

Draft Guidelines on Human Rights and 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, persons of other underprivileged groups, suppliers: Include brokers, consultants, contractors, distributors, franchisees or licensees, home workers, independent contractors, manufacturers, primary producers, sub-contractors and wholesalers, agents, lobbyists and other intermediaries, joint venture and consortia partners, governments, customers, clients, local communities. This guideline is not only the coverage of businesses human rights policies but aim for specific human rights issues considered within the company highlight particular human rights for attention including providing a safe environment for all its employees free from any kind of harassment , encompasses all internationally recognized human rights according to the context in which the company operates.

Practice Guidelines

1. There shall be no discrimination against personnel, regardless of in whichever environment, based on race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status such as disability, age, marital and family status, sexual orientation and gender identity, health status, place of residence, economic and social situation, or other factors which cause inequality arising from a bias which is unrelated to work. Company guarantee that human rights are exercised without discrimination of any kind
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 provide opportunity for employee to form and join organizations of their own choosing Right to collective bargaining. This will give the right of workers to bargain freely with employers in which a voluntary process through which employers and workers discuss and negotiate their relations, in particular terms and conditions of work.
7. 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.
8. 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.
9. The company do not support any form of recruitment, transport, transfer, harboring or receipt of a person by such means as threat or use of force or other forms of coercion, abduction, fraud or deception for the purpose of exploitation
10. The company do not support any form of work that is performed involuntarily and under the menace of any penalty. It refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities.
11. The company do not support any form of work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that: is mentally, physically, socially or morally dangerous and harmful

to children and/or – interferes them of the opportunity to attend school or obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work.

12. The company is committed to providing a safe environment for all its employees which is free from discrimination on any ground and from harassment at work including sexual harassment. Company will operate a zero tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment. Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimized for making such a complaint.
13. The company is responsible for 100% employee training and communication regarding any form of discrimination and harassment in workplace with routinely employee perception measurement.
14. 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. Should there be any serious incidents investigation will be promptly carried out. Any person found to be guilty will face disciplinary action.