



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

SGC 018/2022

Protection of personnel in the investigation process

To carry out the investigation process as specified in the notice of Policies and practices regarding whistleblowing and complaint handling It is appropriate, fair, transparent, efficient. and create confidence for all groups of stakeholders and to build confidence for whistleblowers/complaints To report the clues of unusual behavior

Rice Business Crop Integrated Business Transport and services (business). We will protect whistleblowers/complaint personnel who are critical to the investigation process and protect informants/statements as key witnesses. as well as to protect those who cooperate in the investigation process. to be safe in every aspect protect and prevent from being intimidated by fear

The business wants all personnel to participate in the fight against wrongdoing. confidence in the system provide protection including effective protection operations and benefits to personnel in the investigation process Therefore, it is necessary to prescribe criteria for protection of personnel in the investigation process as follows.

1. Scope

This announcement defines the scope of protection for personnel in the investigation process. It covers all content details in the business's whistleblowing and complaints policy and practice.

2. Definition

Investigative committee:	Means the investigation committee or the investigation and investigation committee appointed by the senior vice president Charoen Pokphand Group or the Chief Executive Officer of the Rice Business or the Chief Executive Officer of the Crops Integrated Business, including the Ethics and Discipline Committee of the Employees.
Staff:	Refers to permanent employees, daily employees probationary worker temporary worker
Whistleblower/Complaint:	Refers to personnel informing the whistleblower of unusual behavior through the channels for receiving complaints from the business
informant/statement:	Means the personnel who will come or has given facts, clues, or any information about the wrongdoing or other useful information in the investigation process and includes personnel witness
cooperator	Means personnel who cooperate or assisting in coordinating various investigations as requested by the investigation committee

Safety	Means safety in life, body, health, liberty, reputation, property or any right of personnel before, during and after giving information or giving statements
Guardianship	Means the provision of protection under the protection measures in any of the methods specified in this Notification.

3. Entitled to protection

Any personnel who is a whistleblower/complaint or as a provider of information/statement or as a co-operator which is beneficial to the investigation process of the Investigation Committee And there may be circumstances indicating that personnel may not be safe or intimidated before, during or after giving statements, giving clues or providing information or taking any action requested by the Investigation Committee. It shall be deemed that such person has the right to receive protection under this Notification. without a request for protection

However, for giving information or giving statements must be a good faith belief that wrongdoing has been committed. or according to what they believe to be true and there must be no refutation of that statement afterwards. That person will not have the right to receive protection under this announcement.

In addition, the disclosure of information or words does not constitute a disclosure of the confidentiality of the work performed and does not constitute an act of crossing over a supervisor over him.

4. Protection of personnel

Direct supervisor Executives of the Human Resources Office Executive of Credit Analysis, Debt Development and Legal Affairs Department Executives of the Office of Sustainability Management Governance and regulatory compliance including the investigative committee as well as the Managing Director Must provide protection for personnel according to item 3 in the following ways

4.1 Anonymous or any information that will let them know who is providing the information/providing statements

4.2 Do not tolerate intimidation, harassment, termination of employment, suspension or disciplinary action. or does not use power in any way or does any other act which is harassment or unfair which may affect the rights or duties of personnel in a detrimental way

4.3 Provide protection against harassment or intimidation of personnel because of information disclosure.

Personnel under Clause 3. Whoever deems that he or she has not received protection or that such protection is insufficient may submit a written request to the Executive of the Office of Sustainability Management Governance and compliance with rules for consideration and implementation In the event that the above petition is considered and found to be believed to be in accordance with the claim Able to propose the matter to the Chairman of the Rice Business Executive Committee or the Chairman of the Integrated Crop Business Administration Take protection for that person at the first possible opportunity.

In this regard, the Chairman of the Rice Business Executive Committee or the Chairman of the Integrated Crop Business Management Committee will consider relocating or consider any other actions that are deemed

necessary for that person to be protected without the consent or approval of the supervisor of that person and not having to follow the procedures or processes in accordance with the rules that the business can be prescribed

5. Period for personnel protection

Protection shall be carried out as soon as possible. The secretary of the investigation committee shall report the rights to receive protection under this announcement to personnel under Clause 3 who are entitled to receive protection. before or while giving information or giving statements or take any action as requested by the investigation committee This coverage will continue for an additional 6 months after the termination order or investigation is complete.

6. Confidentiality

Actions related to personnel protection, such as receiving and submitting claims Protection action Disbursement of budgets, expenses for protection, etc., shall be carried out in secret, taking into account the safety of personnel. Information and details about other persons who have a close relationship with personnel. The behavior of the complaint The safety that personnel may experience is of the utmost importance. and let personnel or the person concerned knows the facts only as necessary.

Announced on 22 March 2022