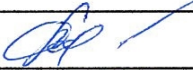
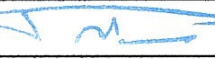
	Indorama Agro LLC	Doc no	H.01.F5-P1/D002
		Issue No & Date	14.09.2022
		Rev.No & Date	
	Recruitment Policy	Implementation Date	14.09.2022
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RECRUITMENT POLICY			

This Policy provides robust framework for an effective recruitment process to recruit and retain talented candidates, through promotion of equality and diversity principles and best practices. This Policy shall be used for implementing and managing effective hiring process by providing guidelines to recruiters and other HR professionals. This Policy shall apply to all employees who are involved in recruiting, selecting and hiring processes, who are expected to ensure that their actions are consistent with core principles noted below.

We will:

- Establish and operate a competitive recruitment process founded upon a fair, open and transparent approach designed to enable the selection of the most suitable person irrespective of age, gender, socio economic status and nationality.
- Ensure all candidates are treated fairly, with dignity, respect. Ensure a positive candidate experience during the recruitment process. This includes documenting selection criteria, the reasons for selection decisions and providing feedback to unsuccessful candidates;
- Ensure all candidates are provided with access to information about the job, the required knowledge, skills and experience required and details about the selection process.
- Make efforts to ensure to all documentation relating to applicants are treated confidentially in consistence with the in-country data privacy and protection requirements;
- Provide appropriate training, development and support to those involved in recruitment and selection process;
- Conduct the recruitment process in a timely, flexible and cost-effective manner.

IAL will implement this policy and will measure and report progress and performance on a periodic basis. This policy will be reviewed every 2 years.

Prepared by:	Position :- Manager of HR	Date: 14.09.2022	Signature: 
Checked by:	Position :- Director of HR	Date: 14.09.2022	Signature: 
Approved by:	Position :- General Director	Date: 14.09.2022	Signature: 