

Occupational Health and Safety Policy

Document No : PB-COM-020

Effective Date : 9 June 2025

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ThaiNamthip Corporation Public Company Limited (“TNCC”) recognizes that its employees and stakeholders are the organization’s most valuable assets. Fostering a robust safety and health culture is therefore a fundamental mission that underpins sustainable business operations within the organizational context. Anchored in the principle of **“Zero is Possible,”** TNCC is committed to achieving zero workplace accidents and occupational injuries and illnesses.

TNCC is dedicated to managing Occupational Health and Safety (OHS) in a systematic, effective, and organization-wide manner, guided by the following principles:

1. **Compliance with Laws and Regulations**

- Ensure strict compliance with all applicable national and international laws, regulations, and requirements related to occupational health and safety.

2. **Prevention of Injuries and Illnesses**

- Prevent injuries and occupational illnesses through hazard identification, risk assessment, and control measures across all work processes.
- Implement safe operation of machinery and vehicles to prevent incidents such as machinery-related injuries, vehicle accidents, lacerations from debris, and other significant occupational hazards.

3. **Promotion of a Strong Safety Culture**

- Foster a proactive safety culture across all organizational levels, recognizing that safety is the responsibility of every employee.
- Encourage participation and ownership by employees and their representatives in improving the safety management system.
- Provide consultation mechanisms on occupational health and safety matters for all employees and their representatives.

4. **Continuous Improvement**

- Establish clear OHS objectives, key performance indicators, and action plans.
- Utilize insights from internal audits, near-miss events, incidents, and employee suggestions to enhance OHS effectiveness and continuously strive toward zero accidents.

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5. **Emergency Preparedness**

- Develop and regularly rehearse effective emergency response plans to safeguard lives, assets, and business continuity.

6. **Empowerment through Stop Work Authority (SWA)**

- Grant all employees the authority to stop work immediately in the presence of unsafe conditions, without adverse consequences to their responsibilities.

TNCC shall ensure this policy is communicated comprehensively to employees, contractors, visitors, and all relevant parties. This policy will be regularly reviewed and updated to remain aligned with the evolving organizational context, as well as legal and industry practice developments. The policy shall be reviewed at least once a year or as deemed appropriate.