Report on human rights operations

for the year 2023

Integrated plant business group

Report on human rights operations

Integrated Crop Business Group

Business Groups	Crop
Number of Departments	27 Departments
Number of Employees	2,499 people
Total Suppliers	595
Critical Tier 1 Suppliers)	7
Non-Tier 1 Significant Suppliers	-

About this report

This report is a report on the human rights operations of Charoen Pokphand Products Co., Ltd.

It consists of 2 main parts:

Part 1 Report: Human Rights Due-Diligence-HRDD

Part 2 Report: Human Rights Impact Assessment-HRIA

HRDD Scores

Year 2022

28%

Part 1 Report
Results of the Human Rights Performance Assessment (HRDD)

Points by topic	2022
นโยบายและความมุ่งมั่น (Policy & Commitment)	3
การปลูกฝัง (Embedding)	1
การประเมินผลกระทบ (Impact Assessment)	1
การบูรณาการและนำไปปฏิบัติ (Integrating & Acting)	1
การติดตามประสิทธิผล (Tracking Performance)	1
การสื่อสารผลการปฏิบัติงาน (Communication Performance)	1
การประสานงานกับผู้มีส่วนได้เสีย (Engaging Stakeholders)	1
การไกล่เกลี่ยและกลไกจัดการเรื่องร้องเรียน (Remediation & Grievance Mechanism)	2
Overall Score (out of 40)	**11** **(28%)**

ข้อเสนอแนะ

- Consider the application of the Group's human rights policies and practices and sub-policies by reviewing and preparing them into policies and operating procedures of Charoen Pokphand Products Co., Ltd. that are specific to the context and risks of the Company, and communicate to stakeholders such as employees, workers, contractors, and suppliers for continuous implementation.

- Provide human rights training for all employees, workers, contractors and business partners to build knowledge, understanding and awareness of human rights to promote coexistence in diversity and non-discrimination in the organization.

- Based on human rights performance Especially high-impact issues such as occupational safety and health at work. Foreign workers in the value chain In addition, human rights impact assessments should be continuously expanded to cover the company's value chain.

- Review the process and channels for receiving and handling complaints from stakeholders and communicate to relevant parties for continuous implementation.

หมายเหตุ เกณฑ์การประเมินมีทั้งหมด 5 เกณฑ์ ได้แค่ 5 = ดีมาก 4 = ดี 3 = พอใช้ 2 = ควรปรับปรุง 1 = ควรปรับปรุงอย่างยิ่ง

ทั้งนี้สามารถอ่านรายละเอียดเกณฑ์การให้คะแนนการประเมิน HRDD ในหน้าถัดไป

Comprehensive Human Rights Performance Status Assessment Criteria (HRDD)

subject	level	Criterias
นโยบายและความมุ่งมั่น (Policy & Commitment)	5 = ดีมาก (Excellence)	• The agency promulgates human rights policies that are in line with the Group's human rights policies and have specific policies that are in line with risks. The context of the organization and is in line with the opinions of stakeholders.
	4 = ดี (Good)	• Promulgate the Group's human rights policies and related sub-policies in the department and throughout the value chain.
	3 = ปานกลาง (Fair)	• Demonstrate commitment The Group's human rights policy is used in the agency.
	2 = ควรปรับปรุง (Poor)	• Human rights commitments/policies express a broad spectrum of intent, covering the supply chain.
	1 = ควรปรับปรุงอย่างยิ่ง (Very Poor)	• Demonstrate commitment/human rights policy, express broad or brief intent.
การปลูกฝัง (Embedding respect for human rights)	5 = ดีมาก (Excellence)	• มีStrategies for instilling respect for human rights into organizations with clear and measurable goals. • The organization's leaders have expressed understanding and communicated the human rights risks associated with the business.
	4 = ดี (Good)	• Strategies are formulated to instill respect for human rights in the organization. • The structure of human rights roles and responsibilities has been established, and communication has been carried out to build understanding.
	3 = ปานกลาง (Fair)	• There is a human rights governance structure and a certain level of leadership is required to supervise. • Employees and business partners are informed of the human rights policy and receive training or advice.
	2 = ควรปรับปรุง (Poor)	• There is some evidence of the highest level of responsibility of human rights organizations.
	1 = ควรปรับปรุงอย่างยิ่ง (Very Poor)	• There is no or little in defining the roles, duties, and responsibilities of human rights in the agency.
การประเมินผลกระทบ (Assessing Impact)	5 = ดีมาก (Excellence)	• There is a senior management to supervise to prevent human rights impacts and it is fully integrated into the structure of the various relevant departments.
	4 = ดี (Good)	• Risk assessments are conducted regularly and communicated by senior management on the relevance of human rights impacts to business operations.
	3 = ปานกลาง (Fair)	• Human rights risks have been assessed, but consistency and integration have not been complete.
	2 = ควรปรับปรุง (Poor)	• Human rights risks have traditionally been managed by organizations, such as occupational safety and health, and diversity and inclusion, but lack of detailed explanations as issues of importance to the organization.
	1 = ควรปรับปรุงอย่างยิ่ง (Very Poor)	• Human rights issues are managed but there is a lack of integration into overall risk management.
การบูรณาการและนำไปปฏิบัติ (Integrating & Acting)	5 = ดีมาก (Excellence)	• There is an explanation of the nature of human rights governance, which shows that there is supervision from the top management and an administrative structure that shows cooperation between various departments. In the organization
	4 = ดี (Good)	• There was a message from the top management expressing awareness of human rights and business operations.
	3 = ปานกลาง (Fair)	• Human rights risks are regularly assessed and integrated to a certain extent.
	2 = ควรปรับปรุง (Poor)	• Human rights risks that companies often address, such as health and safety and diversity, are addressed, without explaining how important these issues are to the company.
	1 = ควรปรับปรุงอย่างยิ่ง (Very Poor)	• Human rights issues are addressed in a solitary solution manner without integration into the organization.

เกณฑ์การประเมินสถานะการดำเนินงานด้านสิทธิมนุษยชนอย่างรอบด้าน (HRDD)

หัวข้อ	ระดับ	เกณฑ์การให้คะแนน
การติดตามผลการดำเนินงาน (Tracking Performance)	5 = ดีมาก (Excellence)	• Human rights and human resources performance is monitored and linked to employee incentives (Performance Incentives).
	4 = ดี (Good)	• Monitoring the effectiveness of human rights is determined by considering the Company's important human rights issues. • Human rights reporting and action are prioritized based on the risk to potential stakeholders affected.
	3 = ปานกลาง (Fair)	• Human rights performance is monitored according to opportunities.
	2 = ควรปรับปรุง (Poor)	• Monitor human rights performance only when human rights issues arise in the organization.
	1 = ควรปรับปรุงอย่างยิ่ง (Very Poor)	• Never followed up on human rights performance.
การสื่อสารผลการปฏิบัติงาน (Communication Performance)	5 = ดีมาก (Excellence)	• Disclosure is transparent. Identify how to deal with challenges. The lessons learned and clear and concrete examples.
	4 = ดี (Good)	• Disclosure The types of mitigation measures implemented are explained and examples of measures are shown. During the reporting period.
	3 = ปานกลาง (Fair)	• The disclosure is human rights information and provides details on the implementation of standards related to the organization's responsibility to respect human rights.
	2 = ควรปรับปรุง (Poor)	• The disclosure focuses on "sustainability" and "social responsibility activities" but states that they are clearly linked to and related to human rights issues.
	1 = ควรปรับปรุงอย่างยิ่ง (Very Poor)	• The disclosure focuses on the broad picture of "sustainability" and "social responsibility activities" that show little relevance to human rights issues.
การสร้างความผูกพันกับผู้มีส่วนได้เสีย (Engaging Stakeholders)	5 = ดีมาก (Excellence)	• There is a process of proactively listening to the opinions of stakeholders, especially from stakeholders who may be affected by human rights. Human rights measures have also been formulated and implemented.
	4 = ดี (Good)	• Engagement with stakeholders on human rights issues is established in the reporting cycle. Stakeholders participate in setting objectives and proposals in the process of building stakeholder engagement.
	3 = ปานกลาง (Fair)	• Engage with stakeholders on human rights issues on a regular basis and explain the process for engaging with stakeholders.
	2 = ควรปรับปรุง (Poor)	• Establish engagement with stakeholders related to sustainability, covering human rights.
	1 = ควรปรับปรุงอย่างยิ่ง (Very Poor)	• Engage with stakeholders related to sustainability but without human rights issues.
การไกล่เกลี่ยและกลไกรับเรื่องร้องเรียน (Remediation & Grievance Mechanism)	5 = ดีมาก (Excellence)	• The grievance mechanism has been independently audited, with a channel for stakeholders who may be affected to report the matter in full. Communication was held to explain the process and provide examples of remedial measures.
	4 = ดี (Good)	• There is a process for handling complaints and communication to build understanding.
	3 = ปานกลาง (Fair)	• There is a mechanism for receiving complaints for all stakeholders who may be affected.
	2 = ควรปรับปรุง (Poor)	• The mechanism or process for receiving complaints related to human rights is explained.
	1 = ควรปรับปรุงอย่างยิ่ง (Very Poor)	• The agency has a hotline for employees to report complaints. There are some human rights issues.

Part 2 Human Rights Impact Assessment (HRIA) Report

Human Rights Impact Assessment by Rights-holders

Human Rights Issues	Affected people				
	employee	laborer contractor	Partners	community	customer
1. Forced labor	N/A	low	moderate	N/A	N/A
2. Children's rights	Very low	Very low	Very low	N/A	N/A
3. Minor Labor	Very low	low	low	N/A	N/A
4. Child labor	N/A	moderate	moderate	N/A	N/A
5. Occupational Health and Safety	moderate	high	high	N/A	N/A
6. Pollution and the environment	N/A	N/A	moderate	moderate	N/A
7. Discrimination and harassment	low	low	low	N/A	N/A
8. Diversity and Equality	Very low	Very low	Very low	N/A	N/A
9. Freedom of assembly and collective bargaining	Very low	Very low	Very low	N/A	N/A
10. The right to access clean water and sanitation	Very low	low	low	low	N/A
11. Land rights	N/A	N/A	moderate	moderate	N/A
12. Minerals of Conflict	N/A	N/A	N/A	N/A	N/A
13. Security and Human Rights	Very low	low	low	N/A	N/A
14. Rights of vulnerable groups	Very low	Very low	Very low	low	N/A
15. Breach of Personal Data	low	moderate	moderate	N/A	moderate
16. Fair Wages	Very low	low	moderate	N/A	N/A
17. Working Hours	moderate	moderate	moderate	N/A	N/A
18. Cultural rights	N/A	N/A	N/A	N/A	N/A
19. Privacy and safety of life	N/A	N/A	N/A	N/A	N/A
20. Right to Residence	N/A	low	low	N/A	N/A
23. Right to access natural resources	N/A	N/A	N/A	low	N/A
24. Rights of migrant workers	N/A	moderate	moderate	N/A	N/A

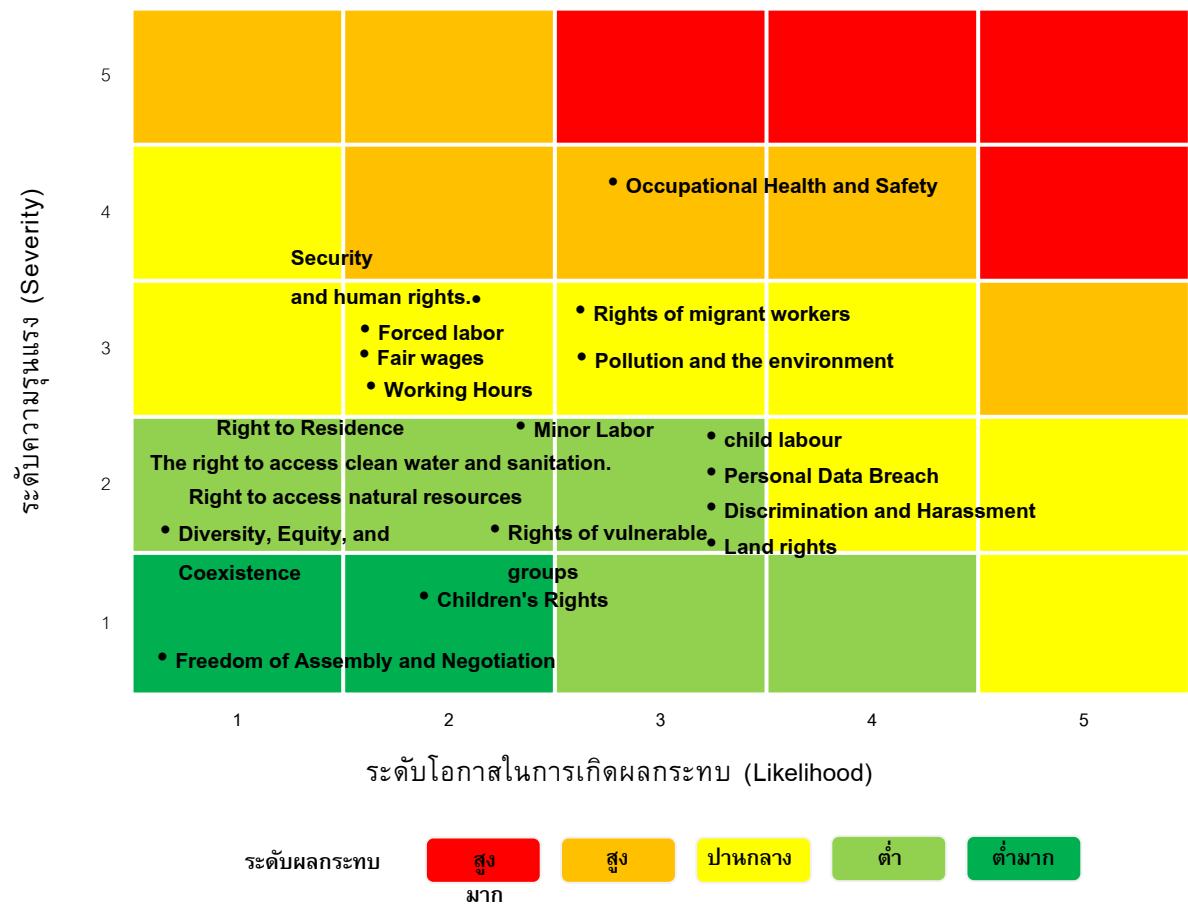ระดับผลกระทบ: **Very high** | **high** | **moderate** | **low** | **Very low**

หมายเหตุ :

1. Details of the Human Rights Impact Assessment can be found in the Excel File attachment (file name).
2. N/A หมายถึง Not Applicable
3. Details of the HRIA Assessment Criteria can be found on page 7.

Part 2 Human Rights Impact Assessment (HRIA) Report

Important Human Rights Issues of Charoen Pokphand Products Co., Ltd.

ระดับความรุนแรง (Severity)

	1	2	3	4	5
5					
4			• Occupational Health and Safety		
3	Security and human rights.•	• Forced labor / • Fair wages / • Working Hours	• Rights of migrant workers / • Pollution and the environment		
2	Right to Residence / The right to access clean water and sanitation. / Right to access natural resources / • Diversity, Equity, and Coexistence	• Minor Labor / • Rights of vulnerable groups / • Children's Rights	• child labour / • Personal Data Breach / • Discrimination and Harassment / • Land rights		
1	• Freedom of Assembly and Negotiation				

ระดับโอกาสในการเกิดผลกระทบ (Likelihood)

ระดับผลกระทบ: สูงมาก | สูง | ปานกลาง | ต่ำ | ต่ำมาก

Note: You can read the details of the HRIA assessment scoring criteria on the next page.

suggestion

Issue: Occupational Health and Safety

Consider implementing a safety policy. Occupational Health and Working Environment The Safety, Occupational Health and Environment Management Standards and Life Saving Rules of Charoen Pokphand Group have been reviewed and prepared as policies and operating procedures of Charoen Pokphand Products Co., Ltd., especially the safety of workers of suppliers, which are specific to the context and risks of the Company. The contractor acknowledges to ensure that the implementation is strictly and thoroughly.

Issue : Rights of migrant workers Forced labor

Since the agency operates in the agro-industry which relies on migrant workers, it should consider applying the policy on the employment of migrant workers to the agency and extending it to the value chain of the agency, giving priority to the important or high-risk partners of the agency at the top level. Supervision of such suppliers allows the agency to adopt sustainable procurement policies and practices. The Group in 2022 will be applied in conjunction with the Business Code of Conduct of Suppliers to achieve more effective supervision of suppliers in the value chain. Close monitoring is also necessary for urgent action. In particular, agricultural raw materials are at risk of violating human rights issues.

Suggestions (continued)

Issues: Labor rights, fair wages, working hours.

Consider and examine labor rights in accordance with the law and human rights policies of Charoen Pokphand Group, especially among workers and contractors. Crops and fruits are grown and a lot of labor is used in the agricultural sector, which has a seasonal working period, so it must be carried out carefully.

Issue : Security and Human Rights

Consider improving safety measures. The guidelines of security officers should be in line with serious disasters and other changing risks, and there should be guidelines for security officers in various processes such as evacuating people from the area, returning to the area, searching, etc.

Issue : Child Labor

1. Consider improving the internship program specifically for students in various fields who come to the internship. The internship program must be secure. Dangerous assignments must not be assigned, and internships must not be assignments instead. This is to prevent danger. Possible accidents While the interns were in the area.
2. Consider close supervision and have personnel to closely supervise to prevent violations of safety rules in dangerous areas or actions that may cause the risk of accidents. In the Agency

Issue: Discrimination and Harassment

1. Consider the application of the policy to prevent discrimination and harassment of Charoen Pokphand Group by reviewing and preparing it as a policy and operating procedure of Charoen Pokphand Products Co., Ltd. that is specific to the context and risks of the Company. The contractor acknowledges to ensure that the implementation is strictly and thoroughly.
2. Provide training for all employees and related parties to raise awareness and prevent unequal treatment of individuals with differences such as gender, age, race, religion, etc.

Notification of Human Rights Complaints

Consider applying the policies and guidelines on whistleblowing of Charoen Pokphand Group by reviewing and preparing them into policies and operating procedures of Charoen Pokphand Products Co., Ltd. that are specific to the context of the Company and communicate to employees, workers, and employees. The contractor acknowledges to ensure that the implementation is strictly and thoroughly.

Human Rights Impact Assessment (HRIA) Criteria

Severity Assessment Criteria

ขอบเขตของผลกระทบ (Scale)	ขนาดของกลุ่มผู้ได้รับผลกระทบ (Scope)	การกลับคืนสู่สภาพเดิม (Remendability)	ระดับ
It causes loss of life, lifelong disability, or has a long-term impact on the health or property of the affected person.	200 or more people or an impact on the public.	It cannot be restored.	5
Causing injury, affecting health, or causing temporary disability (up to the point of suspension of work) and loss of property.	100 or more people or community-level impact.	It can be restored to its original state. - High resources It takes a long time. - No social support	4
causing injury, affecting health, or causing temporary disability (not to the point of taking time off work) and/or loss of property;	10-100 people and Most of them are the main stakeholders.	It can be restored to its original state. - High resources It takes a moderate amount of time. - Social assistance is available.	3
It causes injury, requires first aid (not to the point of stopping work), minor loss of property, or affects daily life.	10-25 people and Secondary Stakeholders	It can be restored to its original state. - It takes a lot of time. Use limited resources.	2
This causes minor property loss or annoyance.	Less than 10 people and Secondary Stakeholders	Returns to their original state immediately.	1

เกณฑ์การประเมินโอกาส

ความน่าจะเป็นที่จะเกิดขึ้น (Likelihood)	ระดับ
It occurs regularly in the past and present (problems are found every quarter or every month).	5
It occurs regularly in the past and present (problems are encountered every year).	4
It occurs consistently in the past and present (problems are found every 2-3 years).	3
It happened in the past, but the problem did not recur in the last 3-5 years.	2
It has never happened in the past, and the probability of it happening in the future is very small.	1

ระดับผลกระทบ

Points (total)	%	level
21-25	80-100	Very high
16-20	61-80	high
10 - 15	41-60	moderate
5.0-10	20-40	low
1 - 4.9	0-20	Relatively low

Human Rights Impact Assessment Explanation

1. Human rights issues are taken into account to assess the level of severity based on the severity criteria in the table, which consists of three topics: scope, size, and reversion. If the issue has an unequal level of each topic, the topic with the highest severity level is considered to be representative, for example, the scope can be 5, the size can be 4, the reinstatement can be 3, the issue is considered to be as severe as 5 (the highest level)

2. Consider the severity level based on the opportunity assessment criteria in the table to match the description of the topic.

3. For example, if the severity level is 5, the chance level is 2, the impact level is 10, and the impact level in the table is used, for example, level 10 means that the impact level is moderate, etc.

List of all human rights issues

issue	explanation
การบังคับใช้แรงงาน (Forced Labor)	It is found or suspected that there will be an issue of forced labor or fall under the category of involuntary workers in various forms such as creating debt burdens, forcing them to work on holidays, confiscating personal documents or property, not paying wages on time, etc.
สิทธิของเด็ก (Child Rights)	It is found or suspected that there will be issues related to children's rights, namely the right of children to be raised, educational, and safe for life and growth.
แรงงานผู้เยาว์ (Youth Employment)	It is found or suspected that minor workers (15-18 years old) will be hired for internships and work as assigned by ensuring that the assigned work is safe and does not interfere with the study time of the youth.
แรงงานเด็ก (Child Labor)	It is found or suspected that there will be an issue of children under the age of 15 coming to work, except for helping families in their spare time.
อาชีวอนามัยและความปลอดภัย (Occupational Health & Safety)	Found or suspected to have a work accident and cause minor injuries. Injuries that do not stop work, until the injury causes death due to work.
มลพิษในสิ่งแวดล้อม (Environment Pollution)	It is found or suspected that there will be non-standard emissions such as wastewater, waste, hazardous waste, air, odor, dust, gas, etc. that are not standard discharges to the outside of the company.
การเลือกปฏิบัติและการคุกคาม (Discrimination and Harassment)	It is found or suspected that there will be unequal treatment of individuals with differences such as skin color, race, religion, age, etc. Benefits and Compensation Management Salary increase Considering to stop work, suspend work, dismiss, etc., or find or suspect that there will be verbal harassment such as using impolite words, swearing, sarcasm, teasing, etc. Show gestures Conduct to cause fear, feelings of inferiority. Being stigmatized as abnormal
ความหลากหลาย ความเสมอภาคและการอยู่ร่วมกัน (Diversity Equity and Inclusion)	It is found or suspected that there are issues related to disrespect for human dignity and expression of discrimination. Discrimination because of differences in external characteristics such as skin color, race, religion, age, etc.
เสรีภาพในการสมาคมและเจรจาต่อรองร่วม (Freedom of Association and Collective Bargaining)	It is found or suspected that there will be issues of not promoting, obstructing, and harassing the gathering of people to gather the need for negotiations.
สิทธิในน้ำสะอาดและสุขาภิบาล (Rights to Water and Sanitation)	Found or suspected to have problems that indicate inaccessibility to water sources. Water resources for consumption and consumption
สิทธิในที่ดิน (Land rights)	Found or suspected of possession. Illegal use of land or without the consent of the community, including encroachment on public land. Access to resources in the land
แร่ธาตุแห่งความขัดแย้ง (Conflict minerals)	Found or suspected of acquiring The minerals used in the agency come from sources or acts that violate human rights, such as forced labor. Child labor Or the acquisition cannot be determined from which source.

List of all human rights issues

issue	explanation
การรักษาความปลอดภัยและสิทธิมนุษยชน (Security and human rights)	Found or suspected that the security system is inadequate. The use of security measures in excess of the grounds causes a violation of privacy. There may be threats, the use of weapons, etc.
การละเมิดข้อมูลส่วนบุคคลและความปลอดภัยทางไซเบอร์ (Privacy of Personal data & Cybersecurity)	Discovers or suspects that there is a privacy violation. Security in the storage of personal information, such as names, surnames, and important numbers in personal documents, which is information that can identify the data subject. Not preserved Prevent attacks, threats, and theft from bad actors.
สิทธิของกลุ่มเปราะบาง (Vulnerable Rights)	It is found or suspected that various vulnerable groups such as people with disabilities The elderly, indigenous people, migrant workers, etc., which are vulnerable groups in life. or not being interested in opinions. Feedback from those groups of people
สิทธิทางด้านแรงงาน หรือ ค่าจ้างที่เป็นธรรม (Labor Rights : Fair Wage)	It is found or suspected that there will be issues related to receiving Labor and overtime pay Any compensation or remuneration for work that is unlawful or less than the value that the worker should receive.
สิทธิทางด้านแรงงาน (ชั่วโมงการทำงาน) (Labor Rights Working Hours)	Found or suspected that there will be issues related to working hours and overtime, such as the length of work per day. Working on holidays, or overall in excess of what is required by law.
สิทธิในวัฒนธรรมและการใช้ชีวิต (Rights to Culture and Living)	found or suspected that there was a problem in the matter. The right to access the practice of good beliefs, culture, and traditions.
สิทธิในการใช้ชีวิตที่เป็นส่วนตัวและปลอดภัย (Privacy of Living and Secure)	Discovered or suspected of privacy violations Feeling insecure in life and property. In life
สิทธิในการเข้าถึงที่พักอาศัย (Right to Adequate Housing)	It is found or suspected that there are issues related to the right to housing, shelter, sanitation, adequate space, and acceptable privacy.
สิทธิในการเข้าถึงทรัพยากรธรรมชาติ (Resources and Human Rights (Fossil Energy, Global Warming, etc.)	It is found or suspected that the issue of the right to access energy as a natural and living resource will not be negatively affected by the use of those natural resources, such as the impact of global warming, the impact of the shortage of clean water, the impact of the use of natural resources, the impact of the shortage of clean water, the impact of the pandemic, the problem of the right to access energy, which is a living resource, and the problem of the right to access energy, which is a living resource, will not be negatively affected by the use of those natural resources, such as the impact of global warming, the impact of the shortage
สิทธิของกลุ่มชนพื้นเมือง ชนกลุ่มน้อย (Indigenous People's Rights)	found or suspected that there are issues related to the rights of ethnic minorities, Indigenous groups who have their own traditions or live in areas with their own history. It is important to listen to opinions and respond with the consent of those people.
ความเสี่ยงทางด้านสังคมและสิ่งแวดล้อม ในกิจกรรมทางการเงิน (Environmental and Social Risk Management in Finance activities)	It is found or suspected that the problem is due to the fact that the source of funding does not consider the environmental and social risks of the projects before investing, or the projects that have been invested are found to have human rights violations later, such as forced labor (foreigners). In the construction project of factory buildings, etc.
การฟ้องปิดปาก (Strategic Lawsuit Against Public Participation: SLAPP)	It is found or suspected that there will be a case of silencing or any other actions such as discrimination or harassment against rights claimants. The person or persons who represent the claim or express an opinion to the agency.

List of all human rights issues

issue	explanation
สิทธิของแรงงานข้ามชาติ (Migrant worker rights)	It is found or suspected that migrant workers are treated unfairly and unequally. They are exploited for wages, are they treated, or have to live in an unhygienic environment. Risky and dangerous working conditions or other human rights violations.