Human Rights and Labor Practices

Policy and Guidelines

Leadership Development Charoen Pokphand Group Co., Ltd.

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Human Rights and Labor Practices Policy and Guidelines

Leadership Development Charoen Pokphand Group Co., Ltd

1. Intent

Leadership Development Charoen Pokphand Group Co., Ltd recognizes that all human beings are born with equal rights and dignity. The Leadership Development Charoen Pokphand Group Co., Ltd is committed to complying with international labor standards, treating all employees equitably, to not discriminate against them on the basis of race, nationality, ethnicity, color, ancestry, language, religion, social status, gender, sexual orientation, age, disability, congenital diseases that do not affect work performance, political orientation, and marital status, and providing freedom and appropriate welfare for workers, enabling them to demonstrate their full potential and capabilities.

As a conglomerate with global presence, and as a member of the international community, Leadership Development Charoen Pokphand Group Co., Ltd strives to strengthen its operations to ensure compliance with labor practice standards, and respect for human rights of all parties involved in the Leadership Development Charoen Pokphand Group Co., Ltd operations and value chains, including its employees, customers, suppliers and all stakeholders. The Leadership Development Charoen Pokphand Group Co., Ltd is fully committed to combating modern slavery and human trafficking throughout its value chains and joint business ventures, and reaffirms its position not to support or engage in SLAPP, or Strategic Lawsuit Against Public Participation, carried out in good faith. These commitments are reflected in Leadership Development Charoen Pokphand Group Co., Ltd adherence to the United Nations Universal Declaration of Human Rights (“UNDHR”), the Ten Principles of the United Nations Global Compact (“UN Global Compact”), UN Guiding Principles on Business and Human Rights (“UNGPs”), the International Labor Organization’s (“ILO”) Declaration on the Principles and Fundamental Rights at Work and local labor laws in each country where Leadership Development Charoen Pokphand Group Co., Ltd operates.

2. Scope

This Human Rights and Labor Practices Policy and Guidelines apply to Charoen Pokphand Group, (hereafter "the Group") which includes Charoen Pokphand Group Co., Ltd., and all its subsidiary companies that Charoen Pokphand Group Co., Ltd. has management control. The term "company" hereafter refers to any such company individually that has adopted this Human Rights and Labor Practices Policy and Guidelines. This document shall be reviewed at least once a year, or as conditions require.

3. Objectives

3.1 To prevent any form of negative impact on, or violations of human rights, associated with the Leadership Development Charoen Pokphand Group Co., Ltd operations, products and services throughout the value chains

3.2 To protect its employees from all types of discrimination, harassment, and unfair labor practices; to foster a collaborative work environment and equal opportunities for career development.

3.3 To promote collaboration with suppliers and stakeholders, strengthening human rights and labor practice along the Leadership Development Charoen Pokphand Group Co., Ltd value chains in line with the Leadership Development Charoen Pokphand Group Co., Ltd policy and guidelines, as well as international best practices.

4. Roles and Responsibilities

4.1 Board of Directors

4.1.1 Review and approve policies and guidelines to prevent violations of human rights and labor practices in all of the Leadership Development Charoen Pokphand Group Co., Ltd business activities, products and services including suppliers and joint ventures.

4.1.2 Oversee the Leadership Development Charoen Pokphand Group Co., Ltd business activities to ensure that they comply with applicable laws, regulations, and policies.

4.2 Management

4.2.1 Establish adequate procedures as appropriate to the companies' business context while remaining in compliance with this Policy and Guidelines, regulations, and laws in countries where the Company operates.

4.2.2 Ensure that the organizational structure is in place, with the responsibility to manage human rights and labor practice issues, comprising representatives from relevant functions.

4.2.3 Embed the principles of human rights and labor practices within the organization through activities that are relevant and suitable to each business unit.

4.2.4 Monitor to ensure effective implementation of policy, guidelines, and regulations as well as internal control mechanisms; identify areas for improvement; and review regular performance reports related to this Policy and Guidelines.

4.2.5 Review this Human Rights and Labor Practices Policy and Guidelines to ensure that they comply with local and international laws, regulations, and guidelines.

4.3 Human Right Department/Team

4.3.1 Communicate the principles and objectives of this Policy and Guidelines to raise awareness and strengthen understanding among employees and stakeholders throughout the value chains on a regular basis.

4.3.2 Implement the Human Rights Due Diligence process, which consists of the following:

1) Incorporate the responsibilities to respect human rights and labor practices in the Company's core operations.
2) Review input from the management, stakeholder and rights holder groups, to develop an inclusive engagement approach.
3) Verify accuracy of information and trustworthiness of information sources in cases of grievances; evaluate the severity of the impacts on rights

holder and risks to human rights defenders, in cases of human rights violations.

4) Perform human rights impact assessment to evaluate risks and impacts, including those that have occurred and potential future occurrences from business activities or in the value chain. The assessment may also include cases of corruptions and violations of internal protocols.
5) Utilize the results of the risk assessment to set new standards and guidelines for subsequent assessments, as well as to improve, revise, or terminate relationships with suppliers, business partners, and joint ventures
6) Review internal audit and risk management procedures on a regular basis with relevant functions to ensure that all employees are being treated fairly and equally, incorporating inputs from all stakeholders, rights holder groups, human rights and labor practices experts from both within the organization and independent external parties, and civil societies.
7) Establish guidelines and define the scope for impact measurement and remediation procedures to prevent potential human rights impacts, and provide remedy should impacts occur. They should be in compliance with relevant Thai and international laws, up to date, and fit the context of the business' operations.
8) Track and monitor the effectiveness of preventive and corrective measures and whistleblowing mechanisms as well as progress on remediation for those impacted by human rights violations.
9) Promote and support the adoption of, and compliance with this Human Rights and Labor Practices Policies and Guidelines, throughout the value chain.
10) Communicate with the general public and affected persons on human rights impacts and remediation procedures while also disclosing the approaches taken to address human rights violations, through Sustainability Reports, Human Rights Reports, or other channels.
11) Ensure that there are whistleblowing and grievance mechanisms in place for persons affected by human rights and labor practices violations.

Establish a clear system to act on grievances or complaints made, in compliance with domestic and international laws. All appropriate actions taken to address the violation and provide remediation must be reported to those affected, including providing them access to grievance or whistleblowing mechanisms.

12) Integrate human rights and labor practices consideration in the development of policies and operational procedures.

4.3.3 Collaborate with relevant units within the Company to develop guidelines for business operations, impact assessments, decision making, budget allocation, and supervision relating to human rights and labor practices to enable the Leadership Development Charoen Pokphand Group Co., Ltd to respond effectively to cases of non-compliance.

4.3.4 Maintain a database of reports concerning human rights and labor practices within the company.

4.3.5 Report the Company's performance on human rights and labor practices to the Company's Board of Directors, or to the Committee assigned by the Board, at least once annually.

4.4 Staff

4.4.1 Learn, develop a good understanding of, and act in compliance with this Human Rights and Labor Practices Policy and Guidelines, as well as applicable laws, regulations, and standards on human rights and labor practices.

4.4.2 Maintain and protect the company's reputation when expressing their personal opinions without using the company's name or its information and assets in a manner that represents the company.

4.4.3 Report any wrongdoing or violation of this Policy and Guidelines through grievance and whistleblowing mechanisms in accordance with the Whistleblowing Policy and Guidelines.

5. Guidelines

5.1 Respect for Human Rights

5.1.1 Civil and Political Rights

1) Foster mutual respect on the basis of equality, diversity, and inclusion, within the context of the country of operations.
2) Ensure the right to life and liberty, and protect employees' freedom of speech, belief, religion, and security.
3) Cultivate an inclusive and welcoming workplace, free of any action that may lead to a hostile work environment, infringe upon a person's personal rights and impact their ability to perform work. Such actions may include physical, mental, verbal, or written intimidation and harassment.
4) Respect the freedom of expression and the freedom to participate in political activities as fundamental human rights.

5.1.2 Economic, Social and Cultural Rights

1) Provide employees with access to social security and other welfare benefits as mandated by applicable laws.
2) Provide employees with rest period(s) during working days, working hours that do not exceed local labor laws, and paid annual leaves as mandated by local labor laws.
3) Respect the rights of employees to practice their religious, cultural, or traditional beliefs.

5.1.3 Gender Rights

1) Respect employee's rights to gender equality and diversity in gender, sexual orientation, gender identity, or gender expression.
2) Promote good practice by preventing sexual harassment and violation in any form.
3) Respect employees' right to privacy by not forcing employees to disclose or conceal their identity, sexual orientation, and gender identity.

4) Ensure the security and privacy of information relating to sexual orientation, gender identity, gender expression, or sexual characteristics, which are not to be disclosed without the consent of the employee.
5) Promote equality and non-discrimination by providing gender-neutral recruitment and equal benefits and compensations, opportunities for career advancement and professional development in all areas.
6) Promote the right to equitable healthcare by providing the appropriate space, uniform or dress code, and facilities for all and any genders.

5.1.4 Community Rights

1) Respect the rights and freedom of expression and opinions of the community, especially vulnerable groups such as minority groups, indigenous people, and ethnic groups.
2) Consider the negative impacts of business operations on the community's economy, natural resources, environmental quality, culture, society, way of life, hygiene, health, safety, privacy, and other human rights of people in the community.
3) Assess human rights impacts before engaging in new investments, mergers and acquisitions, or initiating new business operations in a community by including the health, environment, and society of the community in the decision-making process.
4) Evaluate any action to be taken towards or within the community through a transparent, equitable, and non-discriminatory process in compliance with local laws.
5) Support the community's access to clean, safe, and adequate water.
6) Support the community's right to clean air.

5.1.5 Human Rights in the Supply Chain

1) Inspect and trace the sourcing, processing, and distribution of raw materials in accordance with human rights principles across the supply chain.

2) Procure raw materials and components from organizations and individuals not involved in illegal activities, human rights violations, or terrorism. This includes not importing, buying, selling, or exchanging verified conflict minerals or products made from them.

5.1.6 Right to Land and Natural Resources

1) Respect the rights and freedom to use of land and water resources throughout the value chain, in compliance with the law and relevant local and international regulations.
2) Respect the land rights of farmers and local communities, including using proper land management to minimize negative impacts on surrounding communities.
3) Respect the right of communities and indigenous peoples to maintain their way of life, cultural traditions, and access to their traditional lands and resources.
4) Respect the land right of individuals or local communities by not engaging in unfair business practices.
5) Acquisition of land must be carried out in accordance with the FPIC principle: free, prior, and informed consent
6) Inspect and verify land rights and titles when establishing new business operations.

5.1.7 Personal Data Privacy Rights

1) Respect the right to privacy of data subjects by always obtaining their consent before processing, disclosing, or controlling their personal data.
2) Secure all personal data under supervision as well as determine procedures in relation to the collection and management of personal data.
3) Respect the rights of data subject in the retention, processing, disclosure, erasure and disposal of their personal data, as well as the right to suspend and withdraw their consent in compliance with the law.

5.2 Labor Practices

5.2.1 Forced Labor

1) Support ethical recruitment and employment in all of the Leadership Development Charoen Pokphand Group Co., Ltd business operations and value chains, including its suppliers.
2) Treat workers fairly and do not use forced labor in any form, in compliance with local and international labor laws and standards.
3) Treat workers in a humane manner; do not use physical or mental coercion and other inhumane treatment; do not engage in any practice associated with modern slavery or human trafficking.
4) Establish working days and hours and other terms of employment in compliance with local labor laws.
5) Respect workers' freedom of movement by not detaining them, charging them for deposits, charging fees for or seizing their identification documents or belongings, unless done under the law.
6) Charge no deposit or recruitment fees.

5.2.2 Child Labor and Youth Labor

1) Establish a pre-employment age verification system to prevent the employment of child labor under the legal age of local laws.
2) Utilize an age verification system when employing youth workers of legal age in compliance with local laws. The following conditions apply when hiring these workers:
   (1) Ensure they work in a safe work environment that does not pose a risk to their health, development, or mental state.
   (2) Ensure they perform work that is not contrary to their morals.
   (3) Ensure their work does not affect their compulsory education.
   (4) Ensure they work only during periods specified as legal by local laws.
3) Ensure that wages are paid directly to youth workers without deducting any deposit.
4) Promote their self-development during the course of their employment.

5.2.3 Female Workers and Pregnant Workers

1) Promote female workers to work in safe areas and activities that are not hazardous to their health and do not pose safety risks for female and pregnant workers.
2) Provide protections and benefits to pregnant women as prescribed by regulatory bodies and local laws.
3) Respect the right of pregnant women to work by not using pregnancy as a reason for termination, demotion, or reduction of salaries.

5.2.4 Elderly Workers

1) Provide opportunities for healthy elderly people to work; the nature of their work must not be harmful to their health or safety.
2) Provide benefits and compensations for elderly workers according to the local labor laws of each country.

5.2.5 Disabled Workers

1) Promote the right of disabled people to work and ensure that disabled workers are assigned appropriate work; provide work facilities suitable to their work and nature of their disabilities.
2) Ensure that the employment of disabled people is in compliance with the local laws of each country the business operates.

5.2.6 Migrant Workers

1) Carry out the migrant worker hiring process ethically and lawfully, without discrimination or any forms of forced labor
2) Provide fair compensation and welfare to migrant workers.
3) Supervise and monitor the recruitment of migrant workers to ensure it is in compliance with the local laws.

5.2.7 Non-Discrimination in Respect of Employment and Occupation

1) Recruit and select applicants based on the required qualifications without discrimination on the basis of race, nationality, ethnicity, color, family origin, language, religion, social status, gender, gender identity, sexual identity, sexual orientation, and gender expression, age, person with visible or invisible disabilities, diseases that do not affect work performance, political stance, or marital and relationship status.
2) Salaries, wages and benefits are to be paid on time, in compliance with legal requirements. No deductions from employees' wages are allowed, except if local laws state otherwise.
3) Provide equal remuneration and benefits for jobs of equal value and responsibility.
4) Promote the non-discrimination of employees that are free from prejudice associated with matters unrelated to work.
5) Provide equal opportunity to all employees with respect to various types of personal leaves as specified within the terms of employment and mandated by local labor laws.
6) Provide appropriate capacity-building programs and equal opportunity for career development without discrimination.
7) Determine and disclose performance appraisal criteria for employees in a transparent manner.
8) Conduct performance evaluation fairly and transparently and provide results to individual employees to facilitate improvement of their skills and performance.
9) Provide job transfer opportunities to facilitate career development on the basis of fairness and equality without discrimination.
10) Dismissals must be on grounds of not meeting performance evaluation criteria, disciplinary action, health reasons based on medical diagnosis or other reasons which are not discriminatory. An appeals process should also be established in compliance with local laws.

5.2.8 Right to a Decent Working Environment, Access to Clean Water and Sanitation and Clean Air

1) Provide working conditions and environment that are safe, hygienic, and in accordance with industrial hygiene principles.
2) Provide sufficient amount of water that is safe for consumption according to hygiene standards; maintain cleanliness and hygiene of water containers, cups, dispensers, and all other items that may come into contact with drinking water.
3) Provide safe water for consumption and restrooms according to hygiene standards. The water should be sufficient, hygienic, and accessible by personnel of all genders and members of vulnerable groups.
4) Control and treat air pollution from all sources within the workplace to a level required by local laws, regulations, and standards.
5) Determine preventive measures and procedures in order to manage emergencies, accidents, epidemics, and illnesses resulting from work-related operations.

5.2.9 Right to Association and Peaceful Assembly

1) The assembly is permitted under the conditions that gatherings are peaceful, do not involve weapons, do not compromise work performance, and do not violate local laws or the Company's Code of Conduct.
2) Respect the rights and freedom of association and the right to collective bargaining, including the freedom of assembly, in compliance with the law.
3) Respect the rights and freedom of expression of human rights defenders by not retaliating against their involvement in protecting human rights and the environment, protests against the business, or expressing their social and political opinions which are lawful and appropriate, on the condition that they are conducted outside working hours and company premises. The Leadership Development Charoen Pokphand Group Co., Ltd shall not support or engage in SLAPP, or Strategic Lawsuits Against Public Participation, which is carried out in good faith.

6. Training

The Company shall communicate and cascade the Human Rights and Labor Practices Policy and Guidelines through training programs, conferences, and other appropriate channels to its directors, management, and staff, as well as suppliers, business partners, joint ventures, and other stakeholders within the Company's value chain, which may include members of the general public. The effectiveness of training shall be evaluated after each session.

7. Whistleblowing

File complaints or blow the whistle related to this Policy and Guidelines according to the Whistleblowing Policy and Guidelines. All whistleblowers or reporters shall be protected from retaliation regarding their employment status, with their information to be kept confidential both during and after the investigation processes.

8. Policy Guidance

If there are any enquiries regarding action may violate laws, regulations, and this Policy and Guidelines, employees can seek guidance from their supervisors, teams, or persons responsible for monitoring human rights and labor practices within the Company, the Compliance Department or Legal Department before carrying out any decision or action.

9. Penalties

All employees must fully cooperate with internal and external authorities in the event of an investigation. Any direct and indirect violations or failure to comply with this Policy and Guidelines by management and staff will be subject to disciplinary action in accordance with Company's regulations.

10. Related Laws, Regulations, and Policies

10.1 Relevant personal data protection laws

10.2 The United Nations' Universal Declaration of Human Rights

10.3 The Ten Principles of the United Nations Global Compact

10.4 The United Nations Guiding Principles on Business and Human Rights

10.5 The International Labor Organization's Declaration on the Principles and Fundamental Rights at Work

10.6 The International Labor Organization's Fundamental Conventions

10.7 Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People Standard of Conduct for Business by the Office of the United Nations High Commissioner for Human Rights (OHCHR)

10.8 Human Rights Due Diligence by the Ethical Trading Initiative: ETI

10.9 Shared Space Under Pressure: Business Support for Civic Freedoms and Human Rights Defenders by the Business & Human Rights Resource Centre (BHRRC) and International Service for Human Rights (ISHR) (2018)

10.10 Fair Labor Code by the Fair Labor Association

10.11 Land and Human Rights: Standards and Applications by OHCHR

10.12 The IRIS Standard

10.13 Dhaka Principles for migration with dignity

10.14 Local labor laws in in each country where the Leadership Development Charoen Pokphand Group Co., Ltd operates

11. Appendices

This Policy and Guidelines include the following appendices:

11.1 Appendix A: Definitions

11.2 Appendix B: The International Labor Organization's Fundamental Conventions

Appendix A

Definitions

1. **Human Trafficking**

   Recruitment, transportation, transfer, harboring or receipt of a person by means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation, which include, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs.

2. **Strategic Lawsuit Against Public Participation – SLAPP**

   Lawsuit filed against individuals or organizations who expressed a critical position on a substantive issue to defend the public interest.

3. **Inclusion**

   Valuing the differences between people with different identities, where employees feel valued and welcomed within the workplace, and where all parties are treated fairly and equally.

4. **Remediation**

   Remedying, mitigating, recovering, and compensating any impacts caused by violations of human rights arising from business operations. This can be done through an apology, reparations, rehabilitation, meting out appropriate punishment to offenders, paying fines, and preventing repeated violations. Remediation can be made in monetary or non-monetary forms.

5. **Harassment**

   Improper and unwelcome conduct that might reasonably be expected or perceived to cause offense or humiliation to another; This includes, but is not limited to words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle or cause personal humiliation

or embarrassment to another; or that cause an intimidating, hostile or offensive work environment. Harassment may take the following forms:

1) Verbal harassment, which can include criticism, sarcasm, insults, threats, slander, teasing, provoking, hate speech, bullying, inappropriate speech, and more.
2) Gestural harassment, which can include staring, glaring, refusing to look away until the victim feels uncomfortable and embarrassed, inappropriate and impolite hand gestures, whistling, and more.
3) Physical harassment, which can include violence, bullying, violating a person's personal space, unnecessarily touching a person, approaching others inappropriately, and more.
4) Other forms of harassment, which can include displaying images or writing messages that are not relevant to work and cause discomfort to others.

6. Sexual Harassment

Any behavior that infringes the rights of others in a sexual manner, whether verbal or physical conduct. This includes any forced sexual favors, rape, invasion of privacy, and any unwelcome, non-consensual conduct that causes shame or embarrassment.

7. Discrimination

Any different treatment or distinction or special treatment to an individual or group of people based, but not limited to, personal characteristic on race, nationality, color, ethnic, religion, social status, gender, age, physical features or disability, political beliefs and marital status.

8. Gender Expression

Ways a person publicly expresses or presents their gender which include behavior and outward appearance. A person's gender expression usually matches with their gender identity, regardless of the sex that they were assigned at birth.

9. Gender Equality

The concept that all genders are treated equally while not differentiate their rights by gender identity, sexual orientation, gender expression so that their different needs and aspirations are valued equally.

10. Violence

The use of physical force to physically harm others within the company's workplace, which may lead to bodily injuries to employees. Violence in the workplace can take the following forms:

1) Violence from third parties: violence caused by third parties that have no relation or connection to the company, such as theft, hostage-taking, kidnapping, or assault.
2) Violence from customers: violence caused by customers with the intention of causing harm to employees.
3) Violence from employees: violence caused by employees upon one or more people; this can result in an unsafe and unpleasant work environment.

11. Diversity

A representation of different people in an organization with different perspective, culture, belief, language, race, nationality, ethnicity, gender identity, sexual orientation, skills, socio-economic background, or any other status.

12. Gender Diversity

Group of people who have diverse gender identity, gender expression, sexual orientation, which can be described as LGBTI+

- **L**esbian is a woman who is physically or romantically attracted exclusively to other women
- **G**ay is a man who is physically or romantically attracted exclusively to other men
- **B**isexual is a person who has the capacity to be physically or romantically attracted to both men and women.
- **T**ransgender is people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth.
- **I**ntersex is a person who born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male or can be born with a combination of male and female biological traits.

  Moreover, **Q**ueer refer people whose sexual orientation is not exclusively heterosexual, and has fluid boundaries on physical and romantic attraction.

13. Minority Groups

Groups of people in a nation state that are numerically smaller than the rest of the population and often living in the area temporarily as a result of migration.

14. Indigenous Peoples

Distinct social and cultural groups that have lived or occupied an area before being displaced by other peoples who currently form the majority population in that area. These groups of people may possess distinct language, social structure, religion, belief systems, etc.

15. Ethnic Groups

A grouping of people who identify with each other on the basis of shared ancestry and cultural heritage, including language, religion, tradition, history, dwelling, clothing, food, and folk activities.

16. Modern Slavery

Situations of exploitation that a person, whether men, women or children, cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power, resulting in the reduction or loss of their liberties and personal rights.

17. Employees

Directors, management, and staff of Leadership Development Charoen Pokphand Group Co., Ltd. and its affiliates.

18. Rights holder

People designated under the law as possessing rights, such as the right to property, the right to reputation, the right to vote, and so on.

19. Gender

The characteristics of women, men, girls and boys that are socially constructed.

20. Air Quality Standards

General criteria used to manage the environment and ensure good air quality that is safe and conducive to citizens' positive quality of life.

21. Sexual Orientation

An inherent or immutable enduring emotional, romantic or sexual attraction to other people.

22. Conflict Mineral

Raw materials or minerals that come from regions with ongoing conflict and affect the mining and trading of such materials, consisting mainly of tin, tantalum, tungsten, and gold (or 3TGs). This also includes any other materials that may be used to fund armed groups contributing to human rights abuses, environmental degradation, and ongoing conflict between countries.

23. Migrant Worker

Under the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, the term 'migrant worker' refers to "a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national".

24. Forced Labor

Labor who are forced to perform a compulsory and involuntary job or service. Individuals may be subject to intimidation, physical violence or sexual abuse and may also include imprisonment or debt bondage.

25. Human Rights

Basic freedoms inherent to all human beings, regardless of physical features, ethnicity, nationality, race, color, ancestry, language, religion, social status, gender, sexual identity, sexual orientation, age, disability, political beliefs or marital status. Everyone is entitled to these rights, without discrimination.

26. Industrial Hygiene

Involves the supervision, evaluation, and adjustment of the work environment, including work processes, to ensure the safety and well-being of employees. It entails the recognition, evaluation, and control of work hazards resulting from environmental, operational, and other factors that may affect the health and well-being of employees resulting in significant discomfort or reduction in work productivity, as well as affecting the citizens of the surrounding community.

27. Gender Identity

One's innermost concept of self which can be the same or different from their sex assigned at birth and how they choose to express themselves externally through their appearance (if able, this may be achieved by modifying their body appearance by medical, surgical, or other means), clothing style, and behaviors to express the gender they identify with.

28. Free, Prior and Informed Consent of Indigenous Peoples: FPIC

An agreement in which indigenous groups or local peoples have the right to grant or revoke permission for the usage or ownership of their property, land, or resources. It is a decision-making process that ensures that the local community are able to retain their way of life. The key elements are: 1) free: the decision is made independently by the local community or their decision-making mechanisms without coercion, pressure, or outside influences; 2) prior: the local community should receive information regarding the objectives, conditions, and designs of any projects and activities of the business operation beforehand; 3) informed: the local community should be given any and all information necessary for them to make an informed decision in a language they can understand.

29. Value Chain

Processes and activities that add value to a company's goods and services covering the entire life cycle of products and services. This includes the design of the product or the service, sourcing of raw materials and inputs, the production of the good or the development of services, the consumption of the product or usage of the service, and after sales service until the end of the useful life of the product or service.

Appendix B

The International Labor Organization's Fundamental Conventions

1. **Forced Labor**

   1.1 Forced Labor Convention, 1930 (No. 29)

   1.2 Abolition of Forced Labor Convention, 1957 (No. 105)

2. **Non-Discrimination in Respect of Employment and Occupation**

   2.1 Equal Remuneration Convention, 1951 (No. 100)

   2.2 Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

3. **Right to Peaceful Assembly**

   3.1 Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)

   3.2 Right to Organize and Collective Bargaining Convention, 1949 (No. 98)

4. **Abolition of Child Labor**

   4.1 Minimum Age Convention, 1973 (No. 138)

   4.2 Worst Forms of Child Labor Convention, 1999 (No. 182)

5. **Land Rights**

   5.1 Free, Prior and Informed Consent of Indigenous Peoples