



4) Occupational Health and Safety Risk Management Performance for Employees

The Company assesses occupational health, safety, and work environment risks based on the nature of the work, work areas, and operating procedures of employees in at-risk groups. The results of the risk assessment, together with measures to prevent and mitigate risks, are summarized as follows :

Risk Issues associated with Health, Safety and Workplace Environment of Employees in 2025

Measures to Prevent and Reduce Risk in 2025



Work-related Back Pain
This is primarily caused by prolonged static postures and improper lifting techniques.

- Provide a relaxation area and develop a co-working space to enable employees to vary their working environment.
- Provide training on proper lifting techniques in accordance with ergonomic principles.
- Provide back support belts as protective equipment for at-risk employees.



Vehicle Collision and Assault by Intruders
This could happen during the screening of individuals and vehicles (security services).

- Require employees to wear reflective vests while on duty.
- Provide training on the use of traffic hand signals and designate appropriate positions for signaling.



Burns and Fire (Construction projects)

- 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.



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.
- Providing the health check-up by the pulmonary function test to employees working in any areas risky from dust to monitor their health.



5) Safety Inspection of Contractors (GRI 403)

The Company prioritizes the safety and health of all personnel, including contractors and employees of its contractual partners. It employs a systematic approach to safety management to prevent accidents and reduce workplace risks. Prior to the commencement of major projects, the Company conducts occupational health and safety risk assessments to ensure appropriate personnel and equipment aligned with the nature of the work, and to define contractor safety control measures, particularly for projects under the Company's supervision and responsibility during execution. Key steps in this process include :

- Assessing risks relating to safety and occupation health of the project : To determine appropriate working measures.
- Selecting contractors : Take into consideration the contractors' safety capability, preparedness for safety equipment, working profile, safety training, and other related supporting documents, e.g., ISO 45001, document relating to the registration of safety offices, or any other related certificates, etc.
- 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 2025, 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 in 2025

Measures to Prevent and Reduce Risk in 2025



Exposure to Chemicals and Dust

- Identify sources of dust from machinery, equipment, and work processes, and implement corrective actions such as equipment repair, process improvement, or provision of appropriate protective equipment.
- Establish measures to prevent or reduce dust concentration levels.
- Provide vacuum systems, exhaust ventilation, and Thai-language Safety Data Sheets (SDS) in work areas.
- Require workers to wear appropriate respiratory protective equipment such as dust masks and carbon-filter masks.



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

- 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.