



CP ALL Public Company Limited

Diversity and Inclusion Policy Announcement

Doc. No. HRGC 1522/2020

1) Principle

CP ALL Public Company Limited and its subsidiaries (hereby with “Company”) has established the Human Rights and Labour Practices Policy which has been clearly reflected in various key management policies.

The Company recognizes the importance of utilizing the diverse thoughts, skills, capabilities, and experiences of employees to create value added, innovation and synergy to drive the Company’s business forward with a performance excellence. A significant factor enabling the abovementioned is the Company’s appropriate management of diversity and inclusion. With the belief that the Company can attract and retain good and capable persons, and engage employees to their maximum potential and capabilities, the Company has set the Diversity and Inclusion Policy and Guidelines.

2) Scope

The policy applies to all business operations of CP ALL Public Company Limited and its subsidiaries, including business partners in its value chain. Hence, the previous announcement and regulation have been annulled.

3) Definition

- *The Company* means CP ALL Public Company Limited and its subsidiaries.
- *Subsidiaries* means companies that the marketing and distribution group has more than 50 percent shareholding or has authority in management.
- *Employees* means employees and workers at all levels of CP ALL Public Company Limited and its subsidiaries.
- *Business partners* mean organization or group of person that mutually agreed to collaborate with the Company, achieving a specific target, and improving





performances, such as strategic objectives, delivering products that considered critical

- *Diversity* means the ways we differ, ranging from differences such as gender, language, age, color, religious, race, nationality, norm, education, social status, as well as any physical appearance.
- *Inclusion* means valuing and respecting differences while everyone in the organization is engaged and gets recognized.

4) Guidelines

The Company has established guidelines on diversity and inclusion management with the aim to mutually benefit its business operations and employees as follows:

- 4.1 Listen and support expression of different ideas from others
- 4.2 Encourage and stimulate employees to express constructive ideas in accordance with the laws in which the Company is operating in
- 4.3 Foster a harmonized and respectful work environment where diverse employees can work together regardless of gender, language, age, color, religion, national, race, norm, education, social status, and any physical apparent
- 4.4 Non-discrimination in nominating and selecting employees by giving equal treatment and opportunity for career growth, taking into account personal performance and the Company's growth
- 4.5 Recognize employees appropriately for their involvement in creating innovation and improving work processes
- 4.6 Monitor respectfulness of diversity and inclusion by strictly reporting to command line or responsible person when found any rights violation
- 4.7 Person who cause any violation on diversity and inclusion will consider breach case against ethical and employee code of conduct of the Company which will be punished according to the policy





The Company's guidelines on diversity and inclusion management are the synergy of its employees' diversity which will further enhance the Company's competitiveness and sustainability.

Effective from 16 June 2020 onwards

Announced on 11 June 2020

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