



**CP LEADERSHIP  
INSTITUTE**

**Chemical and Hazardous Substance  
Management Policy**

**Leadership Development Charoen Pokphand Group Co., Ltd.**



## Chemical and Hazardous Substance Management Policy

### Leadership Development Charoen Pokphand Group Co., Ltd.

This policy is an integral part of the Leadership Development Charoen Pokphand Group Co., Ltd. Environmental Policy and Guidelines. Recognizing that the mismanagement of hazardous substances can endanger people and the environment, this policy establishes a framework to ensure our operations comply with all applicable laws and international standards. Our ultimate goal is the reduction and phasing out of hazardous chemicals to protect life, property, and the environment sustainably.

Leadership Development Charoen Pokphand Group Co., Ltd. prioritizes the management of chemicals and hazardous substances to ensure full compliance with all applicable legal and regulatory requirements in its countries of operation. We are committed to systematically reducing and ultimately phasing out the use of hazardous substances across all products and services. This commitment is upheld through the implementation of the Hierarchy of Controls, a framework designed to prevent loss of life, protect assets, and mitigate environmental impact, securing safety for both the present and the future.

To achieve these objectives, Leadership Development Charoen Pokphand Group Co., Ltd. adheres to the following key principles:

1. **Risk Assessment** - analyzes and assesses all risks associated with chemicals and hazardous substances throughout their entire lifecycle. This process encompasses importation, procurement, transportation, storage, use, and final disposal, and is fundamental to implementing robust standards for preventing and mitigating adverse impacts.
2. **Avoidance and Substitution** – avoid the use of chemicals and hazardous substances that are prohibited or restricted by law and international standards. This applies especially to highly toxic agricultural chemicals and substances with severe health or environmental impacts, such as those regulated by the RoHS Directive. Furthermore, we are committed to substituting these substances with safer alternatives by 2030.



3. **Compliance and Phase-out** - Gradually phase out the use of hydrochlorofluorocarbons (HCFCs) in all business operations by 2040 (B.E. 2583). This action fulfills our commitments under the Montreal Protocol.
4. **Hierarchy of Control for Risk Management** - Apply the Hierarchy of Controls to effectively manage chemicals and hazardous substances by prioritizing measures from most to least effective. Our approach is ordered as follows: first, Elimination (removing the hazard); second, Substitution (using safer alternatives); third, Engineering Controls (isolating the hazard); fourth, Administrative Controls (changing work practices); and finally, the use of Personal Protective Equipment (PPE), which involves providing and ensuring all personnel use appropriate protective gear.
5. **Integrated Pest Management** – utilize Integrated Pest Management (IPM) as the guiding framework for all pest control activities. This strategic approach is fundamental to minimizing our reliance on and ensuring the responsible management of agrochemicals.
6. **Performance Monitoring** – Establish a system to monitor performance and report data on the management of chemicals and hazardous substances, following internationally recognized standards.
7. **Collaboration and Innovation** – Foster collaboration with all sectors, including government agencies, NGOs, industry associations, academic institutions, communities, and other stakeholders to identify and implement projects aimed at reducing or replacing the use of hazardous chemicals and materials. Furthermore, allocate resources and budget for research and development to discover safer and more innovative chemical alternatives.
8. **Awareness and Capacity Building** – Continuously communicate and raise awareness regarding the impacts of and best management practices for chemicals and hazardous substances, among employees, farmers, suppliers, and other stakeholders.
9. **Progress Reporting** – Disclose our performance and progress in managing chemical and hazardous substances through our Sustainability Report and other official communication channels to maintain full transparency with stakeholders.

All directors, executives, and employees of Leadership Development Charoen Pokphand Group Co., Ltd. are responsible for adherence to this policy, as well as all applicable laws and international standards.