

## Corporate Social Responsibility

The Company operates the business under the good corporate governance principle, having transparency and accountability to develop the business and balance the economy, society, and environment. The Company is determined to remain a role model for society (Good Corporate Citizen) to operate a sustainable business and manage the business to grow steadily and be accepted in society on the ethical basis and the good corporate governance principle. As well as being able to generate returns the stakeholders effectively, by taking into account the impact of business operation to all stakeholders related to the Company in all dimensions. The Company realizes its social responsibility both internal operating processes (CSR-In-Process) and responsibility towards the community and society. (CSR-After-Process). The Company has undertaken social responsibility in various areas as follows:

### **1. Operates our business with fairness**

The company imposed procedure for taking care of the company's stakeholders within the company's Code of Conduct. This code of conduct concerns the company's responsibility toward every stakeholder of the business, from our shareholder, worker, customer, business partner, community, society and environment. It also supports free competitive trading; avoids any action that may cause conflict of interest and intellectual property infringement, opposes all kind of corruption and supports the corporate social responsibility on every part of the business chain; with the following policies:

### 1) Business policy

The company assigned our business policy so we can become the industry's leader in complete production and processing of livestock and agricultural products; while focusing on food safety, disease control and traceability; and the company responsibility toward environment and society.

### 2) Business governance policy

The company determines to perform our business properly, honestly, fairly, transparently and able to disclose our vital information with good accountability; the company will always prioritize the profits and effects of our shareholder, customer, business partner, employer and all of our stakeholder; while dividing profits properly and fairly.

### 3) Social responsibility policy

The company will adhere to the corporate social responsibility principle, under the fundamental ethical principle, to justify all of our stakeholders. The company also determines to utilize the good corporate governance principle as our guideline, to maintain our operation's equilibrium, between the company and economic, community, society and environment; which will ultimately lead to a successful sustainable business development.

### 4) Policy for upholding and adhering to the law, order and regulation

The company emphasizes on upholding and adhering to the law, order and regulation which are involved with conforming to the international code of conduct. This policy requires all of our director, management and employee to uphold and adhere to the law, order and regulation and must not participate, support or cause any violation of the law, order and regulation.

### 5) Policy for encouraging efficient resources usage

The company encourages its director, management and employee to use resources efficiently and properly while maximizing the resulted profits. The company is also communicating, educating, encouraging

and cultivating the right common sense for its employee and every stakeholder about the most efficient use of the company's resources to maximize its profits.

## **2. Opposing the Anti-corruption**

The company is operating while adhering to the good governance, code of conduct and law of the state and the company is continuously promote and encourage understanding and knowledge that prevent and oppose all kinds of anti-corruption, either for the benefit of the company, oneself or others. This had been described in the company's Code of Conduct and acts as the basic guideline for our employee. Moreover, the company is also realized the significance of opposing the anti-corruption, as the board of director of Thai Food Group Co. Ltd. had resolved on the 2/2014 meeting, August 20th, 2014, to assign the 'Anti-Corruption Policy', as a distinctive guideline to prevent and oppose all anti-corruption for the company. The company is opposing all kinds of anti-corruption and creating an organization culture that encourage everyone to realize the real peril of anti-corruption, cultivate the right norm and boost the stakeholders' confidence so that the company can effectively prevent and protect any kind of anti-corruption. Therefore, the company had assigned these anti corruption policies to be the guideline for our operation, namely:

- 1) All director, management and employer of every level are forbidden from carrying or refrain from carrying the task of their position; or from wrongfully abuse of their power which violate the law of the state or the moral code; while pursuing any undue profits; for example, requesting, acquiring and giving of property and any kind of profits to the government authority or any other person whom are involved with company.
- 2) Setting up the guideline for giving or receiving gift or any kind of entertainment as part of the company's code of ethic. The company's personnel must not propose, request, acquire or agree to acquire

any kind of monetary incentive, objects, feed and entertainment or any other kind of profits that may be considered to be any form of corruption and bribe. Receiving of any gift should bases on a sound, reasonable cause, and should not be in monetary form or other equivalent asset; the company's personnel must always be vigilant about their action or inaction; that they are all under the principle of transparency and accountability.

3) Setting up regulation on procuring and employing; and properly objective for pursuing any transaction, disbursement or agreement; and each steps of these actions must be able to provide solid evidences and have been thoroughly considered and properly approved.

4) Communicating the company's anti-corruption policy to each and every organization that the company is involved with, through various channels, such as, the employee's training, the company internal communication channel and etc., so every stakeholder can acknowledge and follow the company's policy.

5) Setting up official channels for submitting the issue through various communication channels that allow our employee and stakeholder to submit any suspicious issue. This is involved the identity protection for those who submit the issue, to protect them from unjustified punishment or transfer. The company will also appoint official body to verify every submitted issue.

6) Developing anti-corruption measure, in according with the law of the state and the moral code; and evaluating the risk of corruption in every activity that the company is involved and setting up proper pre-ventive measure for them, through regular organization's internal communication.

### **3. Respect for human right**

The company emphasizes on the human right, as it intends to create equality for both inside and outside of the organization. The company

will not act in any way that may violate the human right of other people, nei-ther directly or indirectly; and the company will put up policy that support and respect the human right; and assuring that the company's business will not any way violate the human right, for examples, the company will not support the use of forced labour, oppose the use of child labour, respect and treat all stakeholder equally, with fairness, bases on the human dignity, without any discrimination toward their origin, race, eth-nicity, sex, color, religion, physical characteristic, status and etc; while emphasizing on vigilant following of the company's internal human right regulation and encouraging the company's business partner, joint ven-venture and stakeholder to follow the international human right principle and protect each and every right of the company's stakeholder from being violated by the company's business operation and compensating any damages and losses with not less than the required rate of fine by the law and etc.

#### **4. Treating labour equally**

The company's policy focus on allowing all of our employee to work together under a pleasurable environ-ment and to accept each other, treat all level of our employee like brother and sister, without any exploitation. In term of treating our employee, the company maximiz-es our human resource management's efficiency; starts from recruit-ment, development and continuous training, setting fair wage model, couple with proper benefits. Also, the company encourages and supports our employee to make more progress with their career, presenting them chances to learn more in every level of our organization while developing their skills and professions that will ensure their capability to work professionally in the right environment. This was done through various policies, namely:

1) The employee's wage and benefits policy.

The employee's wage policy emphasizes on compensating them fairly, while strengthening their ca-reer and opportunity to progress; providing them with various benefits which are required by the law,

for ex-ample, social security cover; and beyond the requirement of the law, for example, health and accident insurance for our employee and many other monetary aids, such as, funeral expense aid for the death of our employee's parents, scholarship for their children and etc.

## 2) Improving our employee's capability and training

The company policy emphasizes on improving our employee's capability; by encouraging them to develop their knowledge, capability, skill, good attitude, along with moral and ethics and team spirit. This is one through training, seminar, field trip and etc; so our employee can improve themselves effectively.

The company also encourages the development of the organization and human resource by emphasizing on efficient working procedure, distinctive role and task assignment, proper reward model, development of the evaluation criterion and improving of the employee's overall capability. So far, the company provided many training courses, such as, quality management system training, leadership course and etc.

## 3) Security and occupational health policy

The company policy emphasizes on supporting its employee to operate safely with good health, under good working environment. The company dedicates its utmost effort to prevent any possible accident and cultivating security awareness in the mind of its employee. This was coupled with training and encouraging the company's employee to attain good health (and to avoid anything that might be harmful to the company's employee or customer or consumer); and constantly preserving the working area in hygienic condition and safe.

## **5. Responsibility toward the consumer**

As the company is working in an integrated livestock product industry, it prioritizes the safety and quality of the livestock; as the company realizes that 'food's quality and safety' is its most important aspect in this business, along with availability of qualified personnel and strict measure for quality control and assurance.

## 6. Environment's preservation

The company policy emphasizes on preserving the environment; so far, the company operates with utmost consideration toward the environment safety in every aspect of its businesses, such as, strictly performed the environment impact's survey and report before commencing any construction, setting up working regulation and procedure that limit operation's impact toward the surrounding environment and community. Also, the company is emphasizing on maximizing the profits gain from efficient resource management, by recycling any by-product or waste from its production and utilizes high quality production's waste management system, along with properly evaluation of its environmental management efforts.

Moreover, the company set up some energy preservation policies that act as guideline on energy-related operation, which aim to maximize the operation's efficiency and profits. The company impose energy preservation as one of the core operation as the company continuously improve the efficiency of resource consumption, in according with the current business status; setting up the goal and measure for energy consumption in each year; and communicate with its employee so they can understand and act accordingly. The company provides support, in term of its human resource, fund, training and any other required supports, to improve the company's energy management; while evaluating and reconsidering the company's policy, goal and operation plan on energy preservation annually.

### **The company now put these pollution and waste management policies in place:**

#### 1) Air pollution

The company utilizes pollution control on the exhausted air before releasing them out of the factory; along with constant monitoring the factory's exhausted air and assuring that they are within the required range of the law. This is supervised by authorized personnel from the Department of Industrial Work and it is done annually.

## 2) Water pollution

The company utilizes waste water treatment system with qualified standard as require by the law, along with proper, high end technology for waste water treatment, constant monitoring and evaluating before release the waste water to the outside world; so that the waste water from the company is well under the required range of the law and will not cause any impact toward the ecology system. The company also em-phasizes on recycling the waste water for reuse.

## 3) Waste

The company manages each type of its waste in according with the law requirement while putting up various contamination counter measures in place, from the waste collection and transport to treatment. The company have specialized hazardous waste management and screening waste of different type to their proper treatment, which is done by authorized personnel from the Department of Industrial Work.

### **Revision and improvement of policy**

The Company will set the revision on this policy regularly for at least once a year or when-ever there is a significant change in order to be consistent with the Company's operation.

Notified on 26th April, 2021.