



# CP FOODS SUSTAINABILITY NEWSLETTER



## CIRCULAR ECONOMY ISSUE

Volume 2, May 2024

# “The circular economy is one important factor”

Dear Colleagues and Partners,

At CP Foods, our focus on Sustainability also include our respect the human rights of all stakeholders in every aspect of our operations. The circular economy is one factor to ensure our processes minimize environmental impact while maximizing resource efficiency. This supports the right of everyone to enjoy a good environment.

We uphold the right of our workers to have a decent living, demonstrating an unwavering commitment to ethical employment practices across our global workforce.

Lastly, every consumer has the right to enjoy nutritious, traceable and high-quality products. We are dedicated to finding food solutions for everyone.

Thank you for joining us in these critical endeavors.

Best regards,



**Sujarit Mayalarp,  
President of CPFGS**





## C for Climate

### CP Foods: Leading Climate Action through Circular Economy

CP Foods is dedicated to leading climate action through sustainable practices, emphasizing a circular economy to minimize environmental impact. Our Waste-to-Value approach involves redesigning packaging and manufacturing according to the 3Rs concept (Reduce, Reuse, Recycle), and managing food loss, food waste, and food surplus.

#### Circular Economy Highlights:

**Waste-to-Energy:** We convert by-products such as manure into renewable energy sources including biogas and biodiesel. In collaboration with our partners, we transform used cooking oil into aviation fuel. Agricultural waste is also turned into biomass energy, reducing our dependency on fossil fuels.



**Soil Enrichment:** Materials like manure, chicken house flooring, and eggshells from our farms are repurposed for local agricultural use, enriching the soil.

Design Innovations: Our redesigned Flamin' Chicken Tenders packaging cuts paper use by 40%, maintaining durability for transport while reducing CO2 emissions. This approach showcases our commitment to functionality, aesthetics, and sustainability. Also, CP Foods has partnered with various collaborators to create packaging using mono-material plastic instead of multi-layer plastic film, making this packaging completely recyclable. This innovation simplifies the recycling process and aims to minimize waste sent to landfills as much as possible.



Food Loss & Food Waste Management: CP Foods has prioritized managing food loss and waste by adopting international protocols. Their efforts include optimizing logistics, recycling by-products, and collaborating with Thailand's SOS Foundation to distribute meals to vulnerable groups. These measures not only prevent food waste but also substantially lower greenhouse gas emissions.

These initiatives underscore CP Foods' dedication to not just managing waste but also driving significant climate action by conserving resources and promoting a sustainable, circular economy. This demonstrates that environmental stewardship and business success can go hand in hand, aligning with consumer demand for more sustainable food options. We also collaborate with business partners to develop sustainable packaging and help our SMEs improve operational efficiency to reduce food loss.





# P for People

## Leading the Way in Ethical Employment and Diversity Initiatives

CP Foods exemplifies diversity and ethical employment, highlighting its comprehensive management strategies—from recruitment to employee welfare and innovative partnerships. The company empowers its workforce, promoting decision-making, learning, and efficiency aligned with organizational values. It actively supports diversity, equality, and LGBTQ+ inclusion through various activities.

### Ethical Recruitment and Hiring :

The First Step to Fairness CP Foods has established various employment policies that comply with standards and laws, including policies for labor management, foreign worker recruitment, non-discrimination, and diversity. These policies align with international human rights standards and ensure compliance with local labor laws in countries where CP Foods operates. The company also mandates similar standards for its business partners.



CP Foods employs foreign labor as direct employees, ensuring they receive the same fair and equal treatment as Thai employees. The company’s hiring strategy is detailed below:

- **Recruitment Partnerships:** CP Foods collaborates with legally-certified labor agencies in source countries and Thailand, which are rigorously assessed to ensure they adhere to legal and ethical standards, reflecting the company's commitment to human rights.

● **Pre-Recruitment Transparency:**

- Labor agencies provide detailed job descriptions, wages, and benefits information to prospective employees.
- CP Foods covers expenses like passport fees, agency service fees, and travel costs from the border to the country of employment, protecting workers from debt bondage and unethical practices.

● **Post-Arrival Verification:**

Upon arrival, the company verifies the accuracy of the recruitment process and takes immediate corrective actions if needed. This ensures adherence to ethical recruitment standards.

● **Employee Welfare and Safety:**

- CP Foods prioritizes health, safety, and personal growth.
- Initiatives include annual health checkups, health awareness programs, and comprehensive medical welfare for employees and their families.
- The company also upholds safety standards for business partners and contractors, promoting a universally safe working environment.



The cornerstone of CP Foods’ labor relations is its steadfast dedication to transparency, fairness, and respect, with a firm stance against discrimination and harassment. This fosters a workplace where every individual is respected and valued, ensuring a supportive and ethical work environment for all.

For additional details, please refer to the Sustainability Report 2023, specifically page 62 regarding Human Rights. You can access it via scanning this below QR





## F for Food

### CP Foods Teams Up with Austrade and 7-Eleven for Sustainable Australian Beef in Thailand

CP Foods, in collaboration with the Australian Trade and Investment Commission (Austrade) and 7-Eleven Thailand, has launched a pioneering initiative to offer ready-to-eat meals featuring premium, traceable Australian beef. This partnership underscores a commitment to sustainability and quality, with Australian beef praised for its ethical farming and stress-free rearing practices. Amelia Walsh from Austrade highlighted the rigorous traceability ensuring the origin and superior quality of the beef, aligning with a Meat and Livestock Australia survey that found a 78% trust rate among Thai consumers. The range includes delicious options like Beef Cheeseburger and Penne with Minced Beef Bolognese Sauce, available across 7-Eleven stores in Thailand. This effort not only meets consumer demand for premium, ethically sourced ingredients but also signifies a stride towards a more sustainable and transparent food industry.



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NEXT ISSUE



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