



<b>Diversity and Inclusion Management, and Non-Discrimination Policy</b>	<b>Reference number : SRMD 05/2020</b>
	<b>Review date : 26 July 2023</b>
	<b>Approval date : 26 July 2023</b>
	<b>(Executive Board Meeting no.3/2023)</b>
	<b>Effective date : 26 July 2023</b>
	<b>Supersede date : 24 March 2021</b>

This policy provides a framework for diversity and inclusion management, and non-discrimination of Berli Jucker Public Company Limited and the group company (hereinafter referred to as "BJC Group"), with reference to Human Rights Policy, relevant laws, and internationally recognized practices such as the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human rights (UNGPs), and guidelines of the International Labor Organization (ILO) conventions.

BJC group recognizes the importance of human rights, equality and non-discrimination treatment, and BJC Group encourages utilizing the diverse thoughts, skills, and experiences of employees to create value added, new innovation to drive company's business forward with sustainable growth. In addition, in order to prevent and resolve discrimination including with harassment at workplace, all employees should be able to work in a proper working environment with opportunities to work effectively, and are not discriminated against gender, age, physical disability, race, ethnicity, skin color, religion, nationality, country of origin, cultural background or marital status. This is to promote unity, harmony, security, and equality in the operating the value chain of the company group.

**Policy scope**

This policy applies to the business operations of Berli Jucker Public Company Limited and its subsidiaries.

**Guideline**

BJC Group established guidelines for diversity and inclusion management with aim to promote the development of talented and good employees equally by non-discrimination that benefit both business operations and employees as follows:

1. Employees at all levels must be open to different opinions from others.
2. Supporting corporate culture and value to respect the needs of each other employees regardless of age, disability, race, ethnicity, gender, color, religion, and nationality, country of origin, cultural background, or marital status.
3. Encouraging and motivating employees to express creative ideas without violating the law and the rights of others, including rewarding employees for participate in business creation and sustainability of the company.
4. Maintaining harmonized and respectful working environment where diverse employees can work together



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5. Providing training and development to employees for knowledge, understanding and awareness of equality, non-discrimination and anti-harassment.

Non-Discrimination

BJC Group does not tolerate discrimination at workplace on the basis of age, physical disability, ethnicity, gender, skin color, religion, nationality, source of origin, cultural background, or marital status, with reference to the following guidelines;

1. Non-discrimination in recruiting and selecting employees' process by giving fair and equal treatment.
2. Providing an opportunity and career growth for promoting personnel in various positions by taking into account personal performance and criteria set by the company.
3. Committing to fair treatment for all customers and there is no discrimination against gender, age, physical disability, race, ethnicity, skin color, religion, nationality, country of origin, cultural background, or marital status. All customers must be treated with dignity.
4. Conducting business with all suppliers and business alliances equally and fairly.

Anti-Harassment

BJC Group does not allow any actions that are expressed or infringed in violation of rights of, employees of the company, employees of suppliers and customers. Such actions include harassing, disrupting and both sexual and non-sexual abusing on gender, age, physical disability, race, ethnicity, skin color, religion, nationality, country of origin, cultural background, or marital status.

Complaint Management

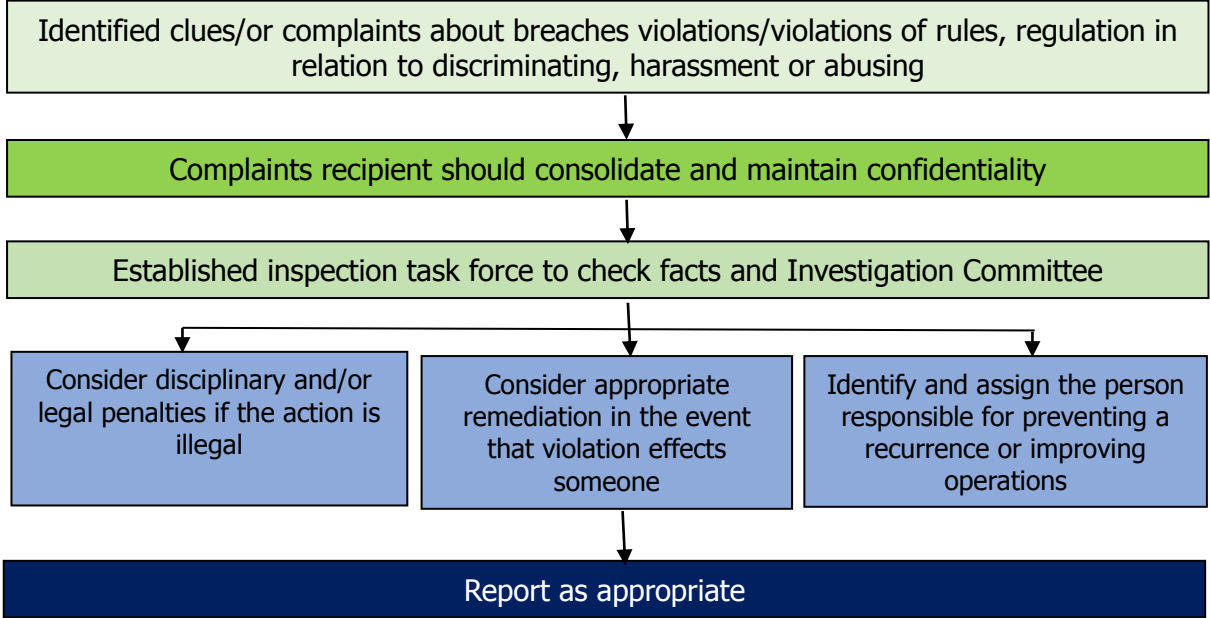
1. BJC Group focuses on tackling issues caused by discrimination and abuse, by establishing channels to receive complaints, report problems and suggest solutions. This is for issues resolution and to punish offenders fairly and appropriately, without delay
2. All employees must monitor the diversity and inclusion management of BJC group. If found inappropriate, discriminating, harassment or abusing, employees must notify the supervisor or person in charge through the specific channels. The person who provides the information will be under BJC group's appropriate protection measures.



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3. Reporting information to the management regularly and/or for a reasonable period of time and transparently disclosing information to stakeholders

Any violation of the laws, rules, regulations, ethics, or this policy, or permitting subordinates to violate them, executives, committees, and employees must report directly to the company's given channels. The company has clearly defined policies, processes, and measures to protect whistleblowers. When internal or external parties suspect or believe that laws, ethics, or human rights are being violated, they can report through the channels provided. The Investigation Committee and/or Inspection Taskforce, comprised of representatives from Human Resources, Group Audit Department, Legal, and the relevant Head of Business Unit where the incident occurred, will then carry out the procedures in accordance with Corporate's Whistleblowing Policy and the BJC Code of Conduct. BJC's corporate-wide whistle blowing system are shown as illustrated below.



The Diversity and Inclusion Management, and Non-Discrimination Policy will be effective from 26 July 2023 onwards.