

## CONFLICT RESOLUTION POLICY STATEMENT

Diversity and respect for all employees form the basis of **Aescon Co. Ltd** winning culture are essential to it's success. **Aescon Co. Ltd** recognizes that valid differences of opinions and interests will arise within a vibrant and dynamic working community. It is the responsibility of every employee to strive for effective communication and responsible decision making and the resolution of conflicts or disputes with reason, conscience, and compassion.

The purpose of this policy is to assure individual employee's with a process for resolving work-related conflicts. The emphasis of the Conflict Resolution Process is on early identification and resolution of disputes with fair consideration of both sides of a conflict. Conflict resolution is seen as a partnership designed to meet some individual and shared needs, resulting in mutual benefits, and strengthen the relationship.

**Aescon Co. Ltd** will make every endeavor to promptly investigate and resolve conflicts or disputes that are brought up to the attention of its management while respecting the confidence and rights of all parties involved.

Aescon Co.,Ltd.



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Apilas Suriyavanagul

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