



Announcement

Charoen Pokphand Group No. 027/2018

Re: The Foreign workers Recruitment Policy and Guidelines of Charoen Pokphand Group

According to Charoen Pokphand Group's ("the Group") Human Right's Policy, the Group has clear specifications to prohibit any form of forced labor, including irregular employment of foreign workers.

The Foreign workers Recruitment Policy and Guidelines ("the Policy") are intended to ensure further that the employment of foreign workers throughout the Group complies with the accepted standards and upholds the Group's Human Rights Policy; the Universal Declaration of Human Rights; the United Nations Guiding Principles on Business and Human Rights; 10 Universal Principles of the United Nations Global Compact. In addition to respecting for these principles, proper management of foreign workers is necessary to prevent any human rights violations in the business operations.

1. Scope of Policy

- 1.1 The Policy is applicable to all subsidiaries of Charoen Pokphand Group ("the Company") worldwide. Implementation of the Policy must be, at the same time, in compliance with domestic laws and regulations and in line with the best industry practices in each country.
- 1.2 Employment of foreign workers means hiring foreign workers to perform work, but it does not include hiring for work and service contract.
- 1.3 Foreign workers are defined as migrants, who do not have the nationality of the country where they are hired as workforce.
- 1.4 Forced labor refers to any act to force a worker to either work or provide services to another party without consent. Forced labor also includes the following:
 - (1) Damaging, destroying, hiding, making-away, losing, or rendering useless any documents of the worker;
 - (2) Forcing or compelling the worker by threatening danger to his or her life, body, liberty, reputation, and property, or by using force causing injuries to the worker;
 - (3) Detaining, holding in captive, or depriving the worker of his or her freedom to movement;
 - (4) Forcing or compelling the worker to perform work without either pay, overtime pay, holiday pay, or holiday overtime pay, which is prescribed by law; or not paying on schedule per the employment or service contract;
 - (5) Forcing or compelling the worker to work without providing a break time as prescribed by law; or not allowing the worker to take sufficient rest as appropriate to the nature of such work or service.

2. Recruitment

- 2.1 The migrant worker recruitment process throughout the Group may not be discriminatory.
- 2.2 The Company shall directly hire foreign workers as their direct employees, In doing so, the Company shall have measures to ensure that the foreign workers recruitment process is in accordance with the domestic laws and does not involve any forced labor. In the case that the companies merged or acquired to be part of the Group have foreign workers not hired directly, they shall come up with a roadmap for directly hiring foreign workers to be executed within a reasonable time period.
- 2.3 The Company shall set selection criteria for its foreign worker recruitment agency and inspect to ensure that the agency be registered and operate in compliance with the domestic laws, the Group's and the Company's policies.
- 2.4 The Company shall prepare all relevant documents related to foreign workers' employment: for instance, the employment contract, working regulations, etc. in the migrant workers' applicable national language(s). At the same time, the Company shall communicate about these documents to the foreign workers before the beginning of the employment term and shall provide a duplicate of the employment contract to the foreign workers.

3. Expenses

- 3.1 The foreign workers will be responsible for their personal expenses: for instance, the passport fees; the medical check-up fees in the country of origin; any travel expenditures; accommodation and meals during the following trips: an interview at the recruitment office, traveling to sign contract, traveling to the meeting point before departure to the country of employment, a cross-border fee, among others.
- 3.2 The Company will be responsible for recruitment fee charged by the recruitment agency and any related expenses during the recruitment process in the country of employment, in the amount no less than the one required by law in that country.


4. Compensation and Benefits

The Company shall provide all directly-hired employees with the same compensation and benefits equally according to their employment level and based on the same regulations.

5. Service of a subcontractor

In case of hiring for the work and service contract that might involve employment of foreign workers, the Company may engage with a subcontractor for the recruitment service. However, the Company must strictly monitor and audit the subcontractor to ensure its compliance with applicable laws.

Effective Date February 1, 2019



(Mr. Suphachai Chearavanont)

Chief Executive Officer
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