

Diversity Policy

Principle

Gulf Energy Development Public Company Limited recognizes diversity as being a key driver of sustainable business practice. The Company believes all stakeholders should be afforded fair and equitable treatment, and should be recognized for their knowledge, skills and abilities. Every Gulf employee at every level is part of a system that recognizes the importance of diversity and plays a role in building and maintaining an inclusive culture, treating each other on an equal basis without discrimination.

Objective

This policy sets out the principles and guidelines under which all Company employees and stakeholders should be treated and should treat others in order to develop a strong and sustainable organizational culture, in line with the objectives set out by the Company's human resources policies and strategies.

Scope

This policy applies to all members of the Gulf Group of Companies including members of the Board of Directors, executive management team and employees.

Oversight

This diversity policy has been approved by the Board of Directors. Revisions to the policy shall be advised by the Sustainability, Governance and Risk Management Committee (SGRC), who shall also represent the Board of Directors in providing oversight for the Company's performance in line with this policy.

References

Gulf Sustainability Policy
Gulf Sustainability Framework
Gulf Human Resources Policies



Policy

Gulf Energy Development Public Company Limited will:

1. Continue to build and maintain an inclusive culture that encourages, supports, and values the diversity of its employees and all stakeholders.
2. Provide a workplace free from discrimination based on sex, gender, age, race, ethnicity, religion, nationality, and any other non-merit-based attributes.
3. Respect cultural diversity by respecting and understanding the differences between various local customs, traditions, and cultures, and will not operate its business in a manner which actively opposes them.
4. Respect the personal ethnic, religious, and political beliefs of all employees and stakeholders, and foster cross-cultural understanding and respect through company-wide cooperative activities and initiatives.
5. Provide equal opportunities for hiring, personal development, and career advancement to all sexes and genders.
6. Support equal pay for equal work and provide a clear performance evaluation process grounded on merit.
7. Ensure an appropriate and balanced organizational structure where women are fairly represented at the managerial, executive and board levels.
8. Encourage local hiring where applicable and appropriate.
9. Support opportunities for workers with disabilities in line with regulatory guidelines.
10. Ensure non-discrimination and diversity are promoted across all of Gulf Group and are applied to both domestic and international levels, at all levels, and in every business area.

These commitments shall be undertaken within the principles of good corporate governance and social responsibility to ensure that the Company continues to create a positive impact in all spheres where it operates.

Contact

Inquiries, suggestions, and complaints related to this policy may be directed to the Company at sustainability@gulf.co.th.

Violations of the policy may be reported to the Internal Audit Department at ia@gulf.co.th. The Company's whistleblowing policy shall apply in all cases of reporting.