

## Announcement of the Board of Directors

No. 1/2563

### Subject: Safety, Occupational Health, and Work Environment Policy

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In order to comply with the resolution of the Board of Directors at the meeting No. 3/2020 dated May 15, 2020, the Company has issued an announcement regarding the Safety, Occupational Health and Work Environment Policy to be regarded as the principles and guidelines as follows:

#### 1. Introduction

Civil Engineering Public Company Limited and its group companies (“**Company**”) has realized and value work safety, occupational health and working environment (SHE: Safety, Health and Environment) of employees, which is the key human resource that helps the Company to achieve its strategy, objectives or goals. The Company has therefore established a policy to be referred to as a guideline in accordance with the Safety, Occupational Health and Environment Act B.E. 2554 (2011).

#### 2. Safety, Occupational Health and Work Environment Policy

The Company has a policy to protect safety, occupational health and working environment by emphasizing the prevention of dangers in order for employees and workplaces to be free from incidents that may cause harm at work.

The Company will take care of employees and arrange the workplace to have a safe and hygienic conditions and environment, as well as to promote and support the work of employees to be safe from danger.

Employees at all levels are obliged to cooperate, and must strictly comply with the rules, regulations, requirements of relevant departments, safety standards, and Company policies, including being responsible for maintaining the working environment in accordance with established standards to ensure safety for life, body, mind, and health, taking into account the conditions of work and the area of responsibility.

The Company is aware of and is determined to:

- 2.1 Strictly comply with the rules, regulations, announcements, orders, and standards on safety, occupational health, and working environment as prescribed by the relevant agencies.



- 2.2 Continuously support and promote safety, occupational health and working environment by allocating sufficient and appropriate budgets.
- 2.3 Promote safety by providing training, knowledge review and rehearsal, as well as organizing various activities to enhance safety awareness among employees and the workplace continuously and to always be prepared.
- 2.4 Prepare and provide personal protective equipment for employees to use or wear as appropriate for the nature of the job and work.
- 2.5 Conduct a safety inspection survey and rigorously encourage employees to strictly comply with safety regulations as well as being attentive in supervising employees to wear and use protective equipment such as ensuring that employees wear a helmet when working at a construction site, etc.
- 2.6 Always enhance and develop the environment within the Company and the workplace, maintain cleanliness around the Company at all times to ensure a safe, hygienic environment, good quality of work life and good health.
- 2.7 Place emphasis on the cooperation of employees in compliance with safety, occupational health and environment regulations and successful accident prevention.
- 2.8 Determine the safety in the workplace as well as the correct and safe working methods, which is the duty of employees at all levels to observe and be responsible for.
- 2.9 All employees are required to be involved in preventing work hazards and maintaining a good working environment. The Company will accept suggestions or opinions of employees and take them into consideration to correct any deficiencies as appropriate in order to create a safe and favorable environment for employees.
- 2.10 In the event that an employee experiences a work accident, the Company will pay attention and consider helping the injured employee to be able to live as appropriate.



**CIVIL** ENGINEERING

This policy requires a regular review at least once a year or when there is a change in situations.

From the date of May 15, 2020, onwards.

Announced on May 15, 2020.

(Signed)

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( Mr. Chaiwat Utaiwan )

Chairman of the Board