



Charoen Pokphand Group

VIOLATIONS OF THE CODES OF CONDUCT AND ETHICS 2025



Number of Cases Received through Whistleblower Channel

	2022	2023	2024	2025			
	Completed	Completed	Completed	Number of Case	Under Investigation	Completed	
Complaint related to Codes of Conduct and Ethic (Case)						Substantiated Case	Non-substantiated Case
Fraud and Corruption	2	3	5	21		4	17
Conflict of Interest	2	2	-				
Non-compliance	7	5	7	15		11	4
Discrimination	-	3	6	2			2
Harassment	1	3	3	14		8	6
Insider Trading	-	-	-				
Anti-competitive Behavior	-		-				
Unfair Treatment of Suppliers	-	-	6	17		8	9
Complaint related to Information Security (Case)							
Violation of Customer Personal Data	-	-	-	1			1
Total (Case)	12	16	27	70		31	39

Remark: The number of complaints shown in the table is the number received through Charoen Pokphand Group’s website:
<https://grc.cpgroupsustainability.com/GRC/Whistleblower/WBForms/GlobalWB>



0 Case of significant violations of environmental regulations or laws*



0 Case of significant violation of social regulations or laws

*Violations of environmental regulations or laws with fines not exceeding USD 10,000

Detail of Complaint Cases

2025						
	Completed	Detail of Complaint Cases	Management Measures			
	Substantiated Case		Verbal Warning	Written Warning	Suspension	Dismissal
Complaint related to Codes of Conduct and Ethic (Case)						
Fraud and Corruption	4	- Conflict of interest involving contractors - Reporting or using false information			1	3
Non-compliance	11	- Failure to company with procurement and disbursement regulations - Failure to comply with human resources policies or regulations - Breach of the organization’s ethics or Code of Conduct	8	2		1
Discrimination	8	Use of threatening language or behavior toward employees or other individuals	5	2		1
Unfair Treatment of Suppliers	8	- Late payment or payment default - Failure to comply with agreements or terms and conditions of business operations	6			2
Total (Case)	31		19	4	1	7

Detail of Complaint Cases

2025							
Completed	Detail of Compliant Cases	Mitigation and Remediation Actions*					
Substantiated Case		Issue a Formal Apology	Make a Public Apology through Mainstream Media	Communicate the Incident as a Case Study within the Department	Provide Financial Compensation/ Remediation	Other Measures for Mitigation and Remediation	
Complaint related to Codes of Conduct and Ethic (Case)							
Fraud and Corruption	4	• Conflict of interest involving contractors • Reporting or using false information					4
Non-compliance	11	• Failure to company with procurement and disbursement regulations • Failure to comply with human resources policies or regulations • Breach of the organization’s ethics or Code of Conduct			4	1	6
Discrimination	8	• Use of threatening language or behavior toward employees or other individuals	1		1		6
Unfair Treatment of Suppliers	8	• Late payment or payment default • Failure to comply with agreements or terms and conditions of business operations			1	7	
Total (Case)	31		1		6	8	16

Remark: * There can be more than 1 mitigation and remediation action for each case
** This refers to financial compensation/remediation provided by the offender to the company.