Migrant Workers Recruitment Policy

Leadership Development Charoen Pokphand Group Co., Ltd.

This policy is part of Leadership Development Charoen Pokphand Group Co., Ltd. “Human Rights and Labor Practices Policy and Guidelines”, with the recognition that migrant workers must be treated fairly and equally to any other employees in the same, or similar roles. They deserve protection against discrimination or any violation of their human rights under the laws of the jurisdiction of their employment.

Leadership Development Charoen Pokphand Group Co., Ltd. hereby announces this policy to promote the lawful and ethical recruitment of migrant workers and protect them from any form of exploitation, abuse, and forced labor. This policy complies with international standards and principles such as the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Universal Principles of the United Nations Global Compact, the ILO Declaration on Fundamental Principles and Rights at Work, the General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs, the IRIS Standard, and the Institute for Human Rights and Business’ Dhaka Principles.

In order to achieve these objectives, Leadership Development Charoen Pokphand Group Co., Ltd. establishes the following guidelines.

1. Protection of migrant workers’ rights

1.1 Respect migrant workers’ rights and dignity and treat them humanely without discrimination or harassment, in addition to protecting workers from physical and mental coercion, forced or slave labor throughout the human resources processes, including hiring, provision of compensation, benefits, and career advancement, disciplinary actions, and termination of employment.

1.2 Include the rights of migrant workers in the Company’s human rights policies and establish operational procedures that address human rights responsibilities of the

Company and migrant worker recruitment agencies; these should be available in languages that migrant workers can understand.

1.3 Promote migrant workers' freedom of movement, transfer, and expression in accordance with the Company's code of conduct and in compliance with local laws.

1.4 Verify that all migrant workers are working voluntarily with informed consent, and that they are able to terminate their contracts with appropriate notice under the terms of employment without punishment or fines.

1.5 Respect migrant workers' right in retaining their passports and personal documents by only obtaining such documents for work permit and visa renewal processing and returning them within a reasonable period.

1.6 Respect migrant workers' rights and freedom of association, expression, and collective bargaining in compliance with local laws.

1.7 Foster cooperation between the Company and governmental agencies, non-profit organizations, academic institutions, communities, and other stakeholders to promote the rights of migrant workers.

2. Recruitment of Migrant Workers

2.1 Establish a migrant worker selection and hiring process by only hiring them directly and not involving in any unlawful or exploitative behavior that may abuse migrant worker's rights, including all forms of forced labor, in compliance with the domestic laws of the country of origin, transit, and destination.

2.2 Provide migrant workers with written employment contracts and communicate the terms and conditions of employment in a language they can fully understand so that migrant workers can voluntarily give their consent.

2.3 Provide migrant workers with a copy of their employment contract once the contract is finalized. Any modifications made to the employment contract afterwards require written consent from the migrant worker.

2.4 In the event of a merger or acquisition, ensure that a plan is in place to bring all processes related to the hiring of migrant workers into compliance with this policy.

3. Utilization of Recruitment Agencies

3.1 Establish selection criteria and bidding process of migrant worker recruitment agencies with transparency. The company shall provide guidelines on the recruitment of migrant workers, traceability system, and monitoring procedures to ensure that the recruitment, selection, hiring, and transporting of migrant workers back to their country of origin are in compliance with relevant laws.

3.2 Provide training for qualified recruitment agencies to build their capacity and understanding in the migrant worker hiring and treatment guidelines consistent with the Company's policies.

3.3 Monitor and audit the operations of migrant worker recruitment agencies to ensure their compliance with terms and conditions of the agreed contract.

4. Hiring of Products and Services Contractors

4.1 In the event of hiring products and services contractors that employs migrant workers, the Company shall monitor and audit their operations to ensure their compliance with the Company's policies and relevant laws.

5. Expenses

5.1 The Company shall be responsible for any recruitment fees charged as expenses by migrant workers recruitment agencies in their country of origin and any employment expenses required by law of the country of destination.

5.2 Migrant workers shall be responsible for all personal, travel and accommodation expenses that incurred prior to departing for the country of destination and returning from the country of destination to their country of origin.

5.3 Migrant worker recruitment and repatriation fees and expenses, including any expenses responsible by the Company or migrant workers, shall be implemented based on the Company's Migrant Workers Recruitment Expenses Guidelines.

6. Compensation, Benefits, and Welfare

6.1 Provide compensation, benefits, and welfare directly to migrant workers on schedule according to their employment level based on the same regulations and on an equal and equitable basis.

7. Safety, Occupational Health, and Workplace Environment

7.1 Manage safety, occupational health, and workplace environment of migrant workers in compliance with local related laws, regulations, and standards.

7.2 In the event that the Company provides accommodation for migrant workers, the Company shall ensure that the facilities are maintained in compliance with local related laws, regulations, and standards.

8. Training

8.1 Provide training to migrant workers on their rights, workplace environment, and related laws in languages that migrant workers can understand prior to the signing of their employment contracts.

8.2 Promote career advancement opportunities for migrant workers on an equal and equitable basis as domestic workers.

8.3 Communicate with employees, suppliers, business partners, consumers, representatives or migrant worker recruitment agencies, and other stakeholders to build awareness of the Migrant Workers Recruitment Policy on a regular basis.

9. Grievances and Remediation

9.1 Provide grievance and whistleblowing channels that are appropriate and accessible for migrant workers.

9.2 Protect all migrant workers who raise concerns, are whistleblowers or witnesses from retaliation, and provide remediation to affected migrant workers in compliance with the Company's Whistleblowing Policy and Guidelines.

10. Monitoring, Evaluation, and Reporting

10.1 Monitor, evaluate, and audit Company performance on the Migrant Workers Recruitment Policy.

10.2 Disclose company progress related to migrant workers to stakeholders through sustainability reports or other annual reports.

All directors, management, and staff of Leadership Development Charoen Pokphand Group Co., Ltd. must comply with the laws, rules, regulations, standards, and other applicable policies and guidelines related to the recruitment of migrant workers.