

บริษัท ทางยกระดับดอนเมือง จำกัด (มหาชน)  
Don Muang Tollway Public Company Limited

40/40 ถนนวิภาวดีรังสิต แขวงสนามบิน

เขตดอนเมือง กรุงเทพฯ 10210

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เลขทะเบียน บมจ. 0107537001129 ISO 9001, ISO 14001, ISO 45001 & ISO/IEC27001 CERTIFIED



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Plc Registration No. 0107537001129

- Translation -

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11 October 2024

**Announcement No. 70/2567**  
**Managing Director's Office**

**Diversity, Equity, and Inclusion (DE&I) Policy**  
**Don Muang Tollway Public Company Limited**

Don Muang Tollway Public Company Limited ("the Company") and its subsidiaries recognize the importance of diversity, equity, and inclusion. The Company promotes equal treatment for all, free from discrimination, respecting diversity, and accepting individual differences both inside and outside the organization. This policy sets guidelines for the Company's board members, executives, and all employees in every business activity. It also extends to business partners, suppliers, contractors, and joint ventures. This policy is part of the Company's "Human Rights Policy," ensuring that the Company's business operations manage diversity, equity, and inclusion in line with human rights principles.

**Definitions**

- **Diversity:** Refers to individual differences, such as age, gender, religion, race, nationality, ethnicity, skin color, education, culture, social status, disability, illness, sexual orientation, marital status, beliefs, and political views.
- **Equality:** The principle that everyone has equal rights and freedoms without discrimination based on race, skin color, gender, religion, disability, age, or other status.
- **Inclusion:** Valuing individual differences, creating an organization where employees feel involved and accepted, with fair investigations into incidents affecting all parties.

**Guidelines**

1. **Leadership Responsibility:** Executives and supervisors should foster a positive work atmosphere of respect, supporting diversity, non-discrimination, equality, and acceptance of differences. They should listen to and encourage differing opinions from all employees.

2. **Non-discriminatory Recruitment:** The Company commits to a non-discriminatory recruitment process, ensuring opportunities for individuals with diverse perspectives, experiences, knowledge, age, gender, education, abilities, and professional skills to work in the organization, free from bias.
3. **Equal Development Opportunities:** The Company upholds the principle that everyone has equal opportunities for self-development, career advancement, and fair compensation based on performance, knowledge, and abilities, without discrimination.
4. **Support for Diversity and Inclusion:** The Company promotes professional roles with equality, respecting and honoring each other's differences.
5. **Freedom of Expression:** Employees are encouraged to express their gender diversity without discrimination, ensuring equality in employment.
6. **Support for Employees with Disabilities:** The Company provides appropriate facilities and accommodations for employees with disabilities, such as parking, restrooms, elevators, and prosthetic equipment.
7. **Promotion of Diversity Awareness:** The Company supports activities that foster understanding and respect for diversity, equality, and inclusion, such as diversity groups or innovative projects for the organization.
8. **Fair Procurement Practices:** The Company encourages fair procurement principles, equality, non-discrimination, respect for human rights, and adherence to the business code of conduct for suppliers and business partners across the value chain.
9. **Recognition of Innovation:** The Company acknowledges employees' contributions to innovation, work improvements, and organizational success.
10. **Protection of Complainants' Rights:** The Company respects the rights of whistleblowers and protects them throughout the complaint process, ensuring access to remedies for human rights violations related to diversity, equity, and inclusion. In a case where a violation against the diversity, equity and inclusion policy, please inform details of such violation via the Company's website at [www.tollway.com](http://www.tollway.com) - Whistleblowing Form or contact Human Resource and Quality Management System Department at Telephone No.02-792-6536.
11. **Annual Reporting:** The Company reports its performance on diversity, equality, and inclusion through sustainability reports or other relevant disclosures to stakeholders annually.

Announcement as of October 11, 2024

- Signature-  
(Mr. Sakda Panwai )  
Managing Director