

Human Rights

For a Better Tomorrow



Charoen Pokphand Group
Human Right Report 2023



MESSAGE FROM CEO

For over a century, our journey has been guided by our core values, strong community connections, and a dedication to continuous improvement and innovation. At the heart of our approach is the Three-Benefits Principle, which emphasizes prioritizing the welfare of the countries and communities we operate in, alongside our own interests.

Throughout the year, we have leveraged our diverse business portfolio to drive change. Our telecoms business has focused on bridging the digital divide, focusing on how advancements in AI can enhance human capabilities and reduce inequalities. Our seeds business has continued to innovate, developing water efficient, resilient crops that support farmers in the face of unpredictable weather patterns. Our agri-food businesses have strengthened traceability systems to prevent deforestation and crop burning, protecting communities from environmental harm. Our retail chains have upheld fair labor practices, ethical sourcing, and transparency throughout our supply chains; all while prioritizing customer privacy and inclusivity.

At CPG, we believe that our employees are the soul of our organization. Their unique skills, perspectives, and dedication are central to our success. We have implemented initiatives to celebrate and empower our diverse workforce, bridging the generational gaps through leadership development programs to enable experienced managers to mentor the next generation of leaders.

I extend my deepest gratitude to all our stakeholders, and especially our employees, partners, and communities, who have contributed to our progress this year. Your feedback, insights, and collaboration have been invaluable in our shared commitment to human rights. The efforts of our Human Rights Taskforce have been instrumental in providing oversight and support, ensuring that we remain resilient and are constantly looking at what more we can do. At Charoen Pokphand Group, we aspire to grow together to drive positive change and uphold the values that have guided us for over a hundred years.



Suphachai Cheravanont
CEO,
Charoen Pokphand Group

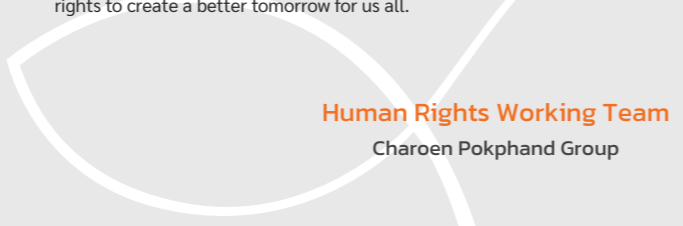
MESSAGE FROM THE HUMAN RIGHTS WORKING TEAM

For the fourth consecutive year, Charoen Pokphand has published its annual Human Rights Report to ensure a fundamental transparency in our human rights efforts. The Report, like those released since 2021, underscores our commitments to respecting human rights throughout all our operations and our entire value chain. The Human Rights Taskforce views the Report as an essential part of our work, to foster external partnerships through transparency, as well as enhance clarity within our own organization through this development. As the Taskforce oversees the Group's management of human rights, we remain committed to improving our processes, exemplified by the publication of these annual reports.

This year, the Group continues remains steadfast in its commitment to protecting human rights, building on the foundation laid by our Policy and Guidance on Human Rights and Labor Practices established in 2016. We have thoroughly investigated the Group's human rights risks, and developed initiatives to tackle them. This year's salient issues include: occupational health and safety; forced labour and migrant labour; data privacy and cybersecurity; labour rights and discrimination; climate change and human rights; and diversity, equity, and inclusion.

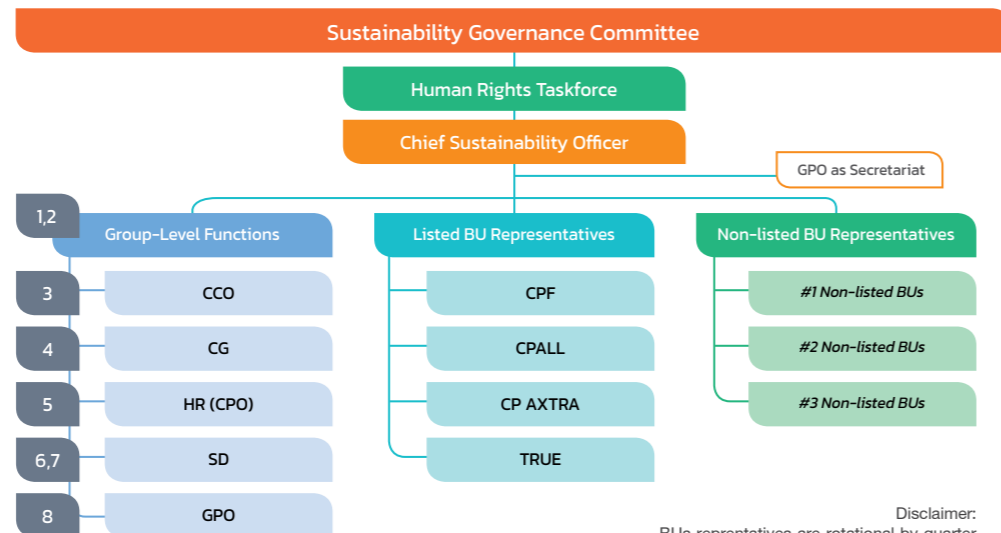
This year's Report will highlight an essential aspect of our human rights work - our efforts to promote, support and drive Diversity, Equity, and Inclusion (DE&I) within our businesses. DE&I has faced unfair criticism, with claims that it exacerbates inequality, harms productivity, and undermines meritocracy. Charoen Pokphand Group and the Human Rights Taskforce profoundly and unequivocally reject these assertions. Each of the pillars - diversity, equity, and inclusion - are critical to our businesses' operations and overall success.

In developing this report, the Taskforce owes a great debt to all personnel in C.P. Group who have worked hard to adopt and implement the policies and guidelines on human rights. We thank the senior management, especially Mr. Suphachai Chearavanont, for providing a clear mandate and vision, to help us make the Group the world's most sustainable company, especially in the area of human rights. The Taskforce also deeply appreciates all external stakeholders, including our customers, partners, civil society organizations, and communities that have worked with us on initiatives to drive human rights, and look forward to many years of fruitful cooperation into the future. The Group will continue to champion human rights to create a better tomorrow for us all.



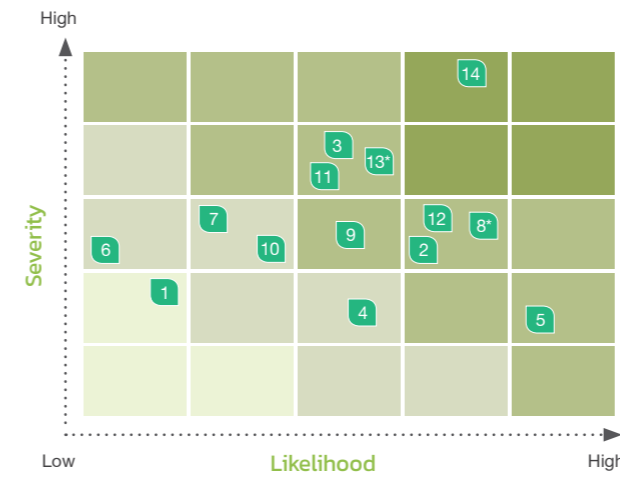
Human Rights Working Team
Charoen Pokphand Group

HUMAN RIGHTS GOVERNANCE



Disclaimer:
BUs representatives are rotational by quarter

Human Rights Impact Assessment



- 1 Freedom of association and collective bargaining
- 2 Access to water and sanitation
- 3 Diversity, equity and inclusion (DE&I)
- 4 Land rights
- 5 Conflict minerals
- 6 Security and human rights
- 7 Risks to vulnerable group
- 8 Data privacy and cybersecurity*
- 9 Child rights, child labor
- 10 Labor rights
- 11 Discrimination and harassment
- 12 Environmental pollution affecting human rights
- 13 Migrant labor and forced labor*
- 14 Occupational health and safety

Remark: * Issues that are complex and require close monitoring

Migrant Workers and Forced Labor



Over 15,000 migrant workers directly employed by C.P. Group subsidiaries



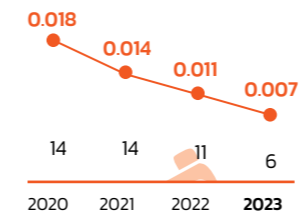
More than 12 recruitment agencies internally audited with reference to IOM Toolkit



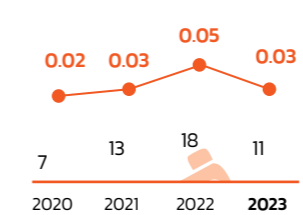
C.P. Group and all subsidiaries committed to eliminating any exploitation or forced labor within supply chain

Occupational Health and Safety

Occupational Fatality (Employees)



Occupational Fatality (Contractors)



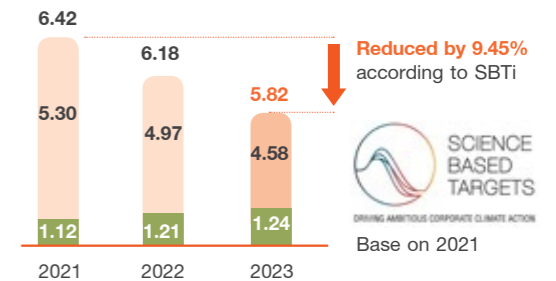
Number of injured cases (orange bar)
Injury rate case/1,000,000 hours worked (red line)

Discrimination and Harassment

Case	Harassment	Discrimination
No. of Cases	3	3
Cases Closed	3	3
Management Measure		
Verbal / Written Warning	2	3
Suspension	-	-
Dismissal	1	-

Environment Rights

GHG Emissions Per Year (million tons CO₂e)
Scope 1 (green circle), Scope 2 (orange circle)



Data Privacy and Cybersecurity



Corn Traceability Project

- 100%** Corn traceability in Thailand
- 39.8%** Corn traceability in 10 countries
- >40,000 Supplier** participating in the project
- >2 Million Rais** of targeted areas

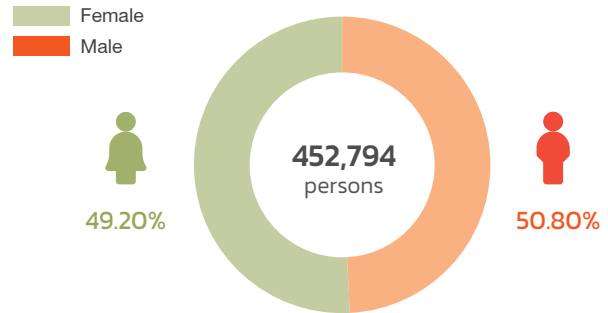
DIVERSITY, EQUITY, AND INCLUSION

Diversity

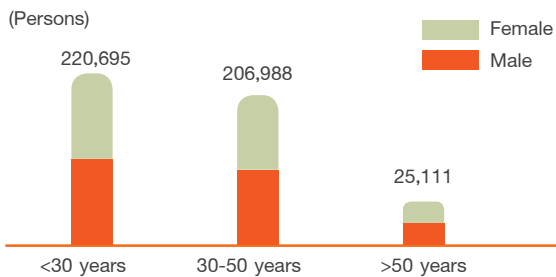
Data on Employee Diversity

Total Employees

Employees Type	Female (persons)	Male (persons)	Total (persons)
Permanent Employees	221,578	214,471	436,049
Temporary Employees	8,433	8,312	16,745
Total	230,011	222,783	452,794
Full-time Employees	219,987	213,808	433,795
Part-time Employees	1,591	663	2,254
Total	221,578	214,417	436,049



Employees by Age Group



Employees by Level

	Female (%)	Male (%)	Total (%)
Top Management	26.1	73.9	0.36
Middle Management	37.9	62.1	2.91
Management	43.1	56.9	20.82
Employees/Officers	53.5	46.5	75.91

Equity

Action Area	2030 Inequality Targets	Progress
1. Implementing the UN Guiding Principles on Business and Human Rights	100% of businesses conduct human rights impact assessments for high-risk operations and suppliers	●
2. Make essential products and services more accessible and affordable	70% of total sales proceed from products and services which promote good health and wellbeing	●
3. Create a diverse, equitable, and inclusive workplace and value chain	Achieve a 1:1 gender wage ratio across employee levels	●
4. Preparing people for the future of work	50 million people provided with access to quality education, lifelong learning, or upskilling	●
5. Provide safe, secure, and sufficient work	5 million people provided with opportunities for livelihood improvements for livelihood improvements, including farmers, SMEs, and vulnerable groups in our value chain	●
6. Pay and promote living wages and incomes	All business units perform a living wage evaluation and establish a plan for implementation	●
7. Support and respect worker representation	Allow for representation according to local laws across all business units, and explore ways to empower representatives	●
8. Support effective public policy	20 engagements across business units with government agencies to share information, participate in consultations, and provide other support	●
9. Adopt responsible tax practices	Provide transparency on tax payments in accordance with local regulations	●
10. Realize the just transition to a net-zero and nature positive economy	Meet Science-based Targets for carbon neutrality	●

● on track ● lagging ● not on track

Inclusion

