



**CR3 (ROH) Ltd**  
1706, Two Pacific Place Building  
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Thailand

**CR3.GROUP**

## **Diversity and Inclusion Policy**

CR3 recognises that diversity and inclusion support creativity and innovation, nurtures diverse solutions and is an essential element to the success of the organisation. We are committed to encouraging diversity and inclusion and want our workforce to feel respected and able to give of their best.

This policy provides a structure for equality and fairness for all in our employment. It expresses our commitment not to discriminate on the grounds of age, disability, gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, religion or belief and sexual orientation. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment will be based on aptitude and ability. All employees will be encouraged to develop their full potential, and the talents and resources of the workforce will be fully utilised to maximise the success of the company.

We will:

- Review all our employment/hiring practices and procedures to ensure they are fair and help us to identify, attract, recruit and retain the best talent.
- Identify and take opportunities to increase the diversity of our workforce and eliminate bias.
- Create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Ensure every employee is able to work in an environment that promotes dignity and respect for all. We will not tolerate any form of intimidation, bullying or harassment.
- Ensure training, development and progression opportunities are available to all staff.
- Foster a culture of management accountability for ensuring an inclusive culture, which recognises and values individual difference within their area of control.

We will regularly monitor and review the success of this policy. This policy is fully supported by the senior management of the company. Breaches of the policy may be regarded as misconduct and could lead to disciplinary proceedings.

A handwritten signature in black ink, appearing to read 'M. Stansfield', written over a light grey rectangular background.

Signed:

Mr. Mark Stansfield  
Group Chief Executive Officer

Reviewed on Date: 1<sup>st</sup> Feb 2022