



HUMAN RIGHTS

Making Today a Better Tomorrow

CHAROEN POKPHAND GROUP

HUMAN RIGHTS REPORT 2022



ซีพี...เพื่อความยั่งยืน

MESSAGE FROM CEO

We live in an era of interconnected crises, from catastrophic climate change and biodiversity risks, widening and persistent income inequality, to the disruptive impact of artificial intelligence. In today's era of "polycrises", it is more important than ever to recognize the linkages between these risks. We can no longer neatly place all these issues in separate silos; instead, we must assess these risks holistically and focus on providing action-oriented solutions that not only focus on mitigating risks but also on driving positive impact for our local communities.

As a business, we must deploy an action-focused lens to address these risks by constantly improving our processes and systems to find solutions for the environmental and human rights risks around us. Technology and digitalization, which is the theme of this year's report, can be leveraged to drive implementation and achievement of our sustainability goals – especially for human rights. Not only has technology been able to help us in driving compliance to our human rights policies across the company, but it has also improved our human rights due diligence processes. Used deliberately and sustainably, technology has assisted us in due diligence, supply chain traceability, and even communicating our progress throughout this report – thus helping us manage and mitigate our human rights risks. Furthermore, technologies can be utilized to ensure a clean environment for human rights protection, with renewable energy and green industries enabling a just transition towards a low-carbon society. Technological advancements and innovations are serving an essential role in upskilling and reskilling the workforce, in creating opportunities for new tech players that will not only disrupt but also transform industries for the better and, ultimately, promote ethical and responsible business practices.

Charoen Pokphand Group, for the last 100 years and beyond, has always been guided by our "Three-Benefit Principle", which states that we must consider the benefits of the countries and communities we operate within first and foremost – followed by the company's own interests. The conjunction of our "Three-Benefit Principle" with our commitment to technological innovations helps us to take concrete measures and make investments in technological solutions. These technologies will improve the traceability and transparency of our supply chains, to ensure that our growth will benefit the economy, the environment, and society.

Finally, I would like to thank all employees of Charoen Pokphand Group and its subsidiaries, especially the Human Rights Working Group, for their steadfast dedication to the Group's principles and policies and for their work towards achieving the Group's human rights commitments. Recognizing that we can only make progress through collaborating and learning from our stakeholders, I look forward to working together with our employees, communities, NGOs, and all our other stakeholders to ensure the protection and promotion of human rights, within our own operations and value chain, and beyond.



Suphachai Cheravanont
CEO,
Charoen Pokphand Group

MESSAGE FROM THE HUMAN RIGHTS WORKING TEAM

This report marks the third year since Charoen Pokphand Group began publishing our Human Rights Report. This report continues to track and disclose the progress C.P. Group has made on the goals and targets we have set in the previous year and details the salient human rights issues and risks we have identified within our own business and throughout our supply chain including human/labor rights, migrant rights, and diversity, equity and inclusion (DEI). As with previous years, our report follows the framework set out by the UN Guiding Principles Reporting Framework and aligns with the UN Guiding Principles on Business and Human Rights (UNGPs). We aim to prioritize the salient risks in our business and remain committed in our journey to protect and respect human and labour rights with a focus on systems and processes that provide remedy for those impacted.

The Group understands that a key step towards monitoring and preventing human rights risks is supply chain management, including traceability, transparency and visibility throughout our value chain to ensure that our operations at all levels do not infringe upon any person's human rights. This includes human rights impact assessments of high-risk suppliers which provides the Group with necessary information to mitigate, prevent, or remedy any violations even beyond our own operations.

The Working Team must express its greatest appreciation for all stakeholders that have worked with us patiently and with the greatest cooperation. Despite having made much progress, we know we are very much on a journey and consultations with our stakeholders inform us on how we should improve and the work ahead of us. Our collaborations have enabled us to identify previously unseen gaps within our frameworks and guidelines, which we have endeavored to amend. For this reason, it is a clear priority for the Group to continue constructive engagement with our stakeholders, including our own employees, our suppliers, the communities we operate within, human rights defenders, government agencies, NGOs, and more.

It is through the efforts of all our employees and the cooperation of our stakeholders that we were able to achieve what we have, as well as understand what we need to continue working towards. This report is another important step in our journey towards providing a better tomorrow for everyone who is part of our business and community.

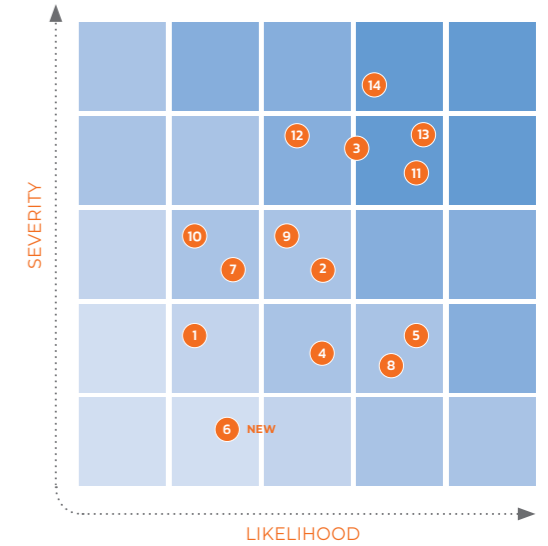
Human Rights Working Team
Charoen Pokphand Group

HUMAN RIGHTS SALIENT ISSUES

HUMAN RIGHTS IMPACT ASSESSMENT

- | | |
|--|--|
| 1 Freedom of Association and Collective Bargaining | 8 Data Privacy and Cybersecurity |
| 2 Access to Water and Sanitation | 9 Child Rights and Child Labor |
| 3 Diversity, Equity and Inclusion | 10 Labor Rights |
| 4 Land Rights | 11 Discrimination and Harassment |
| 5 Conflict Minerals | 12 Environmental Rights |
| 6 Security and Human Rights* (New) | 13 Migrant Labor and Forced Labor |
| 7 Vulnerable Groups | 14 Occupational Health, Safety and Working Environment |

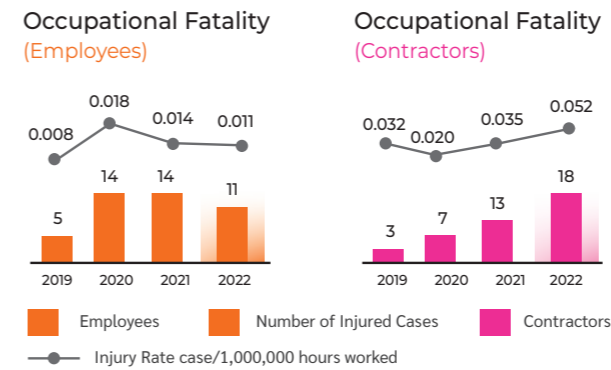
Remark: *Issue that has been changed



Migrant Workers and Forced Labor

- Over 12,000 migrant workers** directly employed by C.P. Group subsidiaries
- More than 10 recruitment agencies** internally audited with reference to IOM Toolkit
- C.P. Group and all subsidiaries** committed to eliminating any exploitation or forced labor within supply chain

Occupational Health and Safety



- 6,000 drivers** from business partners provided with training
- Installed GPS and cameras** to monitor vehicles and ensure safety

Discrimination and Harassment

- Number of cases reported decreased** from 17 to 1 from 2021 to 2022
- Began collecting data** on satisfaction and remedy
- Improvement** of grievance mechanism and channels

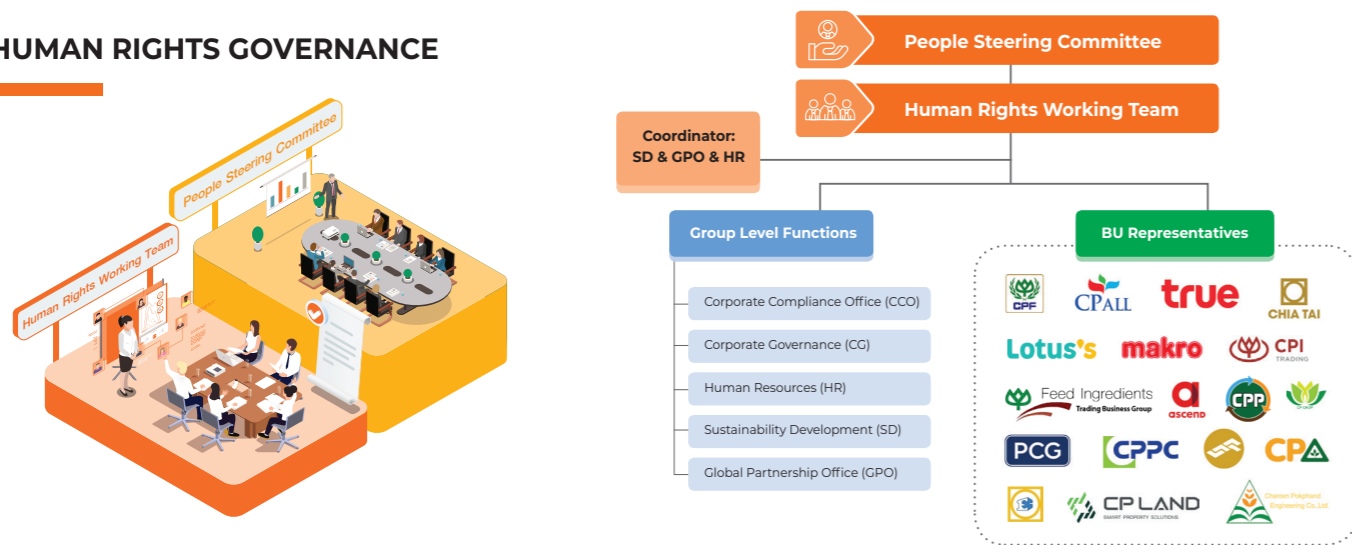
Diversity, Equity, and Inclusion

- Initiatives to support gender equality and LGBTQ+ communities**
- Accessibility for disabilities**
- Closing the gender wage gap**
- 51% Female** employees
- 49% Male** employees

Environmental Rights

- Increasing water-usage efficiency**
- Protecting communities** from adverse environmental impacts
- Support farmers' sustainable farming practices**
- 11,612** farmers participating in the project
- 355,324** rai of total land
- 18%** increase in total amount of produce per rai

HUMAN RIGHTS GOVERNANCE



LEVERAGING TECHNOLOGY FOR HUMAN RIGHTS



GOING FORWARD

JUST TRANSITION

As the risks and opportunities in technology, environment, and human rights converge, it is crucial for the Group that we are able to navigate these rough waters without losing sight of our ultimate vision: a greener, healthier, and safer world where we grow sustainably alongside society. This is why, in the next year, the Group will be dedicated to driving forward a “just transition” towards a greener, more equitable future.

“Greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind.”

OUR COMMITMENTS AND TARGETS

The Group remains dedicated to meeting the commitments and targets that we have set. To ensure that we are making measurable and impactful changes, it is essential for the Group to establish strategic guidelines which will be employed in pursuing our targets and measure the progress that has been made, including:



Expanding HRIA coverage to overseas operations and supplier operations



Establishing a talent pipeline for a new and diverse generation of leaders



Enhancing data collection on reported discrimination and harassment cases



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