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**CPF Trading Company Limited**

**Safety, Health, Environment, and Energy Policy**

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## 1. Objective

CPF Trading Company Limited (“The Company”) is committed to operate the business in a sustainable way. Therefore, the Company has established the Safety, Health, Environment, and Energy Policy for all Business Units to adhere to as a framework and guidance.

## 2. Scope

This Policy applies to the Company and its non-listed subsidiaries. For the Company's listed subsidiaries and their subsidiaries, 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.

## 3. Terms and Definitions

<b>The Company</b>	CPF Trading Company Limited
<b>Subsidiaries</b>	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)
<b>Executives</b>	Executive of CPF Trading Company Limited and/ or its subsidiaries
<b>Employees</b>	Any employees of CPF Trading Company Limited and/or its subsidiaries that receive daily or monthly remuneration whether on permanent, temporary or special employment contracts

## **4. Roles and Responsibilities**

### **4.1 Board of Directors**

To declare the commitment and establish the Safety, Health, Environment and Energy Policy as the framework and guideline for the operations of the Company.

### **4.2 President**

To govern, promote and provide support on resources required to ensure that employees comply with this Policy.

### **4.3 Safety, Health, Environment and Energy Office**

4.3.1 To govern, promote and provide supports to ensure that employees comply with this Policy.

4.3.2 To establish practical guidelines and provide advice to ensure that employees perform their duties in accordance with this Policy.

### **4.4 Executives**

4.4.1 To demonstrate the commitment to comply with this Policy and provide support on resources required to ensure that the Company operate in compliance with this Policy.

4.4.2 To put in place the systems, operational processes and measures in compliance with the laws, regulations, requirements and standards in relation to the safety, health, environment and energy.

4.4.3 To embed and foster safety, health, environment and energy culture and attitude through communications with all employees and concerned parties and offering knowledge and understanding to ensure that all employees perform their duties in accordance with this Policy.

4.4.4 To control and monitor the operations to ensure compliance with this Policy.

### **4.5 Employees**

To aware the importance of the safety, health, environment and energy, and perform their duties in accordance with this Policy.

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## 5. Principle

The Company is committed to operate the business with excellence in safety, health, environment and energy performance in accordance with the Company's vision. Hence, the Company establishes this Policy for executives and employees at all levels to strictly follow as below:

1. To implement and maintain Safety, Health, Environment, and Energy Standard in all Business Units under the Company and/or its subsidiaries in order to continuously improve and escalate safety, health, environment and energy (SHE&En) performance throughout the organization.
2. To comply with safety, health, environment and energy (SHE&En) related laws, customer requirements, and other applicable requirements as well as SHE&En agreements with all stakeholders.
3. To operate every aspect of our business with responsibility towards the environment and society, pursue commitment to sustainable consume of natural resources for maximum results, emphasize on more use of renewable energy, reduce greenhouse gases emission, move towards net-zero carbon dioxide emission, mitigate impacts on global water resources, minimize food wastes, develop environmentally-friendly packaging and ensure that employees and contractors perform their works with safety and are protected from any health impacts; whereas every Business Units establish the clear targets and action plans in order to achieve the foregoing goals.
4. To embed and foster good SHE&En culture and behavior throughout the organization with emphasis on participation from the executives and employees at all levels and realization of the SHE&En risks associated with any changes within the organization.
5. To manage, cooperate and improve SHE&En performance with key contractor, supplier and business partners.

**6. Penalty**

Any employee who acts in violation of, or fails to comply with, this Policy, whether directly or indirectly, 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 Safety, Health, Environment and Energy 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 and/or its subsidiaries, the Safety, Health, Environment and Energy Office shall revise and propose the revised policy to the Board of Directors for approval.

This Safety, Health, Environment, and Energy Policy was approved by the Board of Directors on 1 February 2023.