Diversity, Equity, and Inclusion Policy

Charoen Pokphand Group

This policy is part of Charoen Pokphand Group's "Human Rights and Labor Practices Policy and Guidelines", to foster an equal and inclusive workplace environment, respect for diversity, and acceptance of differences. Such environment can help attract and retain skilled employees, increasing productivity as well as building loyalty and unity within the Group, enabling its businesses to provide a wider range of products, meeting the needs of all groups in society, leading to the Group's sustainable growth long into the future.

This Diversity, Equity, and Inclusion Policy complies with the Group's announcement "Promotion of Equality and Anti-Discrimination Practices in Alignment with the Thai Gender Equality Act, B.E. 2558" as well as internationally accepted standards and principles including but not limited to the Standards of Conduct for Business Standard – Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People, the Women's Empowerment Principles, and the Convention on the Rights of Persons with Disabilities. The Policy promotes equality and inclusivity for all employees of the Group, starting with the recruitment, hiring, and assessment processes to employee compensation, capacity building, performance evaluations, benefits, promotion or career advancement opportunities, and contract termination – as well as feedback and grievance mechanisms and remediation.

In order to achieve these objectives, Charoen Pokphand Group establishes the following guidelines.

1. Treat all employees equally, respect diversity and differences, and create an inclusive workplace environment without discrimination, prejudice, and other behavior that may promote inequality.
2. Respect the diverse perspectives, cultures, beliefs, languages, ethnicity, nationality, gender, sexual or gender identity, ability, health, societal situation, skill, or any other personal characteristics

3. Promote equal opportunity for persons with visible and invisible disabilities, as well as provide suitable workplace facilities to accommodate their nature of work and needs.
4. Foster the health, wellbeing, and safety of all employees equitably.
5. Provide opportunities for all groups equally in recruitment, assessment, and hiring processes. Evaluate applicants on their qualifications, knowledge and experience related to the position they are being hired for, without prejudice or discrimination.
6. Provide opportunities for diverse applicants by using easy-to-understand and neutral language in job application documents and job descriptions; documents should also be translated into local languages when appropriate.
7. Provide convenient and safe workplace facilities and amenities by considering the different needs of diverse people, such as disabled parking spaces, breastfeeding rooms, gender-neutral restrooms, and prayer rooms.
8. Set fair and equitable criteria for determining employee pay.
9. Consider the issues of diversity and equality when providing employee benefits and welfare.
10. Provide equal career advancement opportunities or promotion for all employees.
11. Consider employees' qualifications, knowledge, skills, work-related experience and diversity when evaluating their appointment, transfer or promotion.
12. Provide equal opportunities for all employees to participate in training and skill development.
13. Arrange orientation and training on diversity and inclusion for employees to build awareness and understanding.
14. Support management at all levels in communicating and promoting the implementation of diversity and inclusion within the organization.
15. Monitor, evaluate, and audit Company performance on the Diversity, Equity, and Inclusion Policy.
16. Provide channels for all employees at all levels to submit reports, complaints/grievances in order to take into consideration of diverse viewpoints and perspectives, and ensure that whistleblowers and reporters are protected from retaliation.

17. Provide a transparent and fair investigation process and appropriate remediation.
18. Foster cooperation between the Company and governmental agencies, non-profit organizations, academic institutions, communities, and other stakeholders to promote diversity, equity, and inclusion.
19. Communicate with employees, suppliers, business partners, consumers, and other stakeholders to build awareness on the issue of diversity, equity, and inclusion on a regular basis.
20. Disclose company progress related to diversity, equity, and inclusion to stakeholders through sustainability reports or other annual reports.

All directors, management, and staff of Charoen Pokphand Group must comply with the laws, rules, regulations, standards, and other applicable policies and guidelines related to the promotion of diversity, equality, and inclusivity.