CP AXTRA

Safety, Occupational Health, and Workplace

Policy and Guidelines

1. Intent

CP Axtra Public Company Limited is committed to safeguarding the well-being of all directors, management, staff and all related persons in our workplace. Managing safety, occupational health and workplace practices is not only essential to achieving sustainable growth, but also in improving overall work efficiency

2. Scope

These policies and guidelines apply to all workplaces. All branches This policy will be reviewed at least once a year. or in the event that there is a reasonable cause.

3. Objective

To achieve the goal of zero accidents in the workplace by promoting and supporting safe and hygienic workplace practices, in addition to protecting and preventing employees, other stakeholders and business partners in its supply chains at risk from contracting potential occupational diseases in accordance with related policies, laws, regulations and international standards in order to continuously improve the management system.

4. Roles and Responsibilities

4.1 Board of Directors

    4.1.1 Ensure that the Safety, Occupational Health, and Workplace Policy and Guidelines are in place.

    4.1.2 Ensure that the policy and guidelines are properly implemented.

4.2 Top Executives

    4.2.1 Demonstrate full commitment for the Group to implement a concrete policy while achieving overall performance efficiently, in compliance with related laws and regulations. This also includes meeting the Group's targets, the needs of stakeholders and other related external organizations.

    4.2.2 Set policies, targets, performance indicators while ensuring that they are effectively implemented.

    4.2.3 Review and follow-up on overall effectiveness of the Group's operations to achieve sustainable continuous improvement.

    4.2.4 Appoint the Safety, Occupational Health, and Workplace Committee ("Safety Committee"), responsible for setting policies standards and targets.

4.3 Business Line/Territorial Manager

    4.3.1 Set objectives, targets, work plan and performance indicators while managing safety, occupational health and workplace-related tasks at business line/territorial level.

    4.3.2 Appoint Safety, Occupational Health, and Workplace Department at business line/territorial level, whose responsibility is setting Safety, Occupational Health, and Workplace policies, standards, and targets at business line/territorial level in addition to monitoring and

evaluating Safety, Occupational Health, and Workplace-performances including support the safety technical information at business line level.

4.3.3   Monitor the operations of direct reporting departments to ensure their adherence to set objectives, targets and work plans at business line/ territorial level.

4.3.4   Review and monitor strategies in operation at business line/territorial level at least annually, in order to achieve continuous sustainable development.

4.4   Department Manager

4.4.1   Appoint a Safety Committee at department level and Safety, Occupational Health, and Workplace Department in accordance with applicable law to assist in the monitoring of the department's Safety, Occupational Health, and Workplace performances.

4.4.2   Set work plans, and performance indicators while managing safety, occupational health and workplace-related tasks at department-level.

4.4.3   Prepare a monitoring plan and performance evaluations to be presented to business line/territorial level management.

4.4.4   Receive whistleblowing reports and comments from internal and external sources, in addition to reviewing and finding solutions or protective measures regarding Safety, Occupational Health, and Workplace-related issues.

4.5   Safety, Occupational Health and Workplace committee

4.5.1   Work comply with the law and maintain Safety, Occupational Health, and workplace-related management systems consistent with the Safety, Occupational Health, and Environment Management Standards and Guidelines.

4.5.2   Submit policies, plans, and performance indicators to Department Manager for approval, in addition to reviewing and providing advice related to this Policy.

4.5.3   Monitor the operations of Safety, Occupational Health and Workplace Safety Officers by in accordance with applicable law.

4.5.4   Provide guidance in relation to this Policy, and technical knowledge related to Safety, Occupational Health and Workplace.

4.5.5   Prepare a statistical report on any accidents or non-compliance with Safety Standards to present to the top of Department Manager.

4.6   Safety, Occupational Health and Workplace Officer

4.6.1   Work to comply with law and co-operate and assist departments to ensure their adherence to the Safety, Occupational Health, and Workplace Standards and Guidelines, as well as the work plans of the business unit/business line/territory and related laws, including assigning a replacement when the officer is unable to work.

4.6.2   Prepare a statistical report on any accidents or non-compliance with Safety, Occupational Health, and Workplace Standards and Guidelines to present to the direct supervisor.

4.6.3   Advise on how to improve safety, occupational health and workplace efficiency.

4.7 Staff

    4.7.1 Understand the Group's strategic direction and targets, while complying with policies, laws, regulations of company and international standards related to safety, occupational health and the workplace.

    4.7.2 Attend training regarding the Safety, Occupational Health, and Workplace Standards and Guidelines in addition to related laws, regulations, and internationals standards.

    4.7.3 Perform work safely for self, stockholder and customer.

5. Guidelines

CP Axtra Public Company Limited has provided the Safety, Occupational Health, and Environment Management Standards and Guidelines for the Safety, Occupational Health, and Workplace departments or related Safety, Occupational Health, and Workplace departments to adapt and apply in their respective business unit, business line, and territory. The guidelines consist of the following,

Standard 1   **Management Commitment**

Covers the responsibilities of management, from department level and above, to demonstrate their commitment, communicate and operate through this Policy and Guidelines, in addition to the Safety, Occupational Health, and Environment Management Standards and Guidelines.

Standard 2   **Structure Roles Responsibilities and Accountabilities**

Covers the organizational structure, duties, roles and responsibilities of management, employees and other persons related to safety, occupational health, and workplace management at business unit, business line, territorial

Standard 3   **Risk and Change management**

Covers risks and other issues related to safety, occupational health, and the workplace, such as reputation, compliance with laws and regulations, process improvement, mergers, expansions, divestment, project demolition and completion. This covers to other factors, including personnel, raw materials, components, equipment and machinery

Standard 4   **Law and Obligations**

Covers the contracts, laws, and regulations related to safety, occupational health, and the workplace in accordance with international standards at business unit, business line, territorial and department level.

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Standard 5   **Management Planning**

Covers defining objectives, targets, performance indicators and plans regarding safety, occupational health and employment at business unit, business line, territorial and department level.

Standard 6   **Safety Design and Testing**

Covers processes for new projects, including site selection, design, construction, commissioning and conducting safety procedures. Part of this standard directly involves the Group's Sustainability Policy and Guidelines, in accordance to UNGC Human rights principles, regarding Health and Safety Systems, Land and Property.

Standard 7   **Training Induction and Awareness**

Covers planning for job training, including educating in employee wellness, increasing knowledge and skills, and raising awareness regarding safety, occupational health, and the workplace in executives, employees and contractors to achieve operational effectiveness.

Standard 8   **Communication and Counseling**

Covers communicating, hazard warnings, counseling and participation among internal and external stakeholders, which includes receiving complaints, reporting on operational performance, starting initiatives and community relations and department level.

Standard 9   **Safe Working Procedures and Planed inspection**

Covers activities including handling hazardous chemicals, machinery installations, equipment installations, and project monitoring as well as inspections of critical equipment per safety, occupational health and workplace laws, regulations and international standards.

Standard 10   **Sourcing and Purchasing**

Covers procurements, hiring and subcontracting related to safety, occupational health, and workplace management, including outsourcing, product development, project development and delivery.

Standard 11   **Hygiene monitoring and Well-being**

Covers hazard prevention, and promoting hygiene associated with the workplace for employees, external persons or contractors working on behalf of the organization.

Standard 12   **Logistics risk and Hazardous Works**

Covers hazardous works that must be licensed by law or in accordance with strict safety standards before beginning work or entering the work area. Equipment must be properly inspected and work areas supervised by safety experts responsible for ensuring adherence to set standards.

Standard 13   **Crisis Management and Emergency Response**

Covers the preparation and response to crises or emergencies, as well as natural disasters that can affect practices involving employees, contractors, related external persons and community members.

Standard 14   **Incident Investigation and Actions**

Covers incident, unsafe working conditions and unsafe work violations. Includes reporting and investigating incidents, working conditions not compliant with standards and other regulations, which might negatively impact any person, the workplace environment or employees' belongings or other persons in the workplace.

Standard 15   **Audit, Improvement and Reports**

Covers the monitoring auditing, reviewing and reporting of the management systems' effectiveness in accordance with the Group's Sustainability Policy and Guidelines. This may be completed internally, or by independent external agencies.

6. Training

The Company shall communicate the Safety, Occupational Health, and Workplace Policy and Guidelines and cascade it through training programs, conferences, and other appropriate channels to its directors, management, and staff. The effectiveness of such training and communications programs shall be evaluated on a regular basis.

7. Whistleblowing

In case a violation of this Safety, Occupational Health, and Workplace Policy and Guidelines is found, a report must be filed by following the procedure stated in the Whistleblowing Policy and Guidelines. The information of complainant or whistleblower will be protected and the information will be kept confidential during the investigation and after the completion of the investigation process.

8. Policy Advice

In case of suspicion on the action that may violate laws, regulations and this Safety, Occupational Health, and Workplace Policy and Guidelines, the employee can seek advice from her or his supervisors; team or persons responsible for monitoring safety, occupational health, and workplace practices within the Company, the Compliance Department or Legal Department before making any decision or carrying out any action.

9. Penalties

In the event of an investigation, all employees must fully cooperate with internal and external entities. If an employee violates or fails to comply with this Policy and Guidelines, either directly or indirectly, the employee will be subject to disciplinary action in accordance with Company's regulations.

10. Related Laws, Regulations, and Policies

10.1   Local safety, occupational health and workplace laws and regulations in all countries where the Group operates

10.2   Local labor laws and regulations in all territories where the Group operates

10.3   Charoen Pokphand Group's Announcement Letter CPG 039/2017 regarding Safety,Occupational Health and Environment

10.4   The Ten Principles of the United Nations Global Compact (UNGC)

10.5   International Labour Standards on Occupational Safety and Health of the International Labour Organization (ILO)

10.6   5 Key Healthy Workplace Principles of the World Health Organization (WHO)