



**OCCUPATIONAL HEALTH AND
SAFETY POLICY
CH. KARNCHANG
PUBLIC COMPANY LIMITED**



Occupational Health and Safety Policy

CH. Karnchang Public Company Limited places a high value on safeguarding the well-being and safety at work of its employees, contractors, subcontractors, visitors, and all other parties involved in the Company's operations. The Company conducts workplace risk assessments and sets quantitative targets for continuous improvement in occupational health and safety, while also implementing relevant projects, including maintaining associated statistical records to support the sound occupational health of employees and suppliers.

The Company recognizes that "occupational health and safety" are core organizational values and the first priority in its business operations. The Company is committed to protecting the health and safety of employees, contractors, subcontractors, and all involved parties to ensure a safe working environment, reduce work-related injuries and illnesses, and foster the sustainable growth of the organization.

This Policy applies to the Company's operations at all workplaces and across all projects, covering employees, contractors, subcontractors, visitors, business alliances, and relevant external stakeholders. The Company requires its suppliers and external workers to strictly comply with the Company's occupational health and safety standards and to undergo regular training and compliance monitoring.

Occupational Health and Safety Policy

1. The Company upholds responsibility for occupational health and safety.
2. All employees and project-related parties must recognize that safety is everyone's responsibility.
3. Operations must incorporate occupational health and safety into work plans.
4. Risk assessments must be conducted for operations.
5. Occupational health and safety shall be promoted through training and knowledge-sharing for all employees.
6. The occupational health and safety policy shall be continuously improved to reinforce confidence in occupational health and safety performance.



To ensure effective implementation, the Company requires top management to support and oversee occupational health and safety operations. The Construction Division and the Occupational Health and Safety Working Team are assigned primary responsibility for establishing practical guidelines, monitoring compliance, and reporting performance to management on a regular basis.

Safety is everyone's responsibility, including contractors and subcontractors, who are required to comply strictly with the Company's requirements and cooperate in reporting incidents, risks, or potential accidents.

The Company has also provided channels and procedures for employees and suppliers to report incidents, accidents, near-misses, or unsafe working conditions, thereby enabling prompt response, corrective actions, and prevention of recurrence.

Measures and Activities to Safeguard Employee Well-Being and Safety

CH. Karnchang Public Company Limited has developed an operational manual and a Health & Safety Management Plan to safeguard employee well-being and safety during work, including during epidemic/pandemic situations. The manual clearly sets out procedures for preparing safety plans for construction projects, emergency response plans, work safety standards, safety training, and other relevant measures, covering both employees and contractors.

The Company prioritizes the provision of continuous safety training and communication to employees, contractors, and subcontractors, together with the ongoing monitoring and evaluation of compliance with occupational health and safety standards at the project level.

During the outbreak of Coronavirus Disease 2019 (COVID-19), CH. Karnchang implemented various measures to protect employee well-being and safety, reduce transmission, and maintain business continuity, such as requiring employees to wear face masks indoors at all times, conducting ATK testing prior to commencing each work, home isolation for employees at risk of COVID-19 infection, and social distancing within the offices, etc. In addition, CH. Karnchang supported employees and contractors in completing full vaccination doses to enable operations to remain safe from COVID-19.

Workplace Risk Assessment

CH. Karnchang Public Company Limited conducts workplace risk assessments for employees and suppliers working on the Company's premises using a work-related risk assessment form (including risk issues, likelihood, impact, and prevention/mitigation guidelines). This assessment covers the entire value chain of the Company's construction business and infrastructure development business. The assessment results are disclosed (internally) to project owners and employees/suppliers through quarterly risk management reports.



Example of Workplace Risk Assessment Results

Risk Issue	Likelihood	Impact	Risk Rating	Risk Prevention / Mitigation Guidelines
Construction-related accidents	Medium	Low	Low	Close monitoring of safety performance, with the Project Manager responsible for overseeing implementation.

Note: The risk rating is calculated based on Likelihood × Impact, with reference to the operational manual and the Health & Safety Management Plan.

Risk Prevention and Mitigation Measures

Construction-related accidents are among the most frequently encountered operational risks. CH. Karnchang has therefore established occupational health and safety prevention and mitigation guidelines to be strictly followed by project owners and workers during execution, namely: (1) safety planning; (2) implementation of safety plans; (3) safety inspection/investigation; and (4) safety development.

Note: Information on occupational health and safety targets and performance is available at:

<https://sustainability.ch-karnchang.co.th/th/social/occupational-health-and-safety>

Enhancement of Occupational Health and Safety Management Processes

The Company's Occupational Health and Safety Policy is reviewed for appropriateness and continuously improved on an annual basis, or upon the occurrence of significant events. The effectiveness of the Policy is reviewed to ensure that the Policy remains aligned with changes in applicable laws and business operation standards, as well as the needs and expectations of all stakeholders.



Announced on November 14, 2025.