



Diversity, Equality and Inclusion Policy

Bangkok Dusit Medical Services Public Company Limited

1. Principle and Rationale

This policy is considered part of the “Human Rights Policy” to which Bangkok Dusit Medical Services PCL., has respected and promoted cultures with diversity, equality and inclusion on the basis of the differences of employees of every level. The Company has strongly conformed to the principle which protects zero tolerance policy for discrimination. Besides, the Company has emphasized on the equality principle in every dimension of the business operation as well as encouraged free expression of the personnel with the aim to foster the well-being while elevating the personnel ability which in turn, will build work efficiency as well as improve the organization for advancement, invent new innovation and lead the organization toward sustainability.

2. Scope

This policy shall be in effect for the Company and all subsidiaries, regardless of their business location. Such policy has determined the expectation and responsibility of the Board of Directors, executives, employees of all levels, suppliers/contractors and business partners (including joint ventures) by specifying the responsibility of respecting human rights of all related parties, including those being affected by the Company’s business operation throughout its value chain.

3. Definitions

Diversity means individual differences in age, birth gender, religion, ethnicity, nationality, race, skin color, nationality, race, educational background, culture, social background, disability, illness, sexual orientation, marital status, social status, political opinion, profession, opinion, skill, experience, belief, value etc.

Equality means the state of having equal in opportunities and receiving the same treatment.

Inclusion means the act of appreciating someone and accepting an individual’s differences.

Employee means every employee of all levels in the organization of Bangkok Dusit Medical Services PCL., including all subsidiaries.

4. Guidelines

1. The leaders, executives and supervisors shall foster and encourage positive experience and workplace environment, cultural diversity, fair treatment, diversity and inclusion, listening to opinions while promoting different opinions of personnel throughout the organization.
2. The Company shall treat every employee fairly in the nomination, selection and employment processes by providing the opportunity to those with diverse perceptions, opinions, experiences, knowledge, age, gender, educational institutions, ability and occupational skills or other diversities to perform their respective duty in the organization.

3. The Company shall adhere to equal opportunity for personal development, career advancement as well as provide fair compensation according to each employee's performance without non-discrimination and with equal opportunity.
4. The Company shall promote diversity and inclusion of any individual differences, non-discrimination as well as foster equality in professional roles by respecting one another.
5. To offer efficient services to all customers, the Company shall ensure that our employees can exercise freedom of expressions, encourage the employees to freely express their opinions, respect gender diversity without non-discrimination and with equality in employment and service of the organization.
6. The Company shall support and encourage activities as well as communicate, educate and make an understanding of respect of diversity, equality and inclusion in a creative manner; for example, organize trainings or parties. The Company shall also support any diverse groups or invention of innovation project for the organization, including the business value chain.
7. The Company shall promote, encourage and disseminate these guidelines to the suppliers/contractors and business partners (including joint ventures) throughout the business value chain. For successful business operation, the Company has strongly adhered to fair procurement principle, equality, non-discrimination, respect of human rights and labor practice according to BDMS's Supplier Code of Conduct and this policy.
8. The Company is committed to respecting the rights of reports and whistleblowers throughout the grievance receiving process, complaints and access of remedy from any violations against human rights arising from diversity and inclusion under BDMS's Code of Conduct. In a case where a violation against the diversity, equality and inclusion policy does take place, please inform details of such violation via the Company's website at www.bdms.co.th or contact Corporate Human Resources Department at Tel. No. 0-2755-1911 and 0-2755-1912 or via e-mail at ConductEmployee@bdms.co.th. The relevant department will investigate the facts and monitor and report on the complaint within 7 days. Should there be any serious incidents investigation will be promptly carried out.

The Company; thus, has announced this policy for acknowledgement and practice of all related parties.

Announced on January 2nd, 2024.