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## Policy

### *Occupational Health and Safety*

Revision	01
Effective Date	2022-07-08
Process Owner	Health, Safety, Environment and Community Engagement

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Approval Record		
<u>Approver</u>	<u>Job title</u>	<u>Date</u>
Somruedee Chaimongkol	Chief Executive Officer	2022-07-08
Kirana Limpaphayom	Chief Executive Officer - BANPU Power	2022-07-08
Praphan Likitwacharakorn	Chief Operating Officer - Power Business	2022-07-07
Issara Niropas	Vice President - Asset Management	2022-07-04

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**Introduction:**

Banpu Power (BPP) acknowledges that the effective Occupational Health and Safety (OHS) Management is an integral part of our operation. BPP committed to ensuring the OHS of its employees, contractors, sub-contractors and third party. Everyone in BPP has a collective and individual responsibility with regard to accident prevention and work safety.

This also be a part of the solutions and support global agreement on SDG Goal 8, to protect labor rights and promote safe and secure working environments for all employees and individuals under BPP’s supervision.

**Objective:**

This policy aims to express the direction and commitment of BPP to establish, implement, monitor, review, maintain, and continuously improve BPP’s OHS Management System.

**Scope:**

This policy shall be integrated and applied to BPP and its subsidiaries which BPP has management control, covering employees as well as contractors, sub-contractors and individuals under BPP’s supervision. Moreover, this policy should be promoted to its joint venture and throughout supply chain.

BPP shall establish measurable indicators and Quality Assurance Review (QAR) system to monitor and review performance to ensure that the policy’s goals and targets will be achieved. HSEC Corporate would conduct QAR with country in every operation once in every two years.

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**Definitions:**

- **Incident**

occurrence arising out of, or in the course of, work that could or does result in **injury and ill health**

**Note**

- i. to entry: An incident where injury and ill health occurs is sometimes referred to as an “accident”.
- ii. to entry: An incident where no injury and ill health occurs, but has the potential to do so, may be referred to as a “near-miss”, “near-hit” or “close call”.
- iii. to entry: Although there can be one or more **nonconformities** related to an incident, an incident can also occur where there is no nonconformity.

- **Employee**

Any person employed by BPP on a permanent or temporary basis.

- **Contractor**

A non-BPP employee performing work for BPP. The contractor is hired by BPP to perform work for BPP in a contractual relationship and for a defined period of time.

- **Sub-contractor**

A non-BPP employee performing work for BPP. The sub-contractor is hired by BPP’s contractor to perform work for BPP in a contractual relationship and for a defined period of time.

- **Third party**

A third party is someone who is present within BPP premises but who is neither a direct employee nor a contractor or subcontractor. Third party may be a member of the general public or other visitors or supplier. Common examples of third parties are operators of vehicles delivering supplies and materials.

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***Policy Statement / Principles:***

BPP committed to provide a safe environment workplace for our employees, contractors, sub-contractors and individuals under BPP’s supervision. In this respect, we strive to achieve our goals for 3 ZEROs:

- ZERO Incident: by preventing and correcting unsafe behavior or work condition,
- ZERO Repeat: by taking all necessary steps to prevent the recurrence of the incidents,
- ZERO Compromise: by adopting non-negotiable safety standards and rules throughout all operations.

In holding on to our commitments, we

- **Take Full Responsibility and Accountability**  
 We have full commitment from our management at all levels towards safety goals and targets to take full responsibility and accountability to prevent and correct unsafe work conditions and unsafe behaviors.
- **OHS Compliance**  
 We strictly comply with all OHS regulations and contractual obligation as well as company standards, international standards and best practices.
- **Manage OHS Risks**  
 We regularly perform occupational health and safety risk assessment for all operational activities, prioritize and set up action plans to minimize OHS risks to acceptable level.
- **Continual improvement**  
 We establish OHS management system and provide sufficient resources to ensure continual improvement. Quantitative targets for improving OHS performance shall be set, monitored and review for continual improvement.
- **Create Safety Culture**  
 We promote a culture that values and recognizes good safety behavior and practice internally and throughout our value chain. Consultation with employees, contractors and individuals under BPP’s supervision to raise awareness of OHS and get feedback for continual improvement.
- **Ensure Employees have sufficient OHS knowledge and skills**  
 We provide Occupational Health and Safety (OH&S) knowledge to ensure employees are capable to implement Safety Management System and Culture Integration as well as comply with local laws and regulation.

***Responsibility:***

- Management in all levels must hold accountability and take leadership in deploying this policy.
- Management in each country shall develop local related policy which align with this policy.
- Every employee must be made aware of, promotes and implements this policy.
- Every employee is expected to extend the awareness and recognition of this policy to our partner, suppliers, contractors, subcontractors, customers and the communities in which we work.

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***References:***

- Banpu Occupational Health and Safety Policy