

Occupational Health, Safety Management

The Company has established policies, including the provision of various benefits, to align with human rights and legal requirements, encompassing safety, occupational health, and working environment aspects. It promotes team development to achieve high standards and excellence in practices, involving continuous risk assessment, analysis, and mitigation for all work processes. This includes setting up a Health and Safety Committee and Workplace Environment (HSE) committee, convening monthly meetings, and having professional safety officers at management and team leader levels. Employee training in safety is continuous and is implemented rigorously to align with safety, occupational health, and environmental standards.

Furthermore, consideration is given to the safety of employees' lives and property. Emergency warning signs are installed within the buildings, and fire teams are designated for each facility. Firefighting gear is procured, and various fire suppression equipment is made available, along with readiness to handle different situations. Regular training exercises are conducted, including fire evacuation drills, following proper codes and utilizing evacuation procedures. These practices adhere to the accurate and ethical guidelines of the new legal safety standards. The Company consistently conducts safety training, both internally within the workplace and externally through programs like legal safety courses, occupational health, and environmental workshops for employees. Basic safety training for employees includes initial fire suppression and fire evacuation drills, as well as fostering employee awareness within the organization. Training programs are conducted in collaboration with external organizations, such as courses on legal safety, occupational health, and environmental topics, along with seminars like Safety Thailand leading to Safety Work. The Company also focuses on disaster prevention in the workplace, assessing risks related to ergonomics and work-related injuries, and addressing indoor air quality issues that affect employee health.

The Company also has safety measures. Occupational health such as checking the working environment on lighting, heat, noise, dust and wastewater quality outside the factory to be in accordance with legal regulations. Measures to monitor the quality of drinking water. Make a plan to change the emergency lighting system in the entire factory building. Including a Work Permit form, which is an examination of outside contractors before coming to work in the factory. so that all employees of the Company are safe and have standardized occupational health.

Safety Statistics	FY 2022	FY 2023	FY 2024	Target
Total No. of accidental incidents (persons)				
- Employees	7	5	5	0
- Outsourced Contractor	0	0	0	0
Total accidental rate (LTIFR)				
- Employees	3.04	2.11	2.32	0
- Outsourced Contractor	0	0	0	0
<i>(Unit : Cases per 1,000,000 working hours)</i>				
No. of Accidents leading to absent (person)				
Employees	2	4	4	0
- Outsourced Contractor	0	0	0	0
Rate of accidents leading to absent (LTIFR)				
- Employees	0.87	1.68	1.86	0
Outsourced Contractor	0	0	0	0
<i>(Unit : Cases per 1,000,000 working hours)</i>				
Death Rate (Persons)				
- Employees	0	0	0	0
- Outsourced Contractor	0	0	0	0

The company promotes the well-being of all employees in terms of physical, mental, and social health. This includes having a registered nurse on-site during company hours, as required by law, and providing annual health checkups to all regular employees. This aims to ensure that employees work in a safe environment, have a good quality of work life, and are free from illness, injury, or work-related diseases. This allows them to work to their full potential and live a happy life.

In addition, to ensure employees have a good quality of life outside of work, the company has organized training programs on basic healthcare rights for employees, with the cooperation of the Social Security Office. This is to ensure that all employees are aware of their legal rights and understand how to use their rights to their maximum benefit. The company also considers financial health, another important factor that can affect employees' quality of life. Therefore, the company has partnered with a personal debt management bank, in cooperation with the Government Savings Bank, to offer special low-interest loans to company employees. This is to provide employees with a channel to manage their debts and restructure their high-interest debt outside the system into a proper system with lower interest rates. This results in employees having better financial health, better mental health, and a better quality of life.

The company has also established a risk management team to assess and analyze health and safety risks in the work environment that may cause harm or danger from work processes, including routine and non-routine work, as well as unsafe behavior of employees, employees, contractors, or other agencies, including external persons who come to contact and coordinate with the company in the area of the company's responsibility. The company also develops measures to reduce the risk or impact that may occur.