

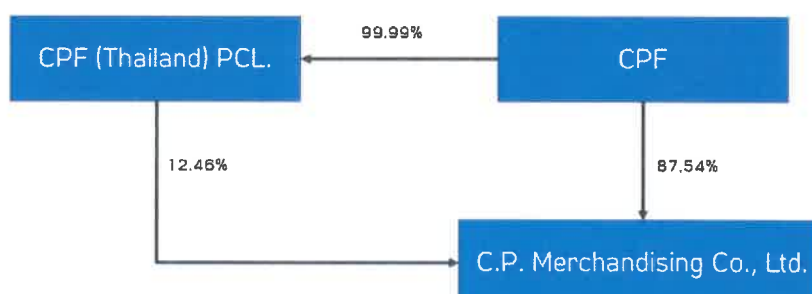
CHAROEN POKPHAND FOODS PCL.
STATEMENT ON MODERN SLAVERY
AND
HUMAN TRAFFICKING
(January 1st 2021 – December 31st 2021)

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 Company¹ (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 31st December 2021 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% owned subsidiary of CPF having branches in various countries such as Australia, Germany and Hong Kong, 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.

A full list of our subsidiaries can be found in our annual report².



2. CPF's businesses, operations, structure and supply chains

CPF has developed an integrated agro-industrial and food business, including livestock and aquaculture (i.e., swine, broilers, layers, ducks, shrimps, and fish). CPF's businesses can be divided into 3 categories:

- **Feed:** includes animal feed production and distribution;
- **Farming and Processing:** includes animal breeding, commercial animal farming and primary meat processing; and
- **Food:** includes semi-cooked and cooked meat production, and ready-to-eat food production, together with food retail outlets.

¹ 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. 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.

² Our subsidiaries are available at:

https://www.cpfworldwide.com/storage/shareholder_meeting/pdf_enreport-56-1-2021_form1_EN_1649649948.pdf

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 is friendly to the communities and environment. Moreover, the Company has developed a win-win partnership with its business partners³ for sustainable mutual growth.

CPF operates across 17 countries and exports the products to more than 40 countries across 5 continents comprised of North America, South America, Africa, Europe and Asia with net annual sales of 512,704 million Baht. The Company's supply chain is large and complex. In 2021, 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.

3. Identification of Modern Slavery Risks

For our business to succeed, it is important that we understand and manage our human rights risks. Accordingly, the Company is committed to managing human rights issues through its Sustainability Governance, Human Rights and Labour Practices. Since 2016, the Company has adopted the **Human Rights Due Diligence Framework (HRDD)** to identify, mitigate and account for how it effectively addresses human rights impacts.

This process is implemented every three years and it includes an assessment and analysis of human rights risks, risk management measures and monitoring and reporting on performance. The process also covers all CPF's business operations in Thailand, as well as support functions.

We have incorporated two other key projects which form part of the HRDD framework, which are:

1. **Human Right Risk Assessment (HRRRA)**: Systematically conducted every three years, this is being re-run after the previous 2016 and 2019 exercises. The 2022 exercise is wider than the previous exercises as it extends the scope to cover joint-venture operations of the Company.
2. **Human Right Impact Assessment (HRIA)**: To verify the salient human rights risks previously identified during the 2019 HRRRA exercise and to analyse mitigation and control measures set out in response and to make additions or adjustments to the measures as deemed appropriate.

These processes 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 our its practices and the activities of its suppliers.

In 2021, CPF continued to implement its HRDD, which includes undertaking human rights risk assessments, to identify human rights risks across our operations and throughout our supply chain and decide on appropriate actions to manage such risks. The salient human rights issues identified in 2019, in Thailand, were as follows:

- Working conditions, including labour practices, pay and overtime control;
- Health and safety in relation to: (i) employees; (ii) communities; and (iii) sub-contractors and suppliers;

³ The reference to business partners includes CPF's suppliers

- Data privacy;
- Use of illegal labour (i.e. child labour, forced labour, migrant workers) in the supply chain; and
- Community safety and standard of living in the supply chain.

These processes have identified the following modern slavery risks in our supply chain – low wages, forced labour, human trafficking and debt bondage. We acknowledge and are aware that these issues pose a significant risk in our supply chain.

The rest of this statement details the actions we have 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

The Company operates according to its **sustainability strategy**⁴ which is based on respect for human rights and good labour practices and supports the **United Nation’s Sustainable Development Goals (UN SDGs)**. The Company recognises that it is in the interest of its stakeholders to strike an appropriate balance between economic, social, and environmental priorities, based on good corporate governance.

As a leading Thai and multinational company, we recognise the importance of our active participation in the mitigation, prevention, and resolution of any slavery and human trafficking in our business and supply chains, which can be seen from the steps taken to combat such behaviour set out in this statement.

The Company is committed to managing human rights issues through its Sustainability Governance, Human Rights and Labour Practices policies based on principles and standards in accordance with the **UN Guiding Principles on Business and Human Rights (UNGPR)**. One such policy is the HRDD which not only identifies modern slavery risk but is also an action that the Company takes in addressing such risk. The HRDD consists of 8 steps.



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.

⁴ Our sustainability strategy is available at: https://www.cpfworldwide.com/storage/sustainability_report/CPF_SR2021_EN.pdf

3. **Human Rights Risk Assessment:** The Company conducts regular human rights risk assessments to identify risks and mitigate potential human rights impacts within the Company's operations and its value-chains.
4. **Integrating & 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 & grievance mechanisms:** The Company has put in place a number of grievance mechanisms through which stakeholders can lodge complaints, including a whistleblowing policy.

- **Policy Commitment**

The Company recognises the value and dignity of all human beings as the underlying principle of working and living together. Therefore, the Company attaches great importance to managing human rights issues by implementing our Corporate Human Rights Policy and other relevant policies, which have been developed in accordance with international principles, including:

- Universal Declaration of Human Rights (UDHR);
- UN Global Compact (UNGC);
- UN Guiding Principles on Business and Human Rights (UNGP); and
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

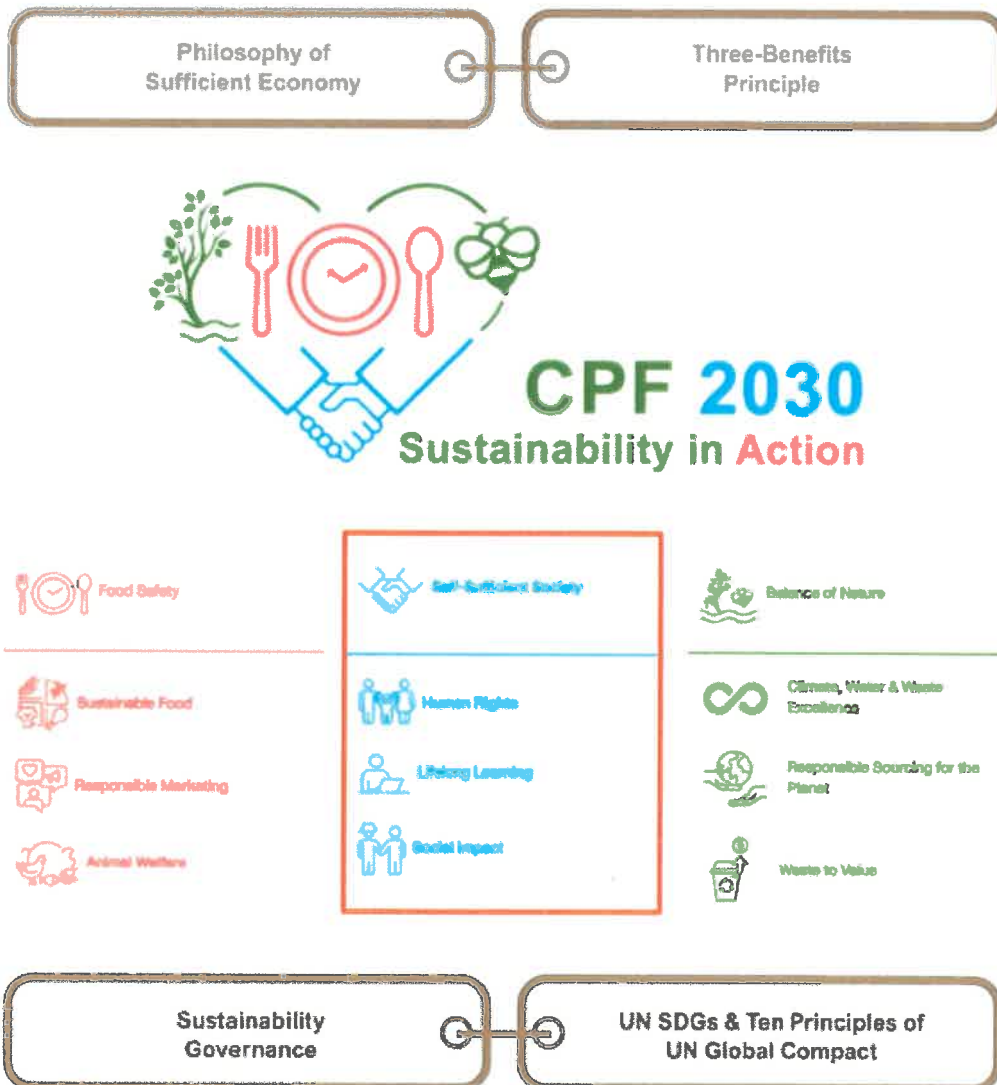
In 2021, we continued carrying out and reviewing the mitigation measures put in place as part of the on-going **Human Rights Due Diligence Process (HRDD)** covering all groups of stakeholders, including vulnerable groups such as ethnic or religious minority groups, disabled groups, and children throughout the organisation in Thailand and down the supply chain.

The **Human Rights Due Diligence Process**, which is an ongoing process, is the framework upon which the “**CPF 2030 Sustainability in Action**” strategy has been established. The Strategy will be a key strategic milestone for the next decade and looks to build on the sustainability actions and performances which the Company has taken and looked to drive over the past years. The Strategy also draws from the three pillars of our Sustainability Strategy: “**Food Security, Self-Sufficient Society and Balance of Nature**”.

The Company aims to protect the rights and benefits of shareholders, deliver safe and healthy food to consumers and guarantee the security and livelihood of the community and society in which we

operate and of our business partners. We also aim to preserve the nature and environment in the belief that all of these aims will help lead to sustainable social and economic development. The Company combines respect for human rights with the core elements of its sustainability strategy.

Under the “**CPF 2030 Sustainability in Action⁵**” strategy, we are committed to living our values and trying to restore the balance of natural resources (including soil, water, and forests) as this is fundamental to food production. The Strategy is driven by the **Philosophy of Sufficient Economy** and the **Three-Benefits Principle of CPF** which form part of our **Sustainability Governance Policy** and look to help support the **UN SDGs** and the ten principles of the **UN Global Compact**.



Philosophy of Sufficient Economy

The Philosophy of Sufficient Economy is a royal initiative of the late King Rama IX which has been implemented for over three decades. It indicates the existence and conduct of the people at all levels ranging from the family level, the community level, and up to the government level for the country to be run and developed economically on a basis of **moderate practice**, while keeping pace with the world in the age of globalisation.

⁵ CPF 2030 Sustainability in Action is available at:

https://www.cpfworldwide.com/en/sustainability/performance/CPF2030_Sustainability_Strategy_Handbook.pdf

Three-Benefit Principle of CPF

As one of the Company's Core Values (which form the "CPF Way"), we have always operated our businesses by adhering to the Three-Benefits Principle. This means operating our business in a way that should benefit the **countries** we operate in, their **people**, and finally our **company and employees**. This does not only apply to our business in Thailand but also other countries in which we have invested. The Three-Benefits Principle has created a strong foundation for CPF to grow for decades and has led to and provided our Company with opportunities to invest in various countries while contributing to their economic and social development.

CPF 2030 Sustainability Goals Driving Structure

The Chief Executive Officer is the leader in driving sustainability actions. The executives and working groups are clearly defined for each commitment to make this more efficient and effective under the supervision of the Board of Directors through the Corporate Governance and Sustainable Development Committee.





Self-Sufficient Society



The Company emphasises creating positive social impacts and managing social issues, both internally and externally. It has thus set goals for social actions in three areas: 1) human rights; 2) lifelong learning; and 3) social impact.

There are actions in various fields to enable society to grow together. These include, for example, 1) respecting and upholding fundamental rights (human rights) of people in all areas related to the Company, including employees, personnel in the supply chain and consumers; 2) upgrading work culture; 3) developing personnel management; 4) building employee organisational engagement; 5) actions that support smallholder farmers; 6) participating in community education support; 7) strengthening social food and nutrition security; and 8) participating in local economic development.

Respecting Human Rights

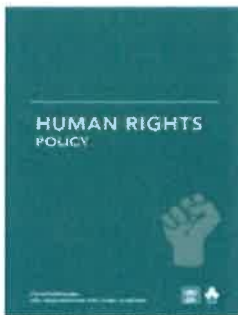
The Company manages the stewardship and respect for human rights on the basis of principles and standards in accordance with the **UN Guiding Principles on Business and Human Rights (UNGPR)**. Since 2016, the Company has adopted the **Human Rights Due Diligence framework (HRDD)** to identify, mitigate and effectively address human rights impacts and promote good labour practices.

The Company is committed to conducting business ethically and in compliance with laws of every country in which it operates. Moreover, policies and principles to be considered as guidelines for management and practices on the basis of sustainable growth are executed by all employees through stakeholder engagement. In addition to actions taken across its entire operations related to respect for human rights, the Company has also expanded the scope of human rights and good labour practices to cover the operations of its business partners by disseminating and cascading its human rights and other relevant practices – including good labour practices, occupational health & safety, environment preservation, good governance and other aspects contributing to sustainable development – for business partners to apply and implement them accordingly and appropriately. The Company's values and principles have been embedded through its **Human Rights Policy** and other relevant policies, namely:

- **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**
- **Sustainable Sourcing Policy and Supplier Guiding Principle**

The Company has integrated human rights considerations into its decision-making process and places the utmost importance on maintaining the well-being of all stakeholders. The Company strives to ensure that all stakeholders are treated equally, fairly and without discrimination. The Company has shared best practices with its business partners and suppliers to uplift the standard of human rights practices across its supply chain. These practices have been audited and evaluated internally and by third-party agencies to ensure social compliance across the supply chain.

CPF Human Rights Policy



CPF recognizes and emphasizes on respect for human and labour rights of our employees and workers. As well as for our business partners throughout our complex supply chain.

CPF's policy commitment in regard to respect for human rights

CPF Policies Relevant to Human Rights



- Compliance with law
- Fair and equal treatment
- Non-discrimination on zero-tolerance approach
- Anti-harassment in all forms
- Promote diversity and inclusion
- Protect vulnerable groups

CPF's main focuses on human rights

Diversity Management



- CPF promotes working environment on principles of mutual respect, diversity, inclusiveness, non-discrimination with zero-tolerance approach and anti-harassment in any forms.
- CPF protects employees at all levels with particular emphasis on vulnerable groups.
- Any cases of violations are subject to fair investigation and adequate remediation.

CPF's main focuses on diversity and inclusion management

CPF is a member of the **Seafood Business for Ocean Stewardship (SeaBOS)** group, which comprises the 10 largest seafood companies in the world, who share a common goal of producing sustainable seafood and protecting the oceans. 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 with system to ensure that there is no IUU Fishing and forced labour in our operations.

In October 2021, SeaBOS members agreed during the group's annual CEO meeting to continue activities designed to eliminate Illegal, Unreported and Unregulated (IUU) fishing and forced labour throughout their operations and supply chains, to protect endangered species, to phase out their use of antibiotics, reduce plastic pollution, and to continue efforts to limit their greenhouse gas emissions. Currently, CPF is progressing the actions to ensure the same in our operations and throughout our supply chains. Our progress toward meeting these goals will be reported in October 2022 and October 2025.

As a result of its approach to corporate governance and human rights, CPF has been listed as a member of the **Dow Jones Sustainability Index: Emerging Markets** for 7 consecutive years and as a member of the **FTSE4Good Emerging Index** for 5 consecutive years. CPF was also listed in **the Thailand Sustainability Investment (THSI) 2021** by the Stock Exchange of Thailand and was number 248 in the world and number 1 in Thailand in **Best Employer 2020 by "Forbes"** based on CPF's outstanding performance on employee care during the outbreak of COVID-19 and participation in food security for Thai and foreign societies⁶.

The Company received the **Human Rights Award 2021** from the **Rights and Liberties Protection Department** of the **Thai Ministry of Justice**, recognising CPF as a role model for good human rights practices throughout its supply chain. This award focuses on human rights for sustainable socio-economic growth and recognises government and private organisations, including non-profit

⁶ Our awards and recognitions are available at:
https://www.cpfworldwide.com/storage/sustainability_report/CPF_SR2021_EN.pdf

organisations (NGOs), nationwide with the best human rights practices and performance. The award criteria are based upon the **UN Guiding Principles on Business and Human Rights (UNGP)**.



CPF also received the “**HR Asia Best Companies to Work for in Asia Awards 2021**” from HR Asia, a leading Human Resources magazine. HR Asia is an awards recognition programme for organisations that have been identified by their employees as one of Asia’s employers of choice. This award is targeted at companies across Asia and recognises companies with strong HR practices who demonstrate high levels of employee engagement and excellent workplace cultures, while putting its employees at the heart of their business.

The award also demonstrates the Company’s efforts in building its brand as a desirable employer, leading to attract and retain top talents through the **Employee Life Cycle** which our Human Resource Management has considered – Attraction, Recruitment, On-boarding, Retention, Development and Off-boarding. The Company aims to promote a learning environment, with an emphasis on the continuous development of its people to enhance their skillset and grow their careers through Lifelong Learning Ambition set out under “**CPF 2030 Sustainability in Action**” Milestone

In May 2021, CPF’s **Sustainability Report 2020** won 2 awards from **Asia Sustainability Reporting Awards (ASRA)**:

- **Gold Class** in Asia’s **Best Workplace Reporting category**; and
- **Bronze Class** in Asia’s **Best Supply Chain Reporting category**

The first award recognises CPF’s exemplary care of and engagement with employees in respect of human rights principles and international labour standards. The second award recognises the transparency of the Company’s communications in respect of its supply chains and business partners.

- **Embedding**

To ensure that the Company’s human rights are managed transparently in accordance with fundamental principles and international standards, the Company has integrated human rights principles into key corporate policies and has communicated these policies to its **employees** and **business partners** to help them gain an understanding of, and to promote respect for, human rights and good labour practices. In 2021, all employees of the Company in both its domestic and overseas operations have completed a training programme on human rights issues which are an integral part of the **CPF Code of Conduct**⁷.

⁷ Our Code of Conduct is available at:

https://www.cpfworldwide.com/en/sustainability/policy/code_of_conduct_en.pdf

Training by CPF Training Center

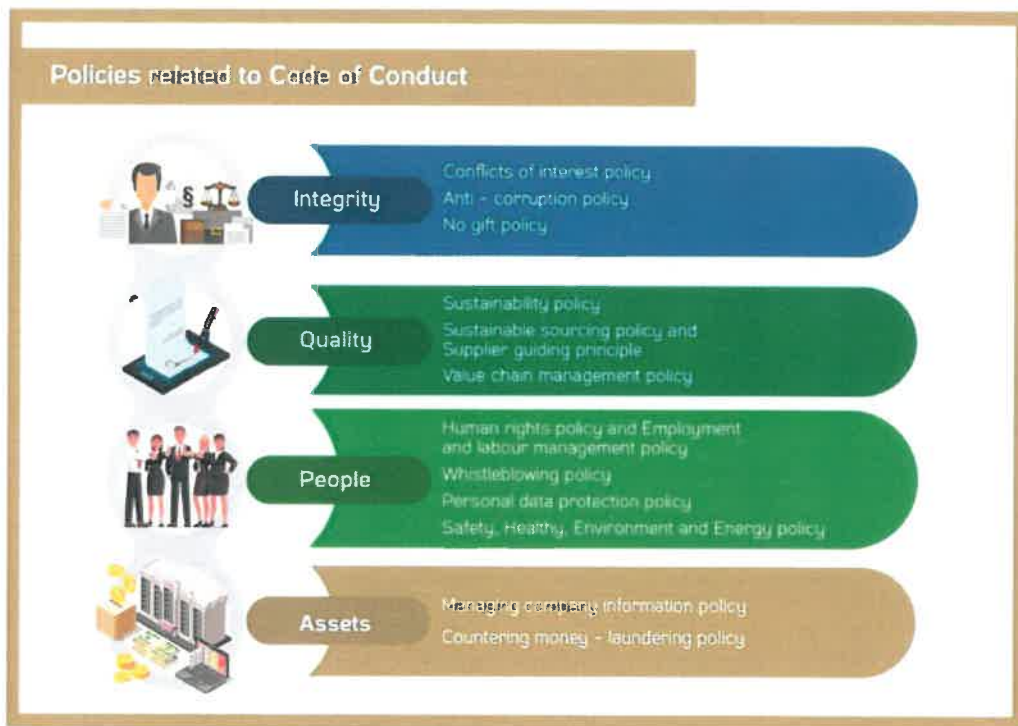
Thailand Operations				
Course		Number (person)	Percentage	Number (hour)
Basic Governance	Employees and Workers	63,273	100*	118,953
Personal Data Protection Act	Employees	24,580	100*	12,290
Occupational Safety, Health and Environment for New Employee at Factory and Farm	Employees	2,622	100*	15,732
Overseas Operations				
Basic Governance	Employees and Workers	50,044	100	50,044

* 100 percent of target group

The **CPF Code of Conduct** covers fundamental principles and operating guidelines for all directors and employees of CPF, which shall be adhered to and conducted mutually and appropriately by all for the Company's expectations to be met. It addresses the Company's **business principles, corporate values (the 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 embedded across the Company and has become a key driver for business practices and performance. It is included in all aspects of human resources management and comprises the following 6 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



On “**People**”, CPF adheres to treating employees equally and fairly as required by law, without discrimination or violation of one’s rights and freedom - either directly or indirectly. CPF also promotes equal opportunity, diversity and inclusion through respect for **fundamental human rights** across its entire businesses and throughout its value-chains.

We do recognise and value differences and diversity in concepts, skills and experiences of employees as we believe such diversity can help CPF to develop sustainably. Our aims are to prevent and protect employees at all levels from 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 prevent all forms of harassment and threats.

CPF also places importance on the protection of personal information of all employees, customers, suppliers, and business partners. We are committed to protecting personal information from being misused and keeping such information safe in accordance with international standards. This has been reflected in our **Personal Data Protection Policy**⁸.

We recognise that developing close partnerships with our business partners in our supply chain represents an opportunity to fulfil our responsibility to enhance the quality of life of people in society. Given that our business has a diverse range of products that we sell and raw materials that we use, we developed the **Sustainable Sourcing Policy and Supplier Guiding Principle**⁹ in 2014, which was revised in 2021, and have operated in compliance with this policy since 2015.

Reflective of our focus on operating in a socially and environmentally responsible manner throughout our supply chain, we are committed to selecting new business partners and conducting audits annually based on our **environmental, social and governance approach (ESG)**.

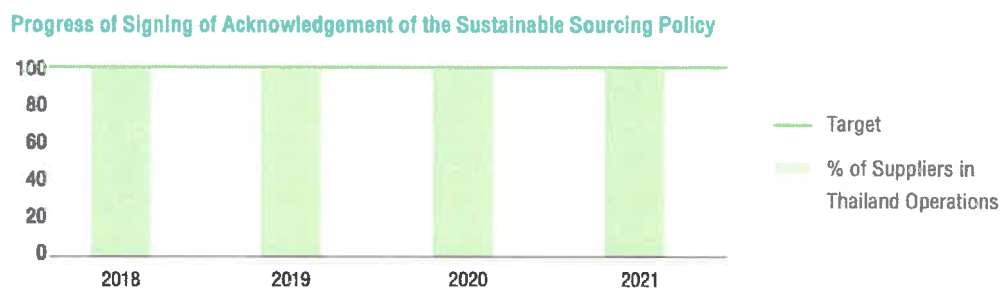
CPF recognises the risks associated with labour management and practices across the Company’s supply chain, as set out in the previous section on *Identification of modern slavery risks*, and annually

⁸ Our Personal Data Protection Policy is available at:
https://www.cpfworldwide.com/en/sustainability/policy/privacy_data_en

⁹ Our Sustainable Sourcing Policy and Supplier Guiding Principle is available at:
https://www.cpfworldwide.com/en/sustainability/policy/sourcing_policy.pdf

organises seminars on **business partner capacity building** and **focus group meetings**. The objectives are to communicate and develop material sustainability issues and to collaborate with the Government to raise awareness on appropriate labour regulations, and international practices and standards.

In 2021, we continued to emphasise respect for and the non-violation of human rights. Slavery and human trafficking in all forms (for instance, forced labour, child labour or debt bondage) are prohibited within the Company and its business relationships, and we seek cooperation from all our stakeholders to continue to prevent such activities. We have disseminated the Sustainable Sourcing Policy to all of our suppliers in Thailand and 100% of them have signed and acknowledged the Policy. The 2030 target is 100% of key raw materials are traceable by 2030. Traceability will help CPF to ensure that they are not derived from deforestation sites, that they are free from slavery and forced labour, and that they contribute to the protection of biodiversity on land and in the sea.



For the details of CPF's supply chain management approach, please see the details in **CPF Supply Chain ESG Management Approach**¹⁰.

- **Assessing Human Right Risks**

As outlined above, an integral part of the HRDD process is the HRRRA which covers all CPF's business operations in Thailand. A full description of our HRRRA processes is detailed above - in Section 3 (Identification of Modern Slavery Risks).

- **Integrating, Acting and Tracking Performance**

The Company is committed to promoting respect for human rights throughout its organisation and ensuring that all employees and all groups of stakeholders are treated equally and fairly, and are protected and their fundamental rights respected to help manage the risks of human trafficking, forced labour and debt bondage. The Company is committed to eliminating any forms of discrimination and harassment

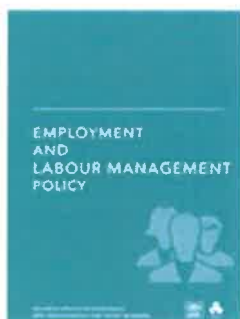
The **Human Resources Compliance Department (HR Compliance)** of the Company is in control of supervising and managing human rights issues and labour practices and the Company seeks to implement its commitments through the mechanisms and schemes described below.

¹⁰ Our CPF Supply Chain ESG Management Approach is available at:
https://www.cpfworldwide.com/en/sustainability/social/partnership/supplychain_esgapproach.pdf

Employment and labour practices

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

Employment & Labour Management Policy



- No child labour, No forced labour
- No discrimination, No harsh or inhumane treatment, including abuses in any forms
- Compensation and working hours in compliance with legal requirements
- Freedom of association and collective bargaining
- Occupational health, Safety and Environment
- Protection of pregnant employees
- In compliance with international standards and customer's code of conduct

The Company pays compensations and wages, including overtime payment and benefits in compliance with legal requirements and in a timely manner. There is no deduction from employees' wages unless otherwise stated by the laws. The regular working hours and overtime work hours do not exceed those required by the applicable laws. In addition, the Company shall promote, support, maintain and consistently improve and create a safe working environment, preventing potential adverse impacts on health of employees and those others concerned, as well as focusing on conservation, prevention and reduction of environmental impacts caused by the Company's business operations and those associated with them.

The Company places great importance on hiring employees legally. It also encourages its business partners to comply with applicable laws and international labour standards which reflect the Company's policies. We have adopted the **4Ps Principle** from the **Sustainable Sourcing Policy and Supplier Guiding Principle**.



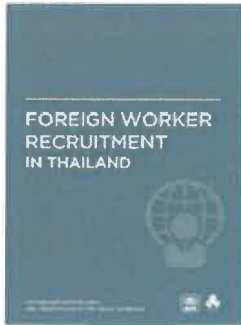
The Company places great importance on treating its employees with fairness and respect to human rights and expects business partners to also take the issues seriously by complying with applicable regulations in respect of the following issues:

- Child Labour
- Forced Labour
- Non-Discrimination
- Compensation
- Working Hours
- Freedom of Association and Collective Bargaining
- Occupational Health and Safety

Through the annual CPF Capacity Building for Partnership, sustainability risk assessments of suppliers followed by audits and focus group meetings, we have been continually gathering opinions and sharing experiences as well as good practices on sustainable development leading to mutual growth of partnership.

The Company employs migrant workers under the Memorandum of Understanding (MoU) between the Thai Government and neighbouring countries. Recruitment of migrant workers is done directly through legally registered and certified labour recruitment agencies in the employees' home country to ensure that the processes and recruitment-related costs are accurate and transparent. All employees, whether Thai or non-Thai, are treated fairly and equally.

Ethical Recruitment



- CPF directly recruits foreign workers as its direct employees in compliance with applicable law and without discrimination, forced labour or debt bondage.
- Foreign workers are responsible for their personal expenses (e.g. passport, travelling expenses between hometown and recruitment agencies, etc.)
- CPF is responsible for recruitment agency service fees and expenses in host country (e.g. visa, work permit, etc.)
- Foreign workers are equally treated as Thai workers

- **Human Resources Assurance Department (HR Assurance)**

The Company established a **HR Assurance Unit** to follow up and ensure that the Company's human resource management processes have been implemented effectively. The HR Assurance Unit aims to create trust while ensuring human resource management control processes, reduce internal labour rights risks, and ensure compliance with labour laws, employment and labour management standards and policies as well as customer requirements in order to meet global standards and support business growth.

Laws	To ensure that the human resource management processes are in accordance with all the relevant laws.
Standard Adhered to by the Company	To ensure that the human resource management processes are in accordance with the United Nations Universal Declaration of Human Rights (UNDHR), United Nations Guiding Principles on Business and Human Rights (UNGPR), and International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, including standards adhered by the Company such as the Sustainable Development Goals (SDGs) and UN Global Compact (UNGC).
Corporate Human Resource Policy	To ensure that human resource management processes conform to the Corporate HR Policy.
Customers' Code of Conduct	To ensure that the human resources management processes are in alignment with Customers' Code of Conduct.

The Company has adopted the **Thai Labour Standards (TLS 8001)** which is a voluntary certification management system set forth by the Thai Ministry of Labour in order to develop and ensure the Thai labour market is compliant with Thai law and international standards. It focuses on equal treatment, appropriate employee compensation and work safety through the implementation of sustainable operations and focussing specifically on the labour management system.

The Company proactively encourages all operating facilities improve their welfare scheme in alignment with the TLS 8001-2020 (revised edition), which provides additional protection for female employees. According to the standard, pregnant or breastfeeding employees, including contractors, shall have access to a dedicated room within the premises. Moreover, the Company has established measures to protect its employees and prevent them from being harassed or experiencing sexual harassment, and to eliminate threats of violence at workplace. The Company also organises activities to promote the quality of life of employees according to the applicable international principles as well as to reinforce and disseminate good labour practices to business partners.

Since 2016, the Company has encouraged contracted farmers to adhere to the GLP standards. and it actively follows up and evaluates the results annually. In addition, the Company has provided advice to farmers on preventive and control measures for outbreak of diseases in livestock within the farms to ensure that all employees in these supply chains can work safely, be treated well and in accordance with international standards. The Company aims to promote and encourage these contractors to cooperate in eliminating the use of illegal labour.

- **Communicating Performance and Stakeholder Engagement**

The Company believes that stakeholder engagement is a crucial foundation to building and becoming a sustainable organisation. We define stakeholders as all persons or organisations that are positively and negatively affected by our internal and external business activities:

- Shareholders and investors
- Employees and their families
- Customers and consumers
- Business partners
- Communities and societies
- Governments
- Civil society organisations and academia
- Media

We conduct a continuous analysis and review to identify our stakeholders and engage with these groups through a variety of activities and communication channels. The frequency of communication with each stakeholder group varies, depending on the Company's workplans and stakeholders' expectations. Understanding our stakeholders' needs, opinions, concerns and suggestions can help us improve our sustainability practices in an appropriate and fair way. The Company incorporates stakeholders' issues and feedback covering economic, social, and environmental aspects. We prioritise these issues and conduct one-on-one interviews with representatives from stakeholder groups including customers, business partners, government agencies, academic institutes and Non-Governmental Organizations (NGOs), to gather their views on the Company's sustainable development.

For example, as a member of the Sustainability partnership Seafood Task Force, the Company has been involved in discussion, knowledge sharing and exchanged experiences/ideas together with stakeholders, including manufacturers, farmers, exporters, retailers on a requirements and traceability on seafood products in the production, labour and environment of a variety of buyers. Therefore, it has been discussed and agreed to establish a practice standard that can be accepted by all parties and which members can implement, for example;

- Deploying the training and audit to the farm in STF member's supply chain.

- Establishing a handbook, audit tools, a responsible recruitment protocol for assessing fishing vessels and workers in tuna fisheries.
- Establishing the Responsible recruitment protocol for reforming worker recruitment supply chain practices.
- Establishing Shrimp Traceability Protocol.

The Company is committed to supporting and driving industrial changes in order to promote responsible sourcing and to achieve the Sustainable Development Goals (SDGs). To do so, the Company has collaborated with many national and international ethical trading groups¹¹ such as the **Thai Sustainable Fisheries Roundtable (TSFR)**, **Seafood Task Force**, the **Fishermen Life Enhancement Centre (FLEC)** in Songkla Province, **Seafood Business for Ocean Stewardship (SeaBOS)**, **Global Dialogue on Seafood Traceability (GDST)**, **Global Sustainable Seafood Initiative (GSSI)**.

These have the overall goal for reforming and lifting the seafood industry to be sustainable, transparent, traceable within our own operations and supply chains including complying with internationally or nationally or locally recognized principles/requirements/rules/laws across three dimensions:

- Economy: Responsible Practice for sourcing, manufacturing;
- Social: Labour Compliance, Community; and
- Environment: Conservation of marine resources, Ecosystems, Climate.

- **Remediation & Grievance Mechanisms**

The Company attaches great importance to making grievance mechanisms and communication channels available to employees. Key parts of the available grievance mechanisms and communication channels are:

- (i) **Cooperation with LPN**

In 2017, the Company and **Labour Protection Network Foundation (LPN)** signed a Partnership Agreement to set up a dedicated channel for employees of any nationality at all levels to express both positive and negative feedback, suggestions, complaints, or grievances through an independent neutral organisation. It aims to enhance efficiency in improving employees' quality of life and raise awareness of employees on labour rights issues, which will enable the Company to manage labour rights risks in a transparent and fair manner.

The Company and LPN have set out a procedure for receiving complaints from employees in accordance with standard labour practices and to create a positive working environment through the “**Labour Voices Hotline by LPN**” platform. Through various promotional campaigns – in forms of posters and leaflets in languages spoken by employees - at the Company's operating facilities, employees are encouraged to give opinions and recommendations as well as to lodge complaints and make requests for information or assistance directly to LPN as a neutral party. LPN undertakes and manages the cases in close collaboration with the Company in an effective and transparent manner.

¹¹ Our details of the collaborations are available at:

<https://www.cpfworldwide.com/en/sustainability/partnership>



Poster in Burmese



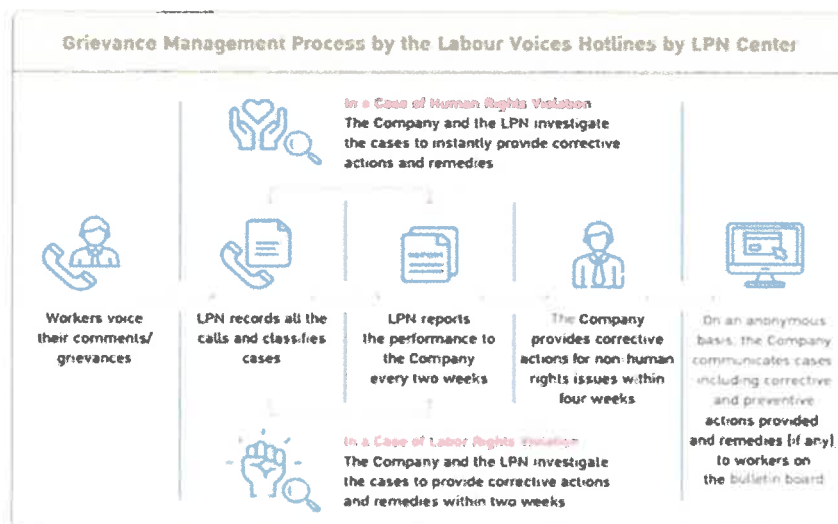
Poster in Cambodian



Poster in Thai

All incoming calls are received by LPN counsellors – in languages spoken by employees – and have proved to be comprehensively accessible. At least two hotlines are specifically dedicated to each of the three languages used by our employees: Thai, Burmese and Cambodian. Incoming calls are recorded and classified according to the nature of the case:

- In case of a violation of human rights, the Company, together with LPN, must investigate the issue and provide a solution without delay.
- If it is related to a violation of labour laws, investigation and remedies must be completed within 2 weeks. The investigation is conducted jointly by LPN and the Company.
- In other cases, the Company will proceed and provide a response within 4 weeks.



The Company anonymously reports and communicates details of the cases, together with the results of corrective actions and remedies (if any) - while also setting out preventive or complementary measures - through appropriate communication channels so that employees are notified.

In 2021, 4 calls were recorded, all of which were made by migrant workers. One was related to lack of awareness of relief measures set out by the Government during the COVID-19 pandemic while the second was related to lack of awareness on the Company's health and safety measures and the severity of consequences if violated. The cases were

managed fairly and transparently and those cases were determined not to be in violation of human rights, nor constitute modern slavery or human trafficking. The Company has also broadened and intensified its communication programme aiming to increase awareness on different measures among employees.

The other 2 calls were related to discrepancies found in the employee management system where inputs were inaccurate. The Company has rectified the situation and made necessary adjustments on the procedures, aiming for utmost precision.

(ii) Welfare Committee at Workplace

The Welfare Committee at Workplace, which is required under **Labour Protection Act**, is a mechanism to promote better communication and protection of workers' rights. Under the Labour Protection Act of Thailand, businesses with at least 50 employees are required to set up a welfare committee comprising at least 5 employees to oversee and review the employee benefit and welfare schemes. The committee is also required to meet at least once every 3 months.

The Welfare Committee aims to give all employees opportunities to participate in expressing opinions, suggestions as well as lodging complaints through their elected representatives. The Company has encouraged and motivated its employees to participate in the election as candidates to represent their peers and as voters. Ultimately 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 launching an election campaign to make aware how the welfare committee will be put to their advantage. Candidates – regardless of their differences – can represent their peers and voters can make an informed choice at the ballot. Employees can voice their opinions which will be heard by their representatives who make sure that their suggestions, queries, concerns and complaints will be discussed and consulted with the Company for betterment of their working conditions and eventually their quality of life.

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 number 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 subcommittee to represent employees from such groups. The subcommittee is responsible for receiving suggestions, queries or complaints from employees and presenting them to the Welfare Committee prior to the meeting with the executives representing the Company.

At present, the Company has 113 welfare committees across its operations in Thailand with a total number of 734 employee representatives, comprising 609 Thai (83%) and 125 migrants (17%), counting for 404 females (55%) and 330 males (45%).

A provision of pedestrian crossings within the operating facilities – aiming to increase safety of employees – or an addition of areas for recreation - such as canteen amenities or outdoors rest shelters – are some examples of benefits requested and acquired through the Welfare Committee scheme.

(iii) Measures in response to COVID-19

Thailand saw a 4th wave of COVID-19 transmission of variant Omicron around end 2021. The 3 previous waves had been recorded as follows:

1st wave: March – May 2020

2nd wave: December 2020 – March 2021

3rd wave: April – October 2021

Continuing the health & safety measures set out since early 2020, under the supervision of the **COVID-19 Monitoring and Management Centre**, the Company has constantly reviewed and revised the measures and made sure that they were implemented across its operations nationwide - with an aim to keep all its workers, including migrant workers, safe from COVID-19 transmission.



COVID-19 Health and Safety Measures including Social Distancing

Particular attention has been given to migrant workers who are more vulnerable. They are provided with more frequent shuttle bus services between their dormitories and the company's operating sites in response to physical distancing practices. Guidelines on health protection measures are communicated at the dorms where cleanings are carried out regularly. Messages are communicated in the migrant worker's native languages and interpreters are at hand to facilitate.

- **Dorm visits by LPN to the Company's migrant workers**

During the COVID-19 pandemic, the health and safety of employees is the Company's top priority, regardless of their roles or nationalities, with an added focus on migrant workers who are especially vulnerable. LPN has visited them at the provided accommodation while providing them with guidelines on how to protect themselves from COVID-19. Workers have access to advice, assistance and reassurance as necessary. These supports aim at giving them confidence that they can work and live comfortably during this time of uncertainty.



LPN making dorm visits to migrant workers

- **Supply of food and masks for migrant communities to combat COVID-19**

The Company and LPN collaborated in providing high-nutrition foods and masks to migrant communities, particularly from Myanmar living in high-risk areas in *Mahachai, Samut Sakhon Province*, during emerging waves of COVID-19. The assistance is part of the “**CPF Food from heart against COVID-19**” project which aims to give assistance and support to those in quarantine, particularly migrant workers, ensuring they have enough supplies during the province’s breakdown – during which they suffered as they could not work and they could not leave the quarantine area. These supplies were essential for their daily living. These efforts reflect the Company’s principles of no one being left behind, especially, in such a difficult and hard time.





CPF Food from heart against COVID-19 for migrant communities

- **COVID-19 Vaccines Inoculated to CPF Employees**

CPF has also offered vaccines on-site to all its employees nationwide - both Thai and migrant workers - at its plants to boost the safety of workers and food production, which is a top priority for CPF. The effort aims to build immunity for employees who are responsible for supplying safe food for consumers, ensuring food safety and food security in Thailand.



COVID-19 vaccines inoculated to the Company's employees nationwide

In addition, CPF has successfully been implementing the factory **“Bubble & Seal” measures**, in line with the Government’s aim to safeguard factory workers as well as communities against COVID-19 infections. Specifically, under the measure, while those infected are subject to medical care at designated field hospitals, other workers with negative test results are separated from at-risk groups to avoid any potential transmission.

Workers who test positive are transported to accommodation provided to reduce the risk of infection during the journey. No cross-group work is carried out and workers are prohibited from venturing out of the workplace or accommodation provided to control infections quickly and allow operations to continue uninterrupted.

Covid-19 awareness programmes have been set up for workers by using posters and/or audio and video recordings in workers’ own languages. Useful information and guidelines are put up on notice board at facilities and communicated electronically through such channels as Facebook, Line Apps, HR Communication mailing etc.



Posters communicated among workers as how to protect workers from COVID-19 transmission

- **Measures specific to migrant workers**

The **Thai Ministry of Labour** – through the Cabinet’s deliberation and MoU signed with the neighbouring countries – has decided to allow migrant workers who complete their four-year term to carry on working in the Kingdom for an applicable period.

The goal is to help businesses that rely on migrants to operate smoothly during the COVID-19 pandemic, aiming to prevent labour shortages and ensure the working environment is safe from COVID-19 by ensuring the same employee stays with a company longer.

Under the bilateral agreements, there are incurred cost of bringing in new migrant recruits

- A work permit fee of 1,900 baht per worker
- 14 days of quarantine at State-certified facilities charging approximately 8,500 baht for the entire duration, including RT PCR tests.
- COVID-19 medical insurance worth 900 baht

In compliance with the Company’s **Foreign Worker Recruitment in Thailand Policy**, these costs – among others applicable - are under the care of CPF, in addition to the standard recruitment-related costs under the Company’s responsibility as chartered in the ILO’s **Employer-Pays-Principle**.

(iv) External collaboration

CPF has also continued its participation in various initiatives to support eradicating illegal fishing practices and labour across the seafood business, one of the main businesses under our operation.

Working with the Seafood Task Force (STF), CPF has continuously supported the implementation of Seafood Task Force activities in the development of labour guidelines, environmental code of conduct, and traceability protocol for raw materials in accordance with global recognized standards. These guidelines are to be used as a core standard for STF members and validation/assessment activities. CPF signed the STF Membership Agreement in November 2020, and implement the activities as per the agreement to pursue the end goal defined in the STF 10 Point Action Plan 2021*. The activities include:

- Supply Chain Mapping aiming to aggregate list of production site within node of the company’s supply chain;
- Internal Risk Assessment aiming to evaluate the supply chain according to STF requirements; and

- Self-Declaration which summarize outcomes from both Supply Chain Mapping and Internal Risk Assessment and identify next step actions to be taken in order to improve the supply chain.

Together with our business units overseas, CPF has facilitated STF activities which are extending to Vietnam for country oversight expansion aiming to level the playing field in Asia. We have provided our supply chain information in Vietnam, from feed mill to the origin of raw materials, to STF for their assessment and to gain understanding of on the ground practices including the labour use. This can help to shorten the learning curve in developing practical and recognized STF standards and protocols for Vietnam's seafood supply chain as a whole, and to drive the activity and assisting STF to eradicate IUU fishing and human trafficking from seafood supply chain. The STF is undertaking multiple projects, in relation to which more information can be found in the latest Progress Report on their website.

Additionally, CPF jointly signed a Memorandum of Understanding to continue the second phase of Fishermen Life Enhancement Centre (2021-2025) or FLEC, together with six organizations comprising Fish Marketing Organization, under the Ministry of Agriculture and Cooperatives; Department of Labour Protection and Welfare, under the Ministry of Labour; the Planned Parenthood Association of Thailand under the Patronage of her Royal Highness the Princess Mother (PPAT); Stella Maris Seafarers Center Songkhla, G. E. P., P. SA-ARD Co., Ltd (GEPP), and PTT Global Chemical Public Company Limited (GC), aiming to improve fishermen's lives and that of their families.

FLEC is a leading network in pressing forth the efforts to eliminate forced labour and foster respect for human rights, labour rights, women's rights and children's rights, as well as forging ahead to achieve equal access to resources, all while simultaneously safeguarding and preserving biodiversity which are indispensable in reinforcing the security of global food system.

FLEC is a collaborative network where all parties jointly drive forward sustainable development by optimizing their primary expertise in 3 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 FLEC network, presently entering its the second phase (2021-2025), with two additional parties, GC and GEPP, compared to the first phase. The 8 objectives, categorized per dimension, are as follows:

Human rights and labour rights:

- Safeguard vulnerable groups at risks of human trafficking
- Drive forth projects against human trafficking at multi-scale, from local to international level
- Aid those in need and ascertain closure of human right grievance cases

Women's, children's rights and reproductive health:

- Reduce communicable diseases, reproductive health-related issues and incident
- Support disease prevention strategies and ease financial burden in public hospitals' treatment expense
- Minimize inequality, establish education equality to all, foster prevention of violence against children and child labour

Self-sufficiency and circular economy:

- Enhance community participation in circular economy practice around the pier and its vicinity
- Promote community's self-sufficiency by encouraging fostering of one's own food security

This will improve the quality of fishermen's lives and their families in accordance with national laws and international practice and substantially help to eliminate forced labour and human trafficking among workers in Thailand's fisheries industry.

5. Due diligence and audit

CPF continues to focus on human rights issues in our supply chain through active communication of the Sustainable Sourcing Policy and Guiding Principle¹² and the Supply Chain ESG Management Approach¹³. These policies cover 4 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 we provide training or suppliers conferences for our business partners.

We seek that contractors and critical suppliers adopt a similar stance towards human rights as part of the social aspects on the policy. Critical suppliers were 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 5 raw materials, namely corn, palm oil, corrugated box packaging, sugar, and soybean oil, and directly have impacts on cost and the ability of tier 1 suppliers to provide products and services to the company. At present, 100 percent of critical suppliers for the Thailand and Vietnam operations and 21 percent of critical suppliers in China operations have signed the acknowledgement of the policy. We monitor the critical non-tier 1 suppliers through the Corn Traceability system for corn suppliers and desktop monitoring for other 4 raw materials suppliers.

CPF has also adopted the 4Ps from our Sustainable Sourcing Policy and Supplier Guiding Principle for use in the 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 monitoring by conducting an ESG Risk Assessment and a Sustainability Self-assessment. The result of such assessments determines 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. This has been done with the aim of managing the supply chain risks at the starting point of our raw material sourcing process.

6. Training and supplier engagement

We are committed to respecting human rights and implementing good labour practices. Evidence of our commitment to these is that in 2021 (and as part of the collaborative programme with LPN) all of CPF's employees received a variety of human rights trainings covering topics such as Human Rights, Labour law, Occupational Health and Safety, and Basic Governance. The trainings were provided via on-line and off-line training sessions to every CPF business establishment across the country. This training is just one way in which we address and mitigate potential human rights and modern slavery risk. When employees understand what human and labour rights are and that they are accessible to all equally and fairly, they know whether their rights are being violated and understand that those violations – in any form – must (and can) be reported so that concerns can be investigated and resolved using the grievance mechanisms and other policies CPF has put in place. After the training, our employees are brought to better identify and point out unfair practices or abuses of standard rules and regulations and understand that they are encouraged to report them through the channels provided by CPF and that their rights are protected if they do so.

The training enables the Company's employees – both Thai and migrants workers – to know and be aware of their rights according to the Labour Protection Act and international labour standards.

¹² Our Sustainable Sourcing Policy and Guiding Principles is available at:
https://www.cpfworldwide.com/en/sustainability/policy/sourcing_policy.pdf

¹³ Our Supply Chain ESG Management Approach is available at:
https://www.cpfworldwide.com/en/sustainability/social/partnership/supplychain_esgapproach.pdf

Through the past 4 years of collaboration, a total of 77 training sessions, 3 hours per batch, have been conducted for over 2,800 employees, 74% of whom are migrants, at different operating facilities of the Company across the country. Employee knowledge is assessed through tests conducted before and after the training to determine whether they've developed a better awareness around human and labour rights.



Interactive remote training on human rights and labour rights by LPN

In the first year of this training and collaborative programme, the average score increased from 48 points before the training to 89 points after the training. In 2019, the average score increased from 44 points before the training to 88 points after the training. In 2020, the average score increased from 67 points before the training to 98 points before training. In 2021, the average score increased from 63 points to 89 points after the training. The lowered average post-test scores (from 98 points in 2020 to 89 points in 2021) may have been caused by the change of the face-to-face format pre-COVID-19 to the interactive remote training during the pandemic restrictive measures.

Regarding the point system, the form of a test/quiz exercise - comprising 10 true/false questions - is utilised to evaluate understanding of workers having been trained by LPN. The very same set of questions is used prior and following the training sessions. The exercise is meant to increase workers' awareness on human and labour rights they are entitled to and to remind them that they are not to be violated. The questions range from their free choice to work on overtime hours, grievance channels and cases, to safety and occupational health.

In addition, to enable suppliers to better understand our Sustainable Sourcing Policy and Supplier Guiding Principles, the Company also provides capacity building, either in the form of classroom-based or online supplier training. The training covers but is not limited to CPF's Policy, applicable laws and regulations, and technology.

7. Whistle-blower service

Another mechanism which CPF uses to mitigate human rights risk is by providing a whistleblowing service for the reporting of concerns or complaints in relation to inappropriate behaviours or non-compliances with CPF Code of Conduct¹⁴, which includes principles on adhering to and promoting basic human rights in all businesses. The Company developed the whistle blowing policy to provide its employees, stakeholders or third parties with opportunities for whistleblowing or lodging complaints relating to any violation of law and code of conduct or corruption or infringement of rights. The policy shall be reviewed on an annual basis or earlier as appropriate. We also welcome suggestions from employees and ensure fairness and protect employees. All complaints will be passed to the Internal Audit Office for consideration and investigation. In the event that such

¹⁴ Our Code of Conduct is available at:

https://www.cpfworldwide.com/en/sustainability/policy/code_of_conduct_en.pdf

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.

8. Effectiveness

This section illustrates how we assess the effectiveness of our actions to assess and address modern slavery. In 2021, CPF continued its reviews and revisions of the current measures implemented and operating processes. A tool we use to assess our effectiveness is our internal audit system, due diligence system overseen by the Audit Committee.

In 2020, CPF achieved our aim of auditing 100 percent of our critical tier-1 suppliers of animal feed raw materials, food ingredient, and packaging for our Thailand operations on sustainability issues by a third party and/or internal auditors. In 2021, CPF expanded our programme to our overseas operations which resulted in auditing 100 percent of our critical tier-1 suppliers of animal feed raw materials, food ingredient, and packaging for our Thailand and Vietnam operations. The issues audited cover the 4Ps from our Sustainable Sourcing Policy and Guiding Principle. Of these, 100 percent of critical tier-1 high-risk suppliers were already audited on Environmental, Social and Governance aspects. In addition, our China operations have completed their ESG Risk Assessment for all their business partners. 17 percent of our key suppliers in Thailand, Vietnam, and China operations have been audited on sustainability issues. We found that labour practices, overtime control, and occupational health and safety were the issues that suppliers should continue to develop. Consequently, CPF had coordinated with such suppliers to ensure their further development and monitor their operations.

The Audit Committee receives whistleblowing cases and complaints. In 2021, there were 156 whistleblowing cases and complaints received by the Audit Committee, but there were no cases about the violation of human rights. As noted above, LPN received 4 cases of complaints, all from migrant workers. Those cases were determined not to relate to violations of human rights. From the lack of reports on the whistleblowing hotline about instances of modern slavery, we infer that our modern slavery risk mitigation steps are working effectively. We will continue to monitor their effectiveness in the coming years.

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 2021 to 31 December 2021. 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 12th, 2022 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 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



(Mr. Prasit Boondoungprasert)
Chief Executive Officer
and Authorized Director