

## 2. Safety and Occupational Health Training (GRI 403-5)

In 2024, the Company and its subsidiaries organized training on safety and occupational health as follows:

**Course**  
**Safety, Occupational Health, and Working Environment for Regular Employees and New Hires under the Occupational Safety and Health Act B.E. 2554 (2011)**

**Length of training** 6 hours

**Organized by:** Pinthong Group Management and Consultants Company Limited (P.M.C.)

**Participants** 38 persons

**Course**  
**Work safety officer at supervisor level**

**Length of training** 12 hours

**Organized by:** Pinthong Group Management and Consultants Company Limited (P.M.C.)

**Participants** 20 persons

**Course**  
**Fire evacuation training**

**Length of training** 3 hours

**Organized by:** Safety and Health at Work Promotion Association (Thailand) Under Her Royal Highness Princess Maha Chakri Sirindhorn Patronage

**Participants** 213 persons

**Course**  
**Basic Firefighting**

**Length of training** 6 hours

**Organized by:** Safety and Health at Work Promotion Association (Thailand) Under Her Royal Highness Princess Maha Chakri Sirindhorn Patronage

**Participants** 41 persons

**Course**  
**CPR & AED Basic Life Support**

**Length of training** 3 hours

**Organized by:** Alcotec International Co., Ltd.

**Participants** 20 persons



## 3. Employee Health Promotion

(GRI 403-3, GRI 403-4, GRI 403-6, GRI 403-7)

The Company recognizes the importance of employee health, safety, and well-being as a key driver in achieving business goals. Regular dialogues are held with employees through the employee club and the Welfare Committee both of which include employee representatives to discuss welfare, benefits, and regulatory or policy changes that may impact staff. These platforms allow employees to voice their opinions and provide feedback to management. In addition to wages and standard compensation, the Company offers a variety of welfare and special benefits to employees. These include creating an inclusive work environment with access to wellness gardens and fitness facilities, promoting opportunities for career development and growth, supporting work-life balance through flexible scheduling options, allocating budgets and providing aid for employees affected by disasters, and offering scholarship programs for employees' children.

In addition, in 2024, the Occupational Health, Safety, and Environmental Committee (OHS&E Committee) conducted an assessment of hygiene, safety, and workplace environmental risks. The assessment focused on operational procedures performed by at-risk employee groups. The results of the risk assessment, along with the corresponding preventive and risk mitigation measures, can be summarized as follows:



### Risk Issues Associated with Health, Safety and Workplace Environment of Employees

### Measures to Prevent and Reduce Risk



#### Inhaling Dust

- Finding out machines, devices, and working steps which might cause dust in any working areas for further repairs or improvement of working steps or preparation for safety equipment.
- Setting up preventive measures, or reducing the density of dust occurred.
- Proposing to the Safety and Occupational Health Committee or SMR to determine that the dust mask would be the Personal Protective Equipment (PPE) for such risk jobs.
- Providing the health check-up by the pulmonary function test to employees working in any areas risky from dust to monitor their health.



#### Burns and Fire

- Training the employees for their working skills, proper use of supporting equipment, and accident prevention before first starting their jobs.
- Checking the complete functioning of supporting equipment before running through various evaluation forms.



#### Loud Noise

- Arranging the safety patrol to find out any machines, equipment, or activities possibly causing the noise pollution before formulating the remedy measures.
- Determining ear plugs to be the Protective Personal Equipment (PPE) for employees working in the activities where noise could not be reduced.
- Providing the annual health check-up to employees for their hearing to monitor and assess the impact.



## 4. Safety Inspection of Contractors

(GRI 403-4, GRI 403-7)

The Company gave precedence to safety and health of every worker, as well as contractor, and employee of each supplier. In this regard, the safety management guideline was formulated systematically to prevent any accidents, and to mitigate work risks. The Company also determined the inspection measures for safety of contractors, especially projects under care and responsibility of the Company, which consist of the following steps:

- **Assessing risks relating to safety and occupation health of the project:** To determine appropriate working measures.
- **Selecting contractors:** The Company took into account the contractors' safety capability, preparedness for safety equipment, working profile, safety training, and other related supporting documents, e.g., ISO 54001, document relating to the registration of safety offices, or any other related certificates, etc.
- **Pre-employment training:** To arrange the pre-employment training to give information about safety and environment before starting the operations so that the contractors understand all policy and standards of the Company, as well as specific rules and regulations of any working place.
- **Inspection and monitoring:** To regularly carry out the safety inspection in any working place of contractors in forms of the scheduled inspection, risk assessment, and monitoring for remedies whenever the defect is found.



- **Performance evaluation:** To carry out the performance evaluation for contractors from time to time, and to prepare the safety report which is relevant to the safety work plan and other requirements.
- **Participation and communications:** To encourage contractors and suppliers to take part in safety activities such as monthly safety meeting, arrangement of campaigns, and hearing to improve the safety management continuously.

This is to ensure that the contractors' working would be in line with safety standards established, and the sustainability goal in caring for all stakeholders thoroughly.

In 2024, the safety officers for project operations in collaboration with the Occupational Safety, Health and Environment Committee (OSH) assessed the safety and occupational health risks of the contractors working in major projects of the Company. The preventive measures were formulated to mitigate potential risks as summarized below.



### Risk Issues Associated with Health, Safety and Workplace Environment of Contractors



#### Accidents caused by the contractors' specific working skills and expertise irrelevant to their responsible works

### Measures to Prevent and Reduce Risk

- The safety officer checked the license or working skills certificate for specific positions with high risk before giving permission to work in such area.
- The supervisor or work controller observed the work performance closely. If any contractor performed works improperly, the supervisor or work controller would instruct to cease operation immediately, and report this to the safety officer or project supervisor who would inform the contractor to revise operating skills before going back to perform work again or rotating the contractor.



#### Electrocution and falls from height

- Preparing the evaluation form for readiness of machines and supporting equipment by classifying the evaluation checklist by risk factors. This evaluation would be done before running such machines and supporting equipment.
- If any incomplete part of machines and supporting equipment was found, it would be reported to the technician for repairs.
- Clarifying, giving information before starting the work, or rearranging the training for work safety in particular jobs in order to refresh right working methods, and to have awareness in performing work by mainly considering the safety.



#### Fatigue from working outdoor for long

- Allocating operating hours to fit to the job characteristics, operating area, and climate.
- Preparing facilities to reduce fatigue from working.
- Preparing first-aid equipment sufficiently and relevantly to most symptoms of workers.