

Discrimination and Harassment Prevention Policy



Sikarin Public Company Limited

Discrimination and Harassment Prevention Policy

Sikarin Public Company Limited (“The Company”) places the highest importance on creating a work environment that promotes equality, respects human rights, and treats everyone with dignity. The Company adheres to the principles of good governance and genuine social responsibility. Discrimination or harassment in any form is not tolerated in the workplace or in any activities related to the Company, regardless of whether the behavior originates from executives, employees, or any other stakeholders.

This policy is established as a guideline for the prevention and management of discrimination and harassment, covering employees at all levels as well as business partners, customers, patients, and all stakeholders of the Company. It applies to both internal operations and external activities associated with Sikarin’s business, with the goal of fostering an environment where everyone can work and interact in safety, with mutual respect, and on the basis of genuine equality.

Discrimination Guidelines

The Company conduct human resources management and business activities under the principle of equality. Sikarin does not permit any form of discrimination, whether direct or indirect, based on race, skin color, gender, age, religion, beliefs, disability, marital status, pregnancy, sexual orientation, nationality, social background, or legal status.

- Fairly conduct recruitment and selection processes with clear criteria based on qualifications, skills, and job-relevant competencies.
- Provide equal opportunities for training and development to support career growth without exclusion or preferential treatment for any specific group.
- Evaluate performance, promotions, compensation, and other benefits based on merit and performance without consideration of personal characteristics or bias.
- Regularly review and audit HR management processes to ensure no systemic or cultural bias is embedded in procedures or practices.
- Communicate and promote understanding of equal rights among employees at all levels through regular training, activities, and internal communications.
- Provide accessible and safe channels for stakeholders to raise concerns or complaints related to discrimination and ensure transparent and fair investigation for all parties involved.

Harassment Guidelines

Sikarin is committed to creating a safe and respectful work environment free from all forms of harassment, both sexual and non-sexual. The Company establishes the following preventive and management practices:

1. Sexual Harassment

- Prohibit any form of sexually motivated behavior, including unwanted physical contact, offensive or inappropriate verbal expressions, sexual jokes or gestures, regardless of whether it is directed toward the same or opposite gender.
- Prohibit the sending or sharing of messages, images, video clips, or any sexually suggestive content through the Company's electronic systems or among employees.
- Implement preventive measures such as workshops, education on consent and personal boundaries, and internal communications to raise awareness.
- Provide secure and confidential reporting channels that allow anonymous submissions, with impartial and rights-respecting investigative procedures.

2. Non-Sexual Harassment

- Prohibit bullying, mocking, intimidation, abuse of authority, or any other behavior that negatively impacts mental well-being and the workplace atmosphere, including exclusion, deliberate neglect, sarcastic speech, or undermining others.
- Prohibit the use of tone, gestures, or communication intended to cause embarrassment, pressure, or an unsafe working environment.
- Promote a culture of mutual respect and dignity at all levels, especially in supervisor-subordinate relationships.
- Emphasize preventive approaches, such as behavioral risk assessments in the workplace and the promotion of a psychologically safe organizational culture.
- Clearly define disciplinary actions for offenders, including those who ignore or fail to cooperate in preventing harassment issues.

This Discrimination and Harassment Prevention Policy is revised Version 2, effective from 22 February 2025, onward, as approved by the Board of Corporate Governance Committee in Meeting No. 1/2025 on 21 February 2025.

A handwritten signature in blue ink, consisting of a series of loops and strokes, positioned above a dotted line.

Mr. Seni Chittakasem
Chairman of Corporate Governance Committee