



# CPF Human Rights Due Diligence Report 2025



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# Summary



# Summary



CPF is committed to the effective and responsible management of human rights, recognizing that human dignity and equality are fundamental to working and living together. Since 2019, CPF has implemented a comprehensive Human Rights Due Diligence (HRDD) framework in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs). This framework systematically identifies, mitigates, and manages human rights risks across CPF's operations, including its own operations, subsidiaries, tier-1 suppliers and contractors, joint ventures, and new business relationships such as mergers and acquisitions, engaging both internal and external stakeholders.

As part of the HRDD, CPF conducts a comprehensive Human Rights Risk Assessment (HRRRA) across all operational areas and its value chain. The assessment identifies actual and potential human rights issues, evaluates their potential impact on rights holders including employees, suppliers and contractors, customers, and communities and pays special attention to vulnerable groups such as women, pregnant women, children, LGBTQI+ individuals, the elderly, persons with disabilities, migrant workers, third-party employees, and indigenous peoples.

The HRRRA covers a broad range of issues, including working conditions, living wages, occupational health and safety, discrimination and harassment (including equal remuneration), illegal forms of labor, freedom of association and collective bargaining, data privacy, security management and security forces, and community rights (e.g., standard of living, land acquisition, and forced resettlement). Findings from the assessment guide mitigation strategies and continuous improvement across CPF's operations and value chain.

The assessment identified CPF's key human rights risk areas, including employee working condition and occupational health and safety across both employees and suppliers/contractors working in the company's premises, as well as occupational health and safety, and working condition and labor practices of tier-1 suppliers and contractors. These areas require additional mitigation measures to further reduce risk levels. Other human rights issues are continuously monitored to ensure compliance and ongoing improvement across CPF's operations and value chain.

## **This report comprises the following key components:**

- The Human Rights Due Diligence process
- The methodology and scope of the Human Rights Risk Assessment
- The results of the Human Rights Risk Assessment, including an overall summary, key human rights risk issues, and mitigation measures currently implemented by CPF
- The approach to tracking, monitoring, and communicating human rights performance
- Measures and mechanisms to remediate adverse human rights impacts

# Human Rights Due Diligence Process



# CPF Human Due Diligence Process



Development of Human Rights Policy in accordance with international standards and S&P Global CSA expectations.

In case of violation, deploy and implement additional measure to remediate adverse impacts to affected rights holder and vulnerable groups.

- Track the effectiveness of measures to reduce human rights risk (i.e., KPI).
- Communicate and report performance:
  - Public disclosure of process and results.
  - Communicate to Board Level.



Conduct Human Rights Risk Assessment with internal BUs and functions, based on value chain activities.

- Identify and assess the effectiveness of the existing mitigation measures to reduce human rights risks.
- Identify high human rights risk (salient issues) and consider additional measures to lower risks.

# CPF Human Rights Policy Review



## Business Scope Covered

- Own Operations
- Subsidiaries
- Joint Ventures
- Business Partners and Suppliers
- Mergers and Acquisitions

## Standard and Guideline Reference

- Universal Declaration of Human Rights (UDHR)
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- ILO Declaration on Fundamental Principles and Rights at Work
- Applicable national and international laws and standards

## Rights Holders Covered

- Employees and workers at all levels
- Suppliers and contractors
- Communities affected by operations
- Consumers, customers and civil society organizations
- Vulnerable groups: women, children, the elderly, persons with disabilities, pregnant women, LGBTQI+ individuals, migrant workers, third-party employees, ethnic and religious groups

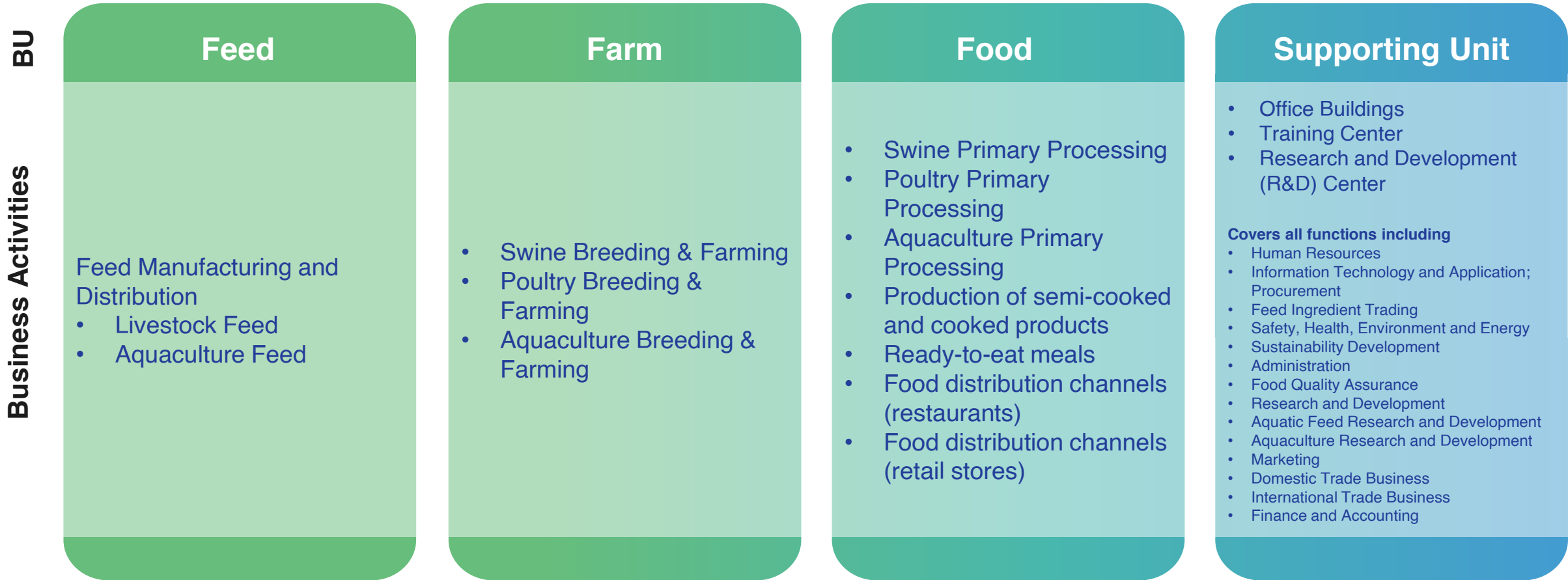
## Human Rights Issues Covered

- Working conditions and living wages
- Occupational health and safety
- Discrimination and harassment (including equal remuneration)
- Illegal forms of labor (forced labor, child labor, and human trafficking)
- Freedom of association and collective bargaining
- Data privacy
- Security management and security forces
- Community rights (standard of living, land acquisition, and force resettlement)
- Protection of vulnerable groups

# Human Rights Risk Assessment



# Scope of Assessment - Own Operations and JVs with management control



The scope of human rights risk assessment in own operations covered **100% of CPF operational sites (in Thailand and Overseas) including its subsidiaries and joint ventures with management control.**

# Human Rights Issues



## Employee

- Working condition
- Living wage
- Occupational health and safety
- Discrimination and harassment (including equal remuneration)
- Freedom of association and right to collective bargaining
- Illegal forms of labor (including forced and compulsory labor, illegal migrant labor, child labor, human trafficking)
- Data privacy
- Security force/ security management



## Supplier and Contractor

- Working condition
- Occupational health and safety
- Discrimination and harassment
- Illegal forms of labor (including forced and compulsory labor, illegal migrant labor, child labor, human trafficking)
- Unfair vendor treatment
- Data privacy
- Security force/ security management



## Customer

- Health and safety
- Discrimination and harassment
- Data privacy
- Security force/ security management



## Community

- Health and safety
- Standard of living (including water & sanitation, biodiversity)
- Land acquisition and forced resettlement
- Security force/ security management

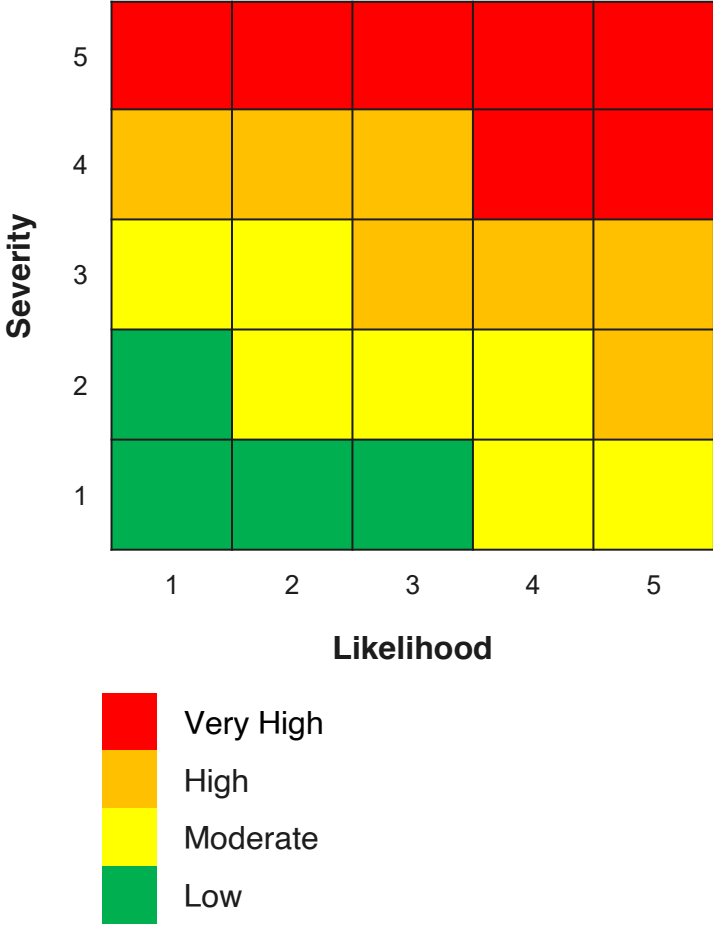


women, pregnant women, children, LGBTQI+ individuals, the elderly, persons with disabilities, migrant workers, third-party employees, and indigenous peoples

# Human Rights Risk Matrix and Criteria



## Risk Matrix



<b>Severity</b>	<p><b>Severity</b> of the impact relies 3 components:</p> <ul style="list-style-type: none"> <li>• <b>Scale</b> (<i>seriousness of impact</i>)</li> <li>• <b>Scope</b> (<i>how many people are or will be affected</i>)</li> <li>• <b>Remediability</b> (<i>the level of difficulty in restoring/rehabilitating the impacted rightsholder to the condition pre-impact</i>)</li> </ul> <p>In the event of an incident, these 3 components should be assessed based on the actual circumstances, taking into account existing measures that have been implemented.</p>
<b>Likelihood</b>	<p><b>Likelihood</b> is the probability or frequency of the negative impacts depending on the context or condition of risks or impacts.</p>

Human rights risks assessed as **Very High** and **High** are identified as **salient human rights issues**. Accordingly, CPF needs to develop and implement additional mitigation measures to reduce the severity and/or likelihood of these risks.

# Human Rights Risk Assessment Result



The Company prioritizes salient human rights risks, defined as issues that may cause the most severe adverse human rights impacts through its business activities and business relationships. In 2025, the Company identified its salient human rights risks based on a comprehensive assessment of business activities across its operations and throughout its value chain.

## Key Salient Human Rights Risk Issues in 2025

### **Own Operations** (including subsidiaries and joint ventures over which CPF has management control)

- Employee Working Condition
- Employee Occupational Health and Safety
- Supplier and Contractor Occupational Health and Safety

### **Tier-1 Suppliers and Contractors**

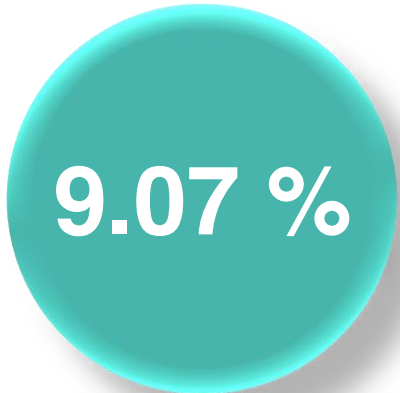
- Occupational Health and Safety
- Working Condition and Labor Practices

# Human Rights Risk Assessment Result

## Own Operations and JVs with Management Controls



100% of operational sites (2,645 out of 2,645 sites) were assessed on potential human rights risks.



9.07% of operational sites (240 out of 2,645 sites) have been identified with salient issues.

- The salient issues identified were
- Employee Working Condition
  - Employee Occupational Health and Safety
  - Supplier and Contractor Occupational Health and Safety



100% of operational sites with salient issues (240 out of 240 sites) have implemented mitigation or remediation process.

# Human Rights Risk Assessment Result Tier-1 Suppliers and Contractors



100 %

100% of tier-1 suppliers and contractors (6,611 out of 6,611 suppliers) were assessed on potential human rights risks.

3.00 %

3.00% of tier-1 suppliers and contractors (198 out of 6,611 suppliers) have been identified with salient issues.

- The salient issues identified were
- Occupational Health and Safety
  - Working Condition and Labor Practices

100 %

100% of tier-1 suppliers and contractors with salient issues (198 out of 198 suppliers) have implemented mitigation or remediation process.

# Human Rights Risk Assessment Result JVs without Management Controls



100 %

100% of total number of joint ventures (12 out of 12 joint ventures) were assessed on potential human rights risks.

0 %

0% of joint ventures (0 out of 12 joint ventures) have been identified with salient issues.

0 %

0% of joint ventures (0 out of 0 joint ventures) have been identified with salient human rights issues; therefore, no mitigation actions were taken.

However, CPF has mitigation measures in place and continuously monitors risks to prevent human rights violations in all joint ventures.

# Integrating Findings and Taking Action



# Integrating Findings and Taking Action



## Working Condition

### Own Operation

#### Right Holders

- Employees

#### Business at risks

- Food (Overseas)
- Supporting Unit (Thailand)

#### Human Rights Risk

- Employees may be exposed to workplace safety challenges, alongside limitations in facilities and infrastructure that support well-being and productivity.

#### Mitigation Measures

- Corporate Governance and Sustainable Development Policy
- Code of Conduct
- Human Rights Policy
- Employment and Labour Management Policy
- Whistle Blowing and Complaints Policy
- Certification of TLS 8001-2020
- Good Labor Practices (GLP)
- Internal audit
- Welfare committee
- Employee engagement survey
- Labor Voices Hotline by LPN center
- Whistleblowing and complaint channels
- Ergonomic support and measure
- Facilities or amenities for a favorable working condition such as breast-feeding room, rail for people with disability, clean water/sanitation, child-care facilities
- A supervisor who will regulate and allow permission for overtime working to avoid employees being overworked
- Ensuring effective oversight so that all measures are applied and monitored organization-wide.\*

# Integrating Findings and Taking Action



## Occupational Health and Safety

### Own Operation

#### Right Holders

- Employees

#### Business at risks

- Food (Thailand)
- Supporting Unit (Thailand)

#### Human Rights Risk

- Workplace safety risks include the potential for general work-related accidents, particularly those involving machinery, which may result in employee injuries requiring medical attention or recovery time.

#### Mitigation Measures

- Code of conduct
- Human Rights Policy
- Employment and Labour Management Policy
- Whistle Blowing and Complaints Policy
- Safety, Health, Environment, and Energy Vision, Mission, and Policy
- CPF SHE&EN Standard
- Good Labor Practices (GLP)
- Certification of TLS 8001-2020
- Welfare committee
- Occupational health, safety and environment committee
- Training programs that are related to occupational health and safety
- Internal audit
- Personal danger prevention equipment
- Employee engagement survey
- Labor Voices Hotline by LPN center
- Whistleblowing and complaint channels
- Ergonomic support and measure
- Monthly investigation
- Golden Safety Rules
- Investigation conducted to identify the root cause of the incident \*
- Chain guards installed on all machines at high-risk points \*
- Strict compliance with LOTO and Hand-in-Machine for all routine and non-routine work \*
- Improving work instructions, verification, and role clarity \*
- Corrective and preventive actions implemented to prevent recurrence \*
- Strengthening communication through training, toolbox talks, signs, and supervisor briefings \*
- Monitoring compliance and applying fair corrective actions while reinforcing safe behaviors \*
- Communicating and setting up consequence management clearly \*

# Integrating Findings and Taking Action



## Occupational Health and Safety

### Own Operation

#### Right Holders

- Supplier and Contractor

#### Business at risks

- Feed (Thailand)
- Farm (Thailand)

#### Human Rights Risk

- Workplace safety risks include the potential for work related accidents, particularly those involving machinery, slips and falls, or electrical hazards, which can result in serious injuries or, in severe cases, fatalities.

#### Mitigation Measures

- Code of conduct
- Human Rights Policy
- Safety, Health, Environment, and Energy Vision, Mission, and Policy
- Whistle Blowing and Complaints Policy
- CPF SHE&EN Standard
- Good Labor Practices (GLP)
- Certification of TLS 8001-2020
- SMETA audit
- Training programs that are related to occupational health and safety
- Internal audit
- Personal danger prevention equipment
- Whistleblowing and complaint channels
- Conduct "Near miss" project to identify possible accident within the business.
- Supplier Engagement Survey
- Golden Safety Rules
- An investigation was conducted to determine the cause of the incident. \*
- Corrective and preventive measures were implemented in accordance with established procedures to prevent recurrence, including inspections before, during, and after operations. \*
- The contractor's employer provided compensation in accordance with Social Security Fund regulations. \*
- The company also provided additional financial assistance to support the affected party. \*
- Strengthening communication through training, toolbox talks, signs, and supervisor briefings \*
- Monitoring compliance and applying fair corrective actions while reinforcing safe behaviors \*
- Communicating and setting up consequence management clearly \*

# Integrating Findings and Taking Action



## Occupational Health and Safety

### Tier-1 Suppliers and Contractors

#### Right Holders

- Workers of tier-1 suppliers and on-site contractors

#### Business at risks

- Feed (Thailand)
- Farm (Thailand)
- Food (Thailand)

#### Human Rights Risk

- Workplace safety risks of emergency preparedness, fire safety management, and poor handling of chemical control.

#### Mitigation Measures

- Supplier Code of Conduct requires compliance with applicable occupational health and safety laws, including fire safety, emergency preparedness regulations and good chemical handling practice
- Supplier assessments and audits include review of fire alarm systems, firefighting equipment, emergency exits, evacuation plans, and drill records including good chemical handling practice
- Corrective action plans (CAPs) required where gaps are identified, with clear timelines for upgrading systems or improving emergency and other safety procedures \*
- Follow-up monitoring and, where necessary, escalation through supplier engagement to ensure effective implementation \*
- Awareness-raising and capacity building programs are shared with suppliers to strengthen fire safety management and emergency response capabilities \*

# Integrating Findings and Taking Action



## Working Condition and Labor Practices

### Tier-1 Suppliers and Contractors

#### Right Holders

- Workers of tier-1 suppliers

#### Business at risks

- Feed (Thailand)
- Farm (Thailand)
- Food (Thailand)

#### Human Rights Risk

- Misalignment of compensation, leave entitlements, and work rules with applicable labor regulations
- Lack of official employment contract or official pay-slip evidence due to the nature of the suppliers (SMEs/ family businesses)

#### Mitigation Measures

- Supplier Code of Conduct sets clear expectations on legal compliance covering employment contract, wages, overtime, pay-slip, leave entitlements, and work rules
- Labor practices, payroll management, and leave administration included as key criteria in supplier assessments and audits
- Corrective action plans (CAPs) implemented where gaps are identified, including clarification of wage calculations, adjustment of leave practices, and alignment of work rules with legal requirements \*
- Follow-up monitoring and, where necessary, escalation through supplier engagement to ensure effective implementation\*
- Ongoing supplier engagement and communication to enhance understanding of labor law compliance and consistent implementation of fair labor practices \*

# Integrating Findings and Taking Action



To ensure responsible business practices and uphold human rights standards, CPF extends its human rights risk consideration beyond its own operations by monitoring and learning from actual and potential human rights violation cases within the food and agriculture sector, particularly those linked to biodiversity loss and impacts on indigenous peoples and local communities. Although such cases may not involve CPF directly, the Group recognizes these risks as relevant to its business context.

In practice, CPF undertakes proactive **Biodiversity Conservation and Environmental Impact Management** that also help prevent related human rights impacts. For example, in relation to aquatic ecosystem conservation, we collaborate with authorities and local communities to release native fish to maintain ecological balance, conduct research on long-term ecosystem conservation and mitigation strategies, and provide training and resource management programs for local communities, while sharing information transparently with stakeholders.

These actions are guided by CPF's application of the **Biodiversity Mitigation Hierarchy**, which integrates human rights considerations into biodiversity management to prevent similar risks from arising within our operations and value chain, helping to avoid adverse impacts on communities, livelihoods, and cultural rights.

- **Avoidance:** Source key raw materials from deforestation-free and traceable sources using an intelligent net-zero greenhouse gas platform
- **Reduction:** reduce the impact of greenhouse gas emissions, waste, and water withdrawal
- **Regeneration:** supports the capacity-building of corn farmers through the “For Farm” app, for raw material traceability.
- **Restoration:** Implements large-scale conservation and restoration projects for both terrestrial and coastal forests to preserve natural resources

Further details on Biodiversity Mitigation Hierarchy on [CPF Sustainability Report](#) (page 107)

# Track and Communicate Performance



CPF is committed to conducting regular reviews of its human rights due diligence, recognizing that it is an ongoing process essential to identifying, preventing, and addressing potential human rights impacts across its operations. The company continuously monitors and evaluates existing mitigation measures to ensure continuous improvement, including enhancing stakeholder engagement strategies to proactively address concerns raised through the grievance mechanism, updating the social and environmental management system to better reflect human rights considerations, refining management plans to mitigate and manage potential impacts, and implementing corrective actions where issues are identified.

In addition, CPF actively promotes transparency and accountability by publicly disclosing its human rights performance on an annual basis through its sustainability report, annual report, and company website. This disclosure enables stakeholders to assess the company's efforts in respecting and protecting human rights and demonstrates CPF's commitment to continuous improvement and responsible business conduct.

## Communication Channels

Charoen Pokphand Foods Public Company Limited  
313 C.P. Tower, Silom Road, Bangrak, Bangkok  
10500, Thailand  
Telephone: +66 2766 8000  
E-mail: [jaoffice@cpf.co.th](mailto:jaoffice@cpf.co.th)  
[www.cpfworldwide.com](http://www.cpfworldwide.com)

### Consumer Center

313 C.P. Tower, Silom Road, Bangrak, Bangkok 10500, Thailand  
Telephone: +66 2800-8000  
E-mail: [consumercenter@cpf.co.th](mailto:consumercenter@cpf.co.th)

### Labour Voices Hotlines by LPN Center

# Stakeholder Engagement



CPF recognizes that effective stakeholder engagement is a fundamental component of its Human Rights Due Diligence (HRDD) process and essential to building a sustainable organization. Engaging with stakeholders enables CPF to identify actual and potential human rights risks, understand adverse impacts, evaluate the effectiveness of its mitigation measures, and continuously improve its human rights management practices.

CPF conducts systematic stakeholder mapping and regularly analyzes and reviews its engagement efforts to ensure inclusiveness and relevance. Continuous engagement is carried out through various activities and communication channels, including meetings, open dialogues, surveys, site visits, social media, telephone, and email, to actively listen to stakeholder concerns, gather feedback, and respond to grievances. Detailed information on CPF's stakeholder engagement activities can be found at:

[https://www.cpfworldwide.com/en/sustainability/stakeholder\\_engagement](https://www.cpfworldwide.com/en/sustainability/stakeholder_engagement)

# Remediate Adverse Impacts



CPF is committed to conducting comprehensive human rights risk assessments within an appropriate timeframe as part of its ongoing Human Rights Due Diligence (HRDD) process, in line with the UN Guiding Principles on Business and Human Rights (UNGPs). This includes identifying actual and potential human rights impacts across all operations and business relationships, preparing and implementing risk prevention and mitigation measures, providing access to effective remedies in the event of violations, and continuously monitoring and reporting on performance. The company also regularly reviews its human rights policy commitments to ensure their continued relevance and effectiveness in managing human rights impacts and integrates findings into management systems and decision-making processes.

For the year 2025, CPF did not encounter any human rights violation cases. Consequently, **no remediation measures were required or implemented**. Nevertheless, the company remains vigilant and continues to strengthen its HRDD processes to prevent potential future risks and uphold its responsibility to respect human rights throughout its operations and supply chain.