

Health & Safety

CIVIL ENGINEERING PUBLIC COMPANY LIMITED and its subsidiaries ("the Company") recognize the importance of occupational health, safety, and working environment as key factors directly affecting employee quality of life, business continuity, and social stability. This commitment extends to all relevant parties, including employees, business partners, contractors, and visitors.

To ensure effective occupational health and safety management, the Company has designed an organizational structure that connects management-level policy formulation with operational-level implementation across all relevant departments. This structure comprises two main working bodies: the Occupational Health and Safety Department, staffed by safety officers at both headquarters and project sites responsible for risk assessment, prevention, inspection, and control; and the Central Safety Committee, comprising management and operational staff from various departments responsible for planning, monitoring, and evaluating safety performance on a continuous basis.

Our targets

The Company has established "Zero Accident" as its primary safety goal across all organizational levels, encompassing both construction projects and supporting activities. This goal is supported by objectives to reduce risks and losses from accidents, foster a proactive safety culture, and elevate operational standards in alignment with international best practices.

Targets	Short (2030)	Medium (2035)	Long (2065)
Safe Manhours (the total hours worked without LTI)	1,000,000	5,000,000	10,000,000
Lost Time Injury Frequency Rate (LTIFR) – Employees	1	0.5	0.2

Lost Time Injury Frequency Rate (LTIFR) – Contractors	1	0.5	0.2
Fatality rate for employees and contractors	0	0	0
Percentage of employees trained in occupational health and safety	100%	100%	100%

Safety Policy :

<https://www.civilengineering.co.th/storage/content/sustainability/execution/social/17/civil-environmental-sec17-02-th.pdf>

Employee Health and Safety Measures

The Company has established proactive measures to prevent and reduce workplace risks through comprehensive operational guidelines, and a Health and Safety Management Plan designed to protect the health and safety of employees and contractors.

1. Assessment OHS – Social

All relevant departments are required to conduct occupational health, safety, and social (OHS-Social) risk assessments for both existing and potential projects, in alignment with ISO 14001:2015 and ISO 45001:2018 standards. Risks are prioritized based on likelihood and severity of impact, followed by the development of mitigation plans and activities. Assessment results are documented in internal reports and communicated to project managers, employees, contractors, and the Occupational Health and Safety Department to ensure all parties understand and apply the findings to improve operational practices in accordance with safety and environmental standards.

Hazard Likelihood Classification

Likelihood Level	Probability of Hazard	คะแนน
Low	0 – 50%	1
Medium	51 – 75%	2
High	76 – 100%	3

* The probability of hazard is calculated based on multiple factors, including the number of employees exposed to hazards, frequency and duration of exposure, rules and procedures, training and communication, inspection and maintenance, safety design of work areas, protective equipment, hazard warnings, and accident frequency.

Severity Classification

Severity Level	Score
Low Minor illness or injury, such as small wounds, dust irritation, nuisances causing discomfort (e.g., headaches), or occasional illness not requiring time off work	1
Medium Moderate illness or injury, such as lacerations, burns, impact injuries, or severe sprains, potentially requiring up to 3 days off work	2
High Severe illness or injury, such as loss of limbs, bone fractures, fatal injuries, work-related cancer or life-shortening diseases, or acute fatal conditions, requiring more than 3 days off work	3

Risk Matrix

Risk Score	Risk Level	Control Measures
8 – 9	Very High Risk	Work must be stopped immediately and cannot resume until improvements are made to reduce the risk level
6 – 7	High Risk	Risk reduction is required, which may include establishing objectives, targets, and risk reduction plans where resources, budget, and time are needed; implementing operational control procedures; or taking corrective actions to ensure legal compliance and other risk mitigation measures
3 – 5	Medium Risk	Risk reduction measures must be implemented within an appropriate

		timeframe, potentially through operational control documentation or reassessment of risks
1 - 2	Low Risk	No additional control measures are required, though cost-neutral improvements may be considered; monitoring is required to prevent risk escalation

* Where legal or regulatory requirements apply but operations are not yet compliant, the risk shall be classified as High Risk.

2. Governance Mechanism

The Company has established a Central Occupational Health and Safety Committee with authority to oversee, audit, and monitor safety performance across all projects to ensure compliance with Company policies and legal requirements.

The Committee's responsibilities cover four key areas: safety planning, safety plan implementation, safety auditing, and safety improvement and development. The Committee Secretary reports monitoring results to the executive management monthly to ensure rigorous safety measures are consistently maintained and implemented.

3. Safety Communication

To ensure that project managers, employees, and contractors are informed of safety requirements and measures, the Company communicates through various methods. These include safety training for employees and contractors prior to their first day of work, specialized safety training for specific tasks such as working in confined spaces, development and distribution of safety manuals, and daily Safety Talks before work commences to build ongoing safety awareness.

4. Emergency Drills and Risk Response

The Company conducts regular drills to prepare for various risk scenarios, including emergency evacuation procedures for transporting accident victims from construction sites, as well as fire suppression and evacuation drills.

5. Annual Employee Health Examinations

The Company provides annual health examinations for all employees to assess the readiness and safety of personnel working in high-risk areas.

6. Epidemic Surveillance and Prevention

To ensure preparedness and minimize impacts from potential epidemic situations, the Company has implemented systematic measures including

- Regular review and development of epidemic response plans based on assessment of public health risks
- Preventive measures and employee health protocols covering both pre-entry and on-site phases to ensure personnel safety
- Clear communication of guidelines to employees emphasizing physical distancing, health screening, hygiene practices, mask usage, and procedures for handling confirmed or high-risk cases.

7. Data Collection and Disclosure

The Company maintains comprehensive health and safety statistics and discloses safety measures, targets, and related information through corporate communication channels such as the Company website and the 56-1 One Report. This demonstrates transparency and the organization's commitment to developing a safe and sustainable working environment.