

THAPAWONG Sustainability Report Crop Year 2024



This report has been prepared and align with the outcomes of our crop year 2024.

Executive Summary

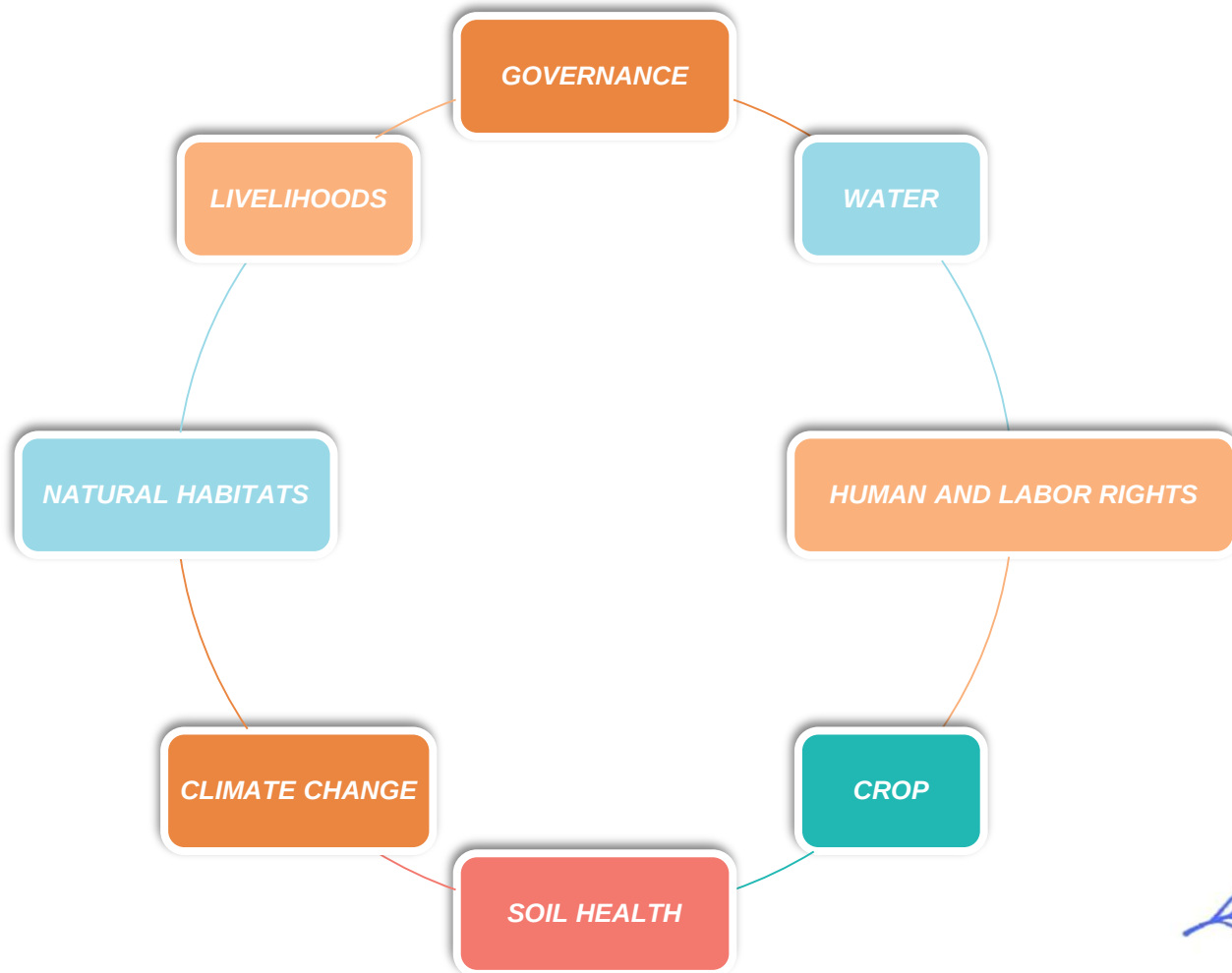
In CY24, THAPAWONG achieved substantial progress across all key themes of the Sustainable Tobacco Program (STP). We proudly report:

- 100% of contracted farmers were communicated in Good Agricultural Practices (GAP) and Agricultural Labor Practices (ALP).
- All children in farming communities attended school.
- Full access to PPE and WASH for contracted farmers.
- Strong year-on-year improvement in environmental and social performance metrics.



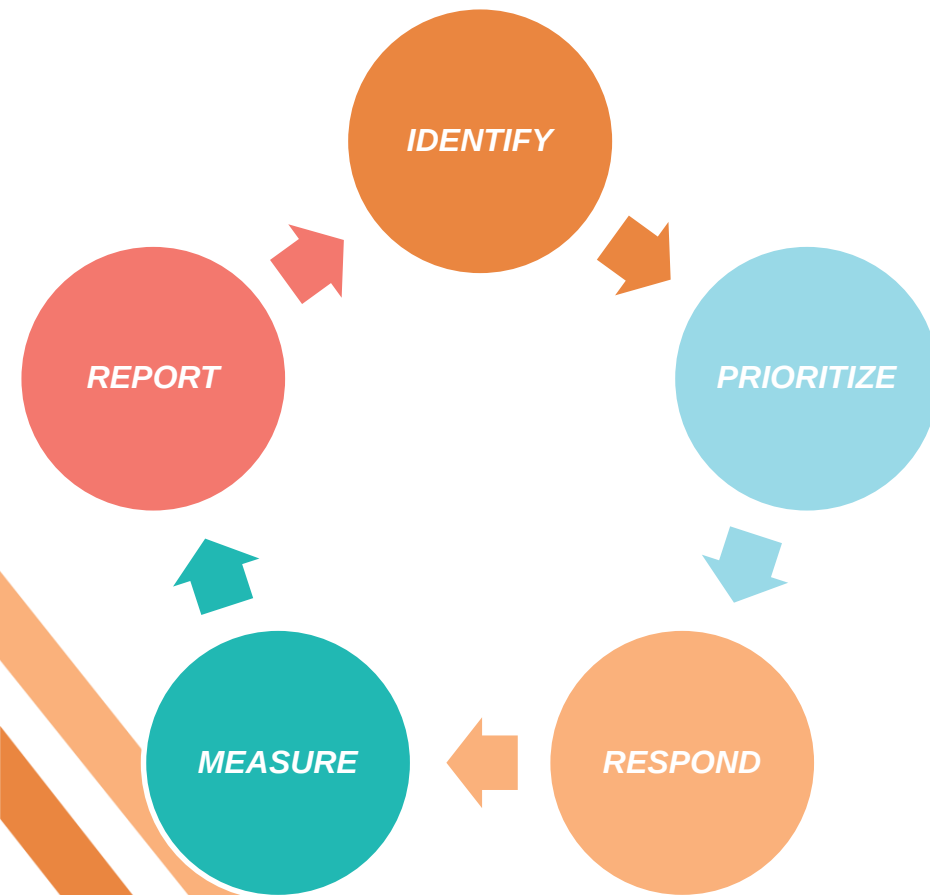
Sustainability Governance

THAPAWONG operates under a robust sustainability framework aligned with the 8 themes of the STP. Policies and monitoring mechanisms ensure transparency, compliance, and accountability.



How We Work

THAPAWONG apply a continues improvement model:

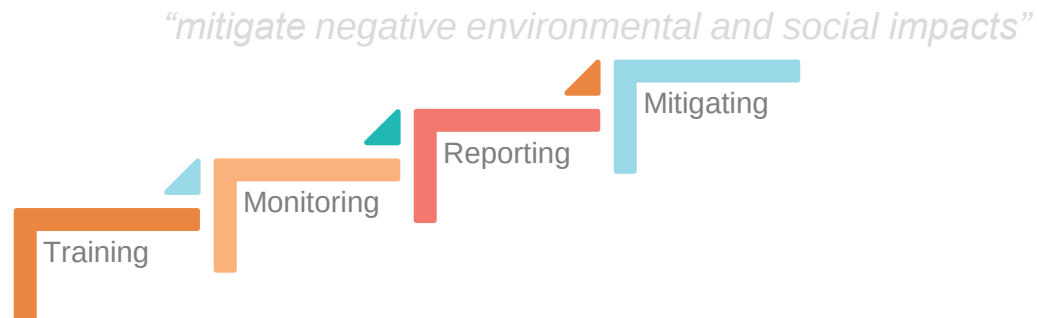


Good Agricultural Practices (GAP)

THAPAWONG encourage our contracted farmers to implement Good Agricultural Practices (GAP) to tobacco production.

- All contracted farmers trained and monitored for GAP.
- Efficient crop inputs and sustainably sourced fuel.
- Soil and water conservation method adopted on farms.
- Personal Protective Equipment (PPE) usage encouraged.
- Tobacco volumes cured using efficient curing barns.

“Field technicians conduct seasonal visits to support GAP compliance and resolve farm-specific issues.”



Agricultural Labor Practices (ALP)

Our Targets ranging up till 2030.

THAPAWONG encourage our contracted farmers to implement Agricultural Labor Practices (ALP) in tobacco production.



Zero incidences of child labor & force labor

100% school attendance for all children associated with the farms.

No violations of human rights across all operations

Full compliance with legal minimum wage payments by all farmers

Maintenance of adequate worker accommodations without any issues

Access to and usage of PPE

Access to WASH



Agricultural Labor Practices (ALP)

HOW WE MEASURE

Our field technicians visit farms multiple times per season to provide guidance to contracted growers on how to address labor issues on their farms, as well as monitor for compliance with the ALP measurable standards.

OUR RESULTS

100%

- *School attendance among children in farming communities.*

100%

- *Access to PPE*

100%

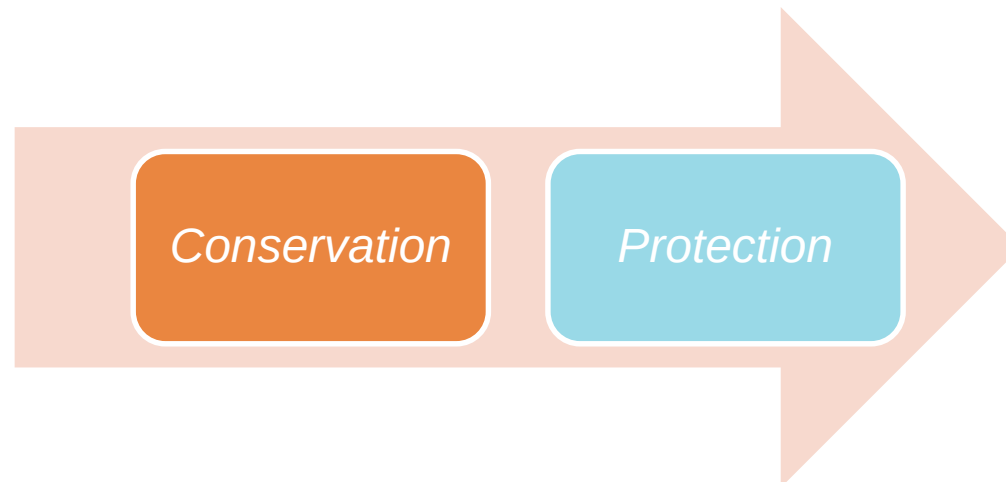
- *Access to basic water, sanitation, and hygiene (WASH).*

- *Zero incidents of force labor reported.*



Water & Soil Health

- Contracted farmers were communicated on conservation practices to preserve soil and water fertility.
- Soil testing and protective practices have been adopted to safeguard long-term soil health and agricultural productivity.



Climate & Habitat Protection



Use of efficient curing barns help reduce carbon emissions.
Continued use sustainably sourced wood and biomass fuels.

Contracted farmers are encouraged to conserve forest areas.

Contracted farmers are encouraged to aware of Crop IPM to minimizing biodiversity impacts.



Livelihood & Human Rights

- Fair wage, safe work conditions, full labor law compliance.
- Grievance mechanisms promoted through Thai Labor Department.
- Zero reported human rights violations.



Roadmap to 2030

- Maintain 100% of contracted farmers covered by GAP/ALP.
- Maintain zero tolerance for force or child labor on contracted farmers. And act to remediate 100% of identified instances.
- 100% of tobacco volumes cured using efficient curing barns.
- Zero net global deforestation in our agricultural supply chain.
- Strengthen partnerships with stakeholders and communities.



Conclusion & Next Steps

CY24 marked strong progress toward THAPAWONG's sustainability vision. In the coming year, we will:

- Expand capacity-building for growers.
- Continues commitment to ensure sustainable tobacco production throughout the entire supply chain.
- Focused effort on achieving 2030 sustainability goals.

