

The background features a deep blue color with out-of-focus light spots (bokeh) in shades of yellow, white, and light blue. Three large, white, circular or semi-circular shapes are overlaid on the background, creating a layered effect. The main title is positioned on the right side, within the blue area.

Diversity, Equity and Inclusion

Diversity Management Policy on Equality and
Accepting People's Differences

Growth Mindset and Passion

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

Inspiring
Passionate
Inquisitive
Goal-Oriented

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, casting long, bright rays across the scene. The trees are mostly evergreens, with some deciduous trees showing autumn foliage in shades of yellow and orange. The overall atmosphere is peaceful and serene.

Human Right at RS GROUP

Human Right at RS GROUP

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, one from a darker-skinned person and one from a lighter-skinned person, both making peace signs (V-signs) against a blurred background of green foliage. The hands are positioned in the upper right quadrant of the frame. The text 'Introduction to Diversity, Equity and Inclusion' is overlaid in white serif font on the left side of the image.

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:



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.



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

The background is a solid blue color with a bokeh effect of out-of-focus light spots in white, yellow, and orange. Dark, thin, and slightly curved branches or ribbons are scattered across the frame, some appearing to have a metallic or reflective texture.

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 photograph showing the back of several people holding up a large rainbow flag. The flag is split into two main sections, orange on the left and blue on the right, with a white stripe in the middle. The people are seen from behind, with their arms raised, holding the edges of the flag. The background is a bright, hazy sky. The text "Comprehensive Diversity, Equity and Inclusion" is overlaid in white on the left side of the image.

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 1,368 people

552 male employees 40.35%	1,119 full-time employees 81.80%
816 female employees 59.65%	Employment contract 249 people 18.20%

(Information as of April 26, 2022)

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

ความหลากหลายของบุคลากรใน RS GROUP

เพศ (ร้อยละ)	พนักงานทั้งหมด 1,368 คน	ผู้บริหารระดับสูง 20 คน	ผู้บริหารระดับกลาง 57 คน	ผู้บริหารระดับต้น 266 คน	ผู้ปฏิบัติการ 1,025 คน
Female	59.65	50.00	61.40	57.14	60.39
Male	40.35	50.00	38.60	42.86	39.61
Generation (ร้อยละ)					
Baby Boomer	1.32	15.00	3.51	2.26	0.68
X	32.46	70.00	64.91	47.74	25.95
Y	63.89	15.00	31.58	49.62	70.34
Z	2.34	0.00	0.00	0.38	3.02

Generation Baby Boomer อายุ (57 – 75 ปี), X อายุ (41 – 56 ปี), Y อายุ (25 – 40 ปี), Z อายุ (9 – 24 ปี)

A hand is shown from the wrist up, reaching towards a bright, glowing light source. The hand is silhouetted against the light, with the fingers slightly spread. The background is dark and filled with numerous out-of-focus, circular light spots in various colors (white, yellow, blue, green), creating a bokeh effect. The overall mood is hopeful and aspirational.

Discrimination and Harassment

Discrimination and Harassment

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 vibrant blue sky filled with soft, white, wispy clouds. A bright, diagonal streak of light, resembling a comet or a fast-moving aircraft, cuts across the upper half of the frame from the top left towards the center right.

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