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Purpose

Tong Thai Rubber Group is committed to providing a workplace that upholds equality, diversity, and inclusion. We ensure that all employment decisions, including recruitment, hiring, training, promotion, compensation, benefits, and other employment-related matters, are made fairly and without discrimination. We believe in fostering a work environment where individuals are treated with dignity and respect, regardless of their background or identity.

Our company values diversity as a strength and is dedicated to creating an inclusive culture where all employees can contribute to their fullest potential. We recognize that an equitable workplace enhances productivity, creativity, and innovation, driving overall business success.

Scope of Application

This policy applies to all employees, job applicants and interns of Tong Thai Rubber Group, across all locations and business units. It covers all aspects of employment, including but not limited to:

- Recruitment and hiring
- Training and professional development
- Compensation and benefits
- Promotion and career progression
- Workplace policies and procedures
- Termination and exit processes

Non-Discrimination Commitment

We strictly prohibit any form of discrimination, harassment, or unfair treatment based on:

- Race, color, ethnicity, or nationality
- Gender, gender identity, or gender expression
- Age
- Religion or belief
- Disability
- Marital or family status
- Sexual orientation
- Genetic information
- Pregnancy, maternity, or parental status
- Socioeconomic background
- Political affiliation
- Any other legally protected status under applicable laws



Equal Opportunity Employment Policy

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Our commitment extends to ensuring that all employees, regardless of their differences, have an equal opportunity to succeed and thrive within the company.

Fair Employment Practices

We are dedicated to maintaining equal opportunities in all aspects of employment, ensuring that:

- Job applicants are assessed based on their skills, qualifications, and experience without bias.
- Employees receive equal access to development, training, and career progression opportunities.
- Workplace policies and procedures are applied fairly and consistently to all employees.
- Reasonable accommodations are provided to qualified employees with disabilities to ensure their full participation in the workplace.
- Pay equity is maintained to ensure that compensation is fair and free from bias.
- The company takes proactive measures to eliminate unconscious bias in recruitment, performance evaluations, and promotions.

Anti-Harassment and Anti-Retaliation

- Harassment, bullying, or any form of discriminatory behavior will not be tolerated under any circumstances. We are committed to maintaining a workplace that is free from verbal, physical, psychological, or sexual harassment.
- We also protect employees who report any discrimination, harassment, or policy violations from retaliation. Any acts of retaliation against employees who voice concerns, file complaints, or participate in investigations will be subject to disciplinary action.

Responsibilities

- **Management and HR:** Ensure compliance with this policy, lead by example, provide training, and foster an inclusive workplace.
- **Supervisors:** Promote fair and unbiased practices in their teams, address concerns promptly, and support diversity initiatives.
- **Employees:** Treat colleagues with respect, embrace diversity, and report any concerns regarding discrimination or unfair treatment.

All employees are encouraged to take an active role in upholding this policy by demonstrating inclusive behaviors and supporting their colleagues.



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Reporting Violations

Employees or applicants who believe they have been subjected to discrimination, harassment, or unfair treatment should report their concerns to HR or a designated company officer. Reports can be made through the following channels:

- Email: hr@tongthai.co.th
- Anonymous reporting mechanism: Available through the company website at www.tongthai.co.th

All reports will be handled confidentially and investigated promptly. Tong Thai Rubber Group ensures that complainants will not face retaliation or adverse consequences for reporting concerns in good faith.

Compliance and Review

Tong Thai Rubber Group complies with all applicable labor laws, international employment standards, and industry best practices regarding equal employment opportunities. This policy will be reviewed periodically to ensure its effectiveness and alignment with legal and ethical standards. Any necessary updates will be communicated to all employees.

At Tong Thai Rubber Group, we are committed to building a diverse, inclusive, and equitable workplace where all employees have the opportunity to thrive. We recognize that diversity and inclusion drive innovation, strengthen our company culture, and contribute to our long-term success.

Signature

General Manager of
Tong Thai Rubber Group
Ms. Shi Ching Chien
Date: 10/01/2025