



Announcement

No. 003/2021

Subject: Policy on Diversity and Inclusion (D&I Policy) Of the IRPC Public Company Limited and Its Subsidiaries (IRPC Group)

IRPC Public Company Limited and its subsidiaries (IRPC Group) “IRPC” or “Company” believes in equal opportunity and fair treatment in the organization. Together, IRPC and its subsidiaries are committed to foster the culture of diversity at all working levels. IRPC embraces and encourages its employees’ differences in ethnicity, nationality, age, disability, gender identity, physical and mental ability, culture, religion, socio-economic status, and other characteristics. Through active and ongoing diversity initiatives, IRPC seeks to attract and retain the best talents from diverse backgrounds and experiences, which are believed by the Company as the powerful multipliers of innovation and growth for the sustainable business. IRPC Group values the diversity of employees in the organization. All employees must be fairly treated without discrimination or causing employees to feel alienated from other people in the organization.

The Company is committed to:

1. Respect all employees’ differences and treat all employees equally, fairly and appropriately;
2. Foster and support diversity in all working positions of the organization;
3. Develop and enhance the skills, capabilities, experience and other attributes of all employees;
4. Comply with all applicable equal opportunity and anti-discrimination laws and other relevant employment obligations and requirements;
5. Adopt and apply recruitment, promotion and retention standards and processes that reflect and reinforce the Company’s commitment to diversity and inclusion;
6. Communicate openly and transparently to the Company’s stakeholders on diversity and inclusion in the organization;
7. Encourage employees to take responsibility in promoting a work culture that values diversity whereby their actions and those of their colleagues are consistent with this policy;

8. Prohibit any forms of discrimination and harassment (including sexual and non-sexual harassment) in the workplace;
9. Review and monitor the grievance mechanism and the submitted complaints to prevent all actions that are against this Policy, and take corrective or disciplinary actions against wrongdoers; and
10. Assess the progress against the achievement of the policy and review its assessment methodology to measure the effectiveness at least annually.

All employees are obliged to comply with the aforementioned policy and foster a diversity and inclusion culture throughout the organization.

Therefore, the policy is announced for acknowledgement and strictly adhere to all.

Announced on 31 May 2021

~~-signed-~~

(Krit Imsang)
Chairman

~~-signed-~~

(Air Marshal Boonsuib Prasit)
Chairman of the Corporate Governance Committee

~~-signed-~~

(Chawalit Tippawanich)
President and Chief Executive Officer