



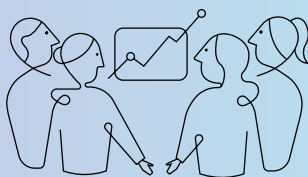
Tanin Buranamanit,
Group Chief Executive Officer
CP Aextra Public Company Limited

CP Aextra

About the Company

Name: CP Aextra
Public Company Limited
Country: Thailand
Employees: 70,001+
Percentage of women employees:
Between 51% – 80%

Website:
<https://www.cpaxtra.com/en>



CP Aextra Public Company Limited is Thailand's leading wholesale and retail enterprise. Operating under the Makro and Lotus's brands, it offers a wide range of food and non-food products to serves a diverse customer base, from individual consumers, small-medium sized businesses, retailers, caterers to large corporations.

Driving change through data and transparency

At CP Aextra, promoting gender equality across the value chain begins with a commitment to comprehensive data tracking and transparent reporting. From 2020 to the present, the company published gender-related metrics in its annual reports in line with Global Reporting Initiative standards. These insights helped CP Aextra evaluate and improve workforce diversity, employment equity and supply chain inclusion, supporting meaningful progress.

CP Aextra's 2023 annual report¹ highlights key achievements:

- **Gender Equality in Employment:** For the fourth consecutive year, women outnumbered men in CP Aextra's workforce, making up 59.7 per cent of new hires, with 99 per cent of female hires being local. Women hold 59 per cent of revenue-generating roles, including sales and commercial operations,

product sourcing, logistics, customer service and supply chain management, and 54 per cent of internal STEM positions, strengthening their impact in strategic areas. Internally, women slightly lead in promotions and transfers.



- **Human Capital Development:** Equal training opportunities ensure women and men both receive an average per person per year of 47 hours and THB 1,190 worth of professional development annually.
- **Gender Pay Indicator:** CP Aextra's audited reports show an average female-to-male pay ratio of 1.01:1. (verified by third party audit). Moreover, 58 per cent of women employees participate in the provident fund, a voluntary retirement savings plan, jointly established by employers and employees, which also functions as employment welfare. Women also make up 70 per cent of the welfare committee, ensuring gender-inclusive decision-making on employee benefits.

By publishing these findings, CP Aextra enables stakeholders, employees and the public to assess its performance and hold the company accountable to its commitments.

Addressing challenges and driving solutions

Employee engagement and retention remain critical areas of focus for CP Aextra. In 2023, all women employees voluntarily participated in the employee engagement survey, with 81 per cent reporting job satisfaction.

The company provides primary caregivers with seven weeks of leave, and from 2024, extended non-primary caregiver leave by one additional week. While 96 per cent of women return to work immediately after maternity leave, only 67 per cent remain with the company for longer than 12 months. This decline in retention may be linked to increased caregiving responsibilities for infants and young children. CP Aextra also reduced office hours by one hour per day to enhance work-life balance for employees with children aged one to three.

For CP Aextra, data is not just a measure of progress—it is a tool for driving change. CP Aextra uses this data to plan enhancements to supportive programmes, such as childcare facilities, expanded health insurance for dependents and other incentives for post-maternity retention. This spans all stages of the employee journey, including recruitment, retention, performance evaluation, promotions, career development and training. By analyzing and sharing gender-related metrics annually, the company identifies gaps, develops action plans and streamlines budgeting.



*Transparent disclosure
of gender-inclusive performance
is the best way to prove our
commitment and execution
for women's empowerment,
diversity and inclusion.*

Tanin Buranamanit,
Group Chief Executive Officer

From transparency to transformation

Looking ahead, CP Axta is implementing initiatives to tackle barriers to inclusion. Beyond reinforcing family-focused programmes, the company is prioritizing fairness in its value chain through its Supplier Code of Conduct, which mandates diversity, prohibits harassment and ensures non-discrimination.

Women-owned businesses now represent 51 per cent of SMEs in the company's supply chain, while 83 per cent of all suppliers have adopted human rights and diversity policies. CP Axta is on track to achieve its goal of 100 per cent compliance with diversity, equity, inclusion and human rights standards by the end of 2025. This progress is monitored through a comprehensive supplier pre-screening platform, followed by on-site visits, employee interviews and corrective action processes.

By leveraging data to integrate actionable solutions, CP Axta is setting new standards for sustainable gender equality in the corporate environment. The company is committed to cultivating a workplace and supply chain in which everyone can thrive and deliver innovative solutions, thereby driving both equal opportunities and business success.



Women's Empowerment Principles



High-Level Corporate Leadership



Treat all Women and Men Fairly at Work without Discrimination



Employee Health, Well-Being and Safety



Education and Training for Career Advancement




Enterprise Development, Supply Chain and Marketing Practices







Community Initiatives and Advocacy



Measurement and Reporting

 asiapacificwepsawards.org
weps.org

   @unwomenasia
#GenderActionLab #WEPsAwards

 [linkedin.com/showcase/wepprinciples](https://www.linkedin.com/showcase/wepprinciples)

