

Workforce Breakdown

Data	Unit	2022		2021		2020	
		Male	Female	Male	Female	Male	Female
Total Employee	Persons	520		474		468	
	Persons	354	166	315	159	310	158
Employee by employment contract							
Permanent	Persons	324	164	314	159	309	158
Temporary	Persons	30	2	1	0	1	0
Employee by age group							
<30 years	Persons	117	29	113	27	120	28
30-50 years	Persons	194	122	157	116	141	116
>50 years	Persons	41	17	45	16	49	14
Employee by category							
Top Management	Persons	16	4	13	4	14	6
	%	3.08	0.77	2.74	0.84	2.99	1.28
Middle Management	Persons	38	20	35	19	39	19
	%	7.31	3.85	7.38	4.01	8.33	4.06
Junior Management	Persons	44	37	38	36	36	34
	%	8.46	7.12	8.02	7.59	7.69	7.26
Officer	Persons	256	103	228	100	220	99
	%	49.23	19.81	48.10	21.10	47.01	21.15
Worker	Persons	0	2	1	0	1	0
	%	0.00	0.38	0.21	0.00	0.21	0.00
Employee by Nationality							
Thai	%	55.19		58.44		58.33	
Lao	%	40.96		37.34		37.39	
Australian	%	3.85		4.22		4.27	
Other	%	0.00		0.00		0.00	
New Hires by Age Group							
<30 years	Persons	42	8	14	7	40	5
	%	8.1	1.5	3.0	1.5	8.5	1.1
30-50 years	Persons	28	7	1	5	3	7
	%	5.4	1.3	0.2	1.1	0.6	1.5
>50 years	Persons	1	0	1	1	1	0

Data	Unit	2022		2021		2020	
		Male	Female	Male	Female	Male	Female
	%	0.2	0.0	0.2	0.2	0.2	0.0
Total	Persons	71	15	16	13	44	12
	%	13.7	2.9	3.4	2.7	9.4	2.6
Turnover by Age Group							
<30 years	Persons	4	6	5	2	41	2
	%	0.8	1.2	1.1	0.4	8.8	0.4
30-50 years	Persons	11	5	1	7	3	7
	%	2.1	1.0	0.2	1.5	0.6	1.5
>50 years	Persons	0	0	8	2	5	2
	%	0.0	0.0	1.7	0.4	1.1	0.4
Total	Persons	15	11	14	11	49	11
	%	2.9	2.1	3.0	2.3	10.5	2.4
Parental leave							
Parental leave	Persons	-	4	-	10	-	5
Returning to work after parental leave ended	Persons	-	8	-	6	-	4
Returning to work after parental leave ended (12 months after return to work)	Persons	-	8	-	9	-	0
Training and Development							
Top Management	hour/person/year	25.97	23.25	4.23	5.50	26.86	16.67
Middle Management	hour/person/year	33.36	26.78	23.49	22.71	57.95	47.49
Junior Management	hour/person/year	48.86	53.49	61.79	36.06	44.11	40.52
Officer	hour/person/year	27.41	19.67	20.41	17.01	24.88	24.72
Worker	hour/person/year	0.00	0.00	0.00	0.00	0.00	0.00
Employee receiving career development review							
Top Management	%	100		100		100	
Middle Management	%	100		100		100	
Junior Management	%	100		100		100	
Officer	%	100		100		100	
Worker	%	100		100		100	
Employee receiving regular performance review							
Top Management	%	100		100		100	
Middle Management	%	100		100		100	

Data	Unit	2022		2021		2020	
		Male	Female	Male	Female	Male	Female
Junior Management	%	100		100		100	
Officer	%	100		100		100	
Worker	%	100		100		100	
Grievance							
Total number of grievance about labor practices through formal grievance process	Case	0	0	0	0	0	0
• Total number of grievance addressed	Case	0	0	0	0	0	0
• Total number of grievance resolved	Case	0	0	0	0	0	0
Total number of grievance about human rights through formal grievance process	Case	0	0	0	0	0	0
• Total number of grievance addressed	Case	0	0	0	0	0	0
• Total number of grievance resolved	Case	0	0	0	0	0	0

Remark: Presented employee data are of RATCH, RGCO, RCO, RAC and RL