



# Diversity, Equity and Inclusion

Diversity Management Policy on Equality and  
Accepting People's Differences

# Growth Mindset and Passion

A low-angle, upward-looking photograph of a modern glass skyscraper. The building's facade is composed of dark, reflective glass panels that catch the light, creating a grid-like pattern. The sky is a clear, pale blue, and a faint, multi-colored rainbow is visible in the background, arching across the upper portion of the frame. The overall mood is one of aspiration and progress.

At “RS Group” We promote positive corporate culture.  
Believe in limitless long-term development  
through encouragement of a Growth Mindset  
and Passion. All goals can be achieved.  
If we strive always to learn and open  
our minds to new things.

Core Values

Own  
Fight  
Learn  
Win Together

We are committed to self-improvement through our corporate values. We achieve success relying on our talent. We create a strong sense of belonging by focusing ourselves as an equal opportunity employer - non-discriminatory non-harassment, respect for everyone's rights, including acceptance of diversity and differences between all our employees.

A photograph of a forest with sunlight filtering through the trees, creating a warm, golden glow. The sun is positioned on the right side of the frame, casting rays of light across the scene. The trees are dense and green, with some branches in the foreground. The overall atmosphere is peaceful and natural.

# Human Right at RS GROUP

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At RS Group, we recognize human rights are a fundamental right and freedom to all people. As a base for our employee guideline, all employees and workers work under the accordance of the labor laws, rules, and regulations. We apply ethics, fairness and equality for both Thai and foreign workers while giving utmost importance respect on issues of human dignity, rights, liberties and equality. We do not discriminate on differences in body, race, nationality, religion, sex, language, age, education, or social status. We provide equal opportunities to women, the disabled and the disadvantaged people, do not support oppressive labor policies. We refrain from hiring or associating with child labor, forced labor. We apply strict anti-human trafficking policies in all its forms. This covers all workers in the RS Group and all stakeholders in the business value chain.




# Human Right at RS GROUP

## Guidelines & Policies

- 1) Comply with all government laws, rules and regulations relating to human rights and adhere to fair to treatment of all workers.
- 2) Regularly review policies, management plans, and monitor performance revolving around human rights and labor practices.
- 3) Encourage all workers to have the opportunity to develop themselves to improve the quality-of-life standards.
- 4) Encourage human rights impact assessment and fair labor treatment throughout our business value chain.
- 5) Accurate and transparent disclosure of information on human rights and labor practices within RS Group
- 6) Provide knowledge and support activities that create awareness among employees and throughout society
- 7) Provide open channels for communication and complaints about human rights violations and labor treatment, and actively find ways to prevent and mitigate the effects.



A photograph of two hands raised in peace signs against a blurred green background. The hand on the left is darker-skinned, and the hand on the right is lighter-skinned. Both hands are making the 'V' for peace gesture. The background consists of out-of-focus green leaves and branches, creating a bokeh effect.

# Introduction to Diversity, Equity and Inclusion

# Introduction to Diversity

**Diversity** refers to the differences between people whether it is on the outside or inside, whether the differences are in our physical condition, or mental conditions, race, gender, age, knowledge, values, culture, beliefs, religion, ideas, language or any other matter. We adhere to the laws of each country and in accordance with the treaty to which each country is obligated to comply.

**Equity** means equality in rights and freedoms in life - based on the idea that no one is inferior to others have equal access and participation without being excluded, or discriminated against one's diversity.

**Inclusion** means valuing and accepting the differences throughout people and society.

RS Group means RS Public Company Limited and its affiliates.





# Policy of Diversity, Equity and Inclusion



# Policy of Diversity, Equity and Inclusion

At RS Group, we are committed to RS Group's human rights policy, which emphasizes respect for diversity and inclusion. The Board of Directors deems appropriate to apply the policies and guidelines throughout all levels from the Board of Directors, executives, and employees of RS Group, with details as follows:

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1. Encourage all to treat each other with respect, to be understanding of all people's diverse backgrounds and thoughts. We are tolerant of all viewpoints, and do not discriminate within the RS Group or throughout society.



2. Reinforce the RS Group's culture as a model of respect for diversity and acceptance of people's differences.



3. Promote and support partners or business partners in the business value chain, suppliers, contractors, and joint-venture partners to participate and apply RS's guidelines on diversity and acceptable.

A close-up photograph of several hands of different skin tones stacked on top of each other, resting on a textured, brown surface. The hands are arranged in a line, with the fingers of one hand resting on the palm of the next. The background is a soft, out-of-focus green, suggesting an outdoor setting. The overall mood is one of unity, teamwork, and diversity.

# Framework Diversity, Equity and Inclusion

# Framework Diversity, Equity and Inclusion

A focus on diversity means to be aware and listen to different thoughts & ideas regardless of cultures or backgrounds. We strongly encourage participation in all interactions both within and outside the organization by applying the following guidelines:

## **Culture**

By creating a culture of inclusion and teamwork that leverages on our workplace diversity.

## **Society**

By working and engaging with society and business partners throughout our diverse value chain.

## **Innovation**

By considering the different needs of our customers, delivering a wide range of products & services through our distribution channels



# Practice of Diversity, Equity and Inclusion

# Practice of Diversity, Equity and Inclusion

In order to ensure RS Group's business operations are managed in accordance with the human rights principles in mind. The guidelines are to be used as a development framework for all products, services, and direct business activities, and including business partners & joint ventures throughout the value chain

## Guidelines

- 1.) Treat each other with equal respect and respect each other's differences. Listen and encourage people's differing opinions. Create a positive working atmosphere and corporate culture.
2. Take into consideration diversity while embracing people's differences is part of our business strategy. This will encourage the initiative and business development of RS Group to include diversity in their planning.
- 3.) Executives, supervisors, and leaders in RS Group at all levels to support and promote respect for diversity and acceptance of people's differences throughout the organization.
- 4.) Encourage recruitment in the Board of Directors or holders of various positions in the RS Group, taking diversity and inclusion of people as factors in consideration in selecting appropriate directors at all levels



- 5.) Apply the policy in personnel management throughout the process from recruiting, selecting employees, development, career growth, performance compensation management all the way until retirement
- 6.) Communicate, disseminate, educate, understand, formulate guidelines, and provide any other support to our business partners, suppliers, contractors, and joint ventures in the business value chain on order to encourage all entities to participate in accordance with human rights policies.
- 7.) Prevent the risk of infringing on people's rights, be aware while performing duties, do not ignore or ignore when seeing actions that are considered infringements on the rights of the people involved. We must report incidents to a supervisor or responsible person, while also cooperating in the fact investigation.
- 8.) RS Group will be fair and protect whistleblowers who report violations by using measures to protect whistleblowers and those who cooperate as set out in our Complaint Mechanism and Mitigation Measures policy.





A group of people is seen from behind, holding up a large rainbow flag. The flag is split into two main sections: a red-to-orange section on the left and a blue-to-purple section on the right, with a white section in the middle. The background is a bright, hazy sky, suggesting a sunset or sunrise. The overall mood is celebratory and inclusive.

# Comprehensive Diversity, Equity and Inclusion

# Comprehensive Diversity, Equity and Inclusion

## **Gender Diversity and Equity & Inclusion**

We take all types of diversity into account – equality, and balance in all aspects in life that it's not just a matter on a corporate level but in social wellbeing as well. We take into consideration gender equality, human rights, and combating all forms of violence in our policies. We empower all stakeholders to embrace these rights and create value in business and society.

## **Awareness & Opportunity for the Disabled**

We promote workplace awareness for the disabled through employment opportunities and focus on the participation of people with disabilities in the work environment. We aim to promote an inclusive employment culture that fits with the disabled employee's competence and skills to match with the task at hand.



## **Inclusive Social, Ethnic, Racial and Cultural Diversity**

We look forward to playing a leading role in the economy by creating opportunities and distributing income potential through society equally. To provide access to employment, training, support, promotions without any discrimination or prejudice including building a society based on knowledge, understanding and equality for all.

## **Welcoming for all to Community within our Teams LGBTQ+ Community**

We support equality and non-discrimination based on the gender identity and sexual orientation around the world. This involves promoting the well-being of LGBTQ+ (LGBTQ+) employees through access to a dedicated process of recruiting, hiring, training and coexistence for teamwork.



## Benefits of Diversity, Equity & Inclusion in the Workplace

We encourage diverse participation and equal treatment through our practices on the development of our employee care policy and expanding additional benefits to reflect the diversity and equality throughout the RS Group. Comprehensive benefits such as:

- 1.) **Leave for marriage ceremony**, marriage registration Employees can exercise the right for marriage between a man and a woman, or same-sex marriage paid leave for 3 days
- 2.) **Marriage subsidy** employees will receive a subsidy of 5,000 baht as a celebration of the marriage between a man and a woman, or same-sex marriage
- 3.) **Leave for sex reassignment surgery** Employees are entitled to paid leave during gender reassignment surgery for a maximum of 45 days





# Diverse Workforce

# Diverse Workforce

Diversity and inclusion are an integral part of the culture at RS Group, we aim for a work culture that creates equal opportunities for all. People are treated with dignity and mutual respect. This allows us to leverage the unique skills, knowledge, and experience of our diverse employees.

Total employees 1,323 people

548 male employees 41%	1,047 full-time employees 79%
775 female employees 59%	Employment contract 276 people 21%

(Information as of April 19, 2023)

# Diverse Workforce

We are committed to promoting  
diversity and fair labor practices.

RS Group adopted various international laws and standards such as the Guiding Principles on Human Rights for Business, Humanitarian Principles and Human Rights International Labor Organization, and the United Nations World Agreement as a guideline for treating all employees equally. Our goal is to reduce the risks arising from discrimination or violations of the human rights of our employees.

We consistently review our compensation and benefits policy to all employees. Employees will be fairly reviewed on performance and compensation.

To prevent the risk of inclination, discrimination or inequalities in the processes involved in performance appraisals and compensation. We recognize the importance of managing the salary and basic compensation ratios between men and women to minimize gender pay gap differences by focusing on employee abilities as a baseline. Performance and work values, including a policy to consider annual salary increases and bonus payments according to employees' abilities aims to inspire and motivate longevity and commitment to the organization. Our goal is to retain talent in a team environment catered for success and sustainable growth

# Diversity Workforce at RS GROUP

Gender (%)	Total employees 1,323 people	Top Management 21 people	Middle Management 57 people	Manager 264 people	Officer 981 people
Female	58.58	61.90	54.39	55.68	59.53
Male	41.42	38.10	45.61	44.32	40.47
Generation (%)					
Baby Boomer	1.28	9.52	1.75	1.89	0.92
X	38.78	76.19	73.68	50.76	32.72
Y	57.75	14.29	24.56	47.35	63.40
Z	2.19	0.00	0.00	0.00	2.96

Generation: Baby Boomer (Ages 57 to 75), X (Ages 41 to 56), Y (Ages 25 to 40), Z (Ages 9 to 24)

(Information as of April 19, 2023)



A hand is shown in silhouette, reaching upwards towards a bright, glowing light source. The background is dark with numerous out-of-focus, circular light spots in shades of white, yellow, and blue, creating a bokeh effect. The overall mood is one of hope, aspiration, or reaching for a goal.

# Discrimination and Harassment

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Everyone has a different threshold on acceptance to diversity


Therefore, refusal to accept diversity from their own viewpoint is a constant issue which we have to acknowledge, This may lead to discrimination and violation of the rights of others such as through harassment. Discriminatory behavior and harassment can take place in many forms. In the form of verbal teasing, physical touching, and even the use of violence such as legal assault. These behaviors are wrong. The perpetrator has the right to be punished according to the severity of the behavior.

# Discrimination

Any action that creates any discrepancy, exclusion, or favoritism bias, such as age, gender, or physical appearance which causes the person to lose opportunity and equality in employment or occupation

# Harassment

Harassment means any behavior and action against another person that creates a sense of physical or mental harassment, insulting behavior associated with social bullying, which causes that person to become uncomfortable or effects their wellbeing, such as verbal abuse, demeaning gestures or expressions, physical altercations or by sending unwanted messages through social media.

A blue sky with white clouds and a double white streak.

Happy Work,  
Happy Life  
at RS GROUP

# Happy Work, Happy Life at RS GROUP

At RS Group, we recognize that our employees and talent is a key factor to RS Group. We strive to be one of best and desired organization and foster a happy workplace for everyone.

Therefore, we put importance on the safety, occupational health and a happy working environment for all our employees - whether it is personal safety, daily business operations or hazard safety.

All activities that occur must be carefully assessed by experts along with establishing appropriate preventive control measures by monitoring to prevent loss or impact on employees and all relevant stakeholders.

A commitment to managing diversity and promoting acceptance of people's differences is key to workplace protection. This can be achieved by respecting the fundamental rights of individuals, equal opportunities for all, and treating each person fairly by eliminating all forms of discrimination and harassment.



RS GROUP