

INDORAMA	FE «Indorama Agro» LLC	Doc no	H.01.F1-P1/D001
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	HR Policy	Implementation Date	23.08.2023
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HR POLICY			

The HR policy is based on the mission of FE INDORAMA AGRO LLC -, acting in the interests of society, consumers, shareholders, and employees - and is designed to support its implementation within the legislative framework of the country.




We are committed to:

- Motivate each employee to achieve individual and common goals.
- Assess the individual contribution of each employee based on performance appraisal indexing.
- Fairly reward and reward employees for their achievement aligned with the market practices of the country in similar industry.
- Uphold a strong commitment to providing equal employment opportunities to all individuals without regard to their race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other legally protected status. Discrimination or harassment of any kind will not be tolerated.
- Provide equal opportunities for the development of each employee irrespective of gender.
- Attract relevant talents and provide suitable opportunities for skill development based on their qualification, experience and potential.
- Train and develop each employee and provide them safe working conditions.
- Create an effective general reward system to motivate.
- Comply with all applicable legal requirements related to labor and employment and continuously monitor for updates and changes.
- Continuously improve working conditions for employees
- Take care of the health and safety of employees
- Pay equal pay for equal work irrespective of gender
- Maintain open and respectful communication with employees and provide avenues for feedback and grievance resolution. Conflict resolution processes will adhere to international best practices.
- Uphold data protection and confidentiality standards. Employees are required to respect and protect sensitive company information.

Collective Bargaining and engagement with Trade Union:

FE INDORAMA AGRO LLC actively encourages:



- participation in negotiations with duly appointed representatives representing registered Trade Union for the conclusion, amendment or addition of the Collective Agreement;
- to provide information necessary for negotiations and monitoring compliance aligned with the Collective Agreement;
- Adherence of specified terms of the Collective Agreement;

Prepared by:	Position :- Manager of HR	Date: 23.08.2023	Signature: 
Checked by:	Position :- Director of HR	Date: 23.08.2023	Signature: 
Approved by:	Position :- General Director	Date: 23.08.2023	Signature: 

- to ensure the relevant commission activities within the terms specified by the Company and TU in the Collective Agreement;
- to take actions deemed necessary but not limited to, in case of violation and non-fulfillment of obligations under the Collective Agreement.

This Human Resources Policy will be reviewed periodically to ensure alignment with international requirements and industry best practices. Any necessary amendments will be made to remain current and effective.

The implementation of the Policy is the responsibility of all the leaders of the Company, who are supported by professionals in human resources who carry out general management of personnel management processes. The company is committed to the implementation of the Personnel Policy, intends to strictly follow the principles set forth, and encourages all employees to actively participate in its implementation.

Prepared by:	Position :- Manager of HR	Date: 23.08.2023	Signature: 
Checked by:	Position :- Director of HR	Date: 23.08.2023	Signature: 
Approved by:	Position :- General Director	Date: 23.08.2023	Signature: 