



Indorama Ventures Public Company Limited

Board Non-discrimination Policy

(As approved by the Board of Directors Meeting No.6/2015 dated Nov 13, 2015)

Remark

In the event that any provision contained in this policy is in conflict with the local laws, rules and regulations of any entity, such local laws, rules and regulations shall prevail.

Board Non-discrimination Policy

The Board of Directors of Indorama Ventures Public Company Limited hereby affirms that it abides by all policies incumbent on the company and rejects any form of discrimination in the nomination and compensation of directors in any way, including, but not limited to, discrimination against gender, race, religion or other forms recognized by the United Nations Declaration of Human Rights¹.

Being aware of the need to appoint directors who have a broad range of experience and who can contribute to the exchange of ideas and direction of the organization, the Board has agreed that it will not exhibit any bias or discrimination, whether positive or negative, and will appoint new directors based on their qualifications and experience and potential to contribute to the success of the company.

¹ United Nations Declaration of Human Rights states:
“ Article 2.

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.”

Source: <http://www.un.org/en/universal-declaration-human-rights/>