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● BSI Webinar

แนะนำการรายงาน GRI ในด้าน
เกี่ยวกับสิทธิมนุษยชน

(Global Reporting Initiative
(GRI) Human Right)



By Royal Charter



หัวข้อสัมมนา

- อธิบายคุณลักษณะที่สำคัญของ GRI ที่เกี่ยวข้อง และอธิบายแนวคิดหลักและข้อกำหนดของทั้งการเปิดเผยแนวทางการจัดการและการเปิดเผยเฉพาะหัวข้อ
- การใช้มาตรฐาน GRI ในกระบวนการจัดทำรายงาน
- อธิบายสิ่งที่ควรพิจารณาเมื่อรวบรวมข้อมูลสำหรับการเปิดเผยแนวทางการจัดการกับมาตรฐาน
 - GRI 402: Labor/Management Relations 2016
 - GRI 403: Occupational Health and Safety 2018
 - GRI 404: Training and Education 2016
 - GRI 405: Diversity and Equal Opportunity 2016
 - GRI 407: Freedom of Association and Collective Bargaining 2016
 - GRI 408: Child Labor 2016
 - GRI 409: Forced or Compulsory Labor 2016
 - GRI 410: Security Practices 2016
 - GRI 411: Rights of Indigenous Peoples 2016
 - GRI 413: Local Communities 2016
 - GRI 414: Supplier Social Assessment 2016

● GRI 402: Labor/Management Relations 2016

Topic Standard

1. Topic management disclosures

1.1 The reporting organization shall report how it manages labor/management relations using Disclosure 3-3 in *GRI 3: Material Topics 2021*.

3-3-a: Identified impact for both negative and positive impact of human right.

3-3-b: Provide remediation plan for negative impact

3-3-c: Human Right Policies

3-3-d: Responsible person assignment

2. Topic disclosures

Disclosure 402-1 Minimum notice periods regarding operational changes (closures, expansions, mergers, new openings, outsourcing of operations, restructuring, sale of all or part of the organization, takeovers)

a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.

b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.

● GRI 403: Occupational Health and Safety 2018

1) Management approach disclosures

Disclosure 403-1: Occupational health and safety management system

Disclosure 403-2: Hazard identification, risk assessment, and incident investigation

Disclosure 403-3: Occupational health services

Disclosure 403-4: Worker participation, consultation, and communication on occupational health and safety

Disclosure 403-5: Worker training on occupational health and safety

Disclosure 403-6: Promotion of worker health (Health checkup including non-occupational medical and healthcare services)

Disclosure 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships / การป้องกันและการบรรเทาผลกระทบด้านอาชีวอนามัยและความปลอดภัยที่เชื่อมโยงโดยตรงกับความสัมพันธ์ทางธุรกิจ

2) Topic-specific disclosures

Disclosure 403-8: Workers covered by an occupational health and safety management system

Disclosure 403-9: Work-related injuries

Disclosure 403-10: Work-related ill health

● GRI 404: Training and Education 2016

Disclosure 404-1: Average hours of training per year per employee (Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.)

Disclosure 404-2: Programs for upgrading employee skills and transition assistance programs (a. Type and scope of programs implemented and assistance provided to upgrade employee skills and b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.)

Disclosure 404-3: Percentage of employees receiving regular performance and career development reviews



● GRI 405: Diversity and Equal Opportunity 2016

Disclosure 405-1 Diversity of governance bodies and employees (**governance body:** formalized group of individuals responsible for the strategic guidance of the organization, the effective monitoring of management, and the accountability of management to the broader organization and its stakeholders).

a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

b. Percentage of employees per employee category in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

Disclosure 405-2 Ratio of basic salary and remuneration of women to men

a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.

b. The definition used for 'significant locations of operation'.

● GRI 406: Non-discrimination 2016

Disclosure 406-1 Incidents of discrimination and corrective actions taken

- a. Total number of incidents of discrimination during the reporting period.**
- b. Status of the incidents and actions taken with reference to the following:**
 - i. Incident reviewed by the organization;**
 - ii. Remediation plans being implemented;**
 - iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;**
 - iv. Incident no longer subject to action.**

Compilation requirements:

When compiling the information specified in Disclosure 406-1, the reporting organization shall include incidents of discrimination on grounds of race, color, sex, religion, political opinion, national extraction, or social origin as defined by the ILO, or other relevant forms of discrimination involving internal and/or external stakeholders across operations in the reporting period.

● GRI 407: Freedom of Association and Collective Bargaining 2016

Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

- a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:**
 - i. type of operation (such as manufacturing plant) and supplier;**
 - ii. countries or geographic areas with operations and suppliers considered at risk.**
- b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.**



● GRI 408: Child Labor 2016

Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor

a. Operations and suppliers considered to have significant risk for incidents of:

- i. child labor;
- ii. young workers exposed to hazardous work.

b. Operations and suppliers considered to have significant risk for incidents of child labor

either in terms of:

- i. type of operation (such as manufacturing plant) and supplier;
- ii. countries or geographic areas with operations and suppliers considered at risk.

c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.



● GRI 409: Forced or Compulsory Labor 2016



Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:

- i. type of operation (such as manufacturing plant) and supplier;**
- ii. countries or geographic areas with operations and suppliers considered at risk.**

b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.

● GRI 410: Security Practices 2016



Disclosure 410-1 Security personnel trained in human rights policies or procedures (**Security person:** individuals employed for the purposes of guarding property of the organization; crowd control loss prevention; and escorting persons, goods, and valuables)

- a. **Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.**
- b. **Whether training requirements also apply to third-party organizations providing security personnel.**

● GRI 411: Rights of Indigenous Peoples 2016

Disclosure 411-1 Incidents of violations involving rights of indigenous peoples

a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.

b. Status of the incidents and actions taken with reference to the following:

- i. Incident reviewed by the organization;**
- ii. Remediation plans being implemented;**
- iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;**
- iv. Incident no longer subject to action.**



Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs

a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:

- i. social impact assessments, including gender impact assessments, based on participatory processes;**
- ii. environmental impact assessments and ongoing monitoring;**
- iii. public disclosure of results of environmental and social impact assessments;**
- iv. local community development programs based on local communities' needs;**
- v. stakeholder engagement plans based on stakeholder mapping; broad based local community consultation committees and processes that include vulnerable groups;**
- vi. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;**
- vii. formal local community grievance processes.**

● GRI 413: Local Communities 2016

Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities

a. Operations with significant actual and potential negative impacts on local communities, including:

- i. the location of the operations;**
- ii. the significant actual and potential negative impacts of operations.**



● GRI 414: Supplier Social Assessment 2016

Disclosure 414-1 New suppliers that were screened using social criteria

a. Percentage of new suppliers that were screened using social criteria.

Disclosure 414-2 Negative social impacts in the supply chain and actions taken

a. Number of suppliers assessed for social impacts.

b. Number of suppliers identified as having significant actual and potential negative social impacts.

c. Significant actual and potential negative social impacts identified in the supply chain.

d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.

e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

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