

# Occupational Health and Safety Policy

## Group

### Framework

The Occupational Health and Safety Policy comprises of:

1. Objective
2. Scope
3. Responsibilities
4. Policy Directives
5. Compliance and Consequence for Non-Compliance
6. Policy Measurement Metrics
7. Policy Exceptions
8. Reference

Annex 1:	Document Approval and Version History
Annex 2:	Common Terms
Annex 3:	Group OH&S Framework
Annex 4:	Group's Cardinal Rules

### 1. Objective

The main objective of Occupational Health and Safety (OH&S) Policy is to define Group OH&S Management Framework (Annex 3), which Siam City Cement Company Limited ("SCCC") and its Subsidiaries (collectively called the "Group") are required to strictly implement in its operations.

The Group commits to the establishment of a healthy and safe workplace and to the integration of health and safety into all workplace activities with an overall objective of "Zero Harm to anyone and Zero Fatality".

Our overriding health objective will always be to ensure that every employee, contractor in our business is treated as a valuable partner whose health and wellbeing is to be protected and cared for.

Authorized visitors to any of our facilities will also always be afforded the same level an assurance.

Our practices are in all cases to comply with or go beyond what is legally required by the OH&S Laws and Regulations in all countries in which we operate.

Health and Safety is a core priority of ours. We believe in visible leadership and personal accountability for Health and Safety at all levels and throughout the Group.

## 2. Scope

This Policy applies to all employees, management, directors as well as any person, such as contractors and third parties, who represent or perform work on behalf of any entity under the Group.

## 3. Responsibilities

**Group CEO (GCEO)** shall be responsible for approval of OH&S Policy and accountable for supporting necessary organization structure and OH&S competence across all levels of management in the Group for the effective implementation of health and safety culture.

**Group Company CEO (GC-CEO)** shall be responsible for assuring the implementation of the OH&S Policy, the Safety Management System Standards and Directives, local procedures, work instructions and related activities in accordance with this Policy.

**Group Company EXCO Members and other Line Functions** shall act as a visible safety leader and provide necessary support, guidance and direction to area owners and OH&S Managers ensuring that OH&S Standard Operating Procedures are integrated into all workplace activities and enforced.

**Group Company OH&S Head** must report in all cases to the GC-CEO and shall be responsible for the development of local OH&S Procedures, work instructions and any related rules based upon the framework (Refer to Annex 3) and elaborated under Policy Directives (see Clause 4). They are also responsible for setting OH&S objectives and targets, supporting/challenging policy enforcement and for conducting regular audits across the Group.

**Employees and Contractors** are fully obliged to take appropriate actions as instructed in OH&S Policy and its related procedures, to be responsible for her/his own health and safety and to mitigate any unsafe condition.

## 4. Policy Directives

- 4.1 Group Cardinal Rules are applied across the Group as a minimum requirement.
- 4.2 Group Companies shall comply to all requirements of Group OH&S Management System.
- 4.3 Contractor Safety Management Guidelines (CSM) shall be applied in all Group Companies.

## 5. Compliance and Consequence Management for Non-Compliance

All entities and their employees, management, directors as well as any person who represents or performs work on behalf of any entity under the Group shall ensure full compliance with this Policy and its related procedures. Reviews are always regularly undertaken to ensure that the implementation and application of this Policy remain robust.

Anyone who breaches the Policy shall be subject to disciplinary action, which could result in dismissal or termination for any misconduct. In the circumstance of repeated offenders to safety requirements, all efforts will be made by the respective Operating Company to remove that individual from the business, in line with local Employment Law stipulations.

## **6. Policy Measurement Metrics**

In order to monitor OH&S performance, each Group Company shall report safety indicators defined in the OH&S Management System (leading and lagging) to GEXCO on a monthly basis.

## **7. Policy Exceptions**

No exceptions are permitted.

However, this Policy shall be subject to a review and amendment in accordance with any changes in OH&S law and regulation issued by the relevant local competent authorities.

Variations to this Policy shall be reviewed by the Document Owner, Document Manager and proposed to the Group CEO for approval.

## **8. Reference**

The following items are to be considered in conjunction with this Group Policy and may be accessed via any of the Group Company OH&S Heads

- 8.1 Code of Business Conduct
- 8.2 OH&S Management System
- 8.3 Contractor Safety Management Guidelines (CSM)

- End of Policy -