



# **Indorama Ventures Public Company Limited**

## **Diversity Policy**

*Revision 2*

*(As approved by the Board of Directors Meeting No. 2/2022 dated February 26, 2022)*

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# Diversity Policy

## Purpose

The purpose of this policy is to encourage and support diversity at the Company (as defined below).

## Scope

This policy applies to all individuals who are involved in nomination, employment, and promotion in the Company.

## Definitions and Acronyms

<b>Company or IVL</b>	Indorama Ventures Public Company Limited and all its Affiliates <sup>1</sup> .
<b>Workforce</b>	Includes all Board of Directors, permanent employees and temporary employees.

## Policy Provision

IVL encourages diversity in its Workforce (as defined above) involving a combination of business experience, as well as representation by race, colour, gender, age, religion, sexual orientation, country of origin, nationality, ethnicity, family status, cultural background, socio-economic status, physical ability, thinking styles, education and academic backgrounds.

As a global player, IVL searches for and recruits people from all around the world. IVL believes that employees from various cultural, linguistic and national backgrounds provide us with valuable knowledge to understand complex international markets. The Company provides equal opportunity to all.

This policy applies to all employment decisions, including training, job rotations, pay practices, benefits, disciplinary actions, and terminations. IVL promotes a diverse and inclusive workplace where all employees must treat one other with respect and dignity. It has clear reporting procedures in place to address any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

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<sup>1</sup> "Affiliate" means any company or entity, controlling, controlled by, or under common control with the Company. The term "Control" and its correlative meanings, "controlling," "controlled by" and "under common control with," means the legal, beneficial or equitable ownership, directly or indirectly, not less than 50 (fifty) percent of the aggregate of registered and paid-up shares in a company or an entity.

## Enforceability

In the event that any provision contained in this policy is in conflict with the local laws, rules and regulations of any entity, and makes such provision invalid or unenforceable, then such local laws, rules and regulations will prevail.

If a business unit or location has adopted stronger practices than this policy or prevailing customs, the stronger practice shall apply.

## Related Document

None

## Revision History

Version	Approved by	Approval date	Key modifications
Original	The Board of Directors	Meeting No.1/2017 dated February 17, 2017	-
Revision 1	The Board of Directors	Meeting No.1/2019 dated February 26, 2019	Expanded the policy to cover the Board of Directors.
Revision 2	The Board of Directors	Meeting No. 2/2022 dated February 26, 2022	Adjusted the description of diversity.