

## 1. PREAMBLE

In recognition of the diverse cultures and unique business environments across the ASEAN, we, the undersigned, commit to joining the ASEAN Inclusivity Collective (herein referred to as “collective”).

Members of the collective can include private and public sector companies of all sizes, multinational corporations, industry associations and other institutions that are committed to advancing inclusive and fair practices across ASEAN.

Members of the collective can include private and public sector companies of all sizes, multinational corporations, industry associations, and other institutions that are dedicated to fostering diverse leadership, ensuring pay equity, and upholding inclusive, safe, and discrimination-free workplaces across ASEAN by 2030.

## 2. PRINCIPLES

### **VOLUNTARY PARTICIPATION AND NON-LEGALLY BINDING NATURE**

Participation in the ASEAN Inclusivity Collective is entirely voluntary and non-legally binding. The participation does not constitute a legal obligation or create any enforceable rights or liabilities. Each member retains the autonomy to implement the goals at their discretion, in accordance with their specific business and local contexts.

### **CULTURAL SENSITIVITY**

The definition and implementation of initiatives for inclusivity will be sensitive to the rich diversity of ASEAN cultures and fully respectful of the laws of each country where our businesses operate.

### **FLEXIBILITY FOR UNIQUE NEEDS**

Members of the collective will have the liberty to adjust goals for inclusivity according to their unique business needs, industry demands, and local circumstances while striving to meet the collective’s goals.

## 3. ORGANISATIONAL GOALS BY 2030

### **WORKPLACE DEMOGRAPHICS TRANSPARENCY**

- We commit to tracking and reporting workforce demographic data, such as gender, race, ethnicity, age groups and other relevant categories while respecting local laws on data privacy and labour regulations.
- This data will guide our efforts in achieving measurable progress toward more diverse and inclusive workplaces.

### **BOARD AND MANAGEMENT REPRESENTATION**

- We will support initiatives towards gender parity including but not limited to increasing the representation of women in our boards and management teams by 2030.
- Our recruitment processes will prioritise the inclusion of diverse candidates to ensure that our leadership mirrors the diversity of the ASEAN region.

### **ANTI-DISCRIMINATION AND EQUAL OPPORTUNITY**

- We will uphold and enforce anti-discrimination and equal opportunity policies, ensuring that all employees have access to fair opportunities for career growth and success, in compliance with local regulations.
- Continuous training and awareness programs will be implemented to foster inclusive work environments free of bias.

### **PAY EQUITY**

- Fair compensation practices will be prioritised to ensure that all employees, regardless of gender, race, or background, receive equitable pay for their contributions.
- We will continuously measure and monitor wage distribution across all levels of the organisation, with a focus on achieving pay equity by 2030.

### **SUPPORT FOR CAREGIVERS**

- We will implement policies that provide reasonable support for employees with caregiving responsibilities, such as, but not limited to, flexible work arrangements, remote work, and paid family leave where possible.
- These policies will support work-life balance and equitable opportunities for advancement.

### **ZERO-TOLERANCE FOR VIOLENCE AND HARASSMENT**

- A zero-tolerance approach will be adopted toward any form of violence, harassment, or abuse in the workplace.
- Clear mechanisms will be in place for employees to report incidents safely, with strong protections and support for those who come forward

## 4. IMPLEMENTATION OF INCLUSIVE PRACTICES

As members of the collective, we are committed to the authentic implementation of inclusivity within our organisations. This includes leadership accountability, dedicated support structures such as employee resource groups and grievance mechanisms, and access to relevant training and communication. Recognising that inclusivity is an ongoing journey, we will continuously refine our strategies based on feedback and evolving needs. More details will be shared soon.

## 5. CONCLUSION

We agree to join the ASEAN DEI Collective and work toward realising these shared DEI goals by 2030. While we commit to the collective objectives, we recognize the importance of adapting these goals to our individual industry requirements and cultural contexts. Together, we aim to create a more diverse, equitable, and inclusive ASEAN business environment.

**COMPANY NAME**

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**AUTHORISED SIGNATURE**

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**DESIGNATION**

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**DATE**

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**FOR ENQUIRIES, PLEASE EMAIL US AT [AIC\\_TASKFORCE@ASEANBEX.COM](mailto:AIC_TASKFORCE@ASEANBEX.COM)**