



April 1, 2025

**Subject: Management Manual for ISO9001 / ISO14001 / ISO45001 - Quality, Environment, and Occupational Health and Safety Policy**

**To: All employees**

CIVIL Engineering Public Company Limited and its subsidiaries ("the Company") is committed to conducting business with prudence, quality, safety, and environmental responsibility to maximize benefits for shareholders, stakeholders, and all related parties. The Company has therefore established the following Quality, Environment, and Occupational Health and Safety Policy as operational guidelines:

1. To manage construction and infrastructure projects with quality, ensuring occupational health and safety, preventing environmental impacts, and delivering projects on time in accordance with customer requirements.
2. To drive continual improvement by enhancing the efficiency of all processes, reducing costs, protecting the environment, and promoting occupational health and safety performance.
3. To continuously develop employees at all levels to ensure effective performance, with consideration for project quality, environmental protection, occupational health and safety, while promoting consultation and participation of employees, and the company's representatives.
4. To strictly comply with applicable legal requirements and other obligations related to quality, environmental management, and occupational health and safety.
5. To prevent and reduce risks and impacts arising from hazards, pollution, energy consumption, and resource utilization, promoting sustainable resource use and ensuring occupational health and safety.



6. To enhance customer and stakeholder satisfaction by addressing their needs and expectations in relation to quality, environmental protection, and occupational health and safety.

7. To encourage suppliers and subcontractors to demonstrate awareness of and comply with the requirements of ISO 9001, ISO 14001, and ISO 45001 management system standards.

This policy shall be reviewed at least once a year or when circumstances change.

Form the date of April 1, 2025, onwards.

Announced on April 1, 2025

*(Signed)*

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(Mr. Piyadit Asawasirisuk)

Chairman of the Executive Committee