



## Charoen Pokphand Foods Public Company Limited and Subsidiaries

*(Human Resources Management: Policy & Procedure)*

### HUMAN RIGHTS POLICY

| Proposed By                                       | Agreed By  | Verified By                                       | Approved By                                    |
|---|--|---|--|
| Original signed by<br>( Mr. Preecha Thanasukarn ) | Original signed by<br>( Mr. Sumeth Vongbunyong ) | Original signed by<br>( Mr. Voravit Janthanakul ) | Original signed by<br>( Mr. Adirek Sripratak ) |



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## INTRODUCTION

Charoen Pokphand Foods Public Company Limited or “**CPF**” recognizes that all human beings are valued and equal in dignity and rights. Company, therefore, respects human rights as the fundamental virtue for working and living together. CPF’s Core Values or CPF Way has integrity as part of desired behaviors in the organization. This creates confidence that the way of doing business and employees’ practices are based on the principle of reciprocal respect for an individual’s honor and dignity.

CPF upholds and respects human rights as reflected in The United Nations Universal Declaration of Human Rights (UNDHR) and The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The Company’s commitment to respecting human rights is derived from continuous efforts in running the business ethically and responsibly.

## SCOPE

This policy is applied to CPF and its subsidiaries in Thailand and overseas. It shall be disseminated to CPF’s business partners for adaptation to their operations and encouraged the participation of prime suppliers in our supply chain on human rights aspect for the agricultural and food industries.

## DEFINITION

- The Company means Charoen Pokphand Foods Public Company Limited (CPF) and Subsidiaries
- Subsidiaries mean Companies that CPF directly or indirectly holds more than 50% of their shares and has control over their operations
- Employee means Employees and Workers at all levels of the Company
- Business Partner means Suppliers who provide goods and services, including Contractors who provide manpower and manpower’s services

**IMPLEMENTATION**

To promote respect for human rights throughout the organization as well as to build confidence that all employees and stakeholders are entitled to fair treatment, protection and respect for fundamental rights equally and fairly, the Company commits to the following practices;

- Strictly comply with the Company's rules and regulations, including related local and international laws
- Regularly monitor and assess risks and impacts on human rights as well as providing appropriate risk management guidelines or control measures, of which all business units are in charge to ensure that risk management is fully implemented in their area(s) of responsibility
- Foster proactive two-way communication amongst employees to promote greater awareness, knowledge and understanding of their role in respecting human rights, introducing grievance mechanisms for employees and stakeholders to raise concerns, make complaints or identify adverse human rights impacts in case of human rights violations
- Establish procedures for investigating allegations of human rights abuses and violations upon receiving grievance reports from employees and/or stakeholders, as well as report to top management to pursue effective solutions to mitigate any adverse human rights impacts
- Communicate and disseminate policy and guiding principles to Business Partners to serve as guidelines for preventing involvement in human rights violations
- Promote ethical business conduct amongst Business Partners to build a culture of reciprocal respect, and enhance competitiveness in a sustainable manner

In this regard, the Company's commitment to respect human rights has been explicitly reflected through the key corporate policies as follows:

- Corporate Governance Policy
- Code of Conduct
- Corporate Social Responsibility Policy
- Employment and Labor Management Policy
- Diversity and Inclusion Policy



- Safety, Health and Environment Policy
- Sustainable Sourcing Policy and Supplier Guiding Principle

This policy implementation is consistent with the intent of the Company based on the core philosophy “3-Benefit to Sustainability (for the Country, People, and Company)” that employees are treated with fairness, dignity, respect and equal opportunity along with ensuring community and social responsibility on the basis of safety and good quality of life. This includes encouraging Business Partners to grow responsibly together and respect the fundamental human rights of all stakeholders equally in accordance with the international practice for corporate social responsibility towards sustainable growth.

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