Supplier Code of Conduct

Leadership Development Charoen Pokphand Group Co., Ltd.

C.P.GROUP

CP LEADERSHIP INSTITUTE

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Supplier Code of Conduct

Leadership Development Charoen Pokphand Group Co., Ltd.

1. Preface

Leadership Development Charoen Pokphand Group Co., Ltd. is committed to operating towards sustainable growth with community, social, and environmental responsibility by prioritizing the importance of supplier management throughout its supply chain and in accordance with corporate governance principles. This Supplier Code of Conduct is established in line with the principles of the United Nations Global Compact (UNGC) and the Leadership Development Charoen Pokphand Group Co., Ltd. Code of Conduct as well as relevant laws and regulations in order to serve as guidelines for all suppliers conducting business with Leadership Development Charoen Pokphand Group Co., Ltd. to operate with responsibility, integrity, transparency, and auditability to achieve sustainable mutual growth, in addition to following up on the implementation of this Supplier Code of Conduct.

2. Guidelines

2.1 Business Ethics

Suppliers shall comply with laws, rules, and regulations as well as conduct their business ethically in accordance with principles of good corporate governance to achieve sustainable mutual growth.

2.1.1 Conducting Business with Integrity and Honesty

Suppliers shall conduct their business with accuracy, integrity, fairness, honesty, transparency, and auditability while also treating their stakeholders with accountability.

2.1.2 Respecting Intellectual Property

Suppliers shall respect and not violate the intellectual property rights of others. This also includes trademarks and patents.

2.1.3 Data Protection

Suppliers shall respect the right to privacy by protecting and securing all personal data as well as confidential information owned by the company and other suppliers in compliance with relevant personal data protection laws.

2.1.4 Cybersecurity

Suppliers shall maintain and protect their business information, networks, and online systems by ensuring their security in compliance with relevant cybersecurity laws and regulations.

2.1.5 Conflicts of Interest

Suppliers shall not involve in any conflicts of interest with the Company. If suppliers or their employees have any interest that may lead to conflicts, they shall disclose such information to the company.

2.1.6 Anti-corruption

Suppliers shall comply with all applicable anti-corruption laws, including extortion, embezzlement, fraud, bribery, kickbacks, nepotism, giving or receiving gifts, meals, and entertainment, etc. Suppliers shall also determine their own guidelines on anti-corruption.

2.1.7 Fair Competition

Suppliers shall comply with relevant competition laws and regulations as well as conduct their business on the basis of mutual trust and respect in addition to promote fair competition and treatment by determining fair trade conditions or pricing.

2.1.8 Financial Integrity and Disclosure

Suppliers shall maintain their financial integrity by properly recording and disclosing financial information to the company and establishing guidelines on preventing the use of inside information.

2.2 Quality and Standard of Products and Services

Suppliers shall deliver quality and environmentally friendly products and services while also establishing control and management processes in accordance with quality and safety standards.

2.2.1 Production Quality Control

Suppliers shall control the quality of products and services, product design, the production process, and quality inspections to meet standards and contractual requirements.

2.2.2 Responsible Sourcing

Suppliers shall provide and deliver products and services that meet specifications, are of quality, safe, do not negatively impact the community, society, and environment, and are not controlled under trade laws. In addition, suppliers shall establish their own supplier selection process and verify the source of raw materials to ensure they are not sourced from conflict minerals, illegal acts or human rights violations, as well as establish a sustainable procurement policy for suppliers.

2.2.3 Traceability

Suppliers shall establish a traceability and disclosure process to confirm the source of raw materials, products and services, in addition to ensuring that their products and services meet quality and safety standards.

2.3 Respecting Human Rights

Suppliers shall conduct their business by upholding the commitment to human rights principles, which are fundamental rights that all people are entitled to receive.

2.3.1 Compliance with Human Rights Principles

Suppliers shall respect the human rights and individual rights, including by promoting the right to life and liberty, freedom of thought, speech, belief, religion, personal security, diversity, inclusion, and equality without discrimination.

2.3.2 Freedom of Association and Collective Bargaining

Suppliers shall respect the right to freedom of association, peaceful assembly, participation in political activities, expression and collective bargaining in compliance with legal procedures.

2.3.3 Land Rights

Suppliers shall respect the rights of communities and indigenous people. All acquisitions of land must be made with the free, prior, and informed consent in compliance with applicable laws and regulations. Access to land must not affect the way of life and identity of the indigenous people.

2.4 Fair Treatment of Labor

Suppliers shall treat workers in compliance with relevant labor laws and standards.

2.4.1 Non-Discrimination and Equity

Suppliers shall respect rights of workers and treat them with dignity and equity without discrimination on grounds of race, nationality, indigenous peoples, ethnic minority status, language, religion, gender, age, education, disability, and political views.

2.4.2 Employment

Suppliers shall ensure that its recruitment and employment practices are conducted ethically, transparently, and auditably in employment contracts drawn up for workers in a language they can understand, as well as respecting their freedom of movement and not charging recruitment fees from workers.

2.4.3 Labor Protection

Suppliers shall respect the rights of workers from diverse groups fairly, such as youth workers, female workers, pregnant workers, elderly workers, disabled workers, migrant workers, etc. Additionally, suppliers shall set up an environment that is conducive to work and free of health and safety hazards, as well as determine regulations for termination and compensation in compliance with relevant laws. Suppliers must not employ any child labor under the legal minimum age of the country of employment.

2.4.4 Forced Labor

Suppliers shall respect and treat workers fairly by not engaging in forced labor of any kind or inhuman treatment of workers, including not engaging in modern slavery or human trafficking.

2.4.5 Compensation and Benefits

Suppliers shall specify the working hours and days, including holidays, as required by law, pay compensation and benefits according to the employment contract that is not contrary to the law, and approve leave entitlements in accordance with company regulations.

2.5 Safety, Occupational Health and Workplace Environment

Suppliers shall provide a safe workplace environment with industrial hygiene in compliance with laws and standards related to safety, occupational health, and workplace environment, in addition to providing insurance that covers occupational illnesses and injuries.

Furthermore, suppliers shall establish business continuity guidelines to be applied in the event of an emergency or natural disaster that affects the safety, occupational health and workplace environment, such as fires, floods, earthquakes, epidemics, national emergencies, and prolonged political instabilities, etc., in addition to prepare emergency or natural disaster response plan on a regular basis.

2.6 Community and Social Responsibility

Suppliers shall act as good corporate citizens and operate their businesses responsibly by considering their community and social impacts. Suppliers shall also respect cultural diversities and local traditions as well as cooperate and participate in community and social development.

2.7 Environmental Responsibility

Suppliers shall comply with applicable laws and best practices, including caring for natural resources and the environment of communities.

2.7.1 Environmental Management and Efficient use of Resources

Suppliers shall comply with environmental laws, regulations, and standards in product and service processes, as well as conserve natural resources and the environment through the efficient and cost-effective use of energy, soil, and water in the workplace, and not involve in deforestation or destruction of ecosystems or in a manner that results in biodiversity loss. Suppliers shall manage natural resources and the environment, in addition to reporting information on the environment and greenhouse gas emissions.

2.7.2 Pollution Control

Suppliers shall control and ensure the reduction of air emissions, in addition to the management of greenhouse gas emissions, dust particles, and toxic fume, wastewater treatment, waste management, end-of-life product management, and the storage of hazardous materials and chemicals in

compliance with laws, regulations, and standards. Additionally, in production and processing, suppliers shall select and use only chemicals or raw materials that are of quality, safe, up to standard, and not harmful or damaging to natural ecosystems and the environment.

3. Supplier Code of Conduct Implementation

Suppliers shall promote and support the proper implementation of this Supplier Code of Conduct to their employees / workers and subcontractors to create an ethical business culture throughout the supply chain.

3.1 Communication and Training

Suppliers shall communicate and provide training for employees, workers, and subcontractors on the Supplier Code of Conduct to enhance sustainable management throughout the supply chain.

3.2 Supplier Code of Conduct Management

Suppliers shall conduct the following:

3.2.1 Learn, acknowledge, and comply with the Supplier Code of Conduct.

3.2.2 Establish a management system in accordance with the Supplier Code of Conduct.

3.2.3 Consent the company's right to audit operations and apply improvements as recommended.

3.2.4 If the improvements are not applied as recommended within the specified period, the company may consider taking appropriate measures.

3.3 Complaint and Whistleblowing

3.3.1 Suppliers shall provide channels for stakeholders to file complaints and whistleblowing reports. This includes implementing a non-retaliation policy and a process to handle complaints and whistleblowing reports that is transparent,

easy to understand and contains measures to protect complainants and whistleblowers.

3.3.2 Suppliers can file complaints or report any evidence regarding non-compliance with the Code of Conduct by following the guidelines in the company's Whistleblowing Policy and Guidelines.

3.3.3 Suppliers shall report to the company regarding any deficiencies and their impacts possibly resulting from non-compliance with the Supplier Code of Conduct.

Appendix

Definitions

1. **Fair Competition**

   A free competition, where all participants compete on an even playing field and no business operators are conducting any unfair practices outside the scope of regular business activities that result in the loss of free competition and impact other market participants.

2. **Sexual Harassment**

   Undesired behavior with sexual intent and other behaviors in a sexual context that harms the dignity of others, which includes undesired physical, verbal, and non-verbal interactions.

3. **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.

4. **Responsible Procurement**

   The factoring of environmental, social, and governance issues when determining the price, quality, and delivery of goods and services in an organization's procurement process and procedures. Not only is this financially viable in generating revenue for the organization, but it also benefits society and the economy and minimizes negative environmental impacts.

5. **Use of inside information**

   Involves the exploitation of one's position or situation, where the person has access to material information owned by the company, for the benefit of themselves or others. For example:

- Financial information (financial reports/financial statements/financial performance) of a company, subsidiary, and/or joint venture that is not yet disclosed to the public via the stock exchange's system
- Production information (including bill of materials) owned by the company, subsidiary, and/or joint venture
- Information acquired from the company, subsidiary, and/or joint venture's business contracts that will materially impact their performance
- Information involving a company, subsidiary, and/or joint venture's management and managers, except information already disclosed in compliance with the law

6. Traceability

A mechanism used to trace the origin of products and services throughout the supply chain, from the sourcing of raw materials to production, consumption, and disposal. This is in order to confirm the production date and location in addition to the method and the name of the producing company. Each step collects production data to facilitate the retrieval of traceable information to enhance consumer confidence when purchasing quality products or services that are safe and up to standard.

7. Discrimination

Any different treatment towards an individual compared to others in terms of work responsibilities or opportunities without reason or legal basis.

8. Data Privacy

The protection of personal data that is protected by law. This includes ensuring information security during the collection, processing, disclosure, storage, and disposal of such information.

9. Conflicts of Interest

Any situation or activity where a person or group of persons prioritizes their personal interests, which materially impacts their decision-making or performance of duties. A conflict may occur consciously or unconsciously, intentionally or unintentionally, and comes in a variety of forms that affect the company's interests.

10. Social Responsibility

A company's social responsibility toward operating its businesses ethically under effective management that takes into account the community and society both inside and outside the organization, leading to sustainable development.

11. Diversity

Differences in values, culture, beliefs, languages, race, nationality, gender, sexual orientation, gender identity, abilities, health, social status, skills, and other personal characteristics.

12. Charoen Pokphand Group

Charoen Pokphand Group Company Limited and all of its subsidiary companies.

13. 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.

14. Intellectual Property

Works resulting from inventions, creations, or ideas that are derived from human intellect and expertise. Intellectual properties can come in both tangible forms, such as goods, and intangibles, such as services, concepts, production processes, etc.

15. Subcontractor

A contractor that is hired by the primary contractor to perform all or part of its work obligations, which the primary contractor is contractually responsible.

16. 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".

17. 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.

18. 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.

19. 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.

Letter of Acknowledgment and Compliance

I have read, understood, and acknowledged this Supplier Code of Conduct. I agree to accept and carry out such requirements to conduct business to the best of our ability by informing all relevant employees, workers, and staff to acknowledge and comply with this Supplier Code of Conduct. I also give my consent to supplier audits conducted by the company and evaluations of my performance in accordance with the intent of this Supplier Code of Conduct.

As evidence, I have signed and affixed the company seal (if any) to mark this document as important.

Supplier's Company Name/Juristic person name/Name-Surname: …….....……

.....

Address: .....…….....……..

..……..

……...

Tel No: ……. Email : …….....…….

Signed and affixed the company seal (if any).

……..…

(……..)

Authorized Signatory

Position : ……..……

Date : ……/……...……../…….