



SAFETY, OCCUPATIONAL HEALTH AND WORKPLACE POLICY AND GUIDELINES



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Safety, Occupational Health and Workplace Policy and Guidelines

1. Intent

Charoen Pokphand Group is committed to safeguarding the well-being of all directors, management, staff and all related persons in our workplace. Managing safety, occupational health and workplace practices is not only essential to achieving sustainable growth, but also in improving overall work efficiency.

2. Objective

To achieve the goal of zero accidents in the workplace by promoting and supporting safe and hygienic workplace practices, in addition to protecting and preventing employees, other stakeholders and business partners in its supply chains at risk from contracting potential occupational diseases in accordance with related policies, laws, regulations and international standards in order to continuously improve the management system.

3. Roles and Responsibilities

3.1 Board of Directors

- 3.1.1 Demonstrate full commitment for Charoen Pokphand Group to implement a concrete policy while achieving overall performance efficiently, in compliance with related laws and regulations. This also includes meeting Charoen Pokphand Group's targets, the needs of stakeholders and other related external organizations.
- 3.1.2 Set Safety, Occupational Health and Workplace ("Safety") policies, targets, and performance indicators and ensure that they being implemented effectively.
- 3.1.3 Review and follow-up on overall effectiveness of Charoen Pokphand Group's operations to achieve sustainable continuous improvement.
- 3.1.4 Appoint the Safety, Occupational Health and Workplace Committee ("Safety Committee") at Group level, responsible for setting policies standards and targets at Group level.

3.2 Management

- 3.2.1 Set policies, targets, performance indicators, approve standards at business unit level to align with policies, targets, performance indicators at Group level.



- 3.2.2 Appoint Safety Committee at business unit level, whose responsibility is setting Safety policies, standards, and targets at business unit level. This is in addition to monitoring Safety performances at business unit level, in order to compile a comprehensive report for the Safety Committee at Group level.
- 3.2.3 Monitor Safety operations at business unit level at least annually, in order to achieve continuous sustainable development.

3.3 Business Line or Territorial Manager

- 3.3.1 Set policies, targets, performance indicators, approve standards business line/territorial level to align with policies, targets, performance indicators at business unit level.
- 3.3.2 Appoint Safety Committee at business line/territorial level, whose responsibility is setting Safety policies, standards, and targets at business line/territorial level. This is in addition to monitoring Safety performances at business unit level, in order to compile a comprehensive report for the Safety Committee at Group level.
- 3.3.3 Monitor operations of direct reporting departments to ensure their adherence to set objectives, targets and strategies at business line/territorial level.
- 3.3.4 Review and monitor strategies in operation at business line/territorial level at least annually, in order to achieve continuous sustainable development.

3.4 Department Manager

- 3.4.1 Appoint a Safety Committee at department level (in accordance with applicable law), whose responsibility is to assist in the monitoring of Safety performances by the department, and report to the Safety Committee at Business Line/Territorial level on a monthly basis.
- 3.4.2 Set plans, performance indicators and conduct Safety operations at department level, as well as aligning them with related policies, targets and Standards related to Safety at business line/territorial level.
- 3.4.3 Prepare a monitoring plan and performance evaluations to be presented to business line/territorial level management.
- 3.4.4 Accept whistleblowing reports and any advice from internal and external sources, as well as to review and find solutions or protective measures regarding Safety issues.



3.5 Safety, Occupational Health and Workplace Manager (Safety Manager)

- 3.5.1 Maintain Safety management systems' consistency with the Safety, Occupational Health and Environment Management Standards and Guidelines ("Safety Standards").
- 3.5.2 Submit policies, plans, and performance indicators to the Safety Committee for approval, in addition to reviewing and providing advice related to this Policy.
- 3.5.3 Monitor operations of Safety Officers by direct reports.
- 3.5.4 Provide guidance in relation to this Policy, and technical knowledge related to Safety.
- 3.5.5 Prepare a statistical report on any accidents or non-compliance with Safety Standards to present to the direct supervisor.

3.6 Safety, Occupational Health and Workplace Officer (Safety Officer)

- 3.6.1 Co-operate and assist departments to ensure their adherence to Safety Standards, objective plans of the business unit/business line/territory and related laws, including assigning a replacement when unable to work.
- 3.6.2 Prepare a statistical report on any accidents or non-compliance with Safety Standards to present to the direct supervisor.
- 3.6.3 Provide suggestions on how to improve work efficiency.

3.7 Employees

- 3.7.1 Understand the organizational direction and targets, while complying with this Policy, related laws, regulations and international standards related to Safety.
- 3.7.2 Attend training regarding Safety Standards, in addition to related laws, regulations, and international standards.

3.8 Sustainability and Compliance Audit departments of the Sustainability, Good Governance and Corporate Communications Office (SGC Office)

- 3.8.1 Propose implementation and review of this Policy and Safety Standards at Group level, for both to become guidelines that can be



adapted and implemented across all business units and territories where Charoen Pokphand Group operates.

- 3.8.2 Develop standards, strategic direction and targets for practices that maintain consistency with this policy and Charoen Pokphand Group sustainable development goals.
- 3.8.3 Follow-up and monitor compliance of this policy, as well as provide feedback on sustainable continuous improvement of Charoen Pokphand Group.

4. Guidelines

Charoen Pokphand Group has provided Standards for Safety management, which can be adapted for use by the Safety departments or related Safety departments in each business unit, business line and territory.

The guidelines consist of the following 15 standards:

Standard 1 Management Commitment

Covers the responsibilities of management, from department level and above, to demonstrate their commitment, communicate and operate through this policy and Standards.

Standard 2 Structure, Roles, Responsibilities & Accountabilities

Covers the organizational structure, duties, roles and responsibilities of management, employees and other persons related to management at business unit, business line, territorial and department level.

Standard 3 Risk and Change Management

Covers risks and other related issues, such as reputation, compliance with laws and regulations, process improvement, mergers, expansions, divestment, project demolition and completion. This covers to other factors, including personnel, raw materials, components, equipment and machinery.

Standard 4 Law and Obligations

Covers the contracts, laws, and regulations in accordance to international standards at business unit, business line, territorial and department level.



Standard 5 Management Planning

Covers defining objectives, targets, performance indicators and plans regarding safety, occupational health and employment at business unit, business line, territorial and department level.

Standard 6 Safety Design and Testing

Covers processes for new projects, including site selection, design, construction, commissioning and conducting safety procedures. Part of this standard directly involves Charoen Pokphand Group's Sustainability Policy and Guidelines, in accordance to UNGC Human rights principles, regarding Health and Safety Systems, Land and Property.

Standard 7 Training, Induction and Awareness

Covers planning for job training, including educating in employee wellness, increasing knowledge and skills, and raising practices awareness in executives, employees and contractors to achieve operational effectiveness.

Standard 8 Communication and Counseling

Covers communicating, hazard warnings, counseling and participation among internal and external stakeholders, which includes receiving complaints, reporting on operational performance, starting initiatives and community relations.

Standard 9 Safe Work Procedures and Planned Inspections

Covers activities including handling hazardous chemicals, machinery installations, equipment installations, and project monitoring as well as inspections of critical equipment per occupational health and workplace laws, regulations and international standards.

Standard 10 Sourcing and Purchasing

Covers procurements, hiring and subcontracting related to safety management, including outsourcing, product development, project development and delivery.

Standard 11 Hygiene Monitoring and Well-Being

Covers hazard prevention, and promoting hygiene associated with the workplace for personnel, external persons or contractors working on behalf of the organization.



Standard 12 Logistics Risk and Hazardous Works

Covers hazardous works that must be licensed by law or in accordance with strict safety standards before beginning work or entering the work area. Equipment must be properly inspected and work areas supervised by safety experts responsible for ensuring adherence to set standards.

Standard 13 Crisis Management and Emergency Response

Covers the preparation and response to crises or emergencies, as well as natural disasters that can affect practices involving employees, contractors, external related persons and community members.

Standard 14 Incident Investigations and Actions

Covers incident, unsafe working conditions and unsafe work violations. Includes reporting and investigating incidents, working conditions not compliant with standards and other regulations, which might negatively impact any person, the workplace environment or employees' belongings or other persons in the workplace.

Standard 15 Audit, Improvement and Reports

Covers the monitoring auditing, reviewing and reporting of the management systems' effectiveness in accordance with Charoen Pokphand Group's Sustainability Policy. This may be completed internally, or by independent external agencies.

5. Training

Management at business unit, business line, territorial and department level shall ensure there is Safety training provided in accordance with Safety laws of their respective country where Charoen Pokphand Group operates, as well as related Safety regulations and international Safety management standards.

6. Related Policy

Charoen Pokphand Group Announcement Letter KJP. 039/B.E. 2560 regarding the Safety, Occupational Health and Workplace Policy

7. Laws, Regulations and Standards in relation to Policy

7.1 Local safety, occupational health and workplace laws and regulations in all countries where Charoen Pokphand Group operates.



7.2 Local labor laws and regulations in all territories Charoen Pokphand Group operates.

7.3 The Ten Principles of the United Nations Global Compact (UNGC)

7.4 International Labor standards on Occupational Safety and Health by the International Labor Organization (ILO)

7.5 5 Key Healthy Workplace Principles of the World Health Organization (WHO)

8. Review of Policy

The Sustainability, Corporate Governance and Compliance Audit departments of the SGC Office shall review this policy at least once annually.