



CP ALL Public Company Limited

Safety, Health and Working Environment Policy Announcement

Doc. No. GRD 2012/2018

The Marketing and Distribution Business Unit gives importance to the management of safety, health and the working environment and considers it essential to the conduct of every activity to drive the companies in the Marketing and Distribution Business Unit towards sustainability. Executives and employees at all levels shall adhere to the policy and use the following principles in management and performance of their duties.

1. General Principle that We Believe Leads to Safety

- 1.1 Respect for human rights with love and concern for human resources that are valuable to the organization by **cares for and manages the environment at the workplace to be safe**, improving the quality of life for employees and stakeholders
- 1.2 We will be an organization free of work-related accidents and diseases by implementing and maintaining a safety, health and environment management system that is of **international standard** and integrating internal and external cooperation, which will prevent or reduce work-related accidents and diseases
- 1.3 Commitment to all **operational excellence** activities, at least in compliance with laws at the national and local level and agreements and regulations of customers or related agencies
- 1.4 Safety, health and environment management in connection with operational activities at all levels throughout the **value chain**
- 1.5 Report effectiveness of safety, health and environment management at the Marketing and Distribution Business Unit level in a transparent manner with the involvement of employees at all levels for **continuous improvement** and in line with **international reporting standards**

2. Commitment to Goals for Sustainability

Executives of the Marketing and Distribution Business Unit have established the objectives and goals of safety, health and environment management to be in line with the





sustainability policy of the Group, with **commitment to business operations that do not cause work-related accidents and diseases** as well as supporting the budget and resources for managing and fostering an atmosphere and environment for a safe workplace, and allocating adequate and appropriate safety tools and equipment for employees for continuous improvement and achievement of set goals.

Indicators and targets to achieve safety, health and environment are as follows:

Factor	Target	Indicator	Measurement Unit	Target 2018-2022
Safety & Occupational Health	Work-related accidents and diseases = 0	Injury Rate: IR	Cases x 200,000 / working hours	IR trend Decreasing every year
		Lost Day Rate: LDR	Days x 200,000 / working hours	LDR trend Decreasing every year
		Occupational Diseases Rate: ODR	Cases x 200,000 / working hours	ODR trend Decreasing every year
		Work-related fatalities : WF	No. of cases	0 every year
		Vehicle accident fatalities	No. of cases	0 every year
Environment	Environmental impact = 0	Emission rate compliance to the law and related regulations	%	100% every year
SHE Standard	Compliance with main standard 100%	Result of SHE management system evaluation	%	Not less than 50%

3. Integration of Strengths for Effective Management

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Safety, health and environment management is the cooperation and responsibility of employees at all levels. To ensure that the safety, health and environment policy is systematically disseminated and implemented to achieve its goals, the following guidelines have been established.

- 3.1 Executives in the Marketing and Distribution Business Unit are the leaders responsible for effective management and systematic assessment on a continuous basis in accordance with this policy as well as adoption by business partners and related parties
- 3.2 With regard to the line of business, develop implementation plans covering identification and assessment of risks in the area and every business activity, leading to establishment of procedures, implementation, monitoring, corrective measures and reporting to management in a systematic and regular manner
- 3.3 Arrange for skill development, provide recommendations, create awareness and safety culture among employees at all levels, including business partners and stakeholders, in a systematic manner
- 3.4 Integration of cooperation at the business unit level to promote sharing and joint learning in terms of management, techniques, academic knowledge, technology and resources for implementation, and monitoring and reporting related to compliance with this policy

This policy is effective for the Marketing and Distribution Business Unit and can be disseminated among employees and all stakeholders. **It is the regular duty and responsibility of executives and employees at all levels to take care of themselves and care for colleagues** with understanding and to strictly comply with this policy which will be considered a part of performance evaluation. There shall be regular **evaluation and review of compliance** to ensure continuous improvement.

Please comply with this announcement.

Announced on 1 August 2018

