



CR3 (ROH) Ltd
1706, Two Pacific Place Building
142 Sukhumvit Road
Bangkok 10110
Thailand

CR3.GROUP

Equal Opportunity Policy

Statement:

CR3 is committed to providing equal opportunities for all in the workplace. In fulfilling this policy, we aim to eliminate and ensure the absence of discrimination on the grounds of:

- Age
- Sex/gender
- Religion
- Disability and medical history
- Ethnic/social origin
- Marital/parental status
- Social class

We oppose all forms of unlawful and unfair discrimination, including bullying and harassment.

CR3 promotes diversity and inclusion and aims to eliminate and prevent direct, systemic, and indirect discrimination in all aspects of employment, including:

- Hiring
- Training
- Evaluating performance
- Administering compensation and benefits
- Termination

Scope:

This policy applies to all our employees, eligible applicants for employment, contractors, stakeholders, partners, and visitors to CR3.

Responsibilities:

Our Human Resources (HR) Department is responsible for assessing our processes and hiring/employment practices to ensure they are fair. All employees, including leaders (Directors, Managers, Heads and Supervisors) are expected to participate in and demonstrate behaviour that supports this policy and ensure everyone can work in an environment where their rights are respected.

Grievances:

If you suspect that you or a fellow worker has been discriminated against or our policy has been violated in any way, please inform your Line Manager and/or local HR Manager immediately. If anyone is found to have acted in a discriminating manner, they will be subject to disciplinary action depending on the severity of their actions and in accordance with relevant legislation and management policy.



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Review & Communication:

Management shall regularly review this policy based on any new requirements or legal guidelines.

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

Signed:

Mr. Mark Stansfield
Group Chief Executive Officer

Reviewed on Date: 1st Feb 2022