



**True Corporation Public Company Limited**  
18 True Tower, Ratchadaphisek Road, Bangkok10310, Thailand

# OCCUPATIONAL HEALTH AND SAFETY POLICY

**POLICY APPROVED BY THE BOARD OF DIRECTORS**

**POLICY OWNER:** HEAD OF WORKPLACE MANAGEMENT AND HSS DIVISION

**POLICY EFFECTIVE DATE:** 3 FEBRUARY 2024

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## 1. PURPOSE & SCOPE

This Policy sets out how True Corporation Public Company Limited and its subsidiaries (“True”, “the Company”) demonstrate commitment to foster a proactive Occupational Health and Safety (“OHS”) culture and continually enhance Occupational Health and Safety towards achieving an accident-free workplace at utmost importance.

This Policy shall be regularly reviewed to ensure ongoing suitability. The commitments listed are in addition to our basic obligation to comply with True’s standards, as well as all applicable international and local laws, regulations, and standards, e.g. the International Labour Organization (ILO) and ISO 45001 Occupational Health and Safety Management Systems. This is critical to our business success because it allows us to systematically minimize all losses and adds value for all stakeholders. This Policy is mandatory and applies to all company operations covering our employees as well as contractors or individuals under the Company’s supervision.

## 2. GOVERNANCE

**2.1** The Board of Directors shall oversee the implementation of the Policy as well as provide overall directions and support to the Management to promote the Company’s OHS efforts.

**2.2** Management shall ensure implementation operationally, which involves review and sign-off the OHS work, including assessments, corrective actions, reporting, promotion activities, etc. It shall establish and oversee the organizational structure and policies to

ensure that OHS work is embedded in business operations and that potential OHS risks shall be mitigated.

### **3. REQUIREMENTS**

#### **3.1 Ensure Commitment and Accountability**

- 3.1.1** Require active commitment and accountability on OHS from employees as well as contractors or individuals under the Company's supervision. Line management has a leadership role in the communication, implementation and ensuring compliance to OHS policies and standards. True believes accident-free workplace is an objective that can be achieved together.
- 3.1.2** Set OHS performance objectives, quantitative targets, measurable results and continually improve processes and OHS performance, through the use of an effective management system and achieve sustainable development goals.
- 3.1.3** Improve our performance on issues relevant to our stakeholders that are of global concern and on which we can have an impact and share with them our knowledge of successful OHS programs and initiatives.
- 3.1.4** Assess and monitor compliance with this policy to ensure effective implementation and outcomes.
- 3.1.5** Conduct consultation with workers and workers' representatives, encourage active participation, and communicate openly with stakeholders to ensure an understanding of the OHS Policy, standards, programs and performance. Reward outstanding OHS performance.

#### **3.2 Eliminate Hazards and Reduce OHS Risks**

- 3.2.1** Determine to eliminate hazard, non-conformances, OHS accidents and Actions to reduce risk including Work related injury and ill-health prevention.
- 3.2.2** Having a risk-based approach to our operations and implementing mitigations according to the ALARP (As Low As Reasonably Practicable) principle by setting up risk prioritization and development of action plans.

#### **3.3 Comply Governance Framework**

- 3.3.1** Strictly comply with local laws, relevant OHS international standards and regulations, voluntary programs and/or collective agreement on OHS. This may include, but not limited to, OHS requirements and other requirements that the Company adopts to create a safety culture continually and sustainably.
- 3.3.2** Meet specified customer requirements and ensure continuous customer satisfaction.

#### **3.4 Follow Standard and Procedure**

- 3.4.1** Ensure regular training program and adequate communication to employees as well as contractors or individuals under the Company's supervision through the

Plan-Do-Check-Act (PDCA) model for continual improvement. P: determine the necessary competence of person(s), D: ensure that workers are competent, C: evaluate the effectiveness of the actions taken. A: take actions to acquire and maintain the necessary competence.

**3.4.2** Apply our technical skills to all OHS aspects in the design and engineering of our services and products.

### **3.5 Create Proactive OHS Reporting**

**3.5.1** Promote a culture of proactive OHS incident reporting and immediately stop and report unsafe work.

**3.5.2** Plan for, respond to and recover from any incident, emergency, crisis, and business disruption.

## **4. REPORTING**

Head of Workplace Management and HSS Division is the point of contact for data collection, consolidation, reporting, disclosure of the Company's OHS related data and shall conduct an annual management review. Management shall provide periodic and event-based reporting to the Board of Directors on a regular basis. The Company's OHS related data shall be disclosed publicly.

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