



Guidelines on Non-Discrimination

Principle and Significance

Bangkok Dusit Medical Services Public Company Limited (“the Company”) recognizes and foresees the significance of respecting the principles of international human rights and equity, as well as the rights in the workplace. For this reason, the Company hereby proscribes this guidelines on non-discrimination in employment, and the giving of equitable opportunities to all employees, including women, disabled persons, and persons of other underprivileged groups.

Practice Guidelines

1. There shall be no discrimination against personnel, regardless of in whichever environment, based on diversity, such as age, sex, gender identity or sexual orientation, sexual preference, race, nationality, skin color, disability, religion, marital status, pregnancy, military enlistment status, or other factors which cause inequality arising from a bias which is unrelated to work.
2. Employees shall not discriminate against any person in recruiting and selecting candidates for employment based on diversity, as detailed in Item 1 above, and shall consider the qualifications and competencies for delivering the work as detailed in the job description of the relevant position for which a candidate has lodged an application.
3. The Company shall engage in the development of all personnel equitably and without prejudice, whereby consideration shall be given to the appropriateness and required skill sets required for each particular work position in order to support equitable career development.
4. Wages, remuneration, and other forms of benefits relating to Labor Law shall be paid in accordance with the prescribed timeframe.
5. The Company shall pay remuneration to all employees, inclusive of men and women in work positions of all levels equitably, for work of the same quality.
6. The Company shall prescribe and disclose the performance criteria to all employees in a transparent and fair manner, so that employees can improve their work performance as appropriate for their relevant work position, and to further their careers.
7. The Company will transfer employees in support of the furtherance of the employees’ careers, subject to the principles of equity and non-discrimination based on diversity as detailed in Item 1 above.
8. Termination of employment shall be due to: work quality which fails to meet the applicable evaluation criteria; the inability to perform work as required for a particular work position; a misconduct by an employee, the consequence of which is termination; health reasons as diagnosed by a doctor; or for any other reason which does not constitute discrimination or a factor associated with diversity as detailed in Item 1 above.

Reporting in the case of violation of these Practice Guidelines

In the case of a violation of these practice guidelines or should additional information be required in relation to this guidelines, please contact the Corporate Human Resources Department at Tel. No. 0-2755-1911 and 0-2755-1912, or via email at ConductEmployee@bdms.co.th. The Corporate Human Resources Department will investigate the facts and monitor and report on the complaint within a period of one month.

(Mr. Sripop Sarasas)

Chief Administrative Officer

Bangkok Dusit Medical Services Public Company Limited

On 7th July 2020

Thailand



Overseas

