Occupational Safety, Health and Working Environment

Policy and Guidelines

Leadership Development Charoen Pokphand Group Co., Ltd.

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Occupational Safety, Health and Working Environment Policy and Guidelines Leadership Development Charoen Pokphand Group Co., Ltd.

1. Intent

Leadership Development Charoen Pokphand Group Co., Ltd.conducts business with utmost responsibility toward occupational safety, health, and working environment. This responsibility extends to regular operations, new projects, project changes, and business expansions that may impact employees, or external individuals who perform job activities on behalf of Leadership Development Charoen Pokphand Group Co., Ltd. and work within Leadership Development Charoen Pokphand Group Co., Ltd. premises or individuals affected by Leadership Development Charoen Pokphand Group Co., Ltd. activities. Leadership Development Charoen Pokphand Group Co., Ltd. is committed to promoting a safe and secure working environment for all employees, including those in high-risk positions, in support of achieving the United Nations Sustainable Development Goal 8.8 and the Group's sustainability goals of operating a business free from work related fatalities and lost time injuries for both employees and contractors.

2. Scope

2.1 This Occupational Safety, Health, and Working Environment Policy and Guidelines apply to Charoen Pokphand Group (hereafter "the Group"), including Charoen Pokphand Group Co., Ltd. and all its subsidiaries where the Group has operational control. "Company" refers to any of the Group's subsidiaries that have adopted this policy.

2.2 This document shall be reviewed at least once a year or as necessary

3. Objectives

3.1 To ensure employees work safely, preventing work-related injuries, ill health, and fatalities.

3.2 To establish an effective occupational safety, health, and working environment management system in compliance with relevant laws, regulations, and international standards, ensuring that employees and relevant stakeholders are not adversely affected in terms of safety.

3.3 To foster safety awareness, behavior, and a safe working environment throughout the organization.

4. Roles and Responsibilities

4.1 Board of Directors

4.1.1 Consider approving occupational safety, health, and working environmental policies and guidelines.

4.1.2 Ensure adherence to all applicable laws, regulations, and company standards.

4.1.3 Promote and foster an occupational safety, health, and working environment.

4.2 Executives

4.2.1 Develop guidelines aligned with local and national occupational safety, health, and working environmental laws and regulations.

4.2.2 Establish both qualitative and quantitative targets and performance indicators.

4.2.3 Define a responsible structure as required by the laws of each country, including defining the roles and responsibilities of executives at each level in accordance with their responsibilities.

4.2.4 Allocate sufficient resources for operations and continuous improvement.

4.2.5 Demonstrate strong leadership in promoting and instilling awareness regarding a safety culture throughout the organization.

4.2.6 Develop an occupational safety, health, and working environmental management system aligned with international standards.

4.2.7 Manage and monitor performance for continuous improvement.

4.2.8 Report on safety, health, and environmental performance to the Board of Directors and other governing bodies.

4.3 The department or person in charge

4.3.1 Develop action plans to achieve targets and performance indicators, and, monitoring progress and recommending improvements.

4.3.2 Enhance employee safety awareness, knowledge, and understanding through ongoing training and communication.

4.3.3 Control and evaluate accident prevention programs to mitigate injury, ill health, fatalities, property damage, and business disruptions.

4.3.4 Report on performance and improvement initiatives to executives.

4.4 Staff

4.4.1 Comply with occupational safety, health and working environment policy and guidelines.

4.4.2 Be responsible for their own and consider other's safety.

4.4.3 Report all incidents, and unsafe actions or unsafe conditions to the designated department or personnel.

5. Guidelines

5.1 Comply with all applicable occupational safety, health, and working environmental laws, regulations, collective agreements, and standards to ensure a safe and healthy workplace free from work-related injuries and ill health.

5.2 Assess and manage occupational health and safety risks, including change management, by considering the use of technology or innovation to enhance the effectiveness of risk prevention and operational control. This is to eliminate or reduce risks, ensuring that employees can work safely.

5.3 Develop and review safety plans according to priority, covering the results of root cause analyses of accidents, compliance assessments with legal requirements, risk assessments, and the results of internal and/or external audits. This is to achieve the set goals and both qualitative and quantitative performance indicators.

5.4 Optimize resource allocation to achieve targets and action plans.

5.5 Implement an occupational safety, health, and working environmental management system, fostering review and continuous improvement.

5.6 Conduct regular audits and provide recommendations for improvement to ensure that the plans are suitable for the current environment.

5.7 Manage emergency and crisis management plans, including business continuity plans.

5.8 Enhance employee and relevant stakeholder's knowledge and awareness through comprehensive training, consultation, and participation opportunities.

5.9 Annually disclose occupational safety, health, and working environmental performance metrics in sustainability or other relevant reports.

6. Training

The Company shall communicate the Occupational Safety, Health, and Working Environment Policy and Guidelines and disseminate it through training programs, conferences, and other appropriate channels to its directors, management, employees, and external stakeholders, including suppliers, business partners, and wider public throughout the supply chain. The Company shall conduct effectiveness evaluations after each training session.

7. Whistleblowing

If this Occupational Safety, Health, and Working Environment Policy and Guidelines are violated, a report must be filed following the procedure stated in the Whistleblowing Policy and Guidelines. The information of the complainant or whistleblower will be protected, and the information will be kept confidential without any impact on their employment status during and after the investigation.

8. Policy Advice

In case of suspicion regarding the action that may violate laws, regulations, and this Occupational Safety, Health, and Working Environment Policy and Guidelines, the employee can seek advice from her or his supervisors, department, or persons responsible for monitoring safety, health and working environment practices, the Compliance Department or Legal Department before making any decision or carrying out any action.

9. Penalties

Employees must fully cooperate by providing accurate information during the investigation to both internal and external entities. Violations or failure to comply with this Policy and Guidelines, the employee will be subjected to disciplinary action in accordance with the Company's work regulations.

10. Related Laws, Regulations, and Policies

10.1 Local occupational safety, health, working environment, and labor laws and regulations in all Leadership Development Charoen Pokphand Group Co., Ltd. countries.

10.2 Charoen Pokphand Group's Announcement Letter CPG 039/2017 regarding Occupational Safety, Health and Working Environment

10.3 The Ten Principles of the United Nations Global Compact (UNGC)

10.4 UN Guiding Principles on Business and Human Rights: UNGPs

10.5 International Labor Standards on Occupational Safety and Health of the International Labor Organization (ILO)

10.6 5 Key Healthy Workplace Principles of the World Health Organization (WHO)

11. Appendices

This Policy and Guidelines include the following appendices:

11.1 Appendix A: Definitions

Appendix A

Definitions

1. Collective agreements

A contract or agreement is a legally binding agreement outlining the terms and conditions of employment between an employer and an employee. It typically includes details such as job responsibilities, compensation, benefits, working hours, and contract duration. Both parties must sign the contract to agree to its terms. Adherence to the contract's stipulations, including any safety requirements agreed upon with clients, is mandatory for both employer and employee.

2. External Individuals acting on behalf of the Group

Individuals or entities operating for the benefit of the company, such as contractors, service providers, manufacturers, or tenants.

3. External individuals entering the company premises

Individuals visiting the company or associated persons at the company's premises for any business, such as customers, couriers, visitors, contacts, or participants in company-organized events.

4. External individuals affected by the company's activities

Individuals who suffer negative impacts from the company's activities or operations, resulting in damage, injury, or death, among other consequences.

5. Worker

Person performing work or work-related activities that are under the control of the company may be performed by workers employed by the company, workers of external providers, contractors, agency workers, and by other persons to the extent the company shares control over their work or work-related activities, according to the context of the company.

Note: Persons perform work or work-related activities under various arrangements, paid or unpaid, such as regularly or temporarily, intermittently or seasonally, casually or part-time.

6. Incident

Occurrence arising out of, or in the course of, work that could or does result in injury, ill health, or fatality.

Note 1: An incident in which injury, ill health, or fatality occurs is sometimes called an "accident."

Note 2: An incident where no injury, ill health, or fatality occurs but has the potential to do so may be referred to as a “near-miss, “near hit,” or “close call.”

7. Ill health

Adverse effects on physical and mental health caused by work activities or the working environment.

8. Occupational health

Health management involves the prevention and promotion of health, as well as maintaining employees' complete physical and mental health.