**TEMPLATE POLICIES**

**NON-DISCRIMINATION POLICY STATEMENT**

**Zero-tolerance Commitment**

Our Company has a zero-tolerance policy regarding all forms of discrimination, generally defined as “any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, national extraction or social origin.”180 Our company is specifically committed to zero-tolerance of all forms of discrimination – direct or indirect - based on gender, sexual orientation, race, age, religion, ethnicity, disability, health, association among workers, and expression of personal views regarding the workplace.

We choose to take a strong stand against discrimination as we recognize that discriminatory practices impair equality of opportunity or treatment in employment or occupation. We affirm our commitment to the principle of equal remuneration for men and women – equal pay for equal value for the same or different type of job. Remuneration includes basic minimum wage or salary plus benefits, bonuses or incentives paid to the worker as mandated by the most current Thai Labor Laws and/or based on the worker’s qualifications and performance on the job.

We recognize that discrimination can be subtle, may be direct or indirect, and not always intentional. Indirect discrimination could be expressed in neutral, seemingly innocent acts that nevertheless result in unequal treatment and harm, which we consider equally unacceptable as direct discrimination. In particular, our Company is committed to eliminating gender-based discrimination, an extreme expression of which is sexual harassment. Our Company shall take every step necessary to create a safe, productive workplace that assures all persons, especially women, of dignity, security, protection and recognition.

Our Company is committed to respecting human rights, particularly those of vulnerable workers, including women and their children, that require treating all persons with dignity; and providing access to decent work, productive employment and adequate income; that assure their well-being in a protective and supportive environment. Therefore, we affirm our zero-tolerance policy for all forms of discrimination, especially gender-based discrimination, in the form of sexual harassment or abuse, knowing that such acts harm or places in harm’s way, all persons, especially vulnerable stakeholders, particularly women and girls, by robbing them of their dignity and demoralizing them, thereby destroying their confidence, interfering with their rights to security and protection, preventing them from developing their full potential in order to contribute meaningfully to the community or workforce.

Our Company shall not tolerate any acts of direct or indirect discrimination, direct or indirect physical and psychological abuse since these could cause temporary or permanent damage or injury to the lives and well-being of our employees and workers, their families and their communities.

**Applicability and Scope**

Our Company and all our employees will NOT: engage in any form of discrimination – direct or indirect, irrespective of the degree of severity, including gender-based discrimination and sexual harassment – nor encourage such acts, directly or indirectly. Our Company is committed to NOT doing business with any organization which has been; or an organization which employs individuals that have been; implicated, suspected, charged, convicted or proven beyond doubt to have engaged or encouraged discriminatory practices – direct or indirect, irrespective of severity – in its operations, affiliates or supply chain. Our Company reserves the right to NOT purchase material or services from suppliers, subcontractors, service providers, brokers, agents, recruiters, recruitment agencies that may be/have been involved with discriminatory practices – direct or indirect, irrespective of degree of severity, including gender-based discrimination, sexual harassment or abuse – if our due diligence uncovers proof of violations of our Non-Discrimination Policy.

Our Company will NOT use forced labor, violence, threats, physical/psychological abuse as punishment or disciplinary measure for workers reporting incidents of discrimination, or expressing their views, or discussing with other workers; nor as a means of any form of discrimination.

Our No Discrimination, No Sexual Harassment or Abuse policy shall apply to all levels in our Company’s hierarchy from top management to all workers, applicants, job-seekers, Thai nationals, non-nationals, migrant workers, contracted and home-based workers. Our Company expects all internal stakeholders- owners, shareholders, managers, employees, workers - to abide by the strictest standards of NOT engaging in and NOT supporting any violation of this Policy at all times, at work and in their personal lives.

Our Company also expects all external stakeholders- suppliers, subcontractors, brokers, agents, especially recruitment agencies; institutional or community enterprises – to comply with our Company’s policy and position on No Discrimination, No Sexual Harassment or Abuse. Our Company requires all of our stakeholders to maintain high standards of transparency and accountability in their actions.

**Responsibilities to Comply and Address Potential Inequalities**

In recognition of the vulnerability of certain groups of stakeholders, such as migrant workers, women and their children, pregnant women, disabled persons; and for gender-based discrimination in particular, women and girls, our Company is committed to giving special consideration and providing resources in line with our Company values and within our Company’s capabilities. Compliance to this Policy will be guided by Policy Implementation Procedures that raise awareness, increase prevention, enable recognition and confidential reporting, provide grievance channels and remediation options, monitor and verify that all of these strategies are systematically addressing potential inequalities as well as facilitating efforts to effectively identify, reduce, prevent and eliminate all forms of discrimination, including sexual harassment or abuse, that are extreme forms of gender-based discrimination.

Please be informed that this policy takes effect from the date of signing.

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Managing Director

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_