



Announcement of Crop Integration Business
Rice Business Transportation and Service 's
No. SGC 016/2565

Policies and Practices on Managing Diversity and Accepting Individual Differences

Crop Integration Business Rice Business Transportation and Service 's a comprehensive agricultural, transportation, and service business, recognizes and values the unique perspectives, knowledge, skills, and experiences that our employees bring to the company. By fostering a culture of diversity and inclusion, we aim to drive innovation, enhance our performance, and create a stronger, more collaborative workforce.

We believe that a diverse and inclusive workplace attracts and retains top talent, maximizes employee potential, and ultimately leads to greater business success. To achieve this, we have established the following diversity and inclusion policy and practices:

1. Encourage diverse perspectives: We actively listen to and encourage the expression of diverse viewpoints.
2. Foster creativity: We promote and encourage employees to think creatively and contribute innovative ideas within the legal framework of the countries in which we operate.
3. Build a respectful workplace: We foster a workplace culture that respects individuals regardless of gender, language, age, skin color, religion, nationality, ethnicity, values, education, social status, physical appearance, or any other characteristic.
4. Fair recruitment and promotion: We commit to fair and equitable recruitment and promotion practices, based on merit and performance, and aligned with the company's growth.
5. Recognize and reward contributions: We recognize and reward employees for their contributions to innovation and process improvement.
6. Report and address violations: We expect all employees to report any observed violations of our diversity and inclusion policy to their supervisor or designated individual.
7. Disciplinary action: Violations of our diversity and inclusion policy will be subject to disciplinary action in accordance with the company's policies and procedures.

To ensure that this policy is effectively implemented, all companies are required to adapt it to suit their respective business operations.

