

Frasers Property Management Services (Thailand) Co., Ltd.

Policy & Procedure

Diversity & Inclusion

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Purpose

Diversity brings us closer to the communities we serve

At Frasers Property, diversity and inclusion are an integral part of our culture and identity. Diversity brings us closer to our customers and the communities we serve. So we are building a culture where difference is valued. Our values drive everything we do. Hence, we strive to create workplaces where everyone feels empowered to bring their full, authentic selves to work - being real. That means having a team of individuals with different backgrounds, views, experiences and capabilities working collaboratively to make us stronger and better as an organisation and promoting a progressive, respectful culture.

We are committed to retaining, developing and recruiting talented and motivated people who are passionate, about our customers and have a broad range of skills, experiences and perspective to fuel innovation, create value and to help us achieve our ambition to be a world-class multi-national real estate company.

Diversity at Frasers Property means being open minded to the elements that make people similar or different from one another, including background, views, experiences, capabilities, values, beliefs, physical differences, ethnicity and culture, gender, age, thinking styles, preferences and behaviours.

Inclusion at Frasers Property is our focus to remove any perceived or tangible barriers to becoming a part of our business, being treated fairly and respectfully and having equal access. We seek to make it easier for our people to have a voice.

We believe our focus is on diversity and inclusion matters. It is a responsible course of action that will enhance Frasers Property’s reputation.

This Policy defines our beliefs and actions to support a diverse workplace and how we assess our performance in delivering these actions. We will maintain a workplace environment, where all employees can achieve their full potential.

We will proactively:

- Provide annual training and education that raises employee awareness of diversity and inclusion and associated benefits and provide guidance on recognizing, addressing, and navigating instances of observed or experienced discrimination, as well as methods for preventing, identifying, and mitigating biases.
- enhance processes and policies to encourage greater flexibility and diversity.
- embed diversity and inclusion in our culture through employee engagement. We will establish employee resource groups and/or sponsorship programs to provide support to diverse groups of employees, such as women, ethnic minorities, veterans, individuals with disabilities, and members of the LGBTQA community.

In addition to the proactive actions we undertake, we also support an inclusive and diverse workplace by not permitting or condoning any harassment, discrimination or victimisation.

Scope

All employees of the Frasers Property Group.

1 Policy

1.1 Recruitment and Selection

Our Recruitment and Selection process is focused on the selection of the best person for any role, regardless of age, race, ethnicity, religion, culture, sexual orientation, gender identity or expression, national origin, disability, marital status, veteran status, neurological differences, socioeconomic background or any other characteristic protected by law. The Policy will outline the necessary guidelines to ensure that recruitment and selection & termination of employees are carried out through approved procedures and proper channels.

To ensure the above is achieved, we constantly monitor our recruitment and selection processes. An annual comprehensive evaluation of the project or organisation's current diversity representation in the realm of at least gender, race/ethnicity, age, and level of ability will be conducted. Goals for improvement will be established and annually tracked. When necessary, we will introduce targets to support our efforts to build a workforce that is reflective of the diversity of the local community. In doing so, we will

also enhance our contribution back to the local community via providing gainful employment as a socially responsible corporate citizen.

1.2 Workplace Culture

The creation of an inclusive, diverse and open working environment is a key driver that shapes Fraser's Property culture. Within this environment we believe our people perform at their best, generating new ideas and delivering enhanced results as part of a collaborative culture.

Fraser's Property is committed to preventing discrimination and harassment in the workplace. Our Grievance Handling Procedures policy outlines the procedures for complaints of discrimination and sexual harassment made by employees.

Fraser's Property employs an open-door policy on grievance procedures to ensure support and advice is provided to those who require it. This will be independent of their line management if this is appropriate. We actively monitor the culture within Fraser's Property and seek to enable a diverse workforce by removing barriers to diversity.

1.3 Remuneration

Fraser's Property's remuneration structure is guided by a Pay-for-Performance principle where we adopt a Total Compensation approach which recognises the value and responsibility of each role, differentiates and rewards performance through our incentive plans. To be market competitive, this is achieved through compensation plan design and compensation mix and levels that are benchmarked competitively.

Our Total Compensation structure comprises Fixed Compensation and Variable Compensation. This enables us to achieve a holistic, balanced and focused approach to compensation, with the appropriate levers to incentivise the desired actions and behaviours among our employees. Both the base and variable compensation are reviewed annually by the line manager and HR. This review is followed by several levels of calibration to ensure fairness and market competitiveness.

1.4 Learning and Talent Development Opportunities

To bring the right expertise to the table, Fraser's Property dedicates a budget for employee learning and development. Under the direction set out by Group Human Resources, all employees will have access to training and other career development opportunities appropriate to their experience and abilities.

1.5 Human Rights

Frasers Property conducts business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations. Frasers Property abides by all applicable laws to eliminate unacceptable treatment of workers. Frasers Property is committed to provide a safe and healthy workplace for all employees in compliance with local workplace safety and health regulations.

Review and Measurement

Frasers Property to assign Head of People & Culture a primary responsibility to plan and oversee strategies that promote diversity and inclusion.

Each year, Frasers Property will take progressive efforts to:

- review the effectiveness and relevance of this policy (as required),
- look at diversity and inclusion metrics across all levels of the organisation to identify areas for improvement,
- ensure we have the skills, experience, knowledge and perspective to fulfil our purpose and responsibilities,
- provide a summary of diversity and inclusion related programmes undertaken and planned, and
- Promote a corporate culture which embraces diversity and inclusion.
- Prepare comprehensive annual reports for diversity and inclusion covering employee engagement, wages (including pay equity, compensation scale equity and living wage), and diversity and inclusion policies, and disclose the report to the company’s official website.

Approval

SVP, Head of People & Culture	DCEO	CEO
Date :	Date :	Date :