR[1]	SR[1]	CT							
								People[2]	Value Chain[3]	Planet[4]	Governance[5]	Shared Value[6]	Sustainability Performance Data 2021[7]		
GRI 200 Economic															
GRI 201	**Economic Performance 2016**														
GRI 103-1/2/3	Management approach	Inside and outside the organization				3, 12-17, 20-25, 185-189, 147-165	-								
GRI 201-1	Direct economic value generated and distributed					10-11, 20-25	-						1		
GRI 201-2	Financial implications and other risks and opportunities due to climate change					160-161	18-21								
GRI 202	**Market Presence 2016**														
GRI 103-1/2/3	Management approach	Inside the organization		Not applicable	Not material	-	-								
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage					-	29	6							
GRI 203	**Indirect Economic Impacts 2016**														
GRI 103-1/2/3	Management approach	Inside and outside the organization				149, 151-152, 154	25, 43, 72	2	2	3					
GRI 203-1	Infrastructure investments and services supported					84-86, 133	27-41, 44-69, 82-87, 100-109	3-18	1-28	13-18		1-10	26-31		
GRI 203-2	Significant indirect economic impacts					-	100-109					1-10	26-29		
GRI 204	**Procurement Practices 2016**														
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material	-	-								
GRI 204-1	Proportion of spending on local suppliers					-	44		3						
GRI 205	**Anti-corruption 2016**														
GRI 103-1/2/3	Management approach	Inside the organization				-	89				2				
GRI 205-1	Operations assessed for risks related to corruption					-	95				8				
GRI 205-2	Communication and training about anti-corruption policies and procedures					-	94-95				7-8				
GRI 205-3	Confirmed incidents of corruption and actions taken					-	95				8				

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(3) Value Chain: https://www.minor.com/storage/download/sustainability-reports/2021/mint-valuechain-en.pdf
(4) Planet: https://www.minor.com/storage/download/sustainability-reports/2021/mint-planet-en.pdf
(5) Governance: https://www.minor.com/storage/download/sustainability-reports/2021/mint-governance-en.pdf
(6) Shared Value: https://www.minor.com/storage/download/sustainability-reports/2021/mint-sharedvalue-en.pdf
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			Part Omitted	Reason	Explanation	AR[1]	SR[1]	CT						
								People[2]	Value Chain[3]	Planet[4]	Governance[5]	Shared Value[6]	Sustainability Performance Data 2021[7]	
GRI 206	**Anti-competitive Behavior 2016**													
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material	-	-							
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices					-	95				8			
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					-	-							

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GRI 300 Environmental															
GRI 301	**Materials 2016**														
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	13, 21, 70-71, 74			1-2, 5					
GRI 301-1	Materials used by weight or volume					-	13, 71, 76-77			2, 7-8					
GRI 301-2	Recycled input materials used			Not applicable	Not material	-	-			-					
GRI 301-3	Reclaimed products and their packaging materials			Not applicable	Not material	-	-			-					
GRI 302	**Energy 2016**														
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	13, 70-71, 74			1-5					
GRI 302-1	Energy consumption within the organization					-	13, 71, 78-81			9-12			14, 16, 18, 21-23		
GRI 302-2	Energy consumption outside of the organization					-	77			8			12		
GRI 302-3	Energy intensity					-	13, 71, 78-81			2, 4, 9-12			14, 16, 18, 21-23		
GRI 302-4	Reduction of energy consumption					-	13, 71, 78-81			2, 4, 9-12			14, 16, 18, 23		
GRI 302-5	Reduction in energy requirements of products and services			Not applicable	Not material	-	-			-					
GRI 303	**Water and Effluents 2018**														
GRI 303-1	Interactions with water as a shared resource	Inside and outside the organization				-	13, 70-71, 74, 77			1-2, 5, 8					
GRI 303-2	Management of water discharge-related impacts					-	13, 70-71, 74			1-2, 5, 8					
GRI 303-3	Water withdrawal					-	-			-			13, 14, 17, 19, 21, 24		
GRI 303-4	Water discharge					-	-			-			14, 17, 19, 21, 24		Discharge to municipality drainage and industrial estate's wastewater treatment system
GRI 303-5	Water consumption					-	-			-			13, 14, 17, 19, 21, 24		
GRI 304	**Biodiversity 2016**														
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	13, 70-71, 74			1-5					
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas					-	-			-			26-29		
GRI 304-2	Significant impacts of activities, products, and services on biodiversity					-	-			-			26-29		
GRI 304-3	Habitats protected or restored					-	-			-			26-29		
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations					-	73-74, 82, 84			4-5, 13, 15			30		

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GRI 305	**Emissions 2016**														
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	13, 70-71, 74			1-5					
GRI 305-1	Direct (Scope 1) GHG emissions					-	77			8			12		
GRI 305-2	Energy indirect (Scope 2) GHG emissions					-	77			8			12		
GRI 305-3	Other indirect (Scope 3) GHG emissions					-	77			8			12		
GRI 305-4	GHG emissions intensity					-	13, 71			2, 4, 9-12			14, 16, 18, 21-23		
GRI 305-5	Reduction of GHG emissions					-	13, 71, 77-81			2, 4, 9-12			14, 16, 18		
GRI 305-6	Emissions of ozone-depleting substances (ODS)					-	-			-			12, 14-15, 18, 21, 23		
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions					-	-			-			20, 25		
GRI 306	**Waste 2020**														
GRI 306-1	Waste generation and significant waste-related impacts	Inside and outside the organization				-	13, 70-72, 74			1, 3-5, 10					
GRI 306-2	Management of significant waste-related impacts					-	79-80			3-5, 10, 11					
GRI 306-3	Waste generated					-	-			-			15, 17, 20, 25		No significant spills
GRI 306-4	Waste diverted from disposal					-	-			-			15, 20, 25		
GRI 306-5	Waste directed to disposal					-	-			-			15, 20, 25		
GRI 307	**Environmental Compliance 2016**														
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization		Not applicable	Not material	-	-			-					
GRI 307-1	Non-compliance with environmental laws and regulations					-	74			5					
GRI 308	**Supplier Environmental Assessment 2016**														
GRI 103-1/2/3	Management approach disclosures	Inside and outside the organization				-	12, 43-44, 46-47		2, 3, 5-6						
GRI 308-1	New suppliers that were screened using environmental criteria					-	46-47		5-6						
GRI 308-2	Negative environmental impacts in the supply chain and actions taken					-	46-47		5-6						

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GRI 400: Social															
GRI 401	**Employment 2016**														
GRI 103-1/2/3	Management approach	Inside the organization				-	24-25	2-3							
GRI 401-1	New employee hires and employee turnover					-	26, 30-31	7-8					5		
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees					-	-	-					5		
GRI 401-3	Parental leave					-	36	13							
GRI 403	**Occupational Health and Safety 2018**														
GRI 403-1	Occupational health and safety management system	Inside the organization				-	33	10							
GRI 403-2	Hazard identification, risk assessment, and incident investigation					-	33-35	10-12							
GRI 403-3	Occupational health services					-	33-34	10-11							
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety					-	33-34	10-11							
GRI 403-5	Worker training on occupational health and safety					-	33-35	10-12							
GRI 403-6	Promotion of worker health					-	33-36	10-13							
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships					-	33-35	10-12							
GRI 403-8	Workers covered by an occupational health and safety management system					-	34	11							
GRI 403-9	Work-related injuries					-	34	11					11		
GRI 403-10	Work-related ill health					-	34	11					11		
GRI 404	**Training and Education 2016**														
GRI 103-1/2/3	Management approach	Inside the organization				-	24-25	1-2							
GRI 404-1	Average hours of training per year per employee					-	26	3					5		
GRI 404-2	Programs for upgrading employee skills and transition assistance programs					-	-	-					6-10		
GRI 404-3	Percentage of employees receiving regular performance and career development reviews					-	29-30	6-7							

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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	-	-							
GRI 405-1	Diversity of governance bodies and employees					-	26	3					2	Diversity is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf
GRI 405-2	Ratio of basic salary and remuneration of women to men					-	-							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	-	-							
GRI 406-1	Incidents of discrimination and corrective actions taken					-	96-97				9-10			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 and outside the organization		Not applicable	Not material	-	-							
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Right to freedom of association and collective bargaining of suppliers is not material			-	29, 97-98	6			10-11			Freedom of Association and Collective Bagaining 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 and outside the organization		Not applicable	Not material	-	-							
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor		No suppliers at signficant risk for incidents of child labor			-	96-98				9-11			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 Compulsary Labor 2016**														
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material	-	-								
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		No suppliers at significant risk for incidents of forced or compulsory labor			-	97-98				10-11				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	-	-								
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments					-	96-98				9-11				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					-	96				9				
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening					-	96-98				9-11				
GRI 414	**Supplier Social Assessment 2016**														
GRI 103-1/2/3	Management approach	Inside and outside the organization				-	43-44, 46-47		2-3, 5-6						
GRI 414-1	New suppliers that were screened using social criteria					-	46-47		5-6						
GRI 414-2	Negative social impacts in the supply chain and actions taken					-	46-47		5-6						
GRI 415	**Public Policy 2016**														
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material	-	-								
GRI 415-1	Political contributions					-	95				8				Anti-Fraud and Corruption Policy: https://www.minor.com/storage/download/corporate-policies/anti-fraud-corruption-policy-en.pdf
GRI 416	**Customer Health and Safety 2016**														
GRI 103-1/2/3	Management approach	Inside and outside the organization				-	43-45		2-4						
GRI 416-1	Assessment of the health and safety impacts of product and service categories					-	57-60		16-19						
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services					-	67		26						

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GRI 417	**Marketing and Labeling 2016**													
GRI 103-1/2/3	Management approach	Outside the organization		Not applicable	Not material	-	-							
GRI 417-1	Requirements for product and service information and labeling					-	67		26					
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling					-	67		26					
GRI 417-3	Incidents of non-compliance concerning marketing communications					-	67		26					
GRI 418	**Customer Privacy 2016**													
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material	-	-							
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data					-	94				7			
GRI 419	**Socioeconomic Compliance 2016**													
GRI 103-1/2/3	Management approach	Inside and outside the organization		Not applicable	Not material	-	-							
GRI 419-1	Non-compliance with laws and regulations in the social and economic area					-	67, 94		26		7			

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