

Labor Practice and Human Rights

Disciplinary Actions

The Company recognizes the importance of having and promoting diversity in our organization. Diversity enables the Company to benefit from a broader range of perspectives, experiences, and skillsets from employees to develop creative ideas and innovative solutions. Diversity can also boost productivity and morale of employees, and encourage a collaborative working culture. The Company is committed to promote equal treatment for employees at all levels and will not tolerate any forms of discrimination based on gender, nationality, and physical disabilities, age, or others.

Gender Diversity at Central Retail

The Company is committed to provide equal opportunities for female and male employees at every levels throughout the organization. Compensation and promotion of employees are solely based on merit. All employees have equal opportunities to advance their career through hard work, performance, and attitudes, which will help promote a collaborative work ethics. In 2020, the Company has successfully maintain high percentage of female employees in the overall workforce, management levels and positions that are traditionally regarded as dominated by male employees. The following data represent all of our employees.



Female and Male Employees

62.5% 37.5%

Female in Management Position

62.4% 37.6%

Female in Junior Management Positions

63.4% 36.6%

Female in Top management positions

42.2% 57.8%

Female in management position
in revenue-generating functions

67.8% 32.2%

Female in management position
in STEM-related positions

52.1% 49.7%

% Female of Total Workforce

● Female ● Male






Gender Pay Indicators

Indicator	Difference between Male and Female Employees
Mean pay gap	10.1%
Median pay gap	10.0%
Mean bonus gap	11.6%
Median bonus gap	10.7%

The gender pay indicators represent business units in Thailand and Vietnam.

Nationalities

The Company has a international workforce. Hiring employees from around the world increases the cultural diversity of our workplace, which can inspire collaboration resulting in more competitive and inclusive business. In addition, the Company respects our employees for their unique contribution, and give equal opportunities to employees of all nationalities. The following data represent all of our employees.

Nationality	Total Employees	Management Levels
 Thai	69.20%	76.18%
 Vietnamese	27.95%	21.44%
 Italian	2.26%	1.46%
 Myanmar	0.12%	0.0064%
 French	0.076%	0.26%
Others	0.39%	0.65%



Other Diversity Indicators

The Company has an outstanding social inclusion performance in hiring people with disabilities allowing them to have roles and duties equal to the general staff, and receiving equal welfare. The Company also supports disabled friendly facilities in the workplace and continue to expand facilities throughout the organization. The Company is also committed to have diversity by age groups.

People with Disabilities

People with Disabilities as Full-Time Employees

303 million THB for employees

Vocational Support Program for People with Disabilities

273 persons

People with Disabilities hired for the Call Center Project

45 persons

Age Group

Age group	% of Total Employees
Under 30 years old	40%
30-50 years old	54%
Over 50 years old	6%

Welfare Committee

The Company respects the employees' rights and freedom of association, and do not prohibit the establishment of trade unions. To accommodate to the well-being of employees, the Company has established the Welfare Committee. Employees are able to voice their concerns, and collectively negotiate or request for employees' health benefit and treatment through the Welfare Committee. Currently, 97.5% of all employees in the Company are covered by the Welfare Committee.

