

## Occupational Health and Safety Policy

At Banpu, we recognize that our operations impact the occupational health and safety of stakeholders therefore we are committed to provide a safe workplace for our employees and contractors, including all visitors. 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.
- ☐ **Comply with Laws and Regulations as well as company standards,**  
We strictly comply with all safety regulation and contractual obligation as well as company standards.
- ☐ **Manage Safety Risks,**  
We perform occupational health and safety risk assessment for all operational activities, no work must be taken before minimizing the safety risks.
- ☐ **Create Safety Culture,**  
We promote a culture that values and recognizes good safety behavior and practice internally and throughout our value chain.
- ☐ **Ensure Employees have sufficient OHS knowledge and skills,**  
We provide Occupational Health and Safety (OHS) knowledge to ensure employees are capable to implement Safety Management System and Culture Integration as well as comply with local laws and regulation.

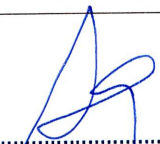
It is the company requirement that

- ☐ Management in all levels **must** hold accountability and take leadership in deploying 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 partners, suppliers, contractors, subcontractors, customers and the communities in which we work.

This policy shall be integrated and applied to Banpu and its subsidiaries which Banpu has management control. Every country shall develop local related policy which align with this corporate policy by coordinating with HSEC Corporate.

## Occupational Health and Safety Policy (continued)

To implement this policy, the OHS policy implication (TH-HSEC-OHS-MA-01) is developed. In accordance with the policy implication, we periodically conduct OHS policy and OHS Management System and Culture Integration review comprising of OHS Management System, OHS Competency and OHS Awareness and Behavior to ensure suitability, adequacy, effectiveness and continuous improvement. The measurable indicators will be established after reviewing policy. Quality Assurance Review (QAR) system is also applied to monitor and review performance in order to ensure that this policy's goals and targets would be achieved. HSEC-Corporate would conduct QAR with country in every operations at least once in every two years.

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