



Announcing rice business, Crop integrated business, transport, and services.

SGC 016/2022

Policies and Practices on Managing Diversity and Accepting Individual Differences

Rice Business Crop Integrated Business Transport and services (business). Emphasize and recognize the benefits of bringing ideas, knowledge, abilities, skills and experiences. which differ from employees to create added value for the company innovate and create an important synergistic force in driving the Company's business forward with excellent operational results by important factors that encourage things The above is

The Company's diversity management and the acceptance of individual differences are appropriate. The Company is confident that it will be able to attract and retain talented and good people, maximizing the potential and ability of the employees. Therefore, the Company has established policies and guidelines on diversity management and acceptance of individual differences.

It is a guideline for the management of diversity and acceptance of individual differences to benefit both business operations and employees. The business therefore sets policies and guidelines as follows.

1. Listen and encourage the different opinions of other people.
2. Encourage and encourage employees to have the courage to express their opinions constructively. and in accordance with the laws stipulated in the country in which the company does business
3. Enhancing work atmosphere and mutual respect able to coexist on the basis of differences whether by gender, language, age, skin color, religion, ethnicity, nationality, values, education, social status appearance or any other matter
4. No discrimination in recruiting and selecting employees by providing equality and opportunity for career advancement based on performance and in line with the company's growth
5. Compliment employees as appropriate for their contributions to innovation and operational improvement.
6. Take care of respecting diversity and accepting individual differences without neglect or neglect. When seeing an action that is considered a violation of the rights of the person and must report to the supervisor or responsible person
7. Persons who infringe on individual rights arising from diversity and individual differences. It is a violation of the rules and guidelines of the business group. which must be investigated in accordance with the regulations set by the Company

In order for this policy and practice to be implemented in a concrete manner for every company to use to suit their business operations

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