



Declaration of Intent

**“The promotion of equality and the elimination of gender discrimination
in compliance with the Gender Equality Act B.E. 2558”**

Monday, March 2, 2020 at 08:00 hrs.

at Prince Palace Hotel, Mahanak Sub-district, Bangkok

The Siam Cement Public Company Limited, as a holding company, **hereby declares its intent** to comply with the Gender Equality Act B.E. 2558, which was passed for enactment in alignment with the Constitution of the Kingdom of Thailand B.E. 2560, and introduce guidelines that promote equality and eliminate gender discrimination **in one of the following areas:**

(1) **Attire:** Employees may dress in alignment with their gender identity, in accordance with the regulations of their organizations.

(2) **Provision of facilities:** Facilities shall be provided appropriately for the number of people and in such a way that accommodates individual limitations and gender identities.

(3) **Recruitment and qualification requirements:** Job requirements shall include educational qualifications or other qualifications related to the nature of the position but shall not include the biological sex or gender of the candidates.

(4) **Language, gestures, and written documents:** The Company shall promote an understanding and knowledge of appropriate terms for gender identities among employees so as to prevent the stigmatization, mockery, and degradation of an individual of any gender as well as any act that shows sexual prejudice and disrespect for an individual's rights and freedoms.

(5) **Nomination of candidates to committees or other positions in the organization:** The Company shall promote the nomination of male and female candidates as well as those whose gender expression differs from their biological sex as committee members at all levels in order to propel Thai society towards true equality.

(6) **Prevention and elimination of sexual abuse and harassment in the workplace:** The Company shall promote an understanding and knowledge of behaviors that constitute sexual abuse or harassment and shall formulate guidelines for the prevention and elimination of sexual abuse and harassment in the workplace.

(Signed)

(Mr. Paramate Nisagornsen)

Position: Vice President-Regional Business

Business unit: Cement-Building Materials Business

The Siam Cement Public Company Limited