

บริษัท ทางยกระดับดอนเมืองจำกัด (มหาชน)
Don Muang Tollway Public Company Limited

40/40 ถนนวิภาวดีรังสิต แขวงสนามบึง

เขตดอนเมือง กรุงเทพฯ 10210

โทร : (66) (02) 792-6500

โทรสาร : (66) (02) 552-8065

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



40/40 ViphavadiRangsit Road,

Sanambin, DonMuang, Bangkok 10210

Tel. : (66) (02) 792-6500

Fax. : (66) (02) 552-8065

Plc Registration No. 0107537001129

Policy on Hiring Elderly Workers

The United Nations has categorized the aging society of each country into three levels:

- **Aging Society:** A society in which more than 10% of the population is aged 60 or above.
- **Aged Society:** A society in which more than 20% of the population is aged 60 or above.
- **Super-Aged Society:** A society in which more than 20% of the population is aged 65 or above.

Thailand has already become an aged society, leading to a higher ratio of elderly individuals leaving the workforce compared to the working-age population.

Recognizing the importance of experienced, knowledgeable, and skilled elderly individuals as valuable resources for organizational and societal development, our company is committed to improving their quality of life and encouraging their active participation in society. This aligns with Section 11(3) of the Elderly Act B.E. 2546, which protects and promotes employment or training opportunities for people aged 60 and above based on their abilities. Furthermore, the Ministry of Labor's announcement dated March 8, 2019, encourages the employment of elderly workers. This initiative supports the Sustainable Development Goals (SDGs), including:

- Goal 3: Good Health and Well-being
- Goal 8: Decent Work and Economic Growth
- Goal 10: Reduced Inequalities

In light of the above, the company has established this policy to promote and expand career opportunities for the elderly.

Objectives

1. To create employment opportunities for elderly individuals.
2. To leverage the experience and expertise of the elderly in organizational development.
3. To foster diversity and inclusion in the workplace.
4. To promote self-reliance and improve the well-being of the elderly, ensuring they have equal job opportunities as other age groups, in alignment with the United Nations.

Scope

This policy applies to retired employees and new hires as per company regulations.

Practice Guidelines

1. When an employee reaches retirement age, the company may consider re-employment based on their performance, loyalty, knowledge, competence, expertise, suitability for the role, physical readiness, and experience.
2. The candidate must have a proven track record of good conduct, integrity, and adherence to company policies, serving as a role model for other employees.
3. The candidate must be in good health, certified by a modern medical practitioner as physically fit and capable of performing normal duties. They must be free from serious illnesses and exhibit no age-related physical deterioration that could hinder their ability to perform the responsibilities of the position.
4. Priority will be given to those holding key positions critical to company operations, where their absence could significantly impact the business.
5. Equal rights and non-discrimination principles will be upheld.
6. Employment will focus on tasks that are not hazardous to health and safety.
7. Flexible work arrangements, such as part-time work or adjusted working days, will be offered to accommodate the physical and personal needs of the elderly.
8. A safe and suitable work environment will be provided for elderly employees.

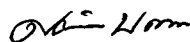
Compensation and Benefits

Compensation and benefits should be appropriate to the work arrangement and experience of the elderly employees, aligning with the value of the job and ensuring they do not place a burden on the company.

Implementation

- The Human Resources Department will oversee recruitment and support for elderly employment and submit proposals to the Managing Director for approval.
- Annual employment targets for elderly workers will be established, and progress will be monitored continuously.

Announced on this 24th Day of December 2024



Dr.Sakda Panwai
Managing Director