

## Diversity and Inclusion Policy: 1st Revision

SCG recognizes the significance of respecting human rights of every individual, ensuring equitable treatment to all without discrimination, and adhering to ethical business conduct as stipulated in SCG's Human Rights Policy, which includes respect for diversity and inclusion.

To ensure a diversity and inclusion practice that respects human rights, the Board of Directors of The Siam Cement Public Company Limited has deemed it appropriate to develop the Diversity and Inclusion Policy and Guidelines, applicable to all operations involved in SCG's products and services as well as all business activities of SCG (direct activity), including those of its suppliers/ contractors in the business value chain and joint ventures.

### Definition Terms in the Diversity and Inclusion Policy

Diversity refers to individual differences in physical attribute, mental ability, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other aspects as stipulated by laws of each country and treaty each country has commitment to.

Inclusion refers to the appreciation and acceptance of individual differences.

SCG refers to the Siam Cement Group Public Company Limited and subsidiaries of the Siam Cement Public Company Limited in its consolidated financial statements.

### Diversity and Inclusion Policy

The Board of Directors, executives, management, and employees at all levels shall recognize and pledge to uphold respect for diversity and inclusion, and:

- Treat everyone equitably, respect and accept individual differences; either internal and outside SCG organization, and comply with SCG's policies, the laws of each country, and treaties by each country is bound;
- Foster an exemplary organizational culture that embraces diversity and inclusion and does not tolerate discrimination and inequitable treatment;
- Promote business practices that, ethically and respectfully, embrace diversity and inclusion in line with this policy among SCG's suppliers/ contractors in the business value chain and joint ventures.

## Guidelines

1. Everyone shall treat individuals equitably; show respect for diversity and inclusion; be open and promote openness to different opinions; foster an ambience and organizational culture that embraces diversity and inclusion in accordance with this policy.
2. Respect for diversity and inclusion is considered part of SCG's business strategy, which will promote SCG's business initiatives and development.
3. The executives, management, supervisors, and leaders at all levels shall promote respect for diversity and inclusion across SCG.
4. SCG encourages every business unit to take into consideration diversity and inclusion as appropriate when nominating members of the Board of Directors, members of other committee at any level, or candidates for other positions.
5. Diversity and inclusion practices must be strictly applied to human resource management, including recruitment, employment, employee development, career advancement, performance and remuneration management, retirement, and others.
6. SCG shall communicate with and educate SCG's employees, suppliers/ contractors in the business value chain and those in the joint ventures to join the business, as well as foster an understanding, prescribe directions, and provide other supports to promote business practices that embrace diversity and inclusion and regularly check for understanding.
7. Every employee must exercise caution when performing duty to prevent human rights violations; be vigilant about diversity and inclusion; and do not willfully ignore any act considered to violate the rights of an individual related to SCG, in which case the employee shall report the incident to supervisors or responsible parties, cooperate in fact-finding processes, and should there be any inquiries, consult their supervisors or responsible parties through designated channels.
8. Provide up-to-date and effective grievance mechanism, fairly treat and protect any whistleblower who reports a violation of the rights of an individual related to SCG by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in SCG Whistleblower Protection Policy.
9. Any person who violates the rights of another person on the basis of their individual differences, which is also considered a violation of SCG Code of Conduct, shall be subject to a disciplinary inquiry as prescribed by SCG's regulations and may also be subject to legal punishment if the act is against the law

10. Regularly review diversity and inclusion policy taking into account the changes that are significant to the organization.

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Revised and effective from 1 April, 2022 onwards

According to the resolution of the Board Meeting on 30 March 2022

Air Chief Marshal



(Satitpong Sukvimol)

**Chairman of the Board of Directors**