
CPF Trading Company Limited

Human Rights Policy

1. Objective

CPF Trading Company Limited (“The Company”) recognizes that all human beings are valued and equal in dignity and rights. The Company, therefore, respects human rights as the fundamental virtue for working and living together. The corporate value or CPFT Core Values has integrity as part of desired behaviours in the organization. This creates confidence that the way of doing business and employees’ practices are based on the principle of reciprocal respect for an individual’s honour and dignity.

The Company upholds and respects human rights as reflected in the United Nations’ Universal Declaration of Human Rights (UDHR), the United Nations’ Guiding Principles on Business and Human Rights (UNGP) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work which Thailand has ratified. The conceptual framework of the implementation of this Policy is structured by the aforementioned standards, for instance, in the Human Rights Due Diligence process, promoting and protecting human rights, including driving equality of and opportunity to people with different gender or disability, etc.

This Policy is part of the Company’s continued dedication and effort in running the business ethically and responsibly.

2. Scope

This Policy applies to CPF Trading Company Limited and its non-listed subsidiaries in Thailand and overseas. For the Company's listed subsidiaries and their subsidiaries as well as the joint-ventures, they can deploy this Policy as appropriate to align with their business context and internal management process according to the geosocial background of the country in which they operate.

Furthermore, it shall be disseminated to Suppliers for adaptation to their operations and shall encourage the participation of Business Partners in our supply chain on human rights aspect for the agricultural and food industries.

This Policy extends its coverage of the Company’s merger and acquisition programs forthwith and the human rights aspects shall be one of the key elements in deliberation and resolution.

3. Terms and Definitions

The Company	CPF Trading Company Limited and its subsidiaries
Subsidiaries	Subsidiary companies in accordance with Securities and Exchange Act and subsidiary companies as included in the financial statements of the Company, but excluding: (a) a subsidiary company whose ordinary shares are listed in any stock exchange; (b) any subsidiary company of a company under (a)
Joint-Ventures	Any companies that CPF Trading Company Limited governs in accordance with the mutual agreed terms as stipulated in the joint-venture agreement and are not the Company's Subsidiaries.
Executives	Executives of the Company
Employees	Employees and Workers at all levels of the Company
Personnel	Executives and Employees of the Company
Supplier	Entities providing goods and services to the Company, including Contractors providing manpower and manpower's services.
Business Partner	Individuals or organizations in relationship and association with the Company's business operations, for instance, consumer, customer, community, civil society organization, etc.

4. Roles and Responsibilities

4.1 Board of Directors

- 4.1.1 To declare the Company's commitment to human rights and govern of business management regarding human rights through relevant policies that expressly demonstrate the Company's tangible objection to violation of the law governing human rights.
- 4.1.2 To govern, promote, support and set an example for others to ensure that the personnel of the Company respect and protect human rights on the basis of equality while pushing forward freedom of expression, freedom of association and freedom of collective bargaining, including protection of vulnerable groups, leading to the prevention of violations to human rights and any potential adverse impacts to all stakeholders which may arise from business operations of the Company as well as its value chain.

4.2 Human Resource Office

- 4.2.1 To foster the respect for human rights within the organization by establishing, communicating, and disseminating the relevant policies to all personnel and business partners to strengthen the protection of human rights and appropriate labor operation as well as to communicate and advise all personnel within the organization to comply with this Policy.
 - 4.2.2 To govern and operate matters regarding respect for human rights and labor operation as well as conduct an all-round audit and assessment of human rights status.
 - 4.2.3 To monitor human resource operations to ensure that they are properly and efficiently managed and administrated in accordance with the laws, the international standards, and the principle of human rights.
 - 4.2.4 To govern and handle complaints regarding human rights through communication and complaint channels provided within the organization and externally, as well as through the welfare committee at workplace and collaborative programs with civil society organization, so as to ensure that the Company's labor management and administration are appropriate, transparent and fair.
-

4.3 Risk Management Office

To advise and support operations of the Human Resource Office in respect of risk management regarding human rights.

4.4 Executives

4.4.1 To establish preventive measures and appropriate management procedure regarding acts of human rights violation of any forms.

4.4.2 To put in place the monitoring and progress reporting procedure on human rights to the public.

4.4.3 To govern to ensure that any functions under their supervision comply with the preventive measures and appropriate management procedure regarding acts of human rights violation of any forms.

4.5 Employees

4.5.1 To avoid any acts of human rights violation of any forms.

4.5.2 If coming across any conduct which may involve any forms of human rights violation, report of such conduct can be done through the channels provided under the Whistleblowing Policy of the Company.

5. Principle

To promote respect for human rights throughout the organization, to build confidence that all employees and stakeholders are entitled to fair treatment, protection and respect for fundamental rights equally and fairly, while fostering freedom of association including the right to collective bargaining, equal remuneration, as well as to reinforce protection of vulnerable groups and to mitigate risks of human trafficking, forced labor, child labor, discrimination and harassment in any forms in zero-tolerance approach, the Company commits to the following practices;

- To strictly comply with the Company's rules and regulations, including related local and international laws.

- To 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 the risk management of the Company's operations including its value-chains is fully implemented in their area(s) of responsibility.
- To develop the Human Rights Due Diligence Process, for the Company's operations and its value-chains, which is implemented periodically, comprising analyzing and assessing human rights risks aforementioned – aiming to identify and mitigate human rights risks and to prevent human rights violations or other adverse impacts on human rights deriving from the Company's operations and its value-chains with particular focus on vulnerable groups, for instance, women, children, people with disabilities, indigenous people, religious group, migrant workers, third-party contracted labor, local communities, elderly, pregnant women, LGBTQI+, customers, etc. – managing those risks and continuously monitoring and reporting the performances.
- To systematically apply the Human Rights Due Diligence Process for future merger and acquisition programs of the Company.
- To 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.
- To 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 the Board of Directors to pursue effective solutions to mitigate any adverse human rights impacts.
- To communicate and disseminate policy and guiding principles to Suppliers and Business Partners to serve as guidelines for preventing involvement in human rights violations.
- To promote ethical business conduct amongst Suppliers and Business Partners to build a culture of reciprocal respect and enhance mutual growth and development 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:

- Code of Conduct
- Corporate Governance and Sustainable Development Policy
- Employment and Labour Management Policy
- Foreign Worker Recruitment in Thailand Policy
- Non-Discrimination Policy
- Anti-Harassment Policy
- Diversity and Inclusion Policy
- Safety, Health, Environment and Energy 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 Suppliers and 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.

6. Penalty

Any employee who acts in violation of, or fails to comply with, this Policy, whether directly or indirectly, the employees (as the case may be) shall be subject to the disciplinary action according to the work rules of the Company as well as the penalty as imposed by the law.

7. **Policy Revision**

The Human Resource Office shall revise this Policy on an annual basis or earlier as appropriate. If the Policy is found to be unsuitable with the nature of business operations of the Company, the Human Resource Office shall revise and present the revised policy to senior executive of Human Resource Office, before proposing to the Board of Directors for approval.

This Human Rights Policy was approved by the Board of Directors on 1 February 2023.