

## **CP ALL Public Company Limited**

### *Sustainability Development Policy and Goals*

In order to proceed on business operation, CP ALL Public Company Limited and all subsidiaries (Hereby with “Company”) shall support and comply with “Principles of Sustainability Development, Goals and Key Performance Indicators from Charoen Pokphand Group” according to official announcement on September 6, 2016. (Ref. CPG 022/2559) Our Executive Committee strongly commits to implement sustainability development policy and goals in 2020 (as Group-Wide Sustainability Goals & Policies 2020). And up to this, all shall adopt and implement in order to compliance and achievement for 15 goals as following.

#### ***Corporate Governance***

Company shall establish any transparency manners for all associated stakeholders by means of reporting for business operation which strictly emphasizes on fair trade, business ethic and sustainability development operation through applying report verification and independent assurances in accordance with international standards.

**Commitment** : Being recognized as leading organization for good corporate governance

**Goal no. 1** : Company shall disclose and comply with OECD framework for all entirely group of company within year 2020 (OECD: The Organization for Economic Co-Operation and Development)

#### ***Human Rights and Labor Practices***

Company shall examine Human Rights Due Diligence (HRDD) in accordance with United Nation Guiding Principles on Business and Human Rights (UNGPHR) in order to giving respects in any associated human rights issues. And also providing an appropriate communication approaches to prevent, manage and accept for diversity and inclusion.

**Commitment** : Being recognized as organization that giving respect to Human Rights from all associated stakeholders

**Goal no.2** : Company shall examine an implementation procedure for Human Rights Due Diligence (HRDD) in accordance with UNGPHR for whole group of company within year 2020.

### ***Leadership & Human Resource Development***

Company will provide development plan for knowledge and needed skills covering through all employees in each level in order to support sustainable business operations. And also developing leaders to have a vision for management of change and also promoting a good relationship with all business partners for sustainable business operation together.

**Commitment** : Being recognized as leading organization for Human Resource Development throughout value chain which also providing knowledge and proficiency to proceed on business operation, sustainably.

**Goal no.3** : All management and staff levels will be attended by training program to develop knowledge and understanding more about sustainability issues for 100% within year 2010

### ***Stakeholder Engagement***

Company shall develop process to build up relationship with all associated stakeholders and understanding their needs and expectations in each party. In addition, responding through all associated stakeholders and creating an awareness for all employees within organization and also providing an inspection process for any grievance issues from any related stakeholders

**Commitment** : Being recognized as organization that receive trustiness from all associated stakeholders covering through local, national and international authorities administrative agencies (in appropriate with business manner)

**Goal no. 4** : Company will establish a working process for stakeholder engagement program including with all of its subsidiaries within 2020

### ***Anti-Corruption***

Company shall aware of its importance and commitment to anti-corruption issues by implement "Anti-Corruption Practices". All employees and key business partners as Tier 1 will perform Anti-Corruption's Policy in order to prevent, monitor and respond any company's corruption in accordance with company's commitment

**Commitment** : Being recognized as Organization that receive trustiness from all associated stakeholders without any corruption

**Goal no. 5** : Anti-Corruption will be strictly implemented for all functions as well as Critical Tier 1 Suppliers as a whole

### ***Social Value***

Company shall create social value by means of promoting an occupation and revenue for agriculturists, Small and Medium Enterprises (SME), product and service suppliers as well as creating an opportunity for occupation and improve the Quality of Life for vulnerable group (special groups of people that need to pay more attention)

**Commitment** : Being recognized as organization that supports for occupation and revenue promotion covering through agriculturists, SME and also creating the quality of life for vulnerable group in public society

**Goal no. 6** : Agriculturists, SME and Vulnerable Group for 10,000 persons will be acquired an occupation and revenue promotion within 2020

### ***Health and Well-Being***

Company shall develop new products and services which emphasize on health, nutrition and well-being. In addition, promoting nutrition label for food products available as well as development of new services, projects or activities that encourage for a good health and well-being, continually.

**Commitment** : Being recognized as organization that encourage a good health and well-being program for public society in general

**Goal no. 7** : Creating new products and services which emphasize on health, nutrition and well-being for 10% increasing within 2020

### ***Education***

Company shall provide and support child, juvenile and senior person to access education and proficiency development including with technical skills and occupation for employment, having a good job and being an entrepreneur.

**Commitment** : Being recognized as organization that promote an access to education, knowledge and proficiency in livelihood

**Goal no. 8** : Agriculturist, child, juvenile and senior person having an opportunity to access education and developing needed proficiency over than 100,000 persons within 2020

### ***Innovation Management***

Company shall create value of innovation from any new products and focus on cost saving from Innovation in term of production, process and also encourage organization's cultures for innovation including with collaboration with any stakeholders to proceed on that.

**Commitment** : Being recognized as leading organization that create Innovation covering through product development, new services and operational instructions in order to promote positive impacts for public society and environment in broader area

**Goal no. 9** : Creating more value added for innovation in term of products, services and manufacturing process for 50% within year 2020

### ***Occupational Safety, Health and Environment***

Company shall strictly pay attention in specific area of occupational safety, health and environment within workplace covering for all staff levels and suppliers in any related activities as a first priority.

**Commitment** : Being recognized as leading organization that having a management system for Occupational Safety, Health and Environment in workplace

**Goal no. 10** : All staff levels will be strictly protected for occupational safety, health and environment in their workplace which equivalent to international standard within 2020

### ***Climate Change Management***

Company shall reduce GHG (Green House Gasses) emission by means of minimizes use of energy consumption per unit of production, rising up ratio of renewable energy, minimize waste disposal to landfill and reduce the use of plastic and paper. In addition, company will also encourage any agriculturists, business partners and suppliers to minimize environmental impacts and adaptation for climate change situation as well as promote an environmental impact assessment program throughout value chain of products and services including with providing an appropriate responding plan of natural catastrophe together with any associated stakeholders.

**Commitment** : Being recognized as organization that struggle against climate change situation by closely collaboration together with business partners and any leading global organization

**Goal no. 11** : Minimize GHG emission per unit of production for 10% within year 2020 against with 2015

### ***Water Stewardship Management***

All company shall minimize water consumption per unit of production and providing any risks management from water shortage, raising up ratio of water recycling and also encourage an access to available water resources for public community as appropriate manner.

**Commitment** : Being an organization that strongly commits to minimize any negative impacts in specified area of water utilization throughout value chain

**Goal no. 12** : Minimize water consumption per unit of production for 10% within year 2020 against with 2015

### ***Ecosystem and Biodiversity Protection***

Company shall provide an assessment program for raw material sources and products that not destructive of deforestation and marine natural resources. As well as encourage preservation and rehabilitation program for natural habitats (i.e. forest, watershed, sea and coast etc.) in appropriate manner.

**Commitment** : Being an organization that has a plan for ecosystem management in order to protect, preserve and recovery any natural resources and biodiversity

**Goal no. 13** : 100 % of key raw material sources that passing through an assessment of non-destructive sources of deforestation and marine within year 2020

### ***Responsible Supply Chain Management***

Company will conduct a sustainability assessment with all associated key business partners and suppliers in order to procure any critical raw materials or products from responsible and traceable sources. Including with promote sustainability development with all business partners, together.

**Commitment** : Being an organization that will pay attention and closely cooperate with business partners and suppliers for critical raw materials sourcing and products procurement in order to achieve sustainability development and continual improvement

**Goal no. 14** : 100 % for critical Tier 1 suppliers to proceed on sustainability and traceable assessment program within year 2020

***Conflict Management and Building up Community Acceptation***

Company will provide systematically process to review, discuss and build up a good relationship in order to create more understanding and minimize any conflicts with public society.

**Commitment** : Being recognized as leading organization for good corporate governance

**Goal no. 15** : Within 2020, Company shall have no any significant conflicts for all business operations and covering through all area of business location in each

Up to this regards, all Chief Executive Officer, Managing Director, Top Management and Employee at all levels under CPALL (Public) Company Limited and its subsidiaries shall promote, enforce and implement policy in order to achieve goals for sustainability development as well as following up, analyzing and reporting an operational performance against with definite goals on yearly basis.

Effective on March 1, 2017

Official announced on February 28, 2017

Korsak Chairasmisak  
Chairman of Executive Committee