

# รายงานการพัฒนาอย่างยั่งยืน 2565:

## ประเด็นสำคัญและขอบเขตของการจัดทำรายงาน

บริษัทย่อย บริษัทร่วม และบริษัทในเครือที่อยู่ในขอบเขตของการจัดทำรายงาน

บริษัท <sup>(1)</sup>	ประเด็นสำคัญ									
	1	2	3	4	5	6	7	8	9	10
1 บริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน)	● <sup>(2)</sup>	●	●	●	●	●	●	●	●	●
2 บริษัท ไมเนอร์ ซัพพลายเชน โซลูชั่น จำกัด		●	●		●	● <sup>(3)</sup>	●	●	●	●
ธุรกิจโรงแรม										
3 บริษัท สยาม ซัคเซส เรียวลตี้ จำกัด		●		●	●	●	●	●	●	●
4 บริษัท แมริม เทอเรซ รีสอร์ท จำกัด		●		●	●	● <sup>(3)</sup>			●	●
5 บริษัท สมุย รีสอร์ท แอนด์ สปา จำกัด		●		●	●	●	●	●	●	●
6 บริษัท โรงแรม ราชดำริ จำกัด (มหาชน)		●		●	●	●	●	●	●	●
7 บริษัท เอ็มโอ 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 โอเทล กรุ๊ป จำกัด		●	●	●	●		●	●	●	●
13 Harbour View Corporation Limited		●		●	●	●	●	●	●	●
14 บริษัท เอ็มเอชจี ภูเก็ต จำกัด		●		●	●	●	●	●	●	●
15 Lodging Management (Mauritius) Limited		●		●	●	●	●	●	●	●
16 Zanzibar Tourism and Hospitality Investment Limited		●		●	●	● <sup>(5)</sup>				●
17 Tanzania Tourism and Hospitality Investment Limited		●		●	●	● <sup>(5)</sup>				●
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.		●		●	●	● <sup>(5)</sup>				●

### ประเด็น

1. ผลประกอบการของธุรกิจ

2. สุขภาพและความเป็นอยู่ที่ดี

3. การบริหารจัดการซัพพลายเชนอย่างยั่งยืน

4. การบริหารลูกค้าสัมพันธ์

5. การกำกับดูแลกิจการที่ดี และการต่อต้านการทุจริตและคอร์รัปชัน
6. การดำเนินการเกี่ยวกับการเปลี่ยนแปลงสภาพภูมิอากาศ

7. การจ้างงาน

8. การจัดฝึกอบรมและให้การศึกษา

9. ความปลอดภัยและอาชีวอนามัย

10. ชุมชน สังคม

บริษัท <sup>(1)</sup>	ประเด็นสำคัญ									
	1	2	3	4	5	6	7	8	9	10
ธุรกิจร้านอาหาร										
32 บริษัท เดอะ ไมเนอร์ ฟู้ด กรุ๊ป จำกัด (มหาชน)		●	●	●	●	●	●	●	●	●
33 บริษัท สเวนเซนส์ (ไทย) จำกัด		●		●	●	●	●	●	●	●
34 บริษัท ไมเนอร์ แดรี่ จำกัด		●		●	●	●	●	●	●	●
35 บริษัท ไมเนอร์ ดีคว์ จำกัด		●		●	●	●	●	●	●	●
36 บริษัท เบอร์เกอร์ (ประเทศไทย) จำกัด		●		●	●	●	●	●	●	●
37 บริษัท เอสแอลอาร์ที จำกัด		●		●	●	●	●	●	●	●
38 บริษัท เดอะ คอฟฟี่ คลับ (ประเทศไทย) จำกัด		●		●	●	●	●	●	●	●
39 บริษัท พีแคน เดอลุกซ์ (ประเทศไทย) จำกัด		●		●	●	● <sup>(3)</sup>				●
40 บริษัท เอ็มเอสซี ไทย คูซีน จำกัด		●		●	●		●	●	●	●
41 บริษัท ไมเนอร์ ฟู้ด โฮลดิ้ง จำกัด		●		●	●	●	●	●	●	●
42 บริษัท อาร์ต ออฟ เบคกิ้ง จำกัด					●	● <sup>(3)</sup>			●	●
43 Minor Food Group (Singapore) Pte. Ltd.		●		●	●	●	●	●		●
44 Minor DKL Food Group Pty. Ltd.		●	●	●	●	●	●	●	●	●
45 Over Success Enterprise Pte. Ltd.		●		●	●	●	●	●		●
46 Minor Food (Seychelles) Limited		●		●	●	●	●	●		●
47 Liwa Minor Food & Beverage LLC		●		●	●	●	●			●
48 MFG International Holding (Singapore) Pte. Ltd.		●		●	●	●				●
49 บริษัท นวศรี แมนูแฟคเจอร์ริง จำกัด		●		●	●	●	●	●	●	●
ธุรกิจจัดจำหน่ายและรับจ้างผลิต										
50 บริษัท อาร์มิน ซีเอสเอ็ม จำกัด		●		●	●	●	●	●	●	●
51 บริษัท ไมเนอร์ไลฟ์สไตล์ จำกัด		●		●	●	●	●	●	●	●
52 บริษัท เอสบี โด แฟชั่น จำกัด		●		●	●	●	●	●	●	●
53 บริษัท ไมเนอร์ แฟชั่น จำกัด		●		●	●	●	●	●	●	●
54 บริษัท ไมเนอร์ คอร์ปอเรชั่น จำกัด (มหาชน)		●		●	●	●	●	●	●	●

### หมายเหตุ:

- (1) เพื่อให้การรายงานง่ายขึ้น บริษัทย่อยภายใต้กลุ่มเดียวกันจะเปิดเผยข้อมูลในระดับบริษัทแม่
- (2) ข้อมูลด้านเศรษฐกิจจะครอบคลุมทุกบริษัทที่เป็นบริษัทย่อย บริษัทร่วม และกิจการร่วมค้า ตามที่ระบุในรายงานประจำปี 2565
- (3) รวมอยู่ในข้อมูลการปล่อยก๊าซเรือนกระจก Scope 3
- (4) ถือหุ้นกลุ่มบริษัทในเครือเอ็มเอช โอเทล กรุ๊ป ข้อมูลถูกจัดแสดงอยู่ในรายงานการพัฒนาอย่างยั่งยืน 2565 ของบริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน) หรือในรายงาน Consolidated Statement of Non-Financial Information 2022 ของเอ็มเอช โอเทล กรุ๊ป
- (5) การจัดการความหลากหลายทางชีวภาพ

# Minor Sustainability Report 2022: GRI Content Index

All GRI Disclosures in the table refer to GRI Standards 2021

GRI Standard/ Other Source	Disclosure Title	Location				Omission			Assurance
		AR <sup>(1)</sup>	SR <sup>(2)</sup>	Sustainability Performance Data 2022 <sup>(3)</sup>	Website/Remarks	Requirement(s) Omitted	Reason	Explanation	
General Disclosures									
GRI 2: General Disclosures 2021	2-1 Organizational details	1, 8-9, 87, 292	1, 114	-					
	2-2 Entities included in the organization's sustainability reporting	4-9	1-5	-					
	2-3 Reporting period, frequency and contact point	-	114	-					
	2-4 Restatements of information	-	27, 72	19-21, 25, 33					
	2-5 External assurance	-	115-116	-					
	2-6 Activities, value chain and other business relationships	-	16-17, 42-63	-					
	2-7 Employees	217-218	4, 22, 24	5-7					
	2-8 Workers who are not employees	-	-	5					
	2-9 Governance structure and composition	18-19, 205-210, 222, 282-287	-	4	<a href="https://www.minor.com/en/management/board-of-directors">https://www.minor.com/en/management/board-of-directors</a> <a href="https://www.minor.com/en/about/management-structure">https://www.minor.com/en/about/management-structure</a>				
	2-10 Nomination and selection of the highest governance body	213-214	-	-	CG Guideline: <a href="https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf">https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf</a> 5. Size of Board and Selection Process				
	2-11 Chair of the highest governance body	18-19, 205-210	-	-	<a href="https://www.minor.com/en/management/board-of-directors">https://www.minor.com/en/management/board-of-directors</a> <a href="https://www.minor.com/en/about/management-structure">https://www.minor.com/en/about/management-structure</a>				
	2-12 Role of the highest governance body in overseeing the management of impacts	208-216	-	-					
	2-13 Delegation of responsibility for managing impacts	214-215	102-103	-	<a href="https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf">https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf</a> <a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>				
	2-14 Role of the highest governance body in sustainability reporting	214-215	18-19, 102-103	-	<a href="https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf">https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf</a> <a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>				
	2-15 Conflicts of interest	190-191, 194, 210-212, 216, 228-230	-	-	CG Guideline: <a href="https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf">https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf</a> 9. Ethics and Conflicts of Interest				
	2-16 Communication of critical concerns	201-202, 230	97	-	CG Guideline: <a href="https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf">https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf</a> 10. Reporting of Concerns and Whistle-Blower Service				

Remarks:

- (1) AR: Annual Report 2022 (Form 56-1 One Report): [mint.listedcompany.com/misc/one-report/20230324-mint-one-report-2022-en.pdf](https://www.minor.com/misc/one-report/20230324-mint-one-report-2022-en.pdf)  
(2) SR: 2022 Sustainability Report: [www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf](https://www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf)  
(3) Sustainability Performance Data 2022: [www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf](https://www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf)

GRI Standard/ Other Source	Disclosure Title	Location				Omission			Assurance
		AR <sup>(1)</sup>	SR <sup>(2)</sup>	Sustainability Performance Data 2022 <sup>(3)</sup>	Website/Remarks	Requirement(s) Omitted	Reason	Explanation	
	2-17 Collective knowledge of the highest governance body	201, 222-225	71	-					
	2-18 Evaluation of the performance of the highest governance body	184, 220, 225	-	-					
	2-19 Remuneration policies	182-183, 216-217	-	-	CG Guideline: <a href="https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf">https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf</a> 11. Compensation of the Board 13. Annual Compensation Review of Senior Management				
	2-20 Process to determine remuneration	182-183, 216-217	-	-	<a href="https://www.minor.com/en/management/nominating-and-corporate-governance-committee">https://www.minor.com/en/management/nominating-and-corporate-governance-committee</a> <a href="https://www.minor.com/en/management/compensation-committee">https://www.minor.com/en/management/compensation-committee</a>				
	2-21 Annual total compensation ratio	217, 226-227	-	-					
	2-22 Statement on sustainable development strategy	147	18-19	-	<a href="https://www.minor.com/en/sustainability/sustainability-strategy/sustainability-strategy">https://www.minor.com/en/sustainability/sustainability-strategy/sustainability-strategy</a>				
	2-23 Policy commitments	147	10-13,18-19	-	<a href="https://www.minor.com/en/sustainability/stakeholder-engagement">https://www.minor.com/en/sustainability/stakeholder-engagement</a> <a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>				
	2-24 Embedding policy commitments	-	19, 90-93, 102-103	-	<a href="https://www.minor.com/en/sustainability/sustainability-governance-structure">https://www.minor.com/en/sustainability/sustainability-governance-structure</a>				
	2-25 Processes to remediate negative impacts	197, 201-202	94-96	-	<a href="https://www.minor.com/en/corporate-governance/whistleblowing">https://www.minor.com/en/corporate-governance/whistleblowing</a>				
	2-26 Mechanisms for seeking advice and raising concerns	197, 201-202	97	-	<a href="https://www.minor.com/en/corporate-governance/whistleblowing">https://www.minor.com/en/corporate-governance/whistleblowing</a>				
	2-27 Compliance with laws and regulations	-	62, 69, 92	-					
	2-28 Membership associations	76-81	14-15	2, 41-42					
	2-29 Approach to stakeholder engagement	194-202	19	-	<a href="https://www.minor.com/en/sustainability/stakeholder-engagement">https://www.minor.com/en/sustainability/stakeholder-engagement</a>				
	2-30 Collective bargaining agreements	-	26	-					

Remarks:

- (1) AR: Annual Report 2022 (Form 56-1 One Report): [mint.listedcompany.com/misc/one-report/20230324-mint-one-report-2022-en.pdf](https://www.minor.com/misc/one-report/20230324-mint-one-report-2022-en.pdf)  
(2) SR: 2022 Sustainability Report: [www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf](https://www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf)  
(3) Sustainability Performance Data 2022: [www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf](https://www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf)

GRI Standard/ Other Source	Disclosure Title	Location				Omission			Assurance
		AR <sup>(1)</sup>	SR <sup>(2)</sup>	Sustainability Performance Data 2022 <sup>(3)</sup>	Website/Remarks	Requirement(s) Omitted	Reason	Explanation	
Material Topics									
GRI 3: Material Topics 2021	3-1 Process to determine material topics	-	-	-	https://www.minor.com/en/sustainability/stakeholder-engagement				
	3-2 List of material topics	-	19	-	https://www.minor.com/en/sustainability/materiality-assessment https://www.minor.com/storage/download/sustainability-reports/2022/mint-gri-content-index-en.pdf				
Economic Performance									
GRI 3: Material Topics 2021	3-3 Management of material topics	12-17, 20-25, 129-146, 166-176	6-9						
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10-11, 20-25	-	1					
	201-2 Financial implications and other risks and opportunities due to climate change	143-144	102-103	-					
	201-3 Defined benefit plan obligations and other retirement plans	438-442	-	-					
	201-4 Financial assistance received from government	-	-	-					
Market Presence									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-	26	-					
	202-2 Proportion of senior management hired from the local community	-	-	5-6					
Indirect Economic Impacts									
GRI 3: Material Topics 2021	3-3 Management of material topics	131, 133, 136, 141-142	21, 41, 79	-					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	84-86	22-29, 42-63, 68-83, 100-101	36-40					
	203-2 Significant indirect economic impacts	-	100-101	36-38					
Procurement Practices									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-	42	-					

Remarks:

- (1) AR: Annual Report 2022 (Form 56-1 One Report): [mint.listedcompany.com/misc/one-report/20230324-mint-one-report-2022-en.pdf](https://www.minor.com/misc/one-report/20230324-mint-one-report-2022-en.pdf)
- (2) SR: 2022 Sustainability Report: [www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf](https://www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf)
- (3) Sustainability Performance Data 2022: [www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf](https://www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf)

GRI Standard/ Other Source	Disclosure Title	Location				Omission			Assurance
		AR <sup>(1)</sup>	SR <sup>(2)</sup>	Sustainability Performance Data 2022 <sup>(3)</sup>	Website/Remarks	Requirement(s) Omitted	Reason	Explanation	
Anti-corruption									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	85	-					
GRI 205: Anti- corruption	205-1 Operations assessed for risks related to corruption	-	91	-					
	205-2 Communication and training about anti-corruption policies and procedures	-	91-92	-					
	205-3 Confirmed incidents of corruption and actions taken	-	92	-					
Anti-competitive Behavior									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	92	-	<a href="https://www.minor.com/storage/download/corporate-policies/20211214-anti-fraud-corruption-policy-en.pdf">https://www.minor.com/storage/download/corporate-policies/20211214-anti-fraud-corruption-policy-en.pdf</a>				
Tax									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 207: Tax 2019	207-1 Approach to tax	-	-	-	<a href="https://www.minor.com/storage/download/corporate-policies/tax-governance-framework-policy.pdf">https://www.minor.com/storage/download/corporate-policies/tax-governance-framework-policy.pdf</a>				
	207-2 Tax Governance, control, and risk management	-	-	-					
	207-3 Stakeholder engagement and management of concerns related to tax	-	-	-					
	207-4 Country-by-country reporting	-	-	-					

Remarks:

- (1) AR: Annual Report 2022 (Form 56-1 One Report): [mint.listedcompany.com/misc/one-report/20230324-mint-one-report-2022-en.pdf](http://mint.listedcompany.com/misc/one-report/20230324-mint-one-report-2022-en.pdf)
- (2) SR: 2022 Sustainability Report: [www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf](http://www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf)
- (3) Sustainability Performance Data 2022: [www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf](http://www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf)

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Materials									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 64-67, 73, 113	-					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	13, 66, 73	-					Yes
	301-2 Recycled input materials used	-	-	-					
	301-3 Reclaimed products and their packaging materials	-	-	-					
Energy									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 64-65, 67-68, 113	-					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	-	64-65, 68, 71-77	17, 20, 23, 26-27, 30, 33, 35					Yes
	302-2 Energy consumption outside of the organization	-	72-73	18					
	302-3 Energy intensity	-	64-65, 68, 71-77	20, 23, 26-27, 30, 33, 35					
	302-4 Reduction of energy consumption	-	64-65, 68, 71-77	17, 20, 23, 26-27, 30, 33, 35					
	302-5 Reduction in energy requirements of products and services	-	-	-			Not Applicable	Not Material	
Water and Effluents									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 64-65, 67, 113	-					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	-	13, 64-65, 67	-					
	303-2 Management of water discharge-related impacts	-	13, 64-65, 67	-					
	303-3 Water withdrawal	-	-	19, 21, 24, 26, 28, 31, 33					Yes
	303-4 Water discharge	-	-	21, 24, 26, 28, 31, 34	Discharge to municipality drainage and industrial estate's wastewater treatment system				
	303-5 Water consumption	-	-	19, 21, 24, 26, 28, 31, 35					Yes
Biodiversity									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 64, 66, 68-69, 113	-					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	-	36-38					
	304-2 Significant impacts of activities, products, and services on biodiversity	-	-	36-38					
	304-3 Habitats protected or restored	-	-	36-38					
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	68-69, 78-83	39-40					

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Emissions									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 64-65, 113	-					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	-	65, 67	17, 20, 23, 26-27, 30, 33					Yes
	305-2 Energy indirect (Scope 2) GHG emissions	-	65, 67	17, 20, 23, 26-27, 30, 33, 35					Yes
	305-3 Other indirect (Scope 3) GHG emissions	-	71-73	18					
	305-4 GHG emissions intensity	-	65, 67	20, 23, 26-27, 30, 33, 35					
	305-5 Reduction of GHG emissions	-	65, 67	17, 20, 23, 26-27, 30, 33, 35					
	305-6 Emissions of ozone-depleting substances (ODS)	-	-	23, 26					
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	-	-	29, 32					
Waste									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 66, 113	-					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	-	71-72, 75-77	-					
	306-2 Management of significant waste-related impacts	-	71-72, 75-78	-					
	306-3 Waste generated	-	-	21, 25, 29, 32, 34	No significant spills				Yes
	306-4 Waste diverted from disposal	-	-	22, 25, 29, 32, 34					Yes
	306-5 Waste directed to disposal	-	-	22, 25, 29, 32, 34					Yes
Supplier Environmental Assessment									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 113	-					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	40-41, 44-45	-					
	308-2 Negative environmental impacts in the supply chain and actions taken	-	40-41, 46	-					

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Employment									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	20-21	-					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	-	22, 27	7					Yes
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	-	7					
	401-3 Parental leave	-	34	-					
Labor/Management Relations									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	-	-					
Occupational Health and Safety									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	20-22	-					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	-	29-30	-					
	403-2 Hazard identification, risk assessment, and incident investigation	-	30-33	-					
	403-3 Occupational health services	-	32-33	-					
	403-4 Worker participation, consultation, and communication on occupational health and safety	-	28-31	-					
	403-5 Worker training on occupational health and safety	-	29-31	-					
	403-6 Promotion of worker health	-	29-34	-					
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	32-33	-					
	403-8 Workers covered by an occupational health and safety management system	-	29-31	-					
	403-9 Work-related injuries	-	29-32	13-15					Yes
	403-10 Work-related ill health	-	29-32	13-15					Yes
Training and Education									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	20-21	-					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	22-23, 28	7					
	404-2 Programs for upgrading employee skills and transition assistance programs	-	22-28	8-12					
	404-3 Percentage of employees receiving regular performance and career development reviews	-	26-27	-					Yes

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Diversity and Equal Opportunity									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	206	22	4-6	Diversity is included in Human Rights Policy: <a href="https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf">https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf</a>				
	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.				
Non-discrimination									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	94-96	-	Discrimination is included in Human Rights Policy: <a href="https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf">https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf</a>				
Freedom of Association and Collective Bargaining									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	26, 94-96	-	Freedom of Association and Collective Bagaining is included in Human Rights Policy: <a href="https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf">https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf</a>				
Child Labor									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-	94-96	-	Child Labor is included in Human Rights Policy: <a href="https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf">https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf</a>				
Forced or Compulsary Labor									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 409: Forced or Compulsary Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	94-96	-	Forced Labor is included in Human Rights Policy: <a href="https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf">https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf</a>				
Security Practices									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	-	-					

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Rights of Indigenous Peoples									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-	94-96	-					
Local Communities									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	-	35-39	-					
	413-2 Operations with significant actual and potential negative impacts on local communities	-	94-96	-					
Supplier Social Assessment									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	40-41	-					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	44-45	-					
	414-2 Negative social impacts in the supply chain and actions taken	-	46	-					
Public Policy									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 415: Public Policy 2016	415-1 Political contributions	-	92	-	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>				
Customer Health and Safety									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	40-41	-					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	56	-					
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	62	-					

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Marketing and Labeling									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	-	62	-					
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	62	-					
	417-3 Incidents of non-compliance concerning marketing communications	-	62	-					
Customer Privacy									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	90	-					

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