

SUMMARY REPORT |

CPF's Suppliers Human Rights Impact Assessment 2024

DATE: 23 JULY 2025



Contents

1. Background and Context
2. Human Rights Impact Assessment Process
3. CPF's Suppliers Human Rights Impact Assessment Results
4. Recommendations for Managing Human Rights Issues

1. Background and Context

Why Conducting HRIA for Suppliers' Employees is Essential to CPF



Strengthens Supply Chain Transparency

Ensures suppliers' labor practices align with CPF's human rights standards.



Reduces Business Risks

Helps mitigate reputational, legal, and operational risks.



Meets Stakeholder and ESG Expectations

Aligns with global standards and builds trust with key stakeholders.



Drives Supplier Improvement

Encourages better labor conditions and sustainable practices.



Enhances CPF's Brand and Competitiveness

Reinforces CPF's image as a responsible and forward-thinking company.

2. Human Rights Impact Assessment Process

Human Rights Impact Assessment (HRIA)



Objectives

HRIA aims to **validate human rights violations and their impacts** directly through inclusive engagement with rights holders.

Scope

HRIA considers **actual impacts** within the supplier context to support risk identification, assessment, and the development of mitigation strategies.

Approach

CPF **conducts online and onsite surveys with supplier's employees** affected from their employer's business operations.

The framework of HRIA uses an anonymous survey format. This approach was specifically designed to protect the privacy of respondents and prevent any possibility of personal identification.

Results

HRIA results are used to **develop recommendations** for closing gaps and preventing recurrence of human rights issues in the supply chain.

Assessment Inputs and Outcomes



Sources for HRIA data analysis in supply chains



CPF’s supplier groups and key human rights issues identified for the 2024 supplier HRIA

CPF’s Supplier Groups

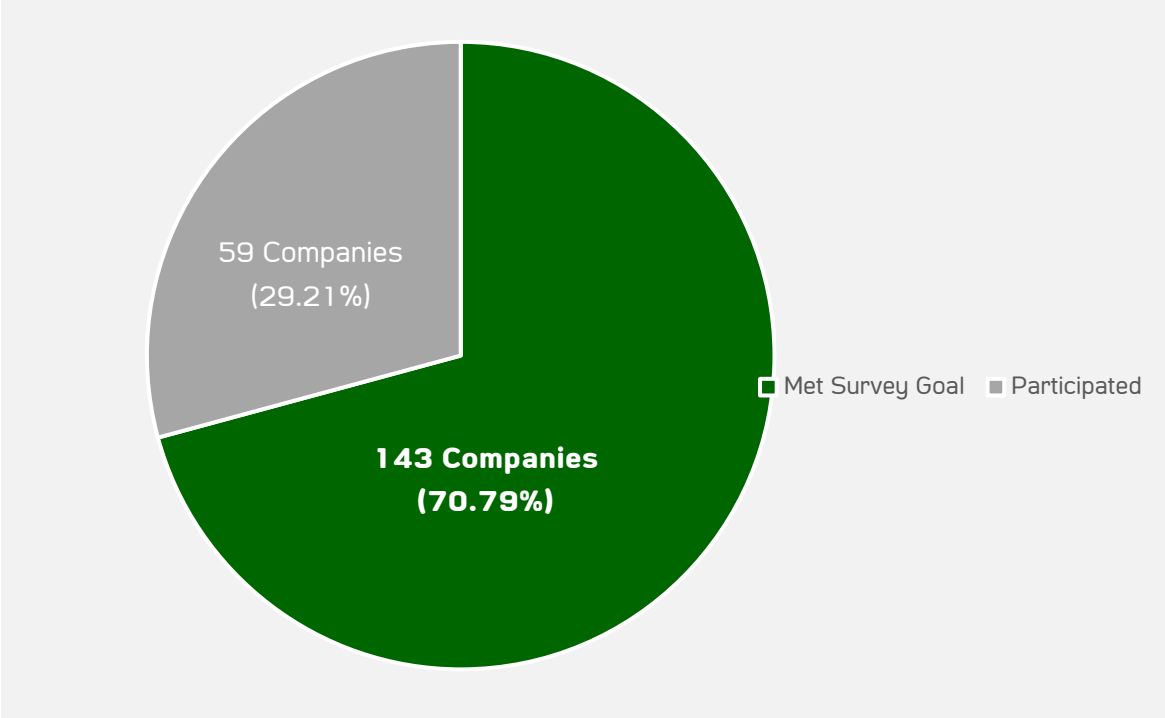
 Food Ingredient	 Packaging	 Chemical
 Fuel	 Machinery	 Feed Materials

Human Rights Issues Relevant to CPF’s Supplier Groups

 Employment Condition	 Freedom of Association and Collective Bargaining
 Working Condition	 Discrimination and sexual/non-sexual harassment
 Occupational Health and Safety	 Illegal Forms of Labor

Survey Sample Size

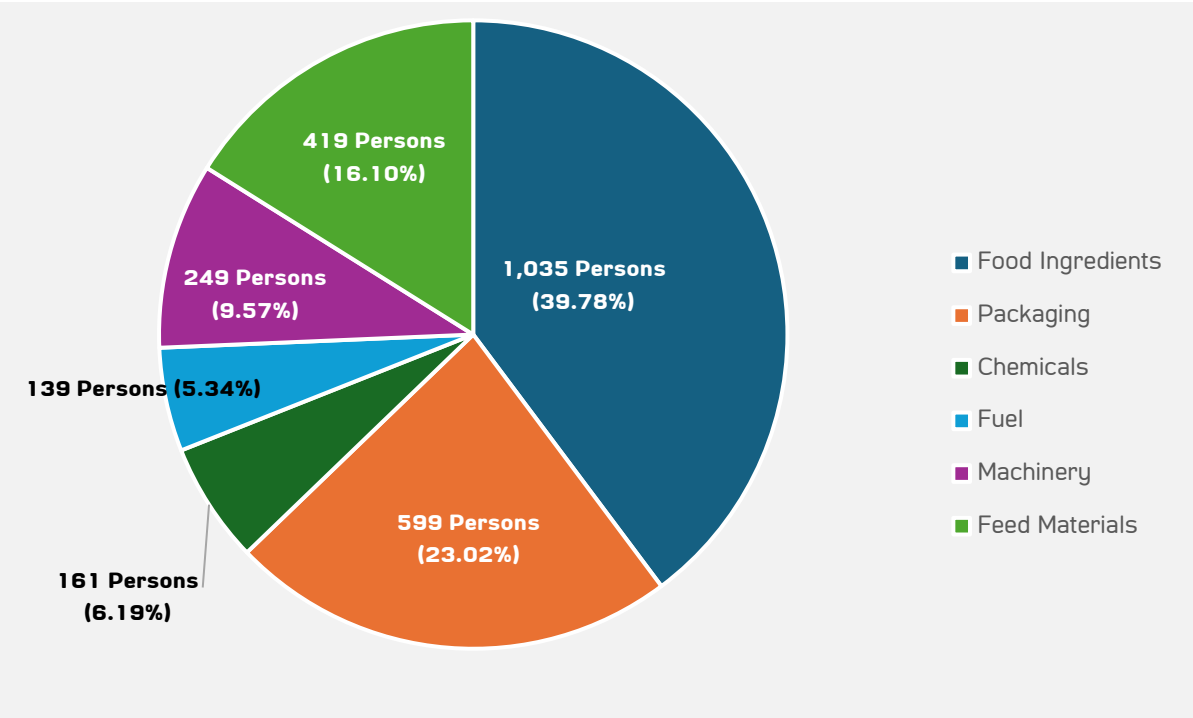
Supplier participation in the assessment (%)



Average completion rate: 71%
(143 out of 202 target companies)

Note: Some suppliers have not yet participated in the assessment due to specific constraints, such as the nature of their operations involving small to medium-sized farmer groups and the timing of the survey coinciding with the post-harvest break. These factors have limited their availability during this round of survey.

Suppliers' employees participating in the assessment (%)



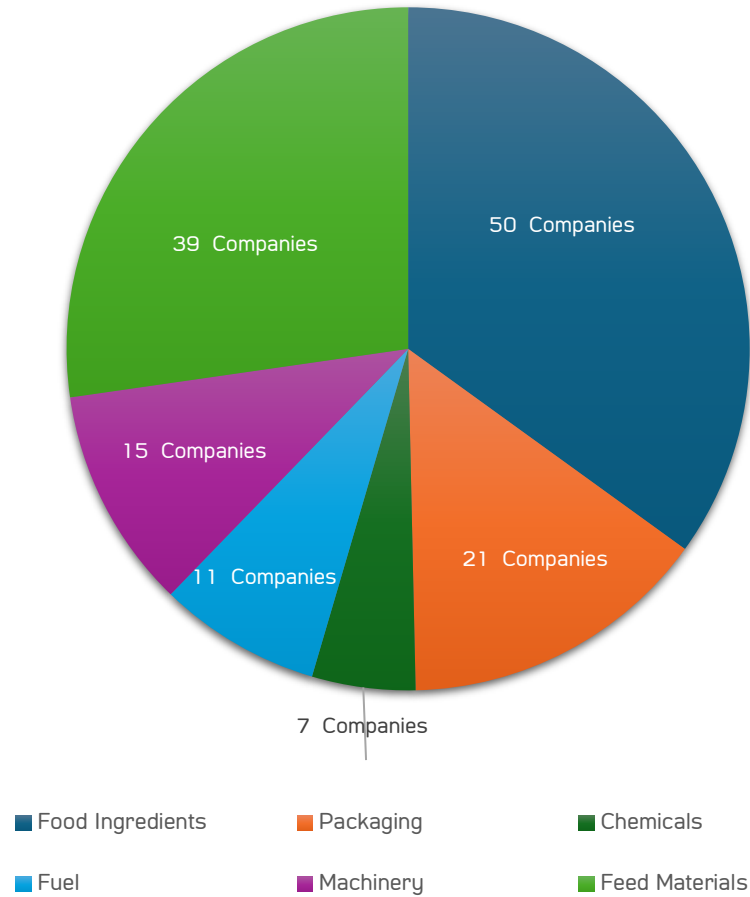
Average participation rate: 86%
(2,615 out of 3,026 target supplier's employees)

Note: After data screening, low-quality responses were excluded. The final sample size for the HRIA is 2,602 out of 2,615.

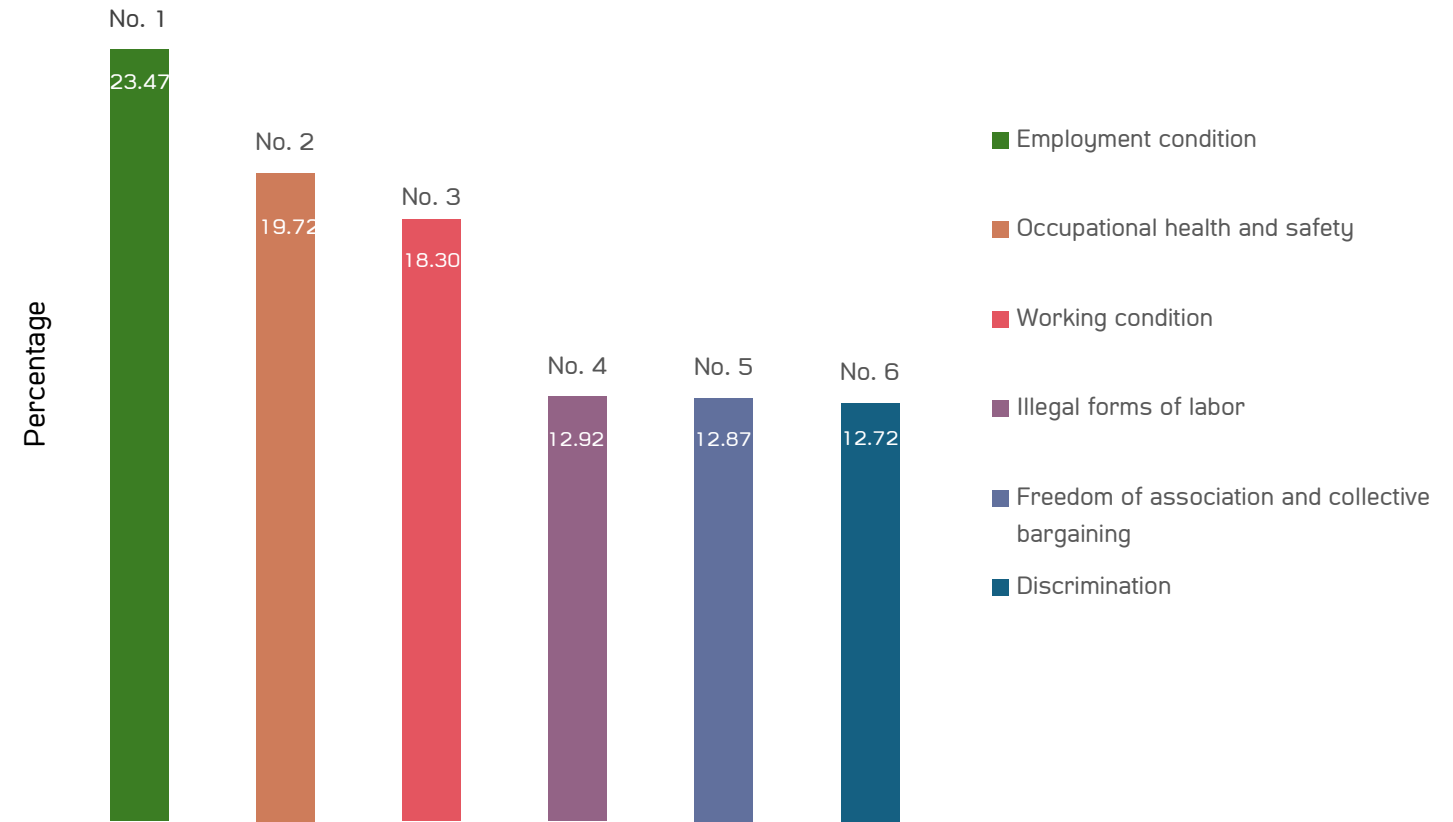
3. CPF's Suppliers Human Rights Impact Assessment Results

General Information of the Respondents

Response of Suppliers by Group



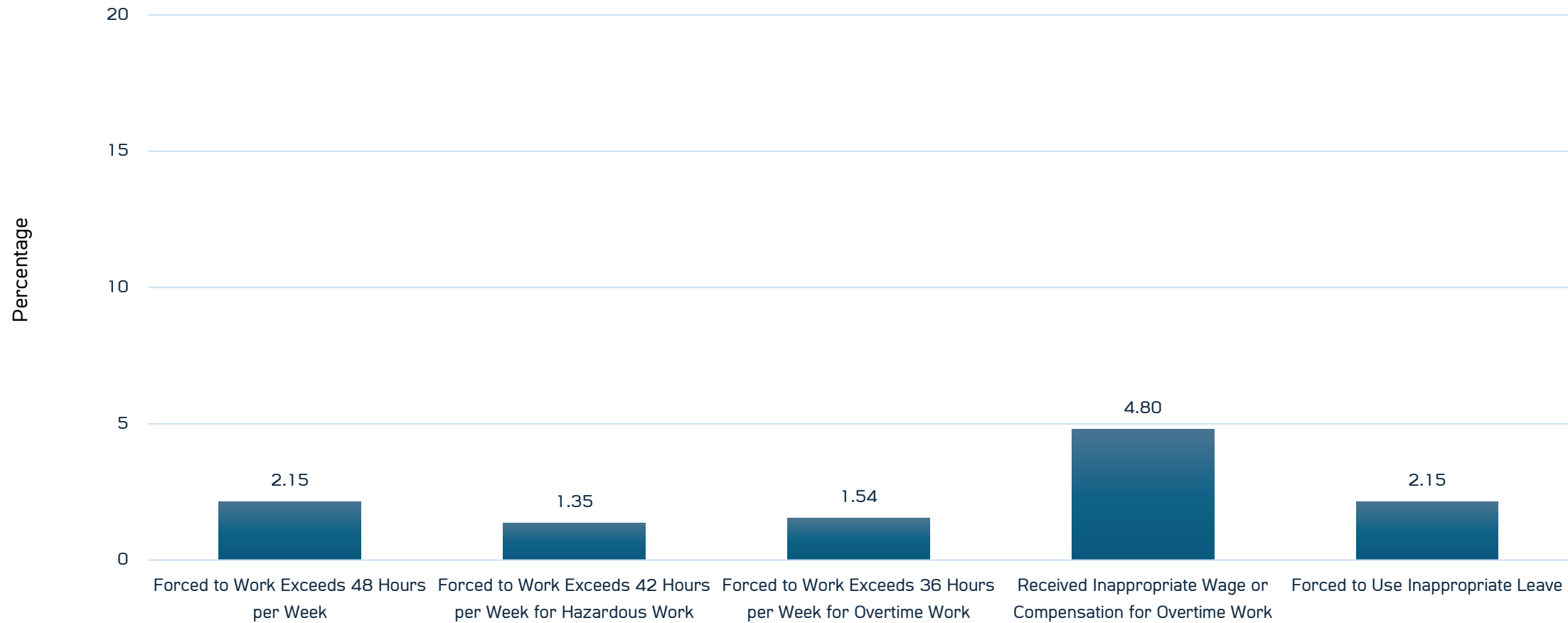
Ranking of Human Rights Aspects for Company Prioritization



Total number of respondents 2,602 people

Employment Condition Issues

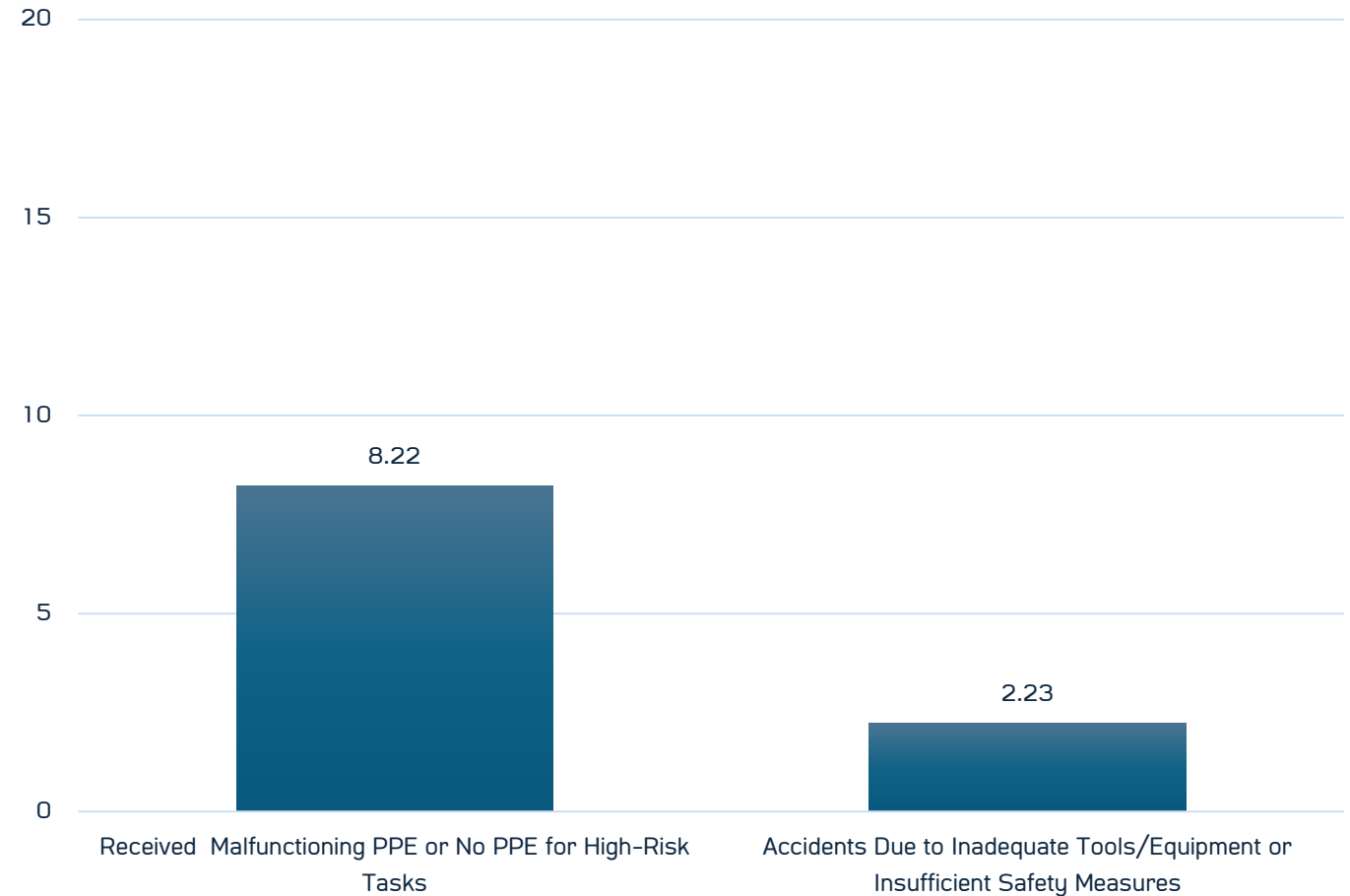
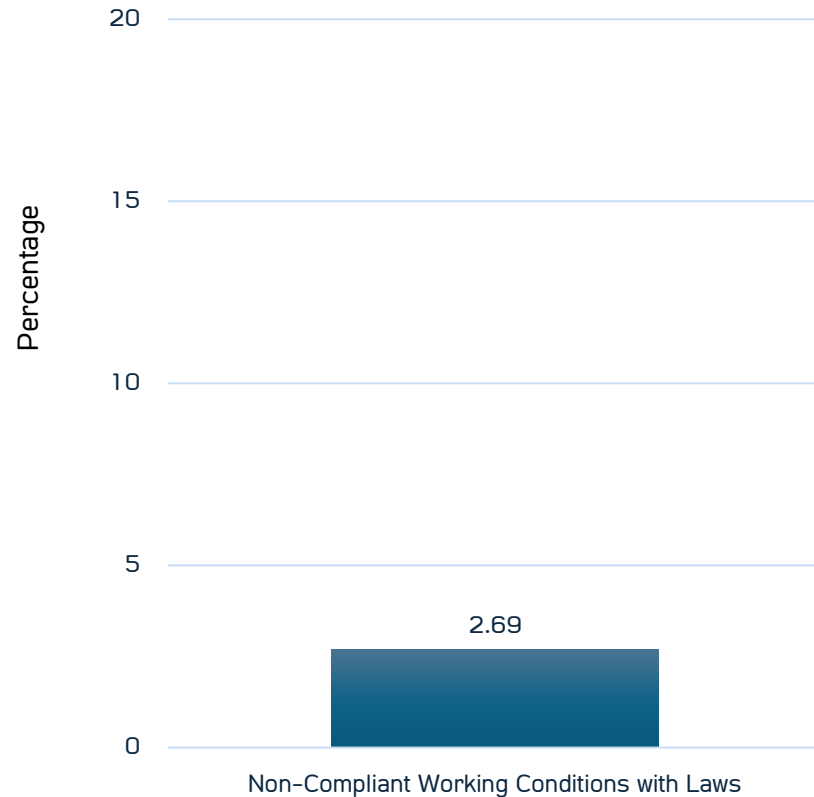
People who reported that their human rights have been violated, or have witnessed cases of violations



Working Condition Issues

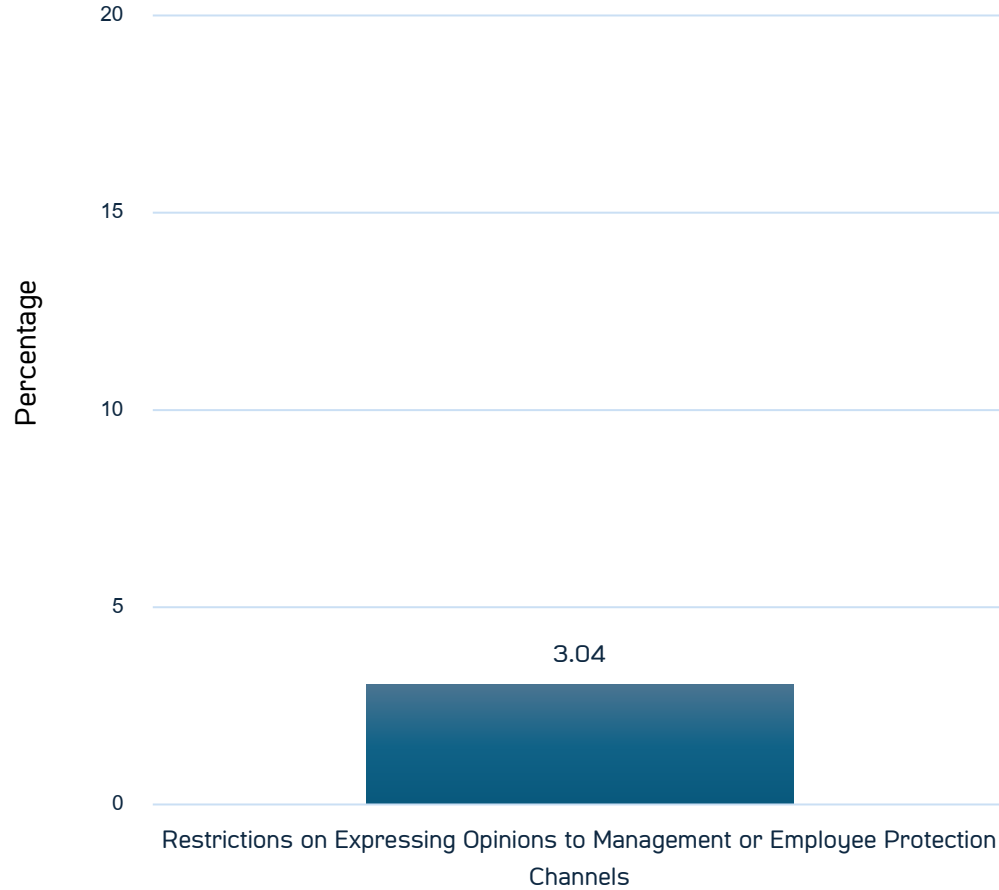
Occupational Health and Safety Issues

People who reported that their human rights have been violated, or have witnessed cases of violations

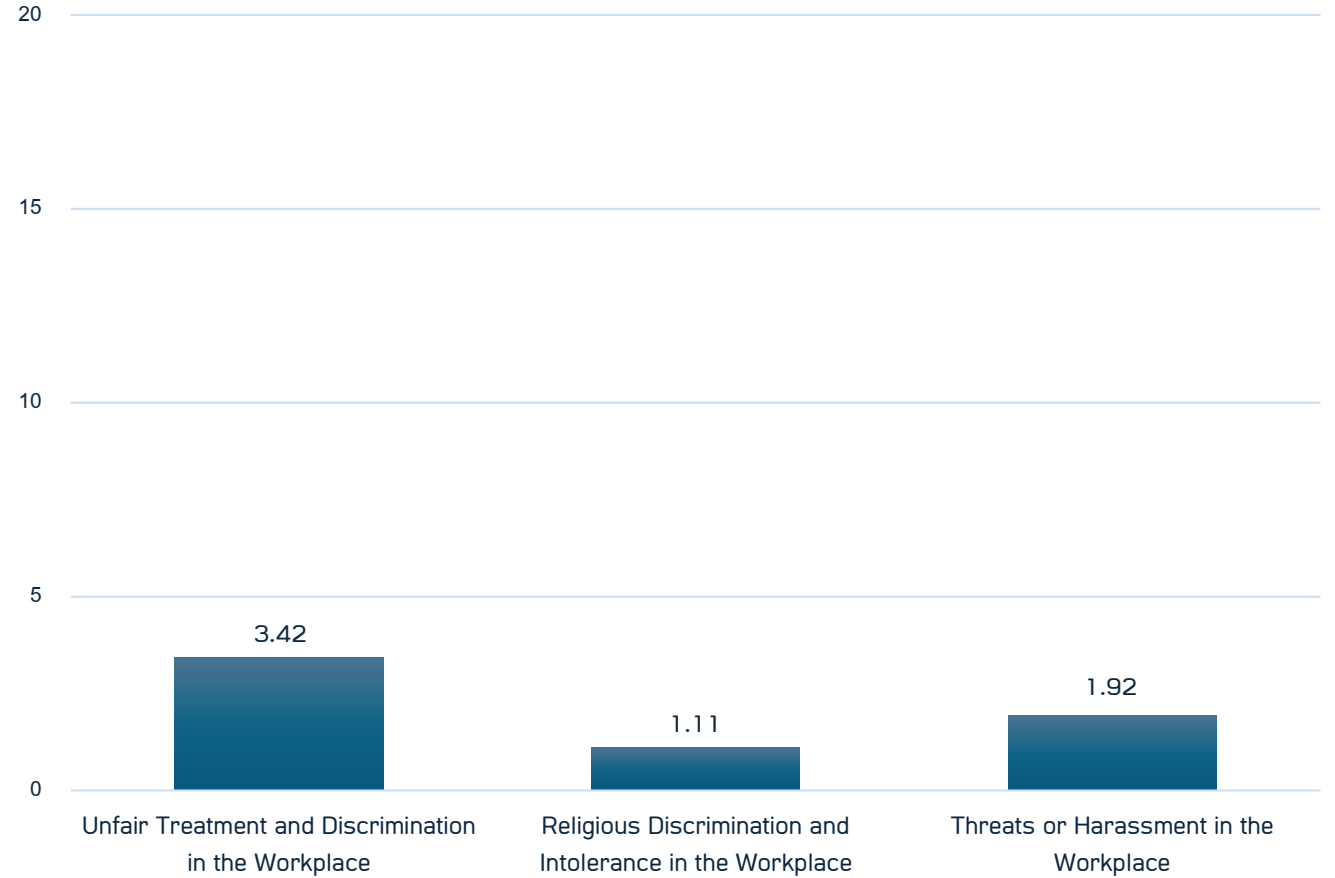


Freedom of Association and Collective Bargaining Issues

People who reported that their human rights have been violated, or have witnessed cases of violations

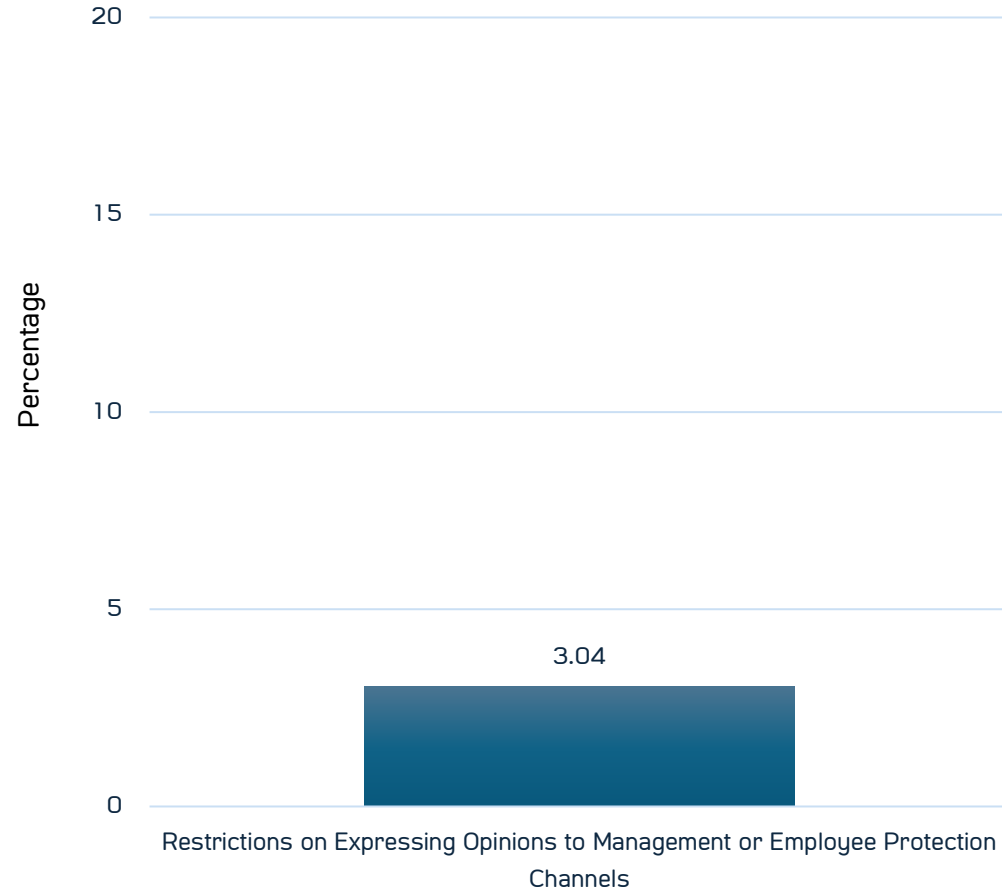


Discrimination and Harassment Issues



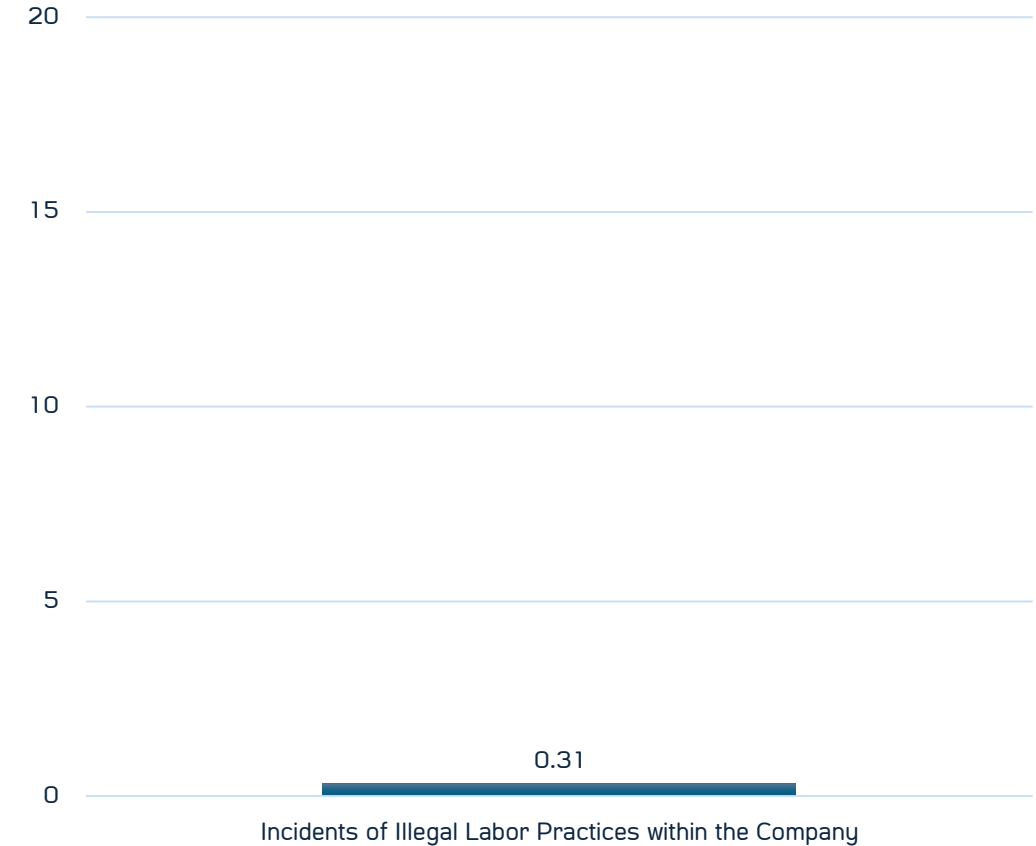
Freedom of Association and Collective Bargaining Issues

People who reported that their human rights have been violated, or have witnessed cases of violations



Illegal Forms of Labor Issues

People who reported that their human rights have been violated, or have witnessed cases of violations



Other suggestions regarding human rights, including the guidelines and measures that the Company should prioritize.

“บริษัทควรมีการอบรมให้ความรู้พนักงานในประเด็นด้านสิทธิมนุษยชน พร้อมการประเมินความเข้าใจของพนักงานเพื่อจะได้ทราบว่าควรให้ความสำคัญประเด็นใด” -
ธุรกิจส่วนประกอบอาหาร

“ต้องการให้บริษัทให้ความสำคัญประเด็นความเท่าเทียม การไม่เลือกปฏิบัติ และการเคารพสิทธิซึ่งกันและกัน” - ธุรกิจส่วนประกอบอาหาร

“ควรเพิ่มช่องทางในการเสนอความคิดเพื่อให้เข้าถึงได้ง่ายขึ้น” - ธุรกิจบรรจุภัณฑ์

“ความปลอดภัยของพนักงานและการจ้างงานอย่างเป็นธรรมควรเป็นประเด็นที่บริษัทให้ความสำคัญ” - ธุรกิจบรรจุภัณฑ์

“ควรมีการกำหนดสวัสดิการด้านอื่น ๆ เช่น การส่งเสริมด้านกีฬา เพื่อส่งเสริมสุขภาพของพนักงาน” - ธุรกิจเคมีภัณฑ์

“ควรมีการประชาสัมพันธ์ข้อมูลด้านสิทธิมนุษยชนให้พนักงานรับทราบเพิ่มเติมและดำเนินการเป็นประจำ” - ธุรกิจเคมีภัณฑ์

Other suggestions regarding human rights, including the guidelines and measures that the Company should prioritize.

“อยากให้ผู้บริหารและหัวหน้างานเข้าเยี่ยมชมสภาพการทำงานของพนักงาน” - ชุรกิจเชื้อเพลิง

“ควรให้ความสำคัญกับพนักงานทุกคนเท่าเทียมกัน” - ชุรกิจเชื้อเพลิง

“ต้องการให้บริษัทมีการแจ้งหรือสื่อสารเมื่อมีมาตรการหรือกฎระเบียบเพิ่มเติมในด้านสิทธิมนุษยชนอย่างสม่ำเสมอ” - ชุรกิจเครื่องจักรกล

“พนักงานทุกคนและทุกตำแหน่งควรมีสิทธิในการแสดงออกเท่าเทียมกัน” - ชุรกิจเครื่องจักรกล

“พนักงานควรได้รับสิทธิมนุษยชนตามกฎหมายกำหนดจากบริษัท ไม่ต้องการให้มีการเสี่ยงปฏิบัติในประเด็นเหล่านี้” - ชุรกิจวัตถุดิบอาหารสัตว์

“ทุกองค์กรประกอบไปด้วยพนักงานที่มีความแตกต่างกันในเชื้อชาติ ภาษา และอุปนิสัย ดังนั้นองค์กรต้องมีการจัดการบริหารที่ดี”
- ชุรกิจวัตถุดิบอาหารสัตว์

Overview of human rights issues and impact levels



Impact Level	Very High	High	Medium	Low
Score	3.26 – 4.00	2.51 – 3.25	1.76 – 2.50	1.00 – 1.75

Human Rights Issues	Number of employees who might have experienced/witnessed human rights violation cases	Impact Level
Occupational Health and Safety	246 employees or 9.45% believed they might have experienced human rights violations regarding occupational health and safety issues. 102 of them assessed the impact level of the case.	2.01
Employment Condition	193 employees or 7.42% believed they have experienced human rights violations through employment conditions. 134 of them assessed the impact level of the case.	1.93
Discrimination	115 employees or 4.42% believed they might have experienced human rights violations through discrimination. 77 of them assessed the impact level of the case.	1.95
Freedom of Association and Collective Bargaining	79 employees or 3.04% believed they might have experienced human rights violations regarding freedom of association and collective bargaining. 52 of them assessed the impact level of the case.	2.06
Working Condition	70 employees or 2.69% believed they have experienced human rights violations through working condition. 63 of them assessed the impact level of the case.	1.98
Illegal Forms of Labor	8 employees or 0.31% believed they might have experienced human rights violations regarding illegal forms of labor. 7 of them assessed the impact level of the case.	2.14

4. Recommendations for Managing Human Rights Issues

Driving positive changes by addressing human rights issues identified through the HRIA process

Employment and Working Condition

- Conduct regular and unannounced site visits including hygiene, temperature, noise levels, occupational health and safety, presence of illegal labor, availability of PPE, and compliance with labor rights such as fair treatment, grievance mechanisms, and legal employment practices.
- Establish safe and anonymous channels (e.g. surveys or hotlines) for supplier employees to report violation.
- Provide training on labor law compliance and help suppliers improve production planning to reduce excessive overtime.
- Support and advise suppliers on working condition-related matters, such as lawful timekeeping and wage practices, and the establishment of safe and accessible grievance channels. Encourage appropriate remediation for affected workers and collaborate on developing preventive measures to avoid future human rights violations.

Driving positive changes by addressing human rights issues identified through the HRIA process

Occupational Health and Safety

- Encourage suppliers to establish clear emergency procedures that include the provision of appropriate personal protective equipment (PPE) for all employees based on job-specific risks, fire safety protocols, evacuation plans, and basic first aid measures. These procedures may be reviewed and verified through CPF's supplier audit program to ensure compliance with occupational health and safety standards.
- Support the occupational health and safety training for the suppliers and their employees.

Freedom of Association and Collective Bargaining

- Encourage suppliers to clearly communicate available grievance channels to employees through various formats such as posters, internal emails, social media, and employee handbooks.
- Support training for supplier management on the importance of listening to workers and respecting their rights to organize and express concerns.
- Encourage suppliers to establish grievance mechanisms that are safe, anonymous, and easily accessible for employees to raise concerns or complaints.

Driving positive changes by addressing human rights issues identified through the HRIA process

Discrimination and Harassment (Sexually and/or verbally)

- Encourage suppliers to develop written policies that explicitly prohibit all forms of discrimination, favoritism, and harassment, including verbal and sexual misconduct.
- Support training for both employees and supervisors of suppliers on appropriate workplace behavior, unconscious bias, and respectful communication.
- Encourage suppliers to establish grievance mechanisms that are safe, confidential, and easily accessible for reporting discrimination or harassment, with clear assurance of non-retaliation.