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# STATEMENT ON SLAVERY AND HUMAN TRAFFICKING

(January 1<sup>st</sup> 2022 – December 31<sup>st</sup> 2022)





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CHAROEN POKPHAND FOODS PCL.  
**STATEMENT ON SLAVERY AND HUMAN TRAFFICKING**  
(January 1<sup>st</sup> 2022 – December 31<sup>st</sup> 2022)

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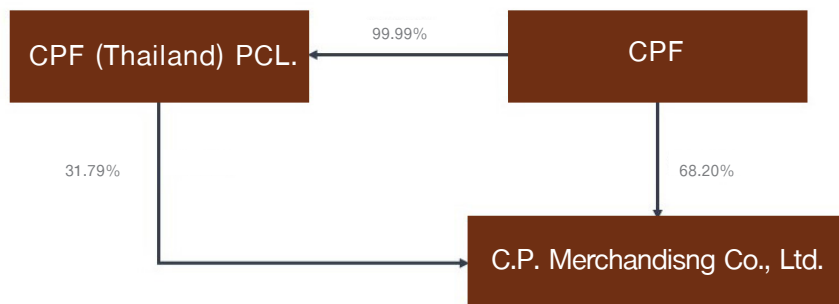


## 1. INTRODUCTION

This statement has been published in accordance with section 54 of the United Kingdom Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 (Cth). It sets out the steps that Charoen Pokphand Foods PCL., CPF, or the Company<sup>1</sup> (including, for the purposes of the Australian Modern Slavery Act 2018 (Cth), its subsidiary C.P. Merchandising Co., Ltd.) has taken during the year ending 31 December 2022 to identify and prevent modern slavery and human trafficking taking place in the Company’s business and supply chains.

C.P. Merchandising Co., Ltd., is an investment and international trading company and is a 99.99% indirect subsidiary of CPF having branches in various countries such as Australia, Germany and France, where it trades CPF and its subsidiaries’ products. C.P. Merchandising Co., Ltd. is a reporting entity for the purposes of the Australian Modern Slavery Act 2018 (Cth). CPF and C.P. Merchandising Co., Ltd.’s headquarters are in Thailand. C.P. Merchandising Co., Ltd.’s Australian Registered Body Number is 152 033 460 and it has 6 employees in its Australian branch.

A full list of our subsidiaries can be found in our annual report<sup>2</sup>



<sup>1</sup> When we use the terms “CPF”, the “Company”, “we”, “us” and “our”, we mean Charoen Pokphand Foods PCL and any entities which it owns or controls. Save where explicitly identified below, CPF operates using group-wide policies and procedures to assess and address modern slavery risk, including C.P. Merchandising Co. Ltd and any entities that C.P. Merchandising Co. Ltd owns or controls. The use of those terms is for convenience only and used where it is not helpful to pinpoint a particular CPF entity given the group-wide approach to risk management. These definitions are not intended to convey how CPF is structured, managed or controlled.

<sup>2</sup> Our subsidiaries are available at: [https://www.cpfworldwide.com/storage/annual\\_review/pdf\\_enone-report-56-1-en\\_1680519186.pdf](https://www.cpfworldwide.com/storage/annual_review/pdf_enone-report-56-1-en_1680519186.pdf)

## 2. CPF'S BUSINESSES, OPERATIONS, STRUCTURE AND SUPPLY CHAINS

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CPF operates in the agro-industrial and integrated food business, from the production of animal feed to the manufacturing of Ready-to-Eat products. The business are categorized into 3 product categories.

- **Feed:** Production and distribution of animal feed as well as pet snacks;
- **Farming and Processing:** Animal breeding, farming, and primary processing as well as distribution of meat; and
- **Food:** Produces and distributes a variety of processed meat products, including semi-cooked, cooked or Ready-to-Eat. The Company also operates food distribution channels and restaurants.

CPF's production process utilises modern technology, follows international standards, is closely monitored to ensure the delivery of high quality and safe products and services that are systematically traceable throughout the supply chain, and seeks to be friendly to the communities and environment. Moreover, the Company has developed a win-win partnership with its business partners<sup>3</sup> for sustainable mutual growth.

CPF operates and joint-investment across 17 countries and exports products to more than 40 countries across 5 continents comprising North America, South America, Africa, Europe and Asia, with net annual sales of 614,197 million Baht for year 2022. In 2022, CPF's suppliers provided a wide range of products and services to support our Feed, Farming and Processing and Food business categories, including animal feed raw materials, food ingredients and packaging. The selection of our suppliers is done on the basis of the Company's best interest, whereby the selection process must be unbiased. All agreements must be clearly defined, both in respect of the type of products or services provided and terms of payments and are approved by the relevant parties.

CPF aims to monitor and improve our main raw materials' traceability on an ongoing basis, recognising the importance in protecting biodiversity and safeguarding communities. The main procurement categories and their traceability are maize, soybean meal, palm oil, fishmeal, and casava.

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<sup>3</sup> The reference to business partners includes CPF's suppliers

Given that CPF has a diverse business, the Company has, therefore, developed a comprehensive Sustainable Sourcing Policy and Supplier Guiding Principle, which includes human rights issues and labour practices in CPF's supply chain. The Company reviews and updates these policies on a regular basis. CPF regularly conducts supply chain analysis and ESG risks assessments of the countries from which we source our main raw materials. Since 2021, 100% of suppliers of every raw material group in our Thailand and Vietnam operations have been assessed and reviewed for their sustainability risks.

### **3. IDENTIFICATION OF MODERN SLAVERY RISKS**

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For our business to succeed, it is important that we understand and manage our human rights risks. In line with the UN Guiding Principles on Business and Human Rights (UNGPs), the Company recognises its' responsibility to respect human rights, with our Human Rights Due Diligence Framework (HRDD) forming the basis through which we fulfil that responsibility.

The UNGPs set out that businesses' involvement in human rights sit along a continuum whereby they can "cause", "contribute to" or be "directly linked to " risks or impacts. This can also be applied in the context of modern slavery.

#### **Human Rights Due Diligence Framework (HRDD)**

Since 2016, the Company has conducted HRDD which is an on-going process and comprises:

- 1. Policy Commitment:** Through its policies, the Company declares its commitment to foster respect for human rights and promote fair labour practices.
- 2. Embedding:** The Company's commitment to respect human rights is embedded within the organisation through key corporate policies which are communicated to its employees with an aim to reinforce respect for human rights and foster fair labour practices.
- 3. Assessing Impact:** The Company conducts regular human rights risk assessment to identify risks and mitigate potential human rights impacts within the Company's operations and its value-chains.
- 4. Integrating and Acting:** After identifying high-risk human rights issues (Salient Issues), the Company considers and keeps under review the effectiveness of any existing mitigating measures and aims to develop additional measures as necessary to help to reduce the likelihood or severity of any potential issues that might affect stakeholders, particularly vulnerable groups.

- 5. Tracking Performance:** The Company monitors and evaluates existing mitigation measures with the aim of continuously improving them. This includes conducting stakeholder engagement to try and effectively tackle and resolve potential human rights violations.
- 6. Communicating Performance:** The Company publicly discloses its performance, including in respect of human rights and modern slavery issues, through sustainability reports, annual reports, and publications which are available on the Company's website.
- 7. Stakeholder Engagement:** The Company conducts periodic analysis and review to identify its stakeholders and places an emphasis on ongoing partnership engagement through a variety of activities and communication channels.
- 8. Remediation and Grievance Mechanisms:** The Company has put in place a number of grievance mechanisms through which stakeholders can lodge complaints, including a whistleblowing policy.

The Company declares its commitment to respect for human rights and promotion of fair labour practices, reaffirming to combat human rights violations and abuses, while fostering labour practices in line with international standards.

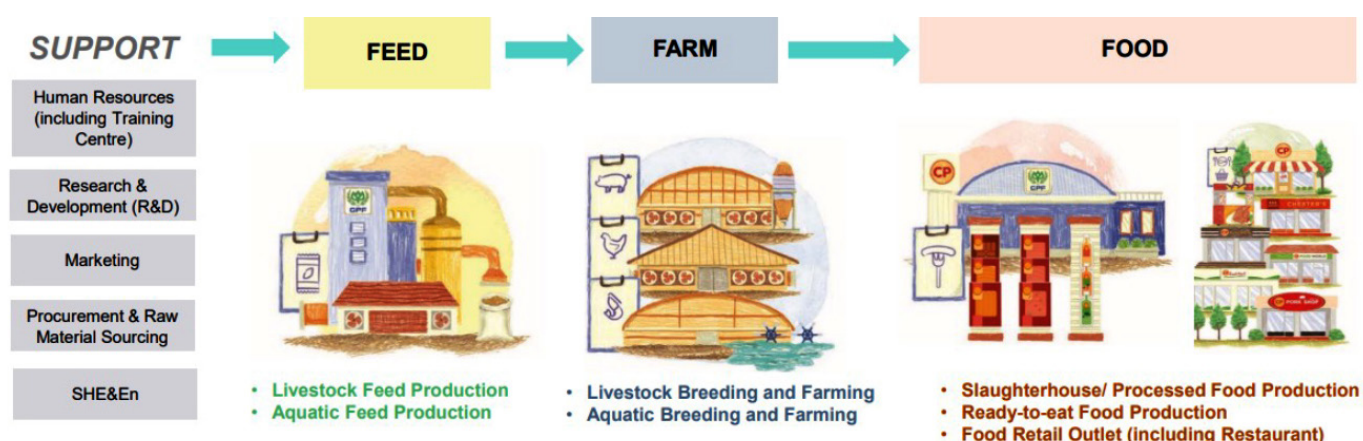
The Company's **Human Rights Policy** stipulates that the HRDD must be conducted and implemented periodically throughout its business operations and across its value-chains. The HRDD Process entails analysing and assessing any human rights risks with an aim to recognise and mitigate those risks and to prevent human rights violations or other adverse impacts on human rights deriving from the Company's operations and its value-chains. The focus is particularly put on vulnerable and underrepresented groups, such as women, children, the disabled, indigenous people, religious groups, migrant workers, third-party contracted labour, local communities, the elderly, pregnant women, and LGBTQIA+ individuals. It also involves addressing and managing those risks and continuously monitoring and reporting performances.

As HRDD is an on-going risk management process, CPF revisits its assessment every 3 years (2016, 2019, 2022), with annual reviews and revisions as necessary. Over the years, the HRDD Process has progressively been expanded to eventually cover its global operations, including its entire business value-chains, its joint-ventures with and without management control, both in Thailand and overseas.

## Human Rights Risk Assessment (HRRRA)

The HRRRA (and HRIA, see below) seek to identify 1) human rights risks which are jurisdictional or industry focused; and 2) human rights risks that CPF may cause, contribute, or be directly linked to through its practices and the activities of its suppliers.

The Company has systematically conducted its *Human Rights Risk Assessment (HRRRA)* since 2016. The HRRRA is an integral part of the HRDD Process and is undertaken every 3 years and reviewed annually in order for the assessment to be up-to-date and reflect contextual accuracy. Previous exercises were conducted in 2016 and 2019. The latest HRRRA exercise, was completed in 2022 and covered 100% of CPF’s operating sites (in Thailand and overseas), its subsidiaries, and joint-ventures over which CPF has management control, across CPF’s value-chains (i.e., Feed, Farm, Food and Business Support Functions). The assessment also covered CPF’s suppliers and business relationship, including joint-ventures without management control.



The 2022 HRRRA exercise aimed to identify human rights issues relevant to both CPF’s own operation and its value-chains and comprised the four following categories of right-holders.

### Employee Practices

- Working conditions;
- Health and safety;
- Discrimination and harassment;
- Freedom of association and right to collective bargaining; and
- Illegal forms of labour (including child labour, forced labour and human trafficking).

### **Community Practices**

- Health and safety;
- Standard of living and water & sanitation; and
- Land acquisition and forced re-settlement.

### **Customer / Consumer Practices**

- Health and safety;
- Data privacy; and
- Discrimination and harassment.

### **Supplier / Contractor Practices**

- Working conditions;
- Health and safety;
- Discrimination and harassment; and
- Illegal forms of labours (including child labour, forced labour and human trafficking).

CPF's Human Rights Risks Assessment involved 3 steps:

#### **• Issue Identification**

- Issues are identified through reviewing common human rights issues from peers and a media analysis. The actual and potential human rights issues cover forced labour, human trafficking, child labour, freedom of association, rights to collective bargaining, equal remuneration, and discrimination and harassment in any forms.
- Identification of affected groups, including vulnerable groups, i.e., women, children, indigenous people, religious groups, migrant workers, third-party employees, local communities, elderly, pregnant women, LGBTQIA+, etc.

#### **• Risk ranking**

- Ranking inherent risks (risks without controls/measures) of identified human rights issues.
- Ranking residual risks (risks with control/measures) for identified human rights issues which have a high level of inherent risks.



- **Prioritisation of human rights issues**

- Prioritising residual human rights risks – high risk level – for future actions to reduce the risk levels.

Risks were then ranked on the basis of severity and likelihood. CPF identified and prioritised 7 Salient Issues in total. Salient Issues are defined as human rights issues at risk of the most severe negative impacts. Five of the Salient Issues were identified within CPF's own operations (including joint ventures where CPF has management control and looking at the stakeholders / right-holders who might be affected or impacted by CPF operations, particularly in the communities surrounding CPF's operational sites), and two of the Salient Issues were identified in CPF's Tier-1 suppliers:

**Own operations (including joint ventures where CPF has management control)**

- Employee health and safety;
- Community health and safety;
- Community standard of living and water & sanitation;
- Customer/Consumer health and safety; and
- Supplier health and safety.

**Tier-1 Suppliers**

- Working conditions; and
- Employee health and safety.

No Salient Issues were identified across the joint ventures over which CPF does not have management control.

Regarding CPF's own operations, 14.4% of its operating sites were identified as having human rights risks. However, it was found that all of CPF's operating sites have appropriate mitigation measures and remediation processes in place.

Across Tier-1 Suppliers, 18.06% of CPF's Tier-1 suppliers were identified as having human rights risks, with two categories of suppliers, Packaging and Corn Co-op, identified as having a high risk rating.

The 2022 HRRRA Conduct and Report can be accessed here: [https://www.cpfworldwide.com/en/sustainability/social/human\\_rights/HRDD.pdf](https://www.cpfworldwide.com/en/sustainability/social/human_rights/HRDD.pdf)

## **Human Rights Impact Assessment (HRIA)**

In 2022, following on from the 2019 HRRRA exercise, we conducted a *Human Rights Impact Assessment (HRIA)* on the right-holder group *“Employees”*. This HRIA covered the Salient Risks previously identified in the 2019 HRRRA exercise, which were: (i) working conditions, including labour practices, pay and overtime control, which may be an indicator of modern slavery; and (ii) safety and occupational health. The HRIA aimed to assess and address human rights impacts actually occurring to the Company’s employees in Thailand.

The HRIA used the *“Taro Yamane formula”* to determine the sample size. The assessment result determined that 85% of respondents to the questionnaire have a clear understanding of human rights principles, policies and practices. This reflects the effectiveness of measures set out to prevent and mitigate human rights impacts.

The assessment result also found that the issue identified as “high impact” by the respondents was *“safety and occupational health in the workplace”*. To mitigate this impact, the Company has been committed to developing a “culture of safety” across the organisation by creating awareness and encouraging employees to comply with the policies related to occupational health and safety. In addition, the intensity and frequency of training sessions relating to occupational health and safety is increased for employees in functions with a higher risk of accidents. The rest of this Statement details the actions the Company has taken to assess and address the modern slavery risks identified in this statement.

## **4. POLICIES, PROCEDURES AND MECHANISMS TO ASSESS AND ADDRESS MODERN SLAVERY RISK**

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The Company recognises value and dignity of all human beings as the founding principle of working and living together. Therefore, the Company has attached great importance to addressing and managing human rights issues through implementation of its corporate policies related to human rights and good governance, which aim to align with international principles such as the *Universal Declaration of Human Rights (UDHR)*, the *UN Global Compact (UNGC)*, the *UN Guiding Principles on Business and Human Rights (UNGPs)* and the *International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work*. To name some of the corporate policies:

- Human Rights Policy;
- CPF Code of Conduct;
- Corporate Governance Policy;
- Corporate Social Responsibility to Sustainability Policy;
- Employment and Labour Management Policy;
- Foreign Worker Recruitment in Thailand Policy;
- Non-Discrimination and Anti-Harassment Policy;
- Diversity and Inclusion Policy;
- Safety, Health, Environment and Energy Vision, Mission and Policy; and
- Sustainable Sourcing Policy and Supplier Guiding Principle.

In order to ensure alignment of the sustainability practices across its business operations, the Company has set out corporate governance policies under the ***Sustainability Governance Structure supervised by the Corporate Social Responsibility and Sustainable Development Committee***. The Committee has set out sustainability plans and strategies, monitored the sustainability practices and performances, and communicated them to stakeholders through public disclosure.

CPF seeks to operate in a responsible and sustainable way with respect for human rights through its ***Corporate Governance Policy and Sustainability Governance***<sup>4</sup>. In 2021, upon increasing awareness of sustainable business conduct and circular economy trends, ***CPF developed the “CPF 2030 Global Sustainability Framework”*** which will be implemented across CPF’s operations and value-chains in Thailand and overseas with specific goals, targets and KPIs. ***“CPF 2030 Sustainability in Action”***<sup>5</sup> is aimed at driving the Company towards sustainable growth through 3 Pillars : ***Food Security, Self-Sufficient Society, and Balance of Nature***.

Upon CPF Group’s commitments and goals and in line with the ***“3-Benefits to Sustainability Principle (for the Country, People, and Company)”*** and of putting the needs of the country and the people ahead of the Group’s business interests, the Company aims to promote human rights, protect the rights and benefits of shareholders, deliver safe and healthy food to consumers, as well as guarantee the security and livelihood of the community, society and business partners, while also preserving nature and the environment, resulting in sustainable socio-economic development.

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<sup>4</sup> The Sustainability Governance of CPF is available at : [https://www.cpfworldwide.com/en/sustainability/foundation/sustainability\\_governance](https://www.cpfworldwide.com/en/sustainability/foundation/sustainability_governance)

<sup>5</sup> The Strategy of CPF 2030 Sustainability in Action is available at: <https://www.cpfworldwide.com/en/sustainability>

The Company employs more than 135,000 people across 17 countries. As the Company continues to grow, it becomes ever more important that protection and promotion of human rights is embedded within its corporate culture. It is vital that its employees at all levels across its operations recognise and mitigate any human rights risks within its value-chains as well as its supply-chains, with firm commitment to enhancing and developing its ability to address and manage human rights issues. This reflects the Company's efforts to work with its business peers and partners, as well as stakeholders of all groups for positive transformations – local and global – to be enacted.

Under the ***Self-Sufficient Society Pillar***, the Company has set a goal of creating positive impacts in the lives of employees and individuals throughout its value-chains based on

### ***3 Sustainability Ambitions:***

- 1. Human Rights:** Upholding fundamental rights of individuals in accordance with international standards and country laws by focusing on employees, supply chains and consumers.
- 2. Lifelong Learning:** Enhancing CPF's work culture, workforce management, and supporting tools for employee satisfaction in order to hire, manage, develop and retain the right people with the right skills.
- 3. Social Impact:** Engaging communities through initiatives which support smallholder farmers, community education, strengthen food and nutrition society, and develop the local economy.

## **Human Rights Policy Framework and Governance**

The Company is committed to respecting and promoting the human rights of all stakeholders and right-holders, who may be affected by its business operations, within our sphere of influence. CPF believes that so long as people recognise the value of their roles and responsibilities with respect to diversity, they add value to businesses and society as a whole. CPF, therefore, places great importance on equal treatment, as well as diversity and inclusion, with the corporate values of the "***CPF Way***" embedded across the organisation.

### **CPF Code of Conduct**

The CPF Code of Conduct, which applies to all directors and employees of the Company, covers fundamental principles and implementation guidelines relating to the Company's business principles, corporate values (***CPF Way***), ***business ethics, regulatory compliance, and corporate governance***, and sets expectations on standard practices and conduct on the basis of the principles of morality and integrity.

**The CPF Way** has been a key driver for business practices and performance. It is integrated into all aspects of human resources management and comprises the following six key aspects:

- Three-Benefits to Sustainability (for the Country, for the People and for the Company)
- Speed & Quality
- Simplification
- Adapting to Change
- Innovation
- Integrity, Honesty & Reciprocity

To ensure that all directors and employees comply with the same ethical standards, the Company has set out 12 policies, which are related to the CPF Code of Conduct and are categorised under four sections:

### **1. Integrity**

- Conflict of Interest Policy
- Anti-Corruption Policy
- No-Gift Policy

### **2. Quality**

- Sustainability Policy
- Sustainable Sourcing Policy and Supplier Guiding Principles
- Value-Chain Management Policy

### **3. People**

- Human Rights Policy and Employment and Labour Management Policy
- Whistleblowing Policy
- Personal Data Protection Policy
- Safety, Health, Environment and Energy Policy

### **4. Assets**

- Managing Company Information Policy
- Countering Money-Laundering Policy

Regarding its "**People**", CPF adheres to treating its employees equally and fairly as required by law, without discrimination or violation of one's rights and freedom. CPF also seeks to promote equal opportunities, diversity and inclusion through respect for fundamental rights across its entire business and throughout its value-chains.

CPF recognises and values differences and diversity, such as in race, concepts, skills and experiences, of its employees as it believes that only such differences and diversity can drive sustainable growth. It aims to protect its employees at all levels and prevent them from facing discrimination due to race, nationality, ethnicity, skin colour, family, origin, belief, religion, social status, gender, age, physical stature, disability, political thoughts and marital status, and to eliminate any forms of harassment, including hostile environment and Quid **Pro Quo sexual harassment**.

The Human Resources Compliance Department (HR Compliance) of the Company is in control of supervising and managing human rights issues and labour practices.

## **Employment and Labour Practices**

The Company has clear policies and labour practices which are strictly and continuously implemented to comply with the law on the minimum age for employment by prohibiting child labour. In addition, the Company does not support any forms of forced labour, the collection of money from employees or the retaining of workers' identity documents. It respects diversity and treats employees equally without discrimination or preferential practices on the grounds of race, nationality, colour, religion, gender, age, disability or impairment, political belief or marital status. Moreover, it aims to prevent, and where that is not possible, resolve incidents of harassment.

The Company pays compensation and wages, including overtime payment and benefits in compliance with legal requirements in a timely manner. There is no deduction from employees' wages unless otherwise stated by law. The regular working hours and overtime working hours do not exceed the applicable legal limits.

The Company has set out the **Compensation and Benefits Policy and Principle** with a commitment to pay all employees a living wage by 2023. In addition, the **CPF 2030 Sustainability in Action Framework** set a goal of **gender equality** aimed at pushing forward and taking steps to keep its gender ratio of both "workforce" and "compensations" 50-50 for the same job position by 2030. At the time of preparing this Statement, the ratio between the remuneration paid to female employees and that to male employees at non-management level is 1 to 1.17.

The Company also promotes, supports, maintains, seeks to consistently improve and create a safe working environment, preventing potential adverse impacts on the health of its employees and the communities in which it operates, as well as focusing on conservation, prevention and reduction of environmental impacts caused by the Company's business operations and those associated with them.

## **Ethical Recruitment and Responsible Employment**

Today, according to the *International Organisation of Migration (IOM)*, Thailand is host to the largest number of migrants workers of all ASEAN member states, with three million documented, low-skilled workers coming from Cambodia, Laos, and Myanmar. They are employed mainly in basic occupations in agriculture, construction, domestic work, fishing and manufacturing.

An ILO study shows that migrant workers from the neighbouring countries earned more than they did back home prior to migration. That being said, due to complex migration procedures, migrants face major challenges, especially relating to debt bondage. For example, many vulnerable migrants are forced to sell family assets, borrow money from lenders or even their employers in order to pay recruitment-related costs. Some even choose to go through irregular, undocumented and illegal channels that are considered to be a cheaper option, which makes them vulnerable to further abuse, exploitation, forced labour or human trafficking.

In this context and as an employer of migrant workers, the Company places high importance on ethical recruitment and responsible employment. Its *Foreign Worker Recruitment in Thailand Policy* sets out implementation guidelines relating to the recruitment of migrant workers, and requires that where CPF recruits migrant workers as its direct employees this be done in compliance with applicable law and without discrimination, forced labour or debt bondage. The policy also states clearly which recruitment fees and related costs are to be borne by each party.

With regard to recruitment fees and related costs, migrant workers are responsible for their personal expenses (e.g., passport and travelling expenses between hometown and recruitment agencies in the country of origin), whilst CPF is responsible for recruitment agency service fees and expenses in the country of employment (e.g., visa, work permit, medical check-up, COVID-19 prevention-related expenses, including tests, vaccines and health insurance).

The Company employs migrant workers under the Memorandum of Understanding (MoU) between the Thai Government and those of neighbouring countries. Recruitment

of migrant workers is done directly through legally registered and certified labour recruitment agencies, both in the employees' home country and in Thailand, to ensure that the process and recruitment related costs are accurate and transparent.

Thailand resumed accepting legal migrant workers under the MoU after the COVID-19 pandemic eased. During the pandemic, border closures and travel restrictions prevented migrant workers from returning to Thailand. Since June 2022, the COVID-19 measures have been lifted and the quarantine for migrant workers has been waived, on the conditions that the migrant workers have received two doses of the COVID-19 vaccination, have a negative test for COVID-19, and have the relevant health insurance. Following the easing of COVID-19 restrictions, CPF has hired additional migrant workers in the second half of 2022.

To ensure that the recruitment process and expenses are accurate and transparent in accordance with the ***Ethical Recruitment Practices*** and international standards, the Company has implemented a ***Post-Arrival Verification process***. This enables the Company to take appropriate corrective actions against non-compliance in a timely manner. As part of the Post-Arrival Verification, CPF would assess a random sample of newly-hired migrant workers from every batch recruited through each labour agency. The 2022 verification exercise concluded that there were no cases of non-conformance in the recruitment and employment processes of migrant workers.

Furthermore, following the ***Cabinet's Approval*** dated 5 July 2022, registered migrant workers who were initially allowed to work until 13 February 2023 have been granted extensions to work for the Company for another two years (i.e., until 13 February 2025), which comes after the three previous Approvals dated December 2020, July 2021 and September 2021, respectively. Expenses related to the extension of ***work-permits*** for migrant workers are borne by the Company in compliance with the ***Foreign Worker Recruitment in Thailand Policy***.

## **Diversity and Inclusion Management**

The Company's Equality, Diversity and Inclusion principles are aimed at supporting its commitment to treating its personnel equally, as well as combatting discrimination and harassment to create a working atmosphere where individuals respect each other and co-exist in unity. The Company's goal is to protect its employees at all levels, including vulnerable groups who may be more susceptible to modern slavery risk, and it takes a zero-tolerance stand against discrimination on the basis of characteristics of an individual or groups of individuals, race, nationality, ethnicity, skin colour, family background, beliefs, religion, social status, sexual orientation, gender, age, physical



appearance, disabilities or impairment, spoken language, political belief, marital status, or any other particular features that could potentially lead to instances of unfair treatment or discrimination.

The Company does not tolerate harassment in any form – sexual or non-sexual – and aims to build a safe and pleasant workplace. It is determined to carry out a fair investigation and a careful deliberation of any discrimination or harassment claims.

In 2022, the Company founded the **LGBTQIA+ Club**, which is aimed at creating a common “space” where people of diverse genders of different ages are provided with the opportunity to freely express their views and their expectations while raising awareness among employees on diversity. This reaffirms the Company’s commitment to treating all individuals with fairness and without discrimination. The **LGBTQIA+ Club** members also contribute to setting out new programmes and/or measures leading to betterment of their quality of life resulting in equality within the organisation.

Considering that individuals with disabilities are socially disadvantaged and vulnerable to risks of abuse and exploitation (which could include forced hawking, peddling, begging, child labour, sex labour, and organ trafficking), the Company is committed to making contributions in providing them with opportunities where they can perform wage-earning tasks and thereby lower the risk of them being subject to abuse or exploitation.

In 2017, the Company began employing disabled employees, with over 550 individuals employed in that year. They were placed at different **Public Benefit Organisations (PBO’s)**, such as schools, municipal health-promoting clinics and temples. The Company also promotes vocational skills to these individuals through training sessions on topics such as layer farming and safety at work, while also raising awareness of any welfare and social security benefits that they may be entitled to.

As of end 2022, the Company employed 671 persons with disability to work in its own business operations and in various PBO’s across the country. This number is above the legal requirement. 164 employees were given office-tasks in different operating sites of the Company, while another 506 employees were placed to work in the locality where they are living or in PBO’s performing a variety of roles. One disabled person has been provided with an outlet-corner within the Company’s facility to sell various goods.

The Company was awarded the **“Outstanding” Sustainability Model Organization award 2022** in the Thai capital market for its contributions to the disabled community by the Securities and **Exchange Commission (SEC) together with the Ministry of Labour.**

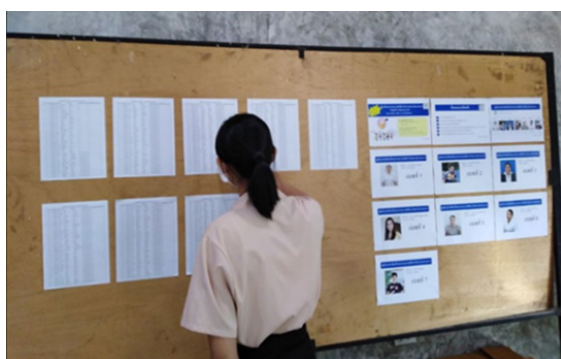


## Welfare Committee at Workplace

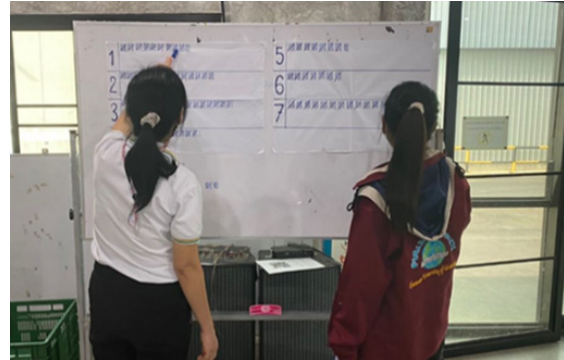
The Welfare Committee at Workplace, which is required under section 96 of the **Labour Protection Act of Thailand 1998 (as amended) (the Act)**, is a mechanism to promote better communication and protection of workers’ rights. Under the Act, businesses with at least 50 employees are required to set up a welfare committee comprising of at least 5 elected members representing the employees and working with the employers to ensure workers’ welfare. The committee is also required to meet at least once every 3 months.

The Welfare Committee at Workplace aims to give all employees the opportunity to participate in expressing opinions and making suggestions, as well as lodging complaints through their elected representatives. The Company has encouraged its employees – regardless of nationality – to participate in the election as candidates to represent their peers, and as voters, enabling migrant workers to take part in elections and sit on the Company’s welfare committee. This provides another forum where allegations concerning a range of issues, including human and labour right violations and risks, can be tackled in a proactive and transparent manner.

The Company announces any new elections by providing employees with useful information and building awareness of how they can use the Welfare Commitment at Workplace to their advantage.



Welfare Committee at Workplace election at a CPF operating facility



Welfare Committee at Workplace election at a CPF operating facility

Through the Welfare Committee at Workplace scheme, employees can voice their opinions to their representatives who then make sure that their suggestions, queries, concerns and complaints are discussed with the Company.

It is noteworthy that the Company has placed additional employee representatives – above the legal requirements – in appropriate proportion to the number of employees at applicable operating facilities, with a maximum of 17 representatives. Furthermore, if the election results do not reflect and cover diverse and vulnerable groups in terms of gender, race, religion and disability, the Company will proceed to make a comprehensive selection of a welfare sub-committee to represent employees from such groups. The welfare sub-committee is responsible for receiving suggestions, queries or complaints from employees and presenting them to the Welfare Committee at Workplace prior to the meeting with the executives representing the Company.

At present, the Company has 193 welfare committees across its operations in Thailand, with a total number of 1,351 employee representatives, comprising 1,148 Thai (85%) and 203 migrants (15%), accounting for 730 females (54%) and 621 males (46%). There are 1,269 Buddhists (94%) and 82 employee representatives of other faiths (6%).

In 2022, 70% of the Company's employees across its Thailand operations have benefitted from improvements delivered as a result of suggestions received through the Welfare Committee at Workplace scheme.

## **Fishermen Life Enhancement Center or FLEC**

In 2022, CPF and its partners (six public-private agencies) officially signed the Memorandum of Understanding to continue a second phase of the Fishermen Life Enhancement Centre or FLEC which covers operations for 2021-2025), aiming to continue improving and promoting a better quality of life for migrant fishermen and their families.

FLEC is a collaborative network where all parties jointly drive forward sustainable development by optimising their primary expertise in three key dimensions. This comprises 1) human rights and labour rights; 2) women's rights, children's rights and reproductive health; and 3) self-sufficiency and circular economy. CPF is the founder behind the FLEC network.

The second phase aims to further enhance equality and human rights protection. Multiple activities are being initiated to promote labour protection, employees' wellbeing and manage risks of human trafficking and forced labour. In addition, there are programmes on food security, eliminating ocean plastic pollution, and a self-sufficient economy and circular economy.

In 2022, we continued supporting training on human rights and labour rights for migrant workers, including raising awareness of illegal labour, particularly child labour. We did this conducting an on-site fundamental workshop and seminar, which included an assessment to ensure that migrant workers know and understand their rights.

In this regard, we, together with our partners from both government and local entrepreneurs, declared our intention against child labour on World Day Against Child Labour on 12 June 2022, with the campaign "I raise my hand for a world without child labour". We committed to the vision and direction to eliminate child labour in the participants' operation under the government's cooperation. Furthermore, we provided scholarships to migrant children to support their learning and expanding their opportunity to enter primary school and, thereby, avoiding the risk of child labour.

A learning room for children and families of neighbouring workers was established in 2015 to provide these children with access to education. The learning room had more than 50 children in 2022.

Such activities aim to help take care of the children of migrant workers while they are at work. This prevents children from having to follow their parents to the workplace, which may be dangerous, and helps reduce the risk of child labour.

For their families, we provided a women's health check and services such as cervical cancer screening and family planning counselling.

Lifelong learning skills and self-sufficiency for migrant workers and their families under the circular economy principle was another key area of focus in 2022. We have initiated the "Bin to Bank project" that educates migrant workers on proper waste segregation by creating an understanding of waste management and set up a campaign to exchange recyclable waste to encourage workers to recognise the value of waste that can help increase their income and reduce household expenses.

Additionally, we promote the **“Home Grown Garden”** programme by supporting migrant workers and their families with the knowledge, methods, and equipment for planting vegetables, to enable them to grow their own food throughout the year. This can help reduce expenses and food insecurity.

## **Seafood Business for Ocean Stewardship (SeaBOS)**

As a member of **Seafood Business for Ocean Stewardship (SeaBOS)**, a joint effort is being made by 10 of the world’s largest seafood companies and leading scientists who share a common goal of producing sustainable seafood and protecting the oceans. CPF continues to support the transformation of the global seafood industry in multiple dimensions of seafood and ocean sustainability.

In 2020, the group member companies jointly set the following common goals: 1) no illegal fishing or use of forced labour in the group member companies’ operations by October 2021; and 2) to report progress of activities in accordance with the common goals of eliminating illegal fishing and use of forced labour in the seafood supply chain in October 2022 and 2025.

We have put in place systems to ensure that there is no Illegal, Unreported and Unregulated (IUU) Fishing and forced labour in our operations and supply chain. In 2022, we reported our achievement and progress towards the agreed goals at the annual SeaBOS CEOs meeting at Santpoort Nord in the Netherlands. In our Thailand operations, the Company does not operate the fishmeal plant or own fishing fleets. However, we promote our fishmeal suppliers to source marine ingredients responsibly from sustainable origins which are traceable in accordance with the CPF Fishmeal Sourcing Restriction. The CPF Fishmeal Sourcing Restriction prohibits the use of fishmeal in our operations that are products of IUU fishing or include species at risk from extinction as defined by the World Conservation Union: IUCN Red List of Threatened Species. Global recognised standards on fishery sustainability, such as MarinTrust and the Fishery Improvement Project (FIP) approach are our key priority to ensure that fish stocks remain healthy and in line with legal requirements. In our Thailand operations, we have sourced 100% fishmeal from MarinTrust certification factories and are able to trace this back to the vessel level.

We continued collaborating and working with SeaBOS, including on the elimination of any form of modern slavery – forced, bonded, and child labour from business operations and supply chains, the development of the Code of Conduct for Reducing Antibiotic Use and Risk of Antibiotic Resistance, reducing ocean plastics pollution through the development and implementation of a strategy based on scientific knowledge, existing best practices, and the frontiers of innovation, and reduction of GHG emissions.

We are working with researchers from the 'Stockholm Resilience Centre'- a research centre on resilience and sustainability science at Stockholm University, for further analysis of the vessel group we source from to seek an effective way to incorporate 'Risk Maps on IUU and Labour Abuse' into our procurement process in the near future. Additionally, we also disclosed and shared CPF's practices to address IUU Fishing, promote good labour practices, and find solution to issues in relation to antimicrobial resistance as part of a case study for other members and researcher team.

Furthermore, CPF has reported our progress towards SeaBOS's commitments, including the elimination of illegal fishing and forced labour in operations and supply chain in the SeaBOS five-year progress report issued in June 2022<sup>6</sup>.

## Seafood Task Force

Following the development of the governance structure of the **Seafood Task Force (STF)**, CPF signed the STF Membership Agreement in November 2020 and implements activities to achieve the end goal of supply chain oversight. This consists of traceability, environment and social compliance for the seafood industry, giving retailers and brands confidence.

In 2022, CPF continuously collaborated with and supported the STF. The highlights are:

- Annual progress on supply chain mapping, internal risk assessment and self-declaration to show the improvement of the supply chain;
- Proceeded with trial assessments as the Company has been chosen as a model to assess traceability, environmental and social compliance from the processing plant back to the supply chain;
- Co-ordinated with the STF to develop the Codes of Conduct by providing information from certified units, farms and processing plants to develop codes and training material;
- The development of a responsible recruitment protocol for reforming worker recruitment supply chain practices;
- Assisted the STF to co-ordinate with the Thai Government's Department of Fisheries and with the Thai Fishmeal Producers Association to connect the vessel owners and facilitate the pilot/capacity to create a culture of improvement in the fishing industry; and

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<sup>6</sup> More details can be found on Page 32 of the SeaBOS Progress 2017-2022 at: <https://seabos.org/wp-content/uploads/2022/06/SeaBOS-progress-report-2017-2022.pdf>

- Deployed training as a requirement from the STF to improve the STF members' supply chain.

In addition, the STF aims to level the playing field in Asia, especially Vietnam, Indonesia and India, where the majority of tuna and shrimp suppliers are located by expanding the STF's oversight. In 2022, CPF continued to collaborate with the STF in performing a pilot project for supply chain assessment (from feed mill to the origin of raw materials) in Vietnam. This aims to develop the STF-related codes (traceability, environment and social compliance) to be better applicable to the seafood industry in Vietnam. The pilot project was successfully completed and is in the process of fine-tuning the STF-related codes.

## 5. DUE DILIGENCE AND AUDIT

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CPF continues to focus on human rights issues in our supply chain through active communication of the Sustainable Sourcing Policy and Supplier Guiding Principles<sup>7</sup> and the Supply Chain ESG Management Approach. These policies cover four main areas or 4Ps: Products and Services, People, Process, and Performance. We engage our suppliers by communicating the Sustainable Sourcing Policy as part of our conversations with them, site visits, and by providing training or suppliers' conferences for our business partners.

The Company requires that contractors and critical suppliers adopt a similar stance towards human rights as part of the social aspects of the Sustainable Sourcing Policy. Critical suppliers are identified by whether products or services have an impact on food safety and quality and are high volume, single suppliers or critical components. We define critical non-Tier 1 Suppliers as those that fall within five raw materials, namely corn, palm oil, corrugated box packaging, sugar, and soybean meal, which have a direct impact on cost and work directly with the Company. At present, 100% of critical suppliers for Thailand and Vietnam have signed acknowledgement of the policy. All high risk direct raw materials are to be traced back to the source to ensure effective ESG risk management. A sustainability audit programme is conducted on critical Tier 1 suppliers, based on self-assessment results, either by second-party or third-party auditors. The audit frequency varies depending on the level of risks assessed. Before the re-auditing, CPF will arrange a focus group session to focus on any non-conformances and ensure suppliers fully comprehend applicable laws and regulations. For more than 5 years, the Company has monitored the critical non-Tier 1 Suppliers through the Corn Traceability System for corn

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<sup>7</sup> Sustainable Sourcing Policy and Supplier Guiding Principles is available at: [https://www.cpfworldwide.com/en/sustainability/policy/sourcing\\_policy.pdf](https://www.cpfworldwide.com/en/sustainability/policy/sourcing_policy.pdf)

suppliers and desktop monitoring for the other four raw materials suppliers. The Company has implemented the system to verify sourcing of maize, ensuring it is sourced from locations free from forest encroachment and stubble burning, as well as traceable back to plantation areas. This system ensures CPF can source 100% of maize from deforestation-free areas in line with international standards and CPF's own sustainable sourcing policy<sup>8</sup>.

The Corn Traceability System goes beyond simple monitoring but invests in educating and building farmers' capacity. They are introduced to digital traceability systems, which farmers can register their identification details, land title deeds and farming location, enabling them to be mindful of regulated zones per the Thailand Agricultural Land Reform Office and avoid forest encroachment. Farmers become part of a network of information exchange, receiving prompt updates on the system, such as real time weather updates, related cautions and real time price updates.

CPF has also adopted the 4Ps from our Sustainable Sourcing Policy and Supplier Guiding Principle for use in the online Sustainability Self-Assessment as criteria for selecting new suppliers. One of the 4Ps is People which covers human rights and labour practices. Our existing suppliers are regularly monitored by conducting the ESG Risk Assessment and the Sustainability Self-Assessment. The results of such assessments determine the frequency of our audit cycle, with critical Tier-1 and high-risk suppliers being audited appropriately, in accordance with the CPF Supply Chain ESG Management Approach. The result of the assessment is utilised as part of the new supplier selection to help manage risks from the beginning. This has been done with the aim of managing the supply chain risks at the start of our raw material sourcing process<sup>9</sup>.

The assessment specifically looks at sustainability risk awareness, management, monitoring, as well as human rights and labour practices. If the score is below an acceptable threshold, there will be audits within 6 months and suppliers are required to submit a corrective action plan within 2 weeks. These suppliers will also be re-audited within 6 months.

CPF's procurement functions ensure the assessments and audits are completed in a timely manner. Notably, the audits are conducted by an external party. Acknowledgement process and capacity building are both in place <sup>10</sup>.

This has been done with the aim of managing the supply chain risks at the starting point of our raw material sourcing process.

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<sup>8</sup> Detailed monitoring is disclosed at: [https://www.cpfworldwide.com/en/sustainability/social/partnership/supplychain\\_espapproach.pdf](https://www.cpfworldwide.com/en/sustainability/social/partnership/supplychain_espapproach.pdf).

<sup>9</sup> Biodiversity and zero deforestation commitment is available at: [https://www.cpfworldwide.com/en/sustainability/policy/biodiversity\\_zero\\_deforestation\\_commitment.pdf](https://www.cpfworldwide.com/en/sustainability/policy/biodiversity_zero_deforestation_commitment.pdf)

<sup>10</sup> The additional information is available at: [https://www.cpfworldwide.com/en/sustainability/environment/responsible\\_sourcing/capacity\\_building](https://www.cpfworldwide.com/en/sustainability/environment/responsible_sourcing/capacity_building)



## 6. TRAINING AND SUPPLIER ENGAGEMENT

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CPF recognises that any sustainability journey can only be solidified with partners' mutual commitment and expertise. In December 2022, CPF organised the annual CPF Capacity Building for Partnership to keep over 200 suppliers abreast of global sustainability issues, with the aim to develop their ability to implement CPF's Sustainable Sourcing Policy and Supplier Guiding Principles. CPF reaffirmed its position on raw material sourcing, which must be free of modern slavery and deforestation.

The Company strongly believes that good corporate governance and compliance with relevant laws and regulations is a solid foundation for the Company to achieve success sustainably, building and instilling confidence among all stakeholders resulting in social trust. The Company therefore operates its businesses on the principles of good governance, in accordance with its Corporate Governance Policy and CPF Code of Conduct, as mentioned in the previous section, providing a solid foundation of strategies based on fairness, righteousness and transparency in alignment with the corporate values **CPF Way**.

The Board of Directors and the Management have played a significant role in ensuring the corporate governance of the Company, in setting an example for the employees as a role model, and in regularly monitoring as well as evaluating the performances for continuous development and improvement. The Company continuously reviews and revises the **CPF Code of Conduct** to ensure that it is up to date. The **CPF Code of Conduct** is disseminated to directors, executives and all employees through a wide array of channels such as business unit meetings, the Company's website, the **"CPF Connect"** Application, the **"HR Web Portal"**, induction courses for on-boarding employees, and e-learning training sessions.

Throughout 2022, employees from every business unit in received training on the **CPF Code of Conduct**. Other courses related to good governance were also provided to the Company's employees, including: the CPF **2030 Sustainability In Action Strategy, the Personal Data Protection Act, fundamental human rights and the Labour Protection Act**.

The Company also disseminated its Sustainable Sourcing Policy and Supplier Guiding Principles to all of its suppliers. All critical Tier-1 Suppliers of raw materials for manufacture of animal feed and other raw material supplier groups in Thailand and Vietnam have acknowledged their commitment to comply with the policy in writing.

**Acknowledgment and Compliance Letter**  
Charoen Pokphand Foods Public Company Limited and Its Subsidiaries

Date / Month / Year

I am, Mr. / Mrs. / Ms. \_\_\_\_\_  
Company \_\_\_\_\_ acknowledge,  
agree, adhere to and comply with this "CPF Code of Conduct".

I realize that if I take any action which violates this "CPF Code of Conduct", it will result in disciplinary action as appropriate for the case.

Sign

\_\_\_\_\_

(\_\_\_\_\_)

Letter of Acknowledgement and Compliance with CPF Code of Conduct

การรับทราบและยืนยันการปฏิบัติตามนโยบายด้านการจัดหาอย่างยั่งยืน และแนวปฏิบัติสำหรับคู่ค้าธุรกิจ  
Acknowledgement and Confirmation of Sustainable Sourcing Policy and Supplier Guiding Principle

ข้าพเจ้ารับทราบและยืนยันว่าจะปฏิบัติตามนโยบายด้านการจัดหาอย่างยั่งยืนและแนวปฏิบัติสำหรับคู่ค้าธุรกิจ บริษัท เจริญโภคภัณฑ์อาหาร จำกัด (มหาชน) และบริษัทย่อย (บริษัทฯ) ตามที่บริษัทฯ ได้แจ้งให้ทราบในเว็บไซต์ของบริษัทฯ (<https://www.cpfworldwide.com/th/sustainability/policy>) อย่างถูกต้องและครบถ้วน ในการดำเนินธุรกิจ

We, the undersigned, hereby acknowledge and confirm that we precisely and entirely agree to follow Sustainable Sourcing Policy and Supplier Guiding Principle of Charoen Pokphand Foods Public Limited and its subsidiaries (the "Company") as informed in its website (<https://www.cpfworldwide.com/en/sustainability/policy>) for our operations.

ชื่อคู่ค้าธุรกิจ/ Name of Supplier : \_\_\_\_\_

ชื่อผู้มีอำนาจลงนาม/ Name of the Authorized Person(s): \_\_\_\_\_

ตำแหน่ง / Title : \_\_\_\_\_

ตราประทับบริษัท (ถ้ามี)/ Company Seal (if any) \_\_\_\_\_

ลงชื่อ (Signature) : \_\_\_\_\_

วันที่ (Date) : \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_

หมายเหตุ / Remark :  
แบบฟอร์มนี้ต้องลงนามโดยผู้มีส่วนเกี่ยวข้องของคู่ค้าธุรกิจ และทูลเกล้าส่งกลับมายังหน่วยงานจัดซื้อของกลุ่มบริษัทเพื่อทำนุ  
ดำเนินการตามระเบียบ  
This form must be signed by an Authorized Person(s) of the Supplier and please return to the requesting CPF Group's Purchasing Department.

Letter of Acknowledgement and Compliance with CPF Sustainable Sourcing Policy and Supplier Guiding Principle

In addition, as part of the Company’s partnership agreement with the **Labour Protection Network Foundation (LPN)**, with the partnership marking its fifth consecutive year in 2022, CPF has continued to carry out key engagement activities to promote human rights and the protection of labour rights across its businesses. One such activity is training provided to CPF employees – both locals and migrants. The training enables employees to be aware of the fundamental rights they are entitled to and to exercise such rights equally and fairly. One integral part of the training is an introduction to the **Labour Voices Hotline by LPN**, which is a platform put in place by the Company for employees to be able to speak out and ensure that all voices are heard.



Training sessions by LPN provided to CPF employees



Training sessions by LPN provided to CPF employees

In 2022, over 500 employees (78% migrants) from various operating sites across Thailand attended 14 LPN training sessions. The effectiveness of the training is assessed through tests conducted before and after the training to determine whether the employees developed a better awareness around human and labour rights. The evaluation test comprises 10 true-or-false questions, ranging from free choice to work on overtime hours, grievance channels and cases, to safety and occupational health. The 2022 results show an average score of 71 (out of 100) prior to the training and a score of 91 after the training.

Furthermore, under the partnership programme with LPN, there were 8 focus group sessions organised in the form of visits to residential quarters of migrant workers. During the visits to migrant workers residential quarters, LPN also engaged in the Post-Arrival Verification process to ensure there were no “red-flag” indicators of debt bondage related to misconduct in the migration process.



Focus group session in form of dorm visits and meet-and-greets

## 7. WHISTLEBLOWING

Another mechanism which CPF uses to mitigate human rights risk is to provide a whistleblowing service for the reporting of concerns or complaints in relation to inappropriate behaviours or non-compliance with the CPF Code of Conduct<sup>11</sup>, which includes principles on adhering to and promoting basic human rights in all businesses. The Company developed the whistleblowing policy to provide its employees, stakeholders and third parties with opportunities for whistleblowing or lodging complaints relating to any violation of law or code of conduct, corruption, or the infringement of rights. The policy is reviewed on an annual basis or earlier as appropriate. We also welcome suggestions from employees and ensure fairness and protection to employees. All complaints are passed to the Internal Audit Office for consideration and investigation. In the event that such complaints are found to be fraudulent or improper, a committee will be set up to investigate and consider punishment according to the Company's regulations. In 2023, there were 91 whistleblowing cases and complaints received, but there were no cases that related to the violation of human rights.

In addition to CPF's whistleblowing hotline, employees also have access to the **"Labour Voices Hotline by LPN"** centre. LPN, as a neutral organisation, is in charge of receiving questions, queries, requests for assistance, opinions, suggestions and complaints from employees from all backgrounds. This has resulted in the Company having an awareness of issues or suggestions from the employees and being able to find solutions to tackle those issues efficiently and in a timely fashion. Counsellors at the end of the hotlines can receive calls in four languages - Thai, English, Myanmar and Cambodian, as advertised on posters put up around their workplace.



Poster in Thai



Poster in Burmese

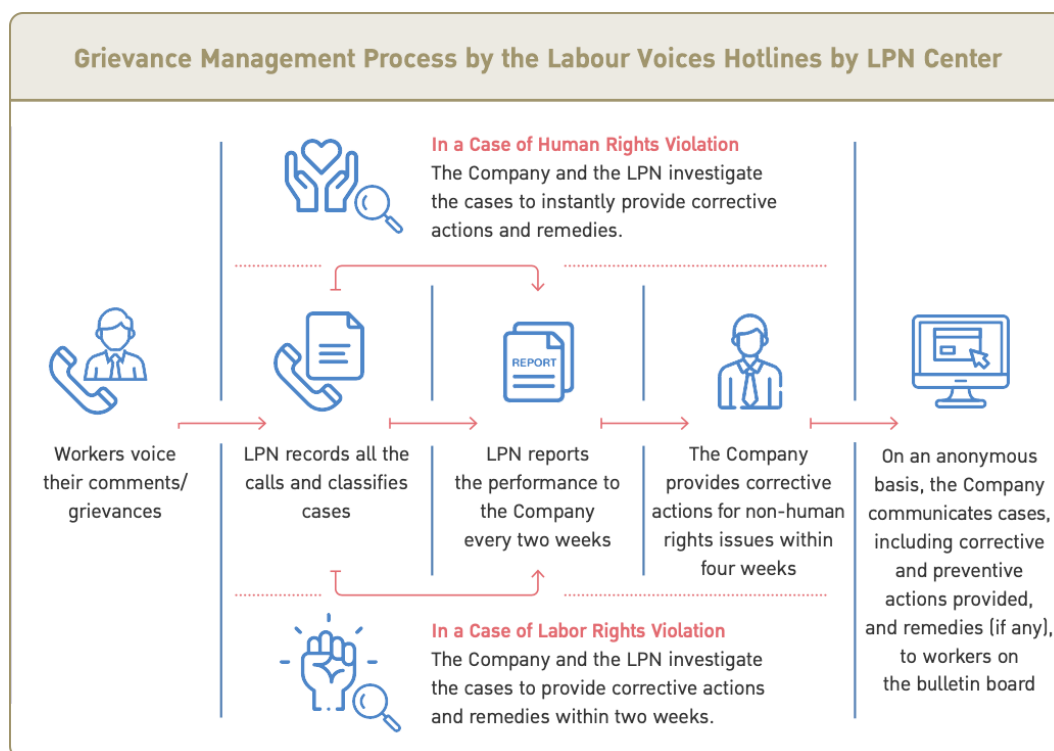


Poster in Cambodian

Posters communicating Labour Voices Hotline by LPN

<sup>11</sup> Our Code of Conduct is available at: [https://www.cpfworldwide.com/en/sustainability/policy/code\\_of\\_conduct\\_en.pdf](https://www.cpfworldwide.com/en/sustainability/policy/code_of_conduct_en.pdf)

Cases of complaints or whistleblowing made through the “Labour Voices Hotline by LPN” are handled and managed as follows:



Grievance Management Process by the “Labour Voices Hotline by LPN”

To handle reported cases received through the **Labour Voices Hotline by LPN**, calls are systematically logged and classified into three categories:

- In the case of human rights violations, the Company, together with LPN, is to investigate and deliberate the issue and provide a verdict, solution, and remediation, if any, immediately.
- In the case of labour rights violations, investigation and remediation must be put forward within two weeks.
- In other cases, solutions are to be sought within four weeks.

In 2022, the Company received one complaint through the **Labour Voices Hotline by LPN**. It concerned incorrect wage payment. Following the investigation, the Company concluded that the employee had been rotated to another work station but the supervisor had failed to notify the HR Unit, resulting in a discrepancy of data on the system.

CPF handled the issue and addressed the situation within the timeframe. The Company also communicated the nature of the case to supervisors while reminding them to scrupulously follow the work processes relevant to a transfer of an employee. In addition,

to prevent this non-compliance from reoccurring, CPF has reviewed and adjusted the process to be clearer and more concise.

Throughout 2022, there were no cases of violation of human rights reported from our stakeholders across its entire operations.

## **8. EFFECTIVENESS**

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In 2022, CPF achieved our aim of auditing 100% of our critical Tier-1 Suppliers of animal feed raw materials, food ingredients, and packaging for our Thailand operations on sustainability issues by a third party and/or internal auditors. In 2022, CPF continued programme of auditing our overseas operations which resulted in auditing 100% of our critical Tier-1 Suppliers of animal feed raw materials, food ingredients, and packaging for our Thailand and Vietnam operations. The issues audited cover the 4Ps from our Sustainable Sourcing Policy and Guiding Principles. Of these, 100% of critical Tier-1 high-risk suppliers were already audited on environmental, social and governance aspects. In addition, 100% of our key suppliers in Thailand and Vietnam operations have been audited on social and environmental aspects. We found that labour practices, overtime control, and occupational health and safety were the issues with room for ongoing improvement. CPF works closely with suppliers and consistently monitors their operations to ensure further development. For example we have focused on exchanging knowledge and perspectives between suppliers and organising events with experts from the government sector, private sector and academia that aim to share best practices, incentives, and guidelines to help raise awareness and implement learnings according to international standards.

As mentioned above, CPF has worked in partnership with the LPN in organising training sessions for employees on human rights and labour rights. Over this period, 91 training sessions of three hours each have been delivered, covering more than 3,300 employees at different operating facilities of the Company across Thailand. Test results conducted at the end of each training session indicate that employees have an improved awareness and understanding of human and labour rights with both pre-training and post-training test scores having improved from 63/100 and 89/100 in 2021 to 71/100 and 91/100 in 2022.

Regarding grievances handled through the **Labour Voices Hotline by LPN**, a total of 15 calls have been received between 2018 and 2022 from both Thai and migrant workers. It is important to point out that there is no case related to the violation of human rights or to modern slavery.

There were a number of minor misconduct and misunderstanding incidents, such as matters of working and living together, or the breaking of CPF work and safety regulations, which were handled and resolved or remediated effectively and in a timely manner. None of these cases incidents were found to indicate modern slavery risk. With lessons learned from the cases reported, the Company has continuously taken necessary steps to improve its work processes to be concise and precise so as to prevent those issues from reoccurring.

Only a handful of workers sought information or assistance from LPN relating to concerns about their legal status, wages or welfare benefits. These were largely caused by misunderstandings during relevant processes, and the affected individuals were provided with an explanation and assistance, as appropriate, and confirmed that the issues were resolved to their general satisfaction.

There has been a lack of reports on the whistleblowing hotline about instances of modern slavery. We take this into consideration in assessing the effectiveness of our modern slavery risk mitigation steps. We will continue to monitor their effectiveness in the coming years.

## **Human Rights Awards 2022**

CPF received the **Human Rights Awards 2022**, recognising the Company in the category of large corporations as a role model for good human rights practices throughout its supply chain for the second consecutive year. The Award was presented to CPF by the **Rights and Liberties Protection Department of the Ministry of Justice of Thailand**.



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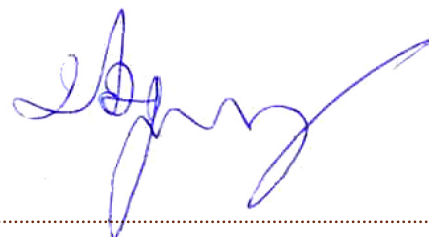
*This statement has been prepared pursuant to section 54 of the UK Modern Slavery Act and the Australian Modern Slavery Act 2018 (Cth) in respect of the financial year from 1 January 2022 to 31 December 2022. This statement has been approved by the board of directors of Charoen Pokphand Foods PCL. as its principal governing body (acting as a higher entity under section 14(2)(d)(ii) of the Australian Modern Slavery Act 2018 (Cth) in relation to C.P. Merchandising Co., Ltd.) on May 11, 2023 and will be reviewed annually.*

*In preparing this modern slavery statement, relevant directors and officers of all the entities making the statement or entities owned or controlled by the reporting entity, including C.P. Merchandising Co., Ltd. (which is itself a reporting entity for the purposes of the Australian Modern Slavery Act), were consulted and provided with an opportunity to review the statement prior to its approval.*



**(Mr. Adirek Sripratak)**

*Chairman of Executive Committee  
and Authorized Director of Charoen  
Pokphand Foods PCL*



**(Mr. Prasit Boondoungprasert)**

*Chief Executive Officer  
and Authorized Director of Charoen  
Pokphand Foods PCL*