



**CP LEADERSHIP  
INSTITUTE**

## **Fleet Safety Management Policy**

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

## Content

1. Intent	1
2. Scope	1
3. Objectives	1
4. Roles and Responsibilities	1
5. Guidelines	1
6. Training	4
7. Whistleblowing	4
8. Policy Advice	4
9. Penalties	5
10. Related Laws, Regulations, and Policies	5
11. Appendices	5
Appendix A Definitions	6

## **Fleet Safety Management Policy**

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

#### **1. Intent**

Leadership Development Charoen Pokphand Group Co., Ltd. is dedicated to managing its fleet operations while upholding the highest standards of safety and efficiency. We prioritize the safety of our employees, transportation contractors, and business partners.

This policy creates a framework to ensure that all fleet activities follow applicable laws and standards, reduce operational risks, and promote a strong and sustainable safety culture.

#### **2. Scope of Policy**

This Policy applies to Charoen Pokphand Group Company Limited and all its subsidiary companies. It shall be reviewed at least annually, or more frequently if circumstances require.

#### **3. Objectives**

- 3.1 To establish a clear and consistent standard for the safe, systematic, and efficient management of our vehicle fleet.
- 3.2 To prevent accidents and minimize losses to life and property for our employees, contractors, business partners, and third parties.
- 3.3 To cultivate a strong safety culture among all drivers and ensure strict compliance with all applicable laws and regulations.

#### **4. Roles and Responsibilities**

##### **4.1 Board of Directors**

- 4.1.1 Approve the Fleet Safety Management Policy.

- 4.1.2 Provide oversight and ensure the company's overall compliance with all applicable laws and regulations.

## **4.2 2 Executives**

- 4.2.1 Establish strategies, objectives, and Key Performance Indicators (KPIs) for fleet safety that align with this policy.
- 4.2.2 Promote and adoption of a fleet safety management system benchmarked against recognized international standards.
- 4.2.3 Allocate sufficient resources and establish a clear organizational structure with defined responsibilities for fleet safety.
- 4.2.4 Ensure a fleet safety management system is developed and implemented in accordance with, or equivalent to, international standards.
- 4.2.5 Continually monitor and evaluate performance, identifying opportunities for improvement in fleet safety operations.
- 4.2.6 Report on performance and improvement initiatives to the Board of Directors and relevant oversight bodies.

## **4.3 Responsible Department / Personnel**

- 4.3.1 Develop and implement action plans that are aligned with company goals, monitor progress, and propose improvements.
- 4.3.2 Continuously enhance safety knowledge and build awareness among all relevant personnel.
- 4.3.3 Supervise and evaluate the effectiveness of accident prevention measures to minimize potential losses.
- 4.3.4 Report operational performance and development plans to the management team.

## **4.4 All Employees**

- 4.4.1 Adhere to this policy and all associated vehicle safety rules and procedures.
- 4.4.2 Be accountable for their own safety and for contributing to a safe environment for colleagues and the public.

- 4.4.3 Report all accidents or unsafe conditions immediately to their supervisors or responsible departments.

## **5. Policy Requirements**

To ensure the objectives of its fleet safety management are achieved Leadership Development Charoen Pokphand Group Co., Ltd. requires all its business units to adhere to the following:

### **5.1 Risk Management**

- 5.1.1 Establish and maintain a systematic risk management process that covers vehicles, drivers, and routes, ensuring all related risks are identified, assessed, and controlled to acceptable levels.

### **5.2 Governance**

- 5.2.1 Establish clear safety objectives and key performance indicators (KPIs), supported by a formal governance structure responsible for driving and continuously monitoring performance.
- 5.2.2 Develop and issue a mandatory Fleet Safety Manual for all drivers and relevant personnel to adhere to.

### **5.3 Personnel and Vehicle Standards**

- 5.3.1 All drivers must meet the Group's established qualification standards, be formally certified, and hold a valid driver's license in accordance with company requirements.
- 5.3.2 All vehicles must be managed and maintained according to official standards to ensure they are in optimal operating condition and meet the highest safety requirements at all times.

### **5.4 Business Partner Management**

- 5.4.1 All transport contractors and business partners must demonstrate and uphold safety standards equivalent to those of the Group. They must secure and maintain insurance coverage that meets the company's stipulated requirements.

### **5.5 Proactive Safety Culture**

- 5.5.1 Enhance driver skills and instill a safety-first mindset through ongoing Defensive Driving training and other safety programs.
- 5.5.2 Systematically collect and analyze accident data to formulate and implement proactive prevention strategies.
- 5.5.3 Maintain a formal accident investigation system designed to identify root causes and establish practical corrective and preventive actions.
- 5.5.4 Prepare and maintain effective emergency response plans that are tested and updated through regular drills.
- 5.5.5 Transparently disclose annual fleet safety performance results to all relevant stakeholders yearly.

## **6. Training**

Leadership Development Charoen Pokphand Group Co., Ltd. shall provide effective communication and training on this policy to all employees and relevant stakeholders through appropriate channels. Post-training evaluations will be conducted to assess effectiveness and support continuous improvement.

## **7. Whistleblowing**

Suspected violations of this policy may be reported in accordance with the Leadership Development Charoen Pokphand Group Co., Ltd. Whistleblower Policy. Whistleblowers will be protected, and all information will be kept confidential, with no adverse impact on the whistleblower's position during or after the investigation process.

## **8. Policy Advice**

In the event of suspicion that an action may conflict with this policy, internal regulations, or applicable laws, employees are encouraged to consult with their supervisor, the responsible department, compliance, or the legal unit before proceeding.

## **9. Penalties**

Failure to comply with this policy may result in disciplinary action in accordance with the Leadership Development Charoen Pokphand Group Co., Ltd. internal regulations. Employees are obligated to cooperate and provide accurate information during any related investigation fully.

## **10. Related Laws, Regulations, and Policies**

- 10.1 Transportation safety laws and labor laws of each country where Leadership Development Charoen Pokphand Group Co., Ltd. conducts its business operations.
- 10.2 Order Number Thor. 002/2524 Re: Fleet Testing
- 10.3 Policies and Guidelines related to safety, occupational health, and working environment
- 10.4 Sustainable Sourcing Policy and Guidelines
- 10.5 Road Traffic Safety Management System Standards (ISO 39001)
- 10.6 Ten Principles of the United Nations Global Compact (UNGC)
- 10.7 UN Guiding Principles on Business and Human Rights (UNGPs)
- 10.8 International Labour Standards on Occupational Safety and Health of the International Labour Organization (ILO)

## **11. Appendix**

This policy and guideline consist of the following appendix

- 11.1 Appendix A Definitions

## **Appendix**

### **Definitions**

#### **1. Fleets**

Fleets used on public roads, as defined by the Department of Land Transport regulations or relevant laws in each jurisdiction, are those procured by the agency for operations, whether through purchase, lease, or other means, including modifications or equipment upgrades for suitability.

##### **Exemptions**

- Personal fleets of employees for private use, and those of customers entering or exiting the company's operational areas.
- Mobile machinery used within the company's premises, such as forklifts, loaders, and agricultural fleets.

#### **2. Driver**

Employees of the company who hold a valid government-issued driver's license, have completed the 'Defensive Driving to Prevent Accidents' training course, passed the driving test, and obtained a valid driving certification issued by Charoen Pokphand Group.

#### **3. Transport Contractors**

An individual or company hired to transport goods or provide services as agreed upon by the project owner, in general, the contractor is responsible for all aspects of transportation, including providing transport fleets, drivers, verifying driver qualifications, and inspecting fleets to ensure that the transportation is completed on time and in accordance with the agreed terms of the contract.

#### **4. Business Partners**

Distributors, contractors, service providers, lessors, or hire-purchase providers who deliver the company's products and services.