



Charoen Pokphand Group



# CODE OF CONDUCT

(2025 Addendum)



OUR ETHICS  
OUR CONDUCT

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# INTRODUCTION

**In today's rapidly changing business world, with constant advancements in technology, society, and the environment, Charoen Pokphand Group recognizes the growing expectation from society and all stakeholders for businesses to operate with greater transparency and responsibility.**

Therefore, the Group has issued this addendum to our Code of Conduct to align our practices with international standards and address new challenges.

This addendum focuses on the following key areas:

- Compliance with International Trade and Investment Laws
- Environmental Protection
- Employee Development
- Responsibly Developing and Using Artificial Intelligence

This addendum is an essential and binding part of our main Code of Conduct. All of us, the Board of Directors, management, and every employee, are required to uphold these principles, working together to create a sustainable organization that earns the trust and confidence of all our stakeholders.



**1.6**

# Compliance with International Trade and Investment Laws

Charoen Pokphand Group conducts its global business responsibly and in full compliance with all applicable laws, trade sanctions, and export controls in every country where it operates.



## WHAT DOES THIS MEAN FOR ME?

### Do

- Always conduct due diligence and screen all business partners before entering into a transaction.
- Strictly adhere to all applicable export control laws and regulations.
- Immediately report any suspicious activity or transactions to the Legal department or your supervisor.

### Don't

- Engage in any transaction with individuals, companies, or countries that are on a sanctions list.
- Neglect or bypass the company's required due diligence procedures for business partners.
- Export or transfer controlled goods or technology to a prohibited destination without proper authorization.

## EXAMPLE SCENARIO

**An employee in the procurement team receives a request to purchase a specific chemical from a new overseas supplier who is offering a very low price. The team is on a tight deadline to acquire the material.**

### Good Example:

Following the procedure, the employee uses the company's screening tool to perform due diligence. The tool flags the supplier's parent company as being on an international sanctions list. The employee immediately stops the transaction and reports the finding to their supervisor and the Legal department. This prevents the company from violating international law.

### Bad Example:

Feeling pressured by the deadline, the employee decides to skip the screening process. They assume that since it's just a small order, it won't be a problem. They place the order, unintentionally causing the company to transact with a sanctioned entity and violating the law.

## KEY TAKEAWAY:

The core principle is always to screen business partners against sanctions lists before any transaction. Pleading ignorance of trade sanction laws is not a valid excuse; compliance is everyone's responsibility.

## 2.5

# Environmental Protection

Charoen Pokphand Group operates on the core principle of environmental sustainability, with the goals of minimizing negative impacts, using resources efficiently, and supporting a low-carbon economy. Therefore, all employees must strictly comply with all relevant environmental policies, standards, and laws.



## WHAT DOES THIS MEAN FOR ME?

### Do

- Integrate environmental considerations into your daily decisions.
- Champion the 3Rs—Reduce, Reuse, and Recycle—in your daily work to conserve resources.
- Go beyond mere compliance; strive to exceed the requirements of all environmental laws and regulations.
- Promptly report any environmental risks or concerns to your supervisor.

### Don't

- Never act in a way that could harm the environment, our communities, or the company's reputation.
- Never ignore environmental concerns or fail to cooperate with others on protection initiatives.

## EXAMPLE SCENARIO

**A factory manager notices that a piece of older machinery has a slow, non-hazardous fluid leak. Fixing it would require a brief production halt.**

### Good Example:

The manager knows that even a non-hazardous leak is an environmental risk. They promptly report the issue and schedule a brief, planned shutdown to repair the machine, preventing soil contamination and resource waste. They also log this as an opportunity to assess older equipment for upgrades.

### Bad Example:

The manager decides the leak is too small to worry about and ignores it to avoid interrupting the production schedule. Over weeks, the fluid seeps into the ground, leading to a larger environmental issue that later requires a costly cleanup and damages the company's reputation.

## KEY TAKEAWAY:

Environmental protection is an active, daily responsibility for every employee. It goes beyond just following rules; it's about making conscious choices to minimize our impact and conserve resources in everything we do.

3.5

# Employee Development

Charoen Pokphand Group actively promotes and supports the development of our employees' potential through learning, skill-building, and creating opportunities for career growth. The goal is to enhance their capabilities to embrace change and become future leaders.



## WHAT DOES THIS MEAN FOR ME?

### Do

- Own your development by proactively seeking out new knowledge and skills
- Help others succeed by generously sharing your knowledge and experience with your teammates.
- Partner with your manager to set and achieve meaningful career growth goals.
- Stay curious by embracing new ideas, tools, and methods that improve our work.

### Don't

- Conceal information or knowledge that would benefit the success of your colleagues and the company.
- Close yourself off from constructive feedback, which is an essential opportunity for self-development.
- Undermine a colleague's opportunities for learning and growth.

## EXAMPLE SCENARIO

**Priya, an experienced data analyst, discovers a new software feature that allows her to complete her weekly reports in half the time.**

### Good Example:

Priya realizes this feature could benefit her whole team. She schedules a 30-minute voluntary training session, shares her discovery, and guides her colleagues through its use. The entire team's efficiency improves, and the collaborative atmosphere is strengthened.

### Bad Example:

Priya decides to keep the discovery to herself. Her performance looks outstanding compared to her peers, but the overall team productivity remains stagnant. She undermines her colleagues' growth opportunities for her own personal gain, creating a climate of distrust.

## KEY TAKEAWAY:

Growth is a shared responsibility. While your personal development is crucial, it must never come at the expense of your colleagues' growth. An authentic development culture is about lifting both yourself and others.

4.4

## Responsibly Developing and Using Artificial Intelligence

Charoen Pokphand Group uses Artificial Intelligence (AI) to drive innovation and business efficiency. We operate under the core principles of good governance, respect for human rights, and value creation for all stakeholders, coupled with responsible risk management.



## WHAT DOES THIS MEAN FOR ME?

### Do

- Always protect confidential information, personal data, and the company's intellectual property.
- Review and verify the accuracy of AI-generated outputs, and take full responsibility for their use.
- Immediately report any suspicious or high-risk use of AI to your supervisor or the appropriate department.

### Don't

- Input confidential company data, personal information, or intellectual property into public AI tools.
- Use AI-generated work without first verifying its accuracy and appropriateness.
- Use AI for any illegal purpose, or in any way that violates human rights or damages the company's reputation.

## EXAMPLE SCENARIO

**The marketing team wants to analyze customer feedback from a recent survey to identify trends. The survey data contains customers' names and contact information.**

### Good Example:

The team uses a secure, company-approved AI analysis tool. Before uploading the data, they anonymize it by removing all personal information (names, emails, etc.), ensuring customer privacy is protected. The AI then analyzes the anonymous feedback to provide valuable insights responsibly.

### Bad Example:

An employee, in a rush, uploads the entire raw survey file—including names and contact details—to a free, public AI analysis website to get a quick summary. This action leaks confidential customer data, violating the company's data protection policies and applicable privacy laws.

## KEY TAKEAWAY:

AI is a tool, but you are always accountable. The most critical rules are never to input confidential or personal data into public AI tools and always to verify AI-generated results before use.



**Charoen Pokphand Group**

Corporate Governance Department

Sustainability, Good Governance and Corporate Communications Office,  
Charoen Pokphand Group