



CP ALL Public Company Limited

Policy on Prevention of Discrimination and Harassment

No. HRGC 1511/2022

This policy is part of the “Human Rights and Labor Practices Policy of Charoen Pokphand Group,” which CP All Public Company Limited and its subsidiaries under the Marketing and Distribution Business Group uphold. The company recognizes that the fundamental rights of all employees must be protected. It commits to treating employees with fairness and equality without discrimination, harassment, or tolerance for any form of violence, aiming to foster a workplace environment of mutual respect and dignity. This allows employees to fully realize their potential and collectively drive sustainable organizational growth. This policy sets forth guidelines to prevent and protect against discrimination and harassment to ensure a safe and welcoming workplace.

To achieve this, CP All Public Company Limited and its group companies have established the following guidelines:

1. Prevention of Discrimination

- 1.1 Promote a work environment that does not accept or tolerate discrimination.
- 1.2 Announce job openings without discriminatory language, providing translations into other languages, including local dialects.
- 1.3 Recruitment, selection, employment, remuneration, benefits, and employment conditions are based on individual capabilities, offering equal opportunities to women, persons with disabilities, vulnerable groups, in consideration of fairness, equality, and meritocracy linked to employee performance and organizational outcomes
- 1.4 Provide remuneration, benefits, and employee entitlements in alignment with the Group’s policies and in accordance with labor laws of each country without discrimination.
- 1.5 Ensure opportunities for transfers, promotions, and career growth under the same transparent and clear standards without discrimination.
- 1.6 Provide equal opportunities for all personnel to receive training and skill development without discrimination corporate values, without discrimination



- 1.7 Set performance and behavioral evaluation criteria clearly and transparently, aligned with corporate values, without discrimination..
- 1.8 Termination decisions must be based on substandard performance after corrective opportunities, serious disciplinary violations, or other reasons unrelated to discrimination.

2. Prevention of Harassment

- 2.1 Promote a friendly and non-disturbing work environment free from physical, verbal, psychological, and written harassment.
 - 2.2 Respect personal dignity by refraining from actions causing embarrassment, loss of face, or emotional distress.
 - 2.3 Treat others respectfully, avoiding actions of harassment, intimidation, indecency, or sexual misconduct.
 - 2.4 Maintain confidentiality of documents and personal information, with disclosure or use subject to owner's consent.
- 3. Regularly monitor, evaluate, and audit discrimination and harassment prevention practices within and outside the organization annually.
 - 4. Provide equal opportunity channels for all employees to voice opinions, complaints, or grievances without discrimination, with whistleblower and complainant protections in place.
 - 5. Ensure transparent, fair investigation procedures and appropriate remedies.
 - 6. Support and cooperate with government agencies, NGOs, educational institutions, communities, and stakeholders in initiatives preventing discrimination, harassment, and intimidation.
 - 7. Continuously communicate and raise awareness about the prevention of discrimination, harassment, and intimidation among employees, partners, business allies, customers/ consumers, and stakeholders.
 - 8. Annually disclose operational results and progress against prevention goals through the sustainability report or other relevant disclosures to stakeholders.



Disciplinary Actions

In case of an investigation, all employees must fully cooperate with internal and external units. Executives and employees committing or neglecting to comply with this policy, directly or indirectly, shall be subject to disciplinary action as per the company's work regulations.

The Board of Directors, executives, and all employees of CP All Public Company Limited and its subsidiaries shall comply with all applicable laws, regulations, standards, policies, and practices concerning discrimination, harassment, and intimidation.

Effective from 1 June 2022 onwards

Announced on 1 June 2022

