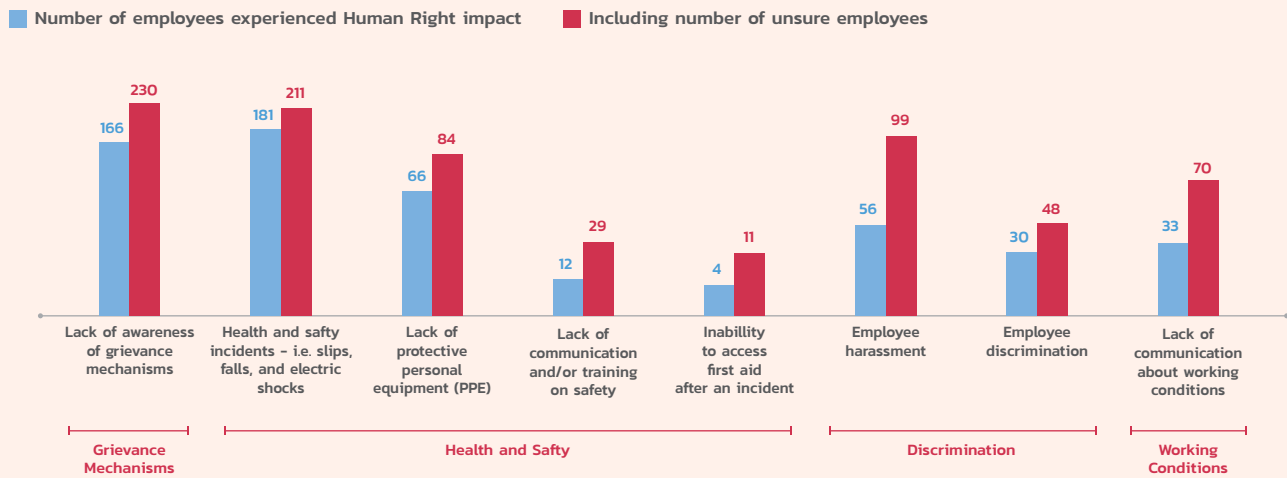
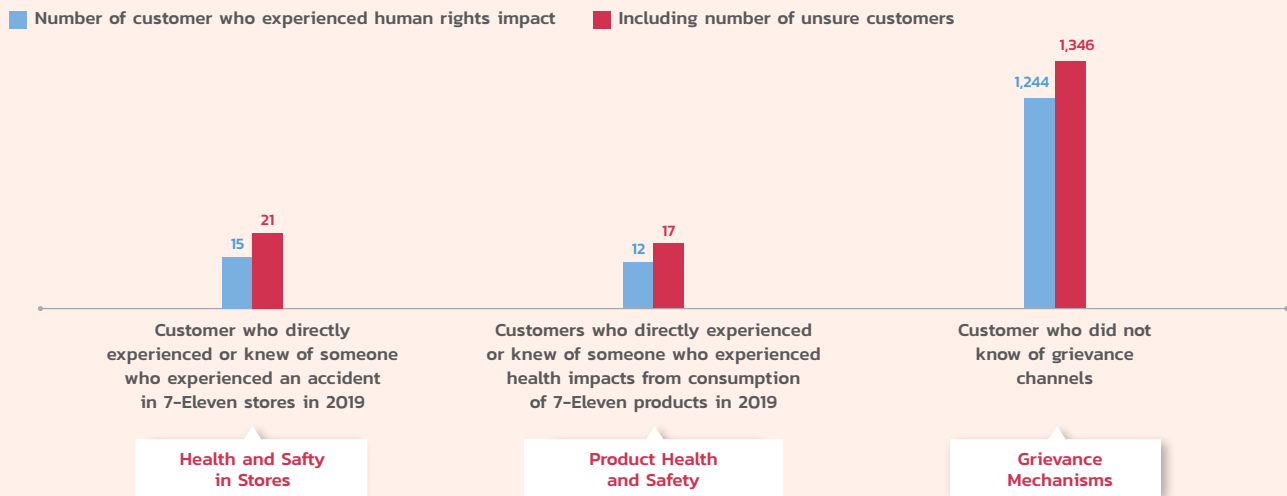


Human Rights Impact Assessment of Employee Groups (N = 1,134 employees)



Human Rights Impact Assessment of Customer Groups (N = 1,800 customers)



Management Approach

CP ALL Plc. and its Subsidiaries (“the Company”) is determined to respect human rights and maintain its performance standards of the Company’s human rights policy in order to prevent human rights violations of its employees, business partners, contractors, customers, and local communities from its business operations throughout the supply chain. The Company has not only enforced its human rights policy formally since 2017,

it has also determined implementing guidelines that are in line with provisions in Thai law, relevant foreign laws in countries wherein the Company operates, and the UN Guiding Principles on Business and Human Rights (UNGPs). The Company also uses Human Rights Due Diligence as Human Rights management framework, which is outlined in the UNGP and consists of the following 8 steps.