



Safety, Occupational Health and Working Environment Policy	Reference number : SRMD 01 / 2021
	Review date : 29 June 2022
	Approval date : 29 June 2022
	(Executive Board Meeting no.3/2022)
	Effective date : 29 June 2022
	Supersede date : 23 March 2022

This policy provides a framework for safety, occupational health and working environment of Berli Jucker Public Company Limited and the group company (hereinafter referred to as "BJC Group"), with reference to the Code of Conduct, where BJC Group addresses the importance of safety, occupational health and working environment of employees and visitors.

BJC Group focuses on and supports maximum safety at all stages of operation to reduce the rate of accidents and hazards, which employees may encounter while working, to minimum or zero. Therefore, the company has set important guidelines and standards that will facilitate continuous improvement and create a culture of occupational health and safety within the organization, which is an essential factor to lead the organization to achieve zero accident.

Policy Scope

This policy applies to the business operations of Berli Jucker Public Company Limited and its subsidiaries. This includes the operation of contractors, employees and contract employees, as well as the service provided by suppliers or individuals under the supervision of BJC Group.

To ensure the maximum safety of every process of working, BJC Group has set a policy on safety, occupational health and working environment which covers development of safety management system, occupational health and working environment in accordance with laws, international standards and other relevant requirements as follows:

1. All business units shall comply with laws, regulations and guidelines relating to occupational health and safety as basic norms.
2. Encouraging employees to recognize the importance of occupational health and safety through training and practice to ensure that all employees understand and comply with the policy.
3. Supporting the management of safety, occupational health and working environment to be compliance with international standards and regulations, as well as encouraging employee participation and compliance with related voluntary programs.



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- Supervising the operations of employees, visitors and the others who works at the company to strictly comply with safety and occupational health regulations, as well as initiating measures to prevent loss of life, property, manufacturing process, transportation and other processes.
- All business units establish quantitative targets of safety, occupational health and working environment, which are suitable with the business operation and in line with BJC Group's strategies and goals. The targets are to be used for improving occupational health and safety performance, measuring the management, formulating plans and operational methods, and appropriate resource allocation.
- Regularly monitoring and evaluating performance according to Safety, Occupational Health and Working Environment Policy, in order to achieve strict practices, continuous improvement of performance and the highest level of efficiency. It is also to ensure that the performance complies with the goal of reducing the Lost Time Injury Frequency (LTIFR) and Occupational Illness Frequency Rate (OIFR).
- Assessing and prioritizing issues related to safety, occupational health and working environment according to risks and their impact, in order to formulate the appropriate action plans.
- Communicating with stakeholders inside and outside the company to be informed of the operations and performance in a transparent manner, as well as hearing their needs and expectations. The communication is also conducted for consultation with and participation of the stakeholders including the employee or its representative, as well as hearing their suggestions, which are to be used to continually improve the performance of the occupational health and safety management system.



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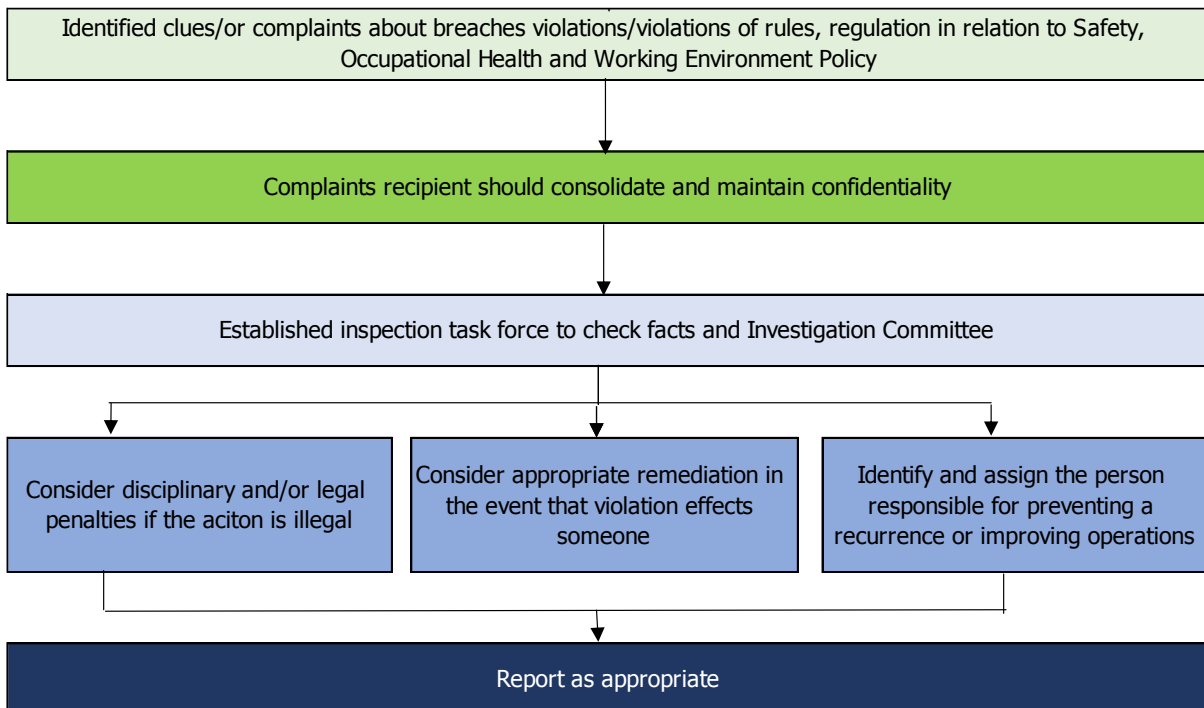
In addition, BJC Group has the management system of safety, occupational health and working environment (OHS Management System) in place to ensure the safety of employees and stakeholders, using the following guidelines:

1. Occupational health and safety risks, working environment risks as well as related hazards are assessed, in order to identify root causes of potential harm in the workplace.
2. Action plans are prioritized and integrated with quantified targets, in order to address and mitigate the risks.
3. Conducting an evaluation of progress in case of injury or illness due to work, in order to reduce and prevent the risks against targets, as well as to plan for appropriate remedy.
4. Regularly Monitoring and evaluating the progress of risk reduction and prevention plans or issues related to safety, occupational health and working environment.
5. Conducting internal and external audit/ inspection on safety, occupational health and working environment, which is to be done by internal audit and independent external verification, in order to comply with international standards and regulations.
6. Providing training on safety, occupational health and working environment to employees and other relevant stakeholders to raise awareness and reduce operational health and safety incidents.
7. Introducing the criteria of safety, occupational health and working environment in procurement and contractual requirements.



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Any violation of the laws, rules, regulations, ethics, or this policy, or permitting subordinates to violate them, executives, committees, and employees must report directly to the company's given channels. The company has clearly defined policies, processes, and measures to protect whistleblowers. When internal or external parties suspect or believe that laws, regulations, or ethics are being violated, they can report through the channels provided. The Investigation Committee and/or Inspection Taskforce, comprised of representatives from Human Resources, Group Audit Department, Legal, and the relevant Head of Business Unit where the incident occurred, will then carry out the procedures in accordance with Corporate's Whistleblowing Policy and the BJC Code of Conduct. BJC's corporate-wide whistle blowing system are shown as illustrated below.



The Safety, Occupational Health and Working Environment Policy will be effective from 29 June 2022 onwards.