



**CHAROEN POKPHAND AGRICULTURE CO., LTD.**

Head Office : 97 , Yenchit Rd., Tungwatdon, Sathorn ,Bangkok, Thailand 10120

Factory : 288 , 3005 Rural Rd., Pak Puan, Wang Saphung , Loei, Thailand 42130

## **Announcement**

### **CPA.WP 74/2567**

#### **The policy demonstrates a commitment to aligning operations with the principles of EUDR.**

##### **1. Commitment to Legal Compliance**

1.1 Farmer and Supplier willing complying with applicable local, national and international laws on human rights, labour, land use, and the environment.

1.2 Farmer and Supplier willing working against corruption in all of its forms including extortion and bribery.

##### **2 Commitment to Healthy, Functioning Ecosystems**

2.1.1 Farmer and Supplier willing and sourcing natural rubber in a way that does not contribute to deforestation or degrade High Conservation Values (HCVs). Identification and management of areas for development and conservation follow the methodology and guidance consistent with the HCV Approach and with the High Carbon Stock Approach (HCSA).

2.1.2 Farmer and Supplier willing arrange natural rubber from areas deforested or where HCVs have been degraded after the cutoff date of 1 April 2019 is considered to be non-conforming with this policy element.

2.2 Farmer and Supplier willing Supporting the long-term protection of natural forests and other ecosystems and their conservation values, and restoring or supporting restoration of deforested and degraded rubber landscapes.

2.3 Farmer and Supplier willing not using open burning/fire in new or ongoing operations for land preparation, land management, waste management, or any other reason other than in justified and documented cases of fire break establishment, waste management for sanitary reasons where public garbage collection is not available, phytosanitary and other emergencies.

2.4 Farmer and Supplier willing protecting wildlife, including rare, threatened, endangered and critically endangered species from poaching, over-hunting and habitat loss in areas under company management and supporting wildlife protection activities in areas of influence.



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2.5 Farmer and Supplier willing water quantity and quality, preventing water contamination from agricultural and industrial chemicals, and preventing erosion and sedimentation.

2.6 Farmer and Supplier willing protecting soil quality, preventing erosion, nutrient degradation, subsidence and contamination.

2.7 Farmer and Supplier willing preventing the development of or sourcing from natural rubber plantations on peat, regardless of depth, extent, or status (wet, drained or dry)

**3. Commitment to Respecting all Human Rights**

3.1 Farmer and Supplier willing respecting and protecting internationally recognized human rights (including upholding the UN Guiding Principles on Business and Human Rights [UNGPR]) by avoiding causing or contributing to adverse human rights impacts and preventing or mitigating any harm linked to company operations.

3.2 Farmer and Supplier willing establishing and maintaining a company grievance mechanism (consistent with UNGPR effectiveness criteria) to receive complaints and remedy adverse impacts they have caused due to production and sourcing

3.3 Farmer and Supplier willing recognizing and protecting the customary, traditional and communal land tenure rights of indigenous peoples and local communities (IP/LC) including:

- Carrying out operations in accordance with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP)
- Ensuring ongoing land tenure and access rights
- Upholding traditional rights of access for hunting and gathering of animals and plants for the purpose of subsistence and indigenous cultural and religious traditions, customs and ceremonies

3.4.1 Farmer and Supplier willing ensuring that, prior to any activity that might affect IP/LC rights to their lands, territories, and resources, their free, prior, and informed consent (FPIC) is secured. This includes when planning, establishing, restoring, or transforming corporate plantations and/or industrial sites, as well as associated infrastructure. The FPIC process is done in a culturally appropriate manner and follows credible accepted



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methodologies<sup>2</sup> and associated GPSNR guidance. IP/LC have the right to give or withhold their consent to any activity that is subject to the FPIC process.

3.4.2 Farmer and Supplier willing where operations impinge on IP/LC rights, compensating or accommodating IP/LC through appropriate, mutually agreed measures reflecting and described in the negotiated outcomes of the FPIC process.

3.4.3 Farmer and Supplier willing adopting measures to provide remedy through mutually agreed procedures in cases where the company previously has caused or contributed to the appropriation of or harm to the lands, territories, or resources of IP/LC without securing FPIC. Implementation is jointly monitored by the community and the GPSNR member and/or by mutually agreed third party(ies).

3.5 Farmer and Supplier willing establishing ongoing, effective, culturally appropriate channels of dialogue with indigenous people and local communities.

3.6 Farmer and Supplier willing upholding applicable labour rights and labour laws in the jurisdictions where operating, the UN Guiding Principles on Business and Human Rights, and the intent of the International Labor Organization's eight core conventions. This includes:

- Freedom of association and collective bargaining (ILO Convention No. 87 and No. 98)
- No forced labour (ILO Convention No. 29 and its 2014 Protocol)
- No child labour (ILO Convention No. 138 and No. 182)
- Decent living wages
- No discrimination (ILO Convention No. 111 and No. 100)
- Legal working hours
- Safe and healthy workplaces
- No abusive practices (ILO Convention No. 105)
- Gender equity

Safeguards apply to all workers, including contract, temporary and migrant workers.



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**4. Commitment to Community Livelihoods**

4.1 Farmer and Supplier willing supporting decent living conditions of local communities (e.g., drinkingwater, adequate housing, sanitation).

4.2 Farmer and Supplier willing supporting the right to food and food security of individuals, householdsand local communities.

4.3 Farmer and Supplier willing supporting the economic, social and cultural rights of local people,including through access to education and employment.

**5. Commitment to Increased Production Efficiency**

5.1 Farmer and Supplier willing offering or supporting training for natural rubber producers, including smallholders, to improve yield and quality.

5.2 Farmer and Supplier willing managing operations to minimize rate of energy usage.

5.3 Farmer and Supplier willing managing operations to maximize natural resource efficiency.

5.4 Farmer and Supplier willing minimizing and mitigating carbon emissions.

**6. Commitment to Systems and Processes to Drive Effective Implementation of PolicyComponents**

To implement and demonstrate progress toward fulfilment of the above Policy Components, members further commit to:

6.1 Farmer and Supplier willing setting public, timebound and geographic-specific targets and milestoneswith their associated indicators/metrics for applying its commitments.

6.2 Farmer and Supplier willing embedding commitments into decision-making processes, systems, and performance metrics of corporate management, relevant business units, joint ventures, and company affiliates and subsidiaries.

6.3 Farmer and Supplier willing maintaining an active, regular stakeholder dialogue to provide relevant information, and to afford opportunities for feedback and suggestions related to fulfilment of thecompany's commitments.

6.4 Farmer and Supplier willing participating in/supporting multi-stakeholder planning and policy efforts that uphold the GPSNR principles at a landscape, jurisdictional or other spatial level.



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## **7. Commitment to Supply Chain Assessment, Traceability, and Management**

Applicability: These commitments are primarily applicable to members who source natural rubber from producers and who manage one or multiple supply chains. Suppliers are responsible for providing these buyers with the necessary information in order to manage their supply chains in accordance with policy commitments

7.1 Farmer and Supplier willing conducting supply chain mapping and assessing suppliers for social and environmental risk to prioritize risk mitigation actions.

7.2 Farmer and Supplier willing supporting traceability of natural rubber, at a minimum to an appropriate jurisdictional level, to know or control the conformance of purchased materials with GPSNR Policy Components. The level of traceability will differ for each “node” of the supply chain and will be documented, with justification for why the desired level of traceability may not be reached for all supply chains and plans to achieve this level. The appropriate jurisdictional level will be defined in the implementation guidance.

7.3 Farmer and Supplier willing supplier willingly communicating to all suppliers of natural rubber that material produced and processed in accordance and conformance with the GPSNR Policy Components will be preferred. Providing time bound requirements for meeting the policy requirements, and ensuring that supplier codes and contracts, engagement activities, and other mechanisms reflect these supplier expectations.

7.4 Farmer and Supplier willing regularly engaging the supply chain (both direct and indirect suppliers) to support their conformance with company commitments through effective incentives, support mechanisms, and purchase monitoring systems.

7.5 In instances of supplier non-conformance with GPSNR Policy Components, developing time-bound implementation plans to move towards conformance and/or remediation of past ongoing harms



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**8. Commitment to Monitoring and Reporting on Progress Towards, and Conformance with, Policy Components**

\*Applicable to producers: monitoring of policy commitments at the production level and according to the topics covered under the scope of this policy

\*Applicable to buyers: monitoring of policy commitments through the following approaches:

a) monitoring at the production level; b) monitoring of sourcing areas; c) monitoring of supplier management and control systems (including certification)

8.1.1 Farmer and Supplier willing regularly monitoring progress toward company commitments in order to ascertain performance.

8.1.2 Farmer and Supplier willing applying monitoring systems and practices to incorporate crowd-sourced information from local stakeholders and affected parties regarding non-conformance with commitments. Information sources may be informal or formal.

8.2 Farmer and Supplier willing reporting publicly on progress and outcomes related to the implementation of policy-related commitments at least annually.

January 1<sup>st</sup>, 2024

**(Kreingkrai Wathanasawang)**

Director Manager



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### Announcement

No. CPA.WP 069/2569(2)

### Subject : Policy for the Association of Organizations with FSC

Charoen Pokphand Agriculture CO.,LTD. Head office at 97 Yenjit Road , Thung Wat Don , Sathorn 10120 Bangkok Thailand and Factory 00001 at 288 Moo 3 ,Pak Puan Subdistrict, Wang Saphung District , Loei 42130 , Thailand The Organization explicitly agrees currently and in the future, as long as the relationship with FSC exists, not to be directly or indirectly involved in the following unacceptable activities:

- a) Illegal logging or the trade in illegal wood or forest products;
- b) Violation of traditional and human rights in forestry operations;
- c) Destruction of high conservation values in forestry operations;
- d) Significant conversion of forests to plantations or non-forest use;
- e) Introduction of genetically modified organisms in forestry operations;

In addition, the signing Organization recognizes that the principles established by the International Labor Organization through the 1998 Declaration on Fundamental Principles.

- a) Freedom of association and the effective recognition of the right to collective bargaining;
- b) The elimination of all forms of forced or compulsory labor,
- c) The effective abolition of child labor, and
- d) The elimination of discrimination in respect of employment and occupation.

In addition, please be informed that we will operate under a safety principle. occupational,health and working environment in all respects.

Announced on 24 March 2026

(MR.KREINGKRAI WATTANASAWANG)

Managing Director



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## Announcement

No. CPA.WP 067/2569(2)

### Subject : Policy cover to FSC Core Labour Requirements

Charoen Pokphand Agriculture Co.,Ltd. Head office at 97 Yenjit Road , Thung Wat Don , Sathorn 10120 Bangkok Thailand and Factory 00001 at 288 Moo 3 , Pak Puan Subdistrict , Wangsa Phung District , Loei 42130 , Thailand. Operates as a manufacturer and distributor of STR20 RUBBER products. Strive for excellence through realization of the importance of human resource development and fair labor practices. It is also committed not to support and will not take any action. This is a violation of the Principle of the International Labor Organization (ILO) Convention in accordance with the Declaration on Fundamental Principles and Rights at Work, 1998 as follows:

1. Cancel and / or not hire child labor under the age of 15 or child labor under the local law.
2. Abolish and eliminate all forms of forced labor. Respect the rights of employees according to human rights principles. And abide by labor laws And other laws related to labor Provide welfare in various fields For employees as required by law, such as social security, etc. and other than those required by law, such as provident funds And accident insurance, etc., as well as providing various types of assistance such as cremation allowance Money, visit, fever, etc.
3. Inactivity Which constitutes employment discrimination By providing a hiring process And fair employment conditions Including the determination of compensation And considering performance of merit under a fair evaluation process Promote human resource development by organizing training seminars, including sending personnel to attend seminars and academic training in various fields. Related to develop knowledge and ability Including cultivating a positive attitude, morality, ethics and teamwork
4. Promote freedom of association and recognition of the right to collective bargaining. Give employees the opportunity to express their opinions. Or complaints about unfair practices or improper conduct in the company. Including protection of employees who report such matters
5. Operating under the principles of safety. Occupational health and work environment in all respects provide measures to prevent accidents. And encourage employees to have a sense of safety Including training And promote employees to have good hygiene And take care of the workplace in a hygienic manner There is always safety Arrange for an annual health check By considering the risk factors according to the age, gender and work environment of the individual.

Announced on 24 March 2026

(MR.KREINGKRAI WATTANASAWANG)

Managing Director