

# Non-discrimination and Anti-harassment Complaint Mechanisms

ThaiBev established mechanisms and processes for receiving complaints from people who are treated unfairly and/or harassed in the workplace to prevent and resolve issues related to any type of discrimination and harassment in the workplace, including communicating to whistleblowers about solutions through the following channels;

- Supervisor of the employee
- Human Capital Business Partner of the respective business units.
- Employee Wellness Management Department via E-Mail : [wellness@thaibev.com](mailto:wellness@thaibev.com)