

(Translated version)

CP ALL Public Company Limited

Human Rights and Labour Practices Policy Announcement

Doc. No. HRGC 1014/2017

Principle

CPALL Public Company Limited and all subsidiaries under the Charoen Pokphand Group's marketing and distribution business is committed to respecting fundamental human rights and labour practices with continuous efforts to operate the business sustainably. The Company aims to raise awareness, monitor, and manage risks associated with human rights issues that may arise from business activities and relationships.

The Company upholds and respects fundamental human rights and develops a policy in consistent with the guiding principles on business and human rights contained in The United Nations Universal Declaration of Human Rights (UNDHR), and a principled approach to doing business as outlined in the UN Global Compact in the areas of human rights (Principle 1 and 2) and labour practices (Principle 3, 4, 5, and 6).

UN Global Compact's principles 1,2,3,4,5, and 6 are as follows:

- Principle 1:* Businesses should support and respect the protection of internationally proclaimed human rights
- Principle 2:* Make sure that they are not complicit in human rights abuses
- Principle 3:* Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- Principle 4:* The elimination of all forms of forced and compulsory labour
- Principle 5:* The effective abolition of child labour
- Principle 6:* The elimination of discrimination in respect of employment and occupation

In the areas of labour practices, the Company is guided by the labour principles encompassed in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work as follows:

- Forced labour convention (No. 29)
- Equal remuneration convention (No. 100)
- Abolition of Forced Labour Convention (No. 105)
- Minimum Age Convention (No. 138)
- Worst Forms of Child Labour Convention (No. 182)

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The Company encourages our suppliers and stakeholders to respect human rights and seeks cooperation with our business partners to identify, prevent, and mitigate adverse impacts of human rights abuses while fostering public awareness of human rights issues throughout the communities where we operate.

Scope

This policy is applied to CP All Public Company Limited and subsidiaries under the Charoen Pokphand Group's marketing and distribution business. The Company is committed to working with and encouraging our prime suppliers and business partners throughout the value chain to uphold the principles in this policy and to adopt similar values within their operations.

Definition

- *The Company* means CP All Public Company Limited
- *Subsidiaries* means subsidiary company according to the Notification of the of the Securities and Exchange Commission ("SEC")
- *Employee* means employees and workers at all levels of the Company and subsidiaries
- *Business partners* mean store business partners, suppliers, or group of persons who agree to work together with the Company and subsidiaries to achieve a shared goal or to improve the performance. The partnership will be formed on a formal basis to assist in moving towards a shared goal or objective i.e. to achieve strategic objective or to deliver specific products that have been identified by the Company that they are important.

Implementation

To promote respect for human rights and labour practices throughout the organization as well as to build confidence that all employees and stakeholders are entitled to fair treatment, protection and respect for fundamental rights equally and fairly, the Company commits to the following practices;

- Strictly comply with the principles of Company Code of Conduct as well as local and international laws related to human rights and labour practices
- Regularly monitor and assess risks and impacts on human rights as well as providing appropriate risk management guidelines or control measures, of which all business units are in charge to ensure that risk management is fully implemented in their area(s) of responsibility

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- Foster proactive two-way communication amongst employees to promote greater awareness, knowledge and understanding of their role in respecting human rights, introducing grievance mechanisms for employees and stakeholders to raise concerns, make complaints or identify adverse human rights impacts in case of human rights violations
- Establish procedures for investigating allegations of human rights abuses and violations upon receiving grievance reports from employees and/or stakeholders, as well as report to top management to pursue effective solutions to mitigate any adverse human rights impacts
- Communicate and disseminate policy and guiding principles to Business Partners to serve as guidelines for preventing involvement in human rights violations
- Promote ethical business conduct amongst Business Partners to build a culture of reciprocal respect, and enhance competitiveness in a sustainable manner. In this regard, the Company's commitment to respect human rights has been explicitly reflected through the key corporate policies as follows:
 - Corporate Governance Policy
 - Code of Conduct
 - Corporate Social Responsibility Policy
 - Employment and Labor Management Policy
 - Diversity and Inclusion Policy
 - Safety, Health and Environment Policy
 - Sustainable Sourcing Policy and Supplier Guiding Principle

This policy implementation is consistent with the intent of the Company based on the core philosophy “3-Benefit to Sustainability (for the Country, People, and Company)” that employees are treated with fairness, dignity, respect and equal opportunity along with ensuring community and social responsibility on the basis of safety and good quality of life. This includes encouraging Business Partners to grow responsibly together and respect the fundamental human rights of all stakeholders equally in accordance with the international practice for corporate social responsibility towards sustainable growth.

Effective from 1 May 2017 onwards

Announced on 28 April 2017

Korsak Chairasmisak
Chairman of Executive Committee