

Safety, Occupational Health and Working Environment Policy

Wyncoast Industrial Park Public Company Limited

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Wyncoast Industrial Park Public Company Limited and its Subsidiaries Announcement No. HR 009/2024

Wyncoast Industrial Park Public Company Limited and its subsidiaries have recognized the significance of safety, occupational health and working environment that will affect our employee. Therefore, this policy's objective is establishing the cooperation from all sectors and everyone in the organization to realize the importance of management, safety, occupational health and working environment. In order to smoothly operate and achieve as desired goals.

Definitions

Occupational Health, Safety, and Working Environment refers to a framework that enables organizations to manage, control, and improve the performance of products and services, including business operations throughout the supply chain, ensuring quality, safety, good hygiene, and minimizing the impact on society and the environment from the company's operations. This framework integrates the general components of quality, safety, occupational health, and working environment standards.

Safety and Occupational Health refer to conditions or factors that affect or may affect the health and safety of employees (including temporary workers, business partners, and contractors), visitors, or other individuals present at the workplace.

Illness and Injuries refer to conditions that negatively affect a person's physical, mental, or cognitive state, including death, disability, sensory impairment, injuries, and illnesses caused by work or presence within the workplace.

Workplace refers to any location where activities related to business operations are carried out under the company's control.

Hazard refers to a source or situation that is dangerous, unsafe for human life and property, or may pose a risk of injury, or physical and mental health illnesses.

The company has established the following guidelines:

1. The Company will encourage employees to work safety by stipulating that safety at work is the priority responsibility of every employee at all levels for life safety and property for self-own, the Company's own, and others' own.

2. All employees of the Company and its subsidiaries must comply with the laws, regulations, acts or government announcements relating to safety, occupational health, and working environment, as well as the rules and regulations established by the Company.

3. The Company will promote and encourage for the development of working environment and safe working measurement to ensure safety at work by providing adequate safety equipment based on the working conditions, motivating employee to be awareness of

various hazards that could be incurred during working, as well as informing and advising the causes and preventing methods including training program.

4. The Company will regularly upgrade and develop the Company's working environment which includes working place and cleanliness of surrounding area for having safe, good and hygienic environment which directs to the quality of working life and employee's overall good health.

5. The Company promotes and supports various safety activities that will motivate employee's awareness such as fire escape training, fire extinguish training and public relations about safety, etc.

6. All employees must strictly comply with the rules on safety, occupational health and working environment. If there is any violation or neglect, it will be considered the penalty in accordance with the Company's regulations.

7. The Company encourages the improvement of working conditions and working environment to be disciplinary and safe by determining 5 activities to employee at all levels to conduct, weekly big cleaning day activity to clean the working place, document storage or organizing office supplies which could reduce time for searching document and create discipline for controlling working place.

8. All employees must not ignore accident that could affects the safety and hygiene of the working place by providing assistance to those affected as soon as possible including finding the cause and determining preventive measures to prevent the recurrence.

9. The Company will periodically review and evaluate the safety operating system in order to plan for continuous improvement.

10. The Company has set a policy for all supervisors to act as a good role model and is responsible for the safety, occupational health and working environment of the subordinates in accordance with the Company's rules and regulations.

11. The Company has monitored and evaluated the performance regarding safety, occupational hygiene and working environment for serious practice and achieve maximum efficiency.

12. The Company assumes that all employees are involved in accident prevention and environmental protection and welcomes all suggestions and opinions from employee which will be taken into consideration as well as improving and correcting any defects as appropriate to ensure the safety of employees as much as possible.

Responsibilities

1. The Board of Directors is responsible for reviewing, approving, and updating occupational health, safety, and working environment management policies and standards to ensure there current and appropriate for the environment and risk factors, and oversees business operations to comply with applicable laws, regulations, and rules, as well as responsible for promoting the practical implementation of these policies, providing

constructive recommendations to relevant parties for development and improvement, and ensuring timely action.

2. Management is responsible for establishing criteria, procedures, and guidelines for analyzing and assessing occupational health, safety, and working environment risks, as well as responsible for assigning responsibilities and roles, allocating appropriate and sufficient resources, monitoring and supporting business partners, suppliers, contractors, customers, local communities, and stakeholders to comply with relevant safety laws, policies, measures, and procedures, and continually improving practices for greater effectiveness.

3. Employees should learn, understand, and comply with relevant laws, regulations, rules, policies, and standards, as well as be able to communicate and disseminate knowledge about the company's occupational health, safety, and working environment policies and objectives to business partners, suppliers, contractors, customers, and local communities.

Please be informed accordingly. Announced on December 19, 2024, and effective from the date of announcement.



Mr. Jak Chamikorn
Chairman of the Board

Wyncoast Industrial Park Public Company Limited