

HUMAN RIGHTS

Making Today
a Better Tomorrow



CHAROEN POKPHAND GROUP
HUMAN RIGHTS REPORT 2021



MESSAGE FROM CEO

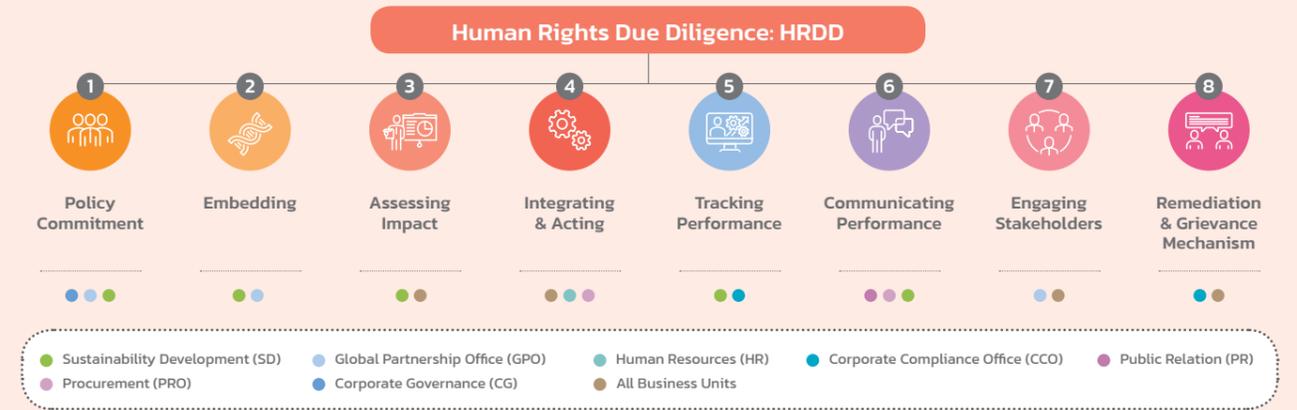
Since its founding as a humble vegetable seeds shop over a century ago, Charoen Pokphand Group has maintained its dedication to ethical, honest and fair business practices. Our dedication stems from our commitment to the Three-Benefits Principle, which places the benefits of the country and people before profits to the company. For this reason, respect for human rights is embedded into the foundations of our business. As part of our efforts, last year the Group became the first Thai conglomerate to publish a human rights report to publicly announce our goals and commitments.

Today, Charoen Pokphand Group employs more than 450,000 people across 21 countries and economies. As the Group continues to grow, it becomes ever more important that the protection and promotion of human rights is embedded within corporate culture, so as to ensure that employees at all levels of our business recognize and mitigate human rights risks which exist within our value chain.

This year's human rights report is our second, representing our continued dedication to enhancing and developing our ability to manage human rights issues within our operations and value chain, as well as our efforts to work with our peers and other stakeholders to enact local and even global transformations. We hope that this report clearly expresses our public commitments whilst opening up constructive discussions and exchanges that will propel us to a better future for all. C.P. Group, as always, will continue to strive to promote and protect human rights across all Group businesses and partners in our commitment to sustainable development and the wellbeing of all stakeholders in our supply and value chains.



Suphachai Cheravanont
CEO,
Charoen Pokphand Group



Human Rights Policies

Charoen Pokphand Group strives to promote and protect human rights in our value chain by adhering to regulations and best practices both local and global. The Group has established policies and guidelines in a variety of areas to bring our operations in line with international standards and local regulations.

All policies are reviewed annually and revised under the supervision and guidance of the Human Rights Working Team. This provides an opportunity to evaluate and revise policies based on their efficacy as well as align them with constantly-evolving international standards and regulations. One such example is the Human Rights and Labor Practices Policy and Guidelines and the Migrant Workers Recruitment Policy and Guidelines which were revised in 2022. Along with these revisions, the Group also introduced sub-policies on Discrimination and Harassment Prevention and Diversity, Equity, and Inclusion.

Below is a list of all the Group's governance, social, and environmental policies, which has been revised to incorporate human rights considerations.



MESSAGE FROM THE HUMAN RIGHTS WORKING TEAM

When last year's Human Rights report was published, Charoen Pokphand Group – and the world as a whole – was dealing with the prolonged and multi-faceted impacts of the COVID-19 pandemic. The pandemic sent shockwaves across the world, disrupting people's lives and the global economy. The Group worked to ensure the livelihood of our workers by committing to retaining all our employees over the course of the pandemic. With the welfare of the country in mind, the Group also produced and donated medical-grade masks to hospitals across Thailand as one of its many initiatives. As dictated by the Three Benefits principle, the Group worked to support the many communities and countries we operate in to weather this pandemic, in our belief that sustainable development can happen only if we all grow together.

This human rights report showcases the impact of our efforts in 2021, highlighting our achievements and the challenges in order to provide more transparency in our human rights efforts. The report describes our human rights governance structure, our human rights risk assessment results, how we have tackled salient human rights issues, and finally, the way forward for the next year. This year's report also shines a spotlight on two key areas: stakeholder engagement and digital safety and data privacy.

Finally, I would like to thank all members of the C.P. family, our employees and workers, our partners and peers, and all our stakeholders. Their contributions have been invaluable in our efforts in promoting and protecting human rights within our value chain, both in Thailand and abroad. The Group, as always, will dedicate ourselves to protecting the rights of the peoples and communities we work with, without which we would be unable to achieve the continued and sustainable success of our business.

HUMAN RIGHTS GOVERNANCE

The Human Rights Working Team

Our Human Rights Working Team is a body responsible for managing human rights issues related to Charoen Pokphand Group operations. The team includes the Sustainable Development, Public Relations, Corporate Compliance, Human Resources, Procurement, the Global Partnership Office, and other departments related to human rights management. Furthermore, representatives from business units under the Group are included as rotating members of the Working Team, providing the Team with additional information and perspectives on human rights-related action plans, projects, and initiatives.

The Working Team is responsible for managing human rights risks at the executive level. The team assesses the state of human rights impacts on a corporate scale and evaluates the effectiveness of existing initiatives and policies, and utilizes that information to revise the Group's policies and guidelines on human rights, addressing gaps and shortcomings. Each member of the working team has responsibilities regarding the implementation of Human Rights Due Diligence across the Group's businesses, which is divided into eight different duties.

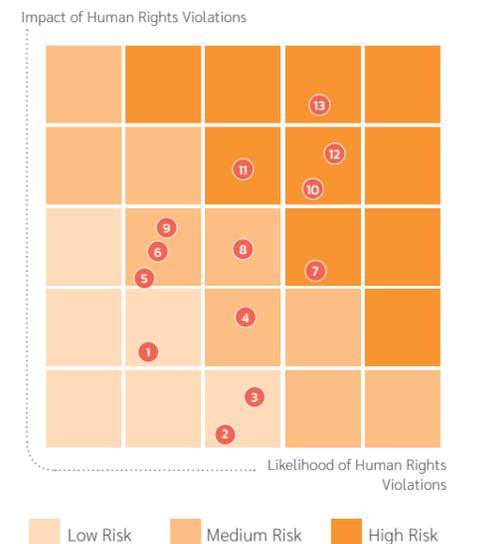


Human Rights Impact Assessment

C.P. Group conducts human rights risk assessment, or HRRRA, on every business group at least every three years, in order to ensure that the assessment is up-to-date and accurately reflects the human rights risks within the value chain. These risks can then be evaluated and prioritized based on the likelihood and potential impact of the issue, following consultations with stakeholders and rightsholders.

In 2021, C.P. Group's HRRRA identified 13 human rights issues – five of which are salient to our operations and value chain.

- 1 Freedom of Association
 - 2 Access to Water and Sanitation
 - 3 Forced Labor
 - 4 Land Rights
 - 5 Conflict Minerals*
 - 6 Vulnerable Groups
 - 7 Personal Data Protection*
 - 8 Community Rights
 - 9 Employee Rights
 - 10 Child Labor
 - 11 Discrimination and Harassment
 - 12 Foreign Workers
 - 13 Occupational Health and Safety
- * New Watching List



STAKEHOLDER ENGAGEMENT



C.P. Group, in its commitment to protecting and promoting human rights, has adopted stakeholder engagement as one of its core principles. Effective engagement can provide the Group with valuable perspectives and opinions that contribute to our projects and initiatives, driving us to do better and do more. The Group does not only engage with our own value chain, but also with every community, country, and industry we work in. Recognizing that our success is synergistic with the communities we work with, the Group works with local and international bodies, business and non-profits, government and non-governmental, communities and individuals to seek a common goal in defending and promoting human rights. Our goal is to comprehensively account for and integrate the voices of all stakeholders throughout our value chain.

C.P. Group recognizes that stakeholders can become partners in furthering the cause of human rights. By uniting our capabilities, we can achieve more than is possible alone.

World Business Council
for Sustainable
Development (WBCSD)
– Business Commission to
Tackle Inequality (BCTI)



Global Compact
Network Thailand
(GCNT)
– BHR Academy



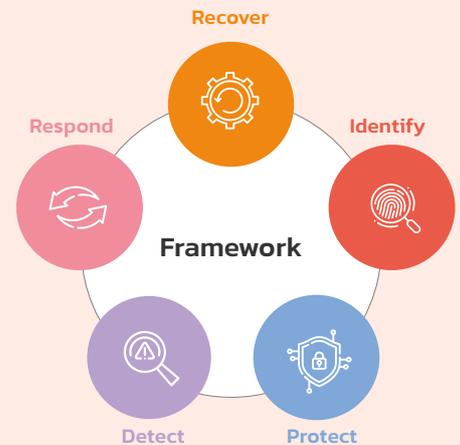
United Nations
Development
Programme (UNDP)
– LGBTI Roundtables



DIGITAL SAFETY AND DATA PRIVACY



As C.P. Group continues to build on our technological expertise in all aspects of our business, digital safety and data privacy have become even more essential. Whether for the consumers of our technology products or employees and partners utilizing our systems, risks are ever-increasing. These risks include the theft of personal data, the misuse of personal information, online scams, phishing emails, and other various dangers. There are methods through which C.P. Group have sought to mitigate these risks, including training and education, developing security measures, providing guidelines on internal use of technology, and developing best practices for IT.



WAY FORWARD



Tackling Inequality

The current state of the world has made it clear that inequality is a critical issue that we must urgently address with rigorous effort. While inequality has always been lurking behind the many distressing situations around the world, this has been exacerbated by the ongoing global economic crisis. People experiencing poverty will suffer more if nothing changes. That is why C.P. Group resolves to fight inequality in whatever shape and form we can.

Leveraging Technology and Innovation

As C.P. Group pursues its mission to become a technology-driven organization, we have sought to leverage our expertise and develop tools for our human rights work. Innovation and respect for human rights are enshrined as pillars of the Group's philosophies, in our Three-Benefit Principle and our Six Core Values. Together, with these two pillars reinforcing each other, C.P. Group will march onwards to make today a better tomorrow.



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