



Announcing rice business, Crop integrated business, transport and services.

SGC 009/2022

Matters concerning the policy and practice of hiring foreign workers

In line with the rice business, the integrated crop business, transportation and services (business), the Charoen Pokphand Group. It has established the human rights policy of the business. There is a clear policy not to act or encourage the use of forced labor in all forms. Including the illegal use of foreign labor.

The policy and practice of hiring foreign workers is therefore established to ensure that the management process of foreign workers is in accordance with the standards. In line with and support the business' human rights policy.

At the same time, he also promoted the implementation of the Universal Declaration on Human Rights, the principle of guidance to the United Nations.

Business and human rights, the international principles of the UN Global Compact.

And in accordance with other relevant UN agreements, which are managed to ensure that business operations do not violate human rights.

1. Scope of policy

1.1 This policy applies to every company in business in every country

By putting it into practice, It shall not be contrary to the laws of each country and shall be appropriate in accordance with acceptable good practice of Industries in this country all right.

1.2 Subcontracting of workers Foreign means the employment of alien workers, which does not include about the employment of goods or service contracts of services

1.3 Foreign workers This here refers to an alien who is a worker without nationality the same country as a person
Such a thing is working.

1.4 Compulsory labor here refers to any act in which workers are obliged to work or to serve any person. involuntary, which includes the following actions:

(1) waste, destroy, hide, waste, or waste any document of labor force

(2) Forced or oppressed labor by fear of life, body, liberty, reputation or the property of labor or of others, or by force of violence.

(3) hinder or detain workers or do anything to render workers ineligible to Move

(4) Forced or raped workers without paying wages, overtime, working holidays, and other benefits. Overtime on holidays, within the period prescribed in the law, or without pay the term agreed upon in a contract for work or service and legally defined

(5) Forced or raped labor without providing rest as required by law or without rest Here sufficient according to the condition of the work or service

2. Methods of hiring foreign workers

2.1 Different hiring processes The company's star will go undisciplined.

2.2 Use the method of subcontracting workers. As a direct employee of the company, the company must take measures to ensure that it is safe. process of hiring foreign workers for The company must comply with the procedures and methods of the law. Determined and not in the first place. Compulsory work in the case of a company arising from a merger or acquisition. Become a subsidiary of Archem. Foreign workers who don't directly hire companies to plan. convert one's employment into an apprentice the company's direct portfolio in due course

2.3 Companies shall take measures to select and inspect employment-related outsourcing companies. Foreigners of the Company to ensure that the Employment Placement Company has been established and operated properly. the laws, policies

2.4 The Company will prepare documents related to the employment of foreign workers in the official language of foreign workers. Such as employment contracts, employment regulations, etc. and communicate with foreign workers before they begin. Employment and delivery of dual employment contracts to all foreign workers.

3. Cost

3.1 Different labor force Dao is responsible for personal expenses incurred such as passport and physical examination.(in the original country) travel expenses, accommodation and meals on the way back and forth from the locality to Application place jobs for job interviews, passports, employment contracts, and Travel to that point. Meet before one's departure to a country of employment, border crossing,

3.2 Contracting Company I like the fee for recruiting foreign workers of job placement companies and other expenses. About the process. The employment of foreign workers occurs in the country where there is no less employment than the law of Each country Sweet.

4. Remuneration and Welfare

a firm in business The compensation and benefits are paid directly to all employees of the company at the level. Same job, Grandpa. The same principle, equal and equal

5. Hiring a contractor

in the case of employment and Contracting services that may have foreign workers can be carried out through. Contractor, by company. The company will strictly monitor and monitor contractors for the operation of the contractors. conform to The law.

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