

Charoen Pokphand Group

VIOLETIONS OF THE CODES OF CONDUCT AND ETHICS 2022



C.P. GROUP



FOR A BETTER TOMORROW



Number of Cases Received through Whistleblower Channel

	2019	2020	2021	2022			
	Completed	Completed	Completed	Number of Case	Under Investigation	Completed	
						Substantiated Case	Non-substantiated Case
Complaint related to Codes of Conduct and Ethic (Case)							
Fraud	-	-	-	3	2	-	1
Conflict of Interest	9	9	3	5	3	-	2
Non-compliance	1	6	4	7	-	5	2
Discrimination		3	2	-	-	-	-
Harassment	-	2	3	1	-	1	-
Corruption	1	5	1	1	-	1	-
Insider Trading	-	-	-	-	-	-	-
Anti-competitive Behavior	-	-	-	-	-	-	-
Complaint related to Information Security (Case)							
Violation of Customer Personal Data	-	-	-	-	-	-	-
Total (Case)	11	25	13	17	5	7	5

Remark: The number of complaints shown in the table are the numbers 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

2022

	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	-		-	-	-	-
Conflict of Interest	-		-	-	-	-
Non-compliance	5	<ul style="list-style-type: none"> Reckless driving Adultery Quarrel Drinking Failure to comply with preventive measures against the novel coronavirus disease 2019 	3	2	-	-
Discrimination	-		-	-	-	-
Harassment	1	Used inappropriate words, which caused upset and lack of motivation to work	1	-	-	-
Corruption	1	Committed fraud with dealer	-	-	-	1
Insider Trading	-		-	-	-	-
Anti-competitive Behavior	-		-	-	-	-
Total (Case)	7		4	2	-	1