

Safety, Occupational Health and Working  
Environment Policy and Guidelines



Sikarin Public Company Limited

## **Safety, Occupational Health and Working Environment Policy and Guidelines**

Sikarin Public Company Limited (“Sikarin” or “the Company”) places the highest priority on safety, occupational health, and the working environment, recognizing these as fundamental elements in the operation of a quality healthcare service provider. The safety of employees, patients, and service users is at the core of the Company’s focus, alongside the management of the organization with good governance and sustainability. The Company has clearly expressed its intention to become an organization with "Zero Accidents" and "No Fatalities" (Zero Accident and Fatality), aiming to elevate operational standards and create a truly safe culture at all levels of the organization.

This policy and practices have been developed based on relevant laws, including the Occupational Safety, Health, and Environment Act B.E. 2554 and other related regulations, Occupational Health and Safety Management System, international human rights standards, the principles of sustainability set by the Stock Exchange of Thailand, and the United Nations Sustainable Development Goals (SDGs), particularly Goal 3 (Good Health and Well-being) and Goal 8 (Decent Work and Economic Growth) regarding promoting safe and supportive working environments.

The Company emphasizes systematic management by defining clear policies, strategies, and practices that include risk assessment and control, employee health promotion, continuous monitoring and performance review, and encouraging involvement from all levels of personnel. This is to create a sustainable safety culture within the organization, aligning with the mission to be a private hospital that creates a good quality of life for all involved.

### **Scope of the Policy**

This policy applies to all levels of employees, contractors, external service providers, and all stakeholders in the working areas of Sikarin Public Company Limited and its affiliated establishments. This policy covers guidelines for managing safety, occupational health, and working environments to prevent accidents, illness, and health impacts on personnel, as well as to reduce risks arising from operations at every process.

### **Objectives**

1. To define clear, comprehensive strategies and guidelines for managing safety, occupational health, and working environments, in alignment with relevant laws and standards.
2. To promote the company’s operations towards the goal of "Zero Accidents" and "No Fatalities" (Zero Accident and Fatality).

3. To build a strong safety culture, emphasize the involvement of employees at all levels and promoting preventive behaviors.
4. To support the well-being of personnel, reduce work-related risks, and promote a safe physical and mental environment.
5. To enhance trust as a leading healthcare service provider that prioritizes the lives and safety of everyone involved.

## **Roles and Responsibilities**

### **Board of Directors**

1. Set policies, objectives, performance indicators, and approve safety management standards to align with safety-related policies, objectives, and performance indicators.
2. Appoint a safety management committee at the business group level to review safety policies, standards, and objectives, and monitor the performance of safety management, summarizing the results and reporting to the Safety Management Committee.
3. Oversee the operations of relevant departments to ensure alignment with the objectives, goals, and plans at the business unit/country level.
4. Monitor safety management at least once a year to ensure continuous and sustainable development.

### **Chief Executive Officer**

1. Demonstrate a clear commitment to ensuring the effective implementation of safety, occupational health, and working environment management (“Safety Management”), in compliance with laws, regulations, and the needs of stakeholders and external organizations, in line with the Company’s goals.
2. Set policies, objectives, and performance indicators at the company level, ensuring that they are effectively communicated and implemented.
3. Regularly monitor the Company’s overall performance to ensure continuous and sustainable development.
4. Appoint a Safety Management Committee to review safety policies, standards, and objectives, and monitor the overall safety reports.

### **Executives**

1. Appoint a Safety Management Committee for the department (if applicable, according to legal requirements) to regularly monitor the department’s safety management and report results to the Safety Management Committee every month.
2. Set plans, performance indicators, and execute safety management in accordance with policies, objectives, and safety management standards.

3. Develop monitoring and evaluation plans for the safety performance and report to the executives.
4. Receive tips and suggestions from both internal and external sources, investigate issues, and implement corrective and preventive measures for safety concerns.

#### **Chief Officers in Various Departments**

1. Maintain the safety management system in accordance with the “Safety Management Guidelines Standard.”
2. Present policies, plans, and performance indicators to the Safety Management Committee for review, approval, and feedback on policies.
3. Monitor safety management operations according to the chain of command.
4. Provide feedback on safety policies and technical knowledge related to safety.
5. Ensure accident statistics and non-compliance with the “Safety Management Guidelines Standard” are reported to the superior.

#### **Safety Officers**

1. Operate and assist departments to ensure operations align with the “Safety Management Guidelines Standard,” business group plans, and relevant laws. Assign replacements when unable to perform duties.
2. Prepare reports on accident statistics and non-compliance with the “Safety Management Guidelines Standard” for presentation to superiors.
3. Provide recommendations to improve work efficiency.

#### **Employees**

1. Acknowledge the direction, objectives, and comply with the policies, laws, regulations, and international safety standards.
2. Participate in training according to the “Safety Management Guidelines Standard,” relevant laws, regulations, and international safety management standards.

#### **Safety Guidelines**

Sikarin has established a “Safety Management Guidelines Standard,” which all relevant departments at every level can apply as a guideline, under the supervision of the Safety Department or the Group's Safety Division. It consists of 15 standards, which cover the following content:

#### Standard 1: Management Commitment

Covers the responsibility of top management in demonstrating commitment, communicating, and implementing safety management according to the policy and “Safety Management Guidelines Standard.”

#### Standard 2: Structure, Roles, Responsibilities, and Accountabilities

Covers the structure, roles, responsibilities, and accountabilities of executives, employees, and those involved in managing safety at the group level.

#### Standard 3: Risk and Change Management

Covers potential risks related to safety and other areas such as reputation, legal and regulatory compliance, process improvement, mergers, business expansion, divestitures, project demolition, and shutdown. It also includes factors related to personnel, materials, components, equipment, and machinery.

#### Standard 4: Compliance with Laws and Obligations

Covers laws, contracts, and international safety standards related to the company’s operations.

#### Standard 5: Management Planning

Covers the setting of objectives, goals, performance indicators, and safety management plans for the group.

#### Standard 6: Safety Design and Testing

Covers site selection, design, construction, system testing, and safety operations for new projects. Part of the operation according to this standard is directly related to the sustainable management policy following the UN Global Compact (UNGC) principles on Human Rights (Health and Safety Systems and Land and Property).

#### Standard 7: Training, Induction, and Awareness

Covers plans for training, induction programs, and health promotion activities to enhance knowledge and create awareness for executives, employees, and contractors involved in safety to achieve effective operations.

#### Standard 8: Communication and Counseling

Covers communication, hazard warnings, counseling, and engagement between internal and external stakeholders on safety issues, including complaints, performance reporting, initiatives, and community relations plans.

#### Standard 9: Safe Working Procedures and Planned Inspections

Covers operational activities such as hazardous material handling, machine maintenance, machinery installation, and planned inspections on-site. This includes the inspection of critical equipment to comply with laws, regulations, and international safety standards.

#### Standard 10: Sourcing and Purchasing

Covers sourcing, procurement activities, and subcontracting related to safety management, including the selection of contractors, manufacturing services, outsourcing, product development, new project construction, and deliveries.

#### Standard 11: Hygiene Monitoring and Well-being

Covers the prevention of hazards and health promotion related to the working environment for personnel, external individuals, or contractors working for the organization.

#### Standard 12: Logistics Risk and Hazardous Works

Covers hazardous work or high-risk activities that must be authorized by law or strict safety standards before starting the work or entering the work area. Equipment, tools, environmental conditions must be inspected and monitored by safety experts in compliance with set standards.

#### Standard 13: Crisis Management and Emergency Response

Covers preparedness and response to crises or emergency situations, including natural disasters that affect safety related to employees, contractors, individuals using the area, and the surrounding community.

#### Standard 14: Incident Investigation and Actions

Covers incidents, unsafe working conditions, and non-compliance with standards. The procedure for reporting and investigating incidents, operations that do not comply with laws and other

regulations that may negatively impact people, the environment, or assets of employees and stakeholders involved in operations.

#### Standard 15: Audit, Improvement, and Reports

Covers monitoring and evaluating the safety management system and operational performance, reviewing performance results, and reporting effectiveness in the company's sustainable development policy, which may be conducted by internal personnel or an external independent agency from the work being evaluated

#### **Training**

The Safety, Occupational Health, and Working Environment Policy and Practices are essential foundations that all employees at every level must be aware of, understand, and be able to implement correctly. Sikarin is committed to conveying the policy's intent to all personnel and relevant stakeholders by systematically conducting training during new employee orientation, specialized training based on roles and the risks of each position, and continuous refresher training at specified intervals. Additionally, Sikarin communicates safety guidelines through internal channels such as the intranet, monthly meetings, and bulletin boards. The support of executives at all levels plays a crucial role in transmitting and instilling the safety culture throughout the organization. Furthermore, departments dealing with partners and service providers are responsible for communicating this policy to ensure compliance with Sikarin's safety standards.

#### **Disclosure and Transparency**

Sikarin values transparency and accountability in business operations by disclosing safety, occupational health, and working environment information to all stakeholders through appropriate channels and within a timely manner. The disclosure covers policies, objectives, and performance results related to workplace safety, including accident statistics, work-related illnesses, preventive measures, and systematic risk management strategies. This information reflects the company's progress towards the goal of "Zero Accidents" and "No Fatalities," as well as compliance with legal requirements and international standards. It also demonstrates the company's response to stakeholder expectations. Sikarin discloses this information through sustainability reports, One Report, and the company's website.

#### **Policy Review and Improvement**

Sikarin mandates an annual review and update of the Safety, Occupational Health, and Working Environment Policy and Practices, or whenever significant events occur that impact the business context, such as legal changes, rising risk trends, or suggestions from stakeholders. The review is conducted by management in collaboration with relevant departments under the oversight of the Board of Directors. Sikarin will consider the results from risk assessments, internal audits, accident statistics, and feedback from

employees, partners, and stakeholders in the policy improvement process to ensure that the policy remains current, aligns with best practices, and effectively addresses emerging challenges.

This Safety, Occupational Health, and Working Environment Policy and Practices is the revised Version 3, effective from 22 February 2025, onward, as approved by the Board of Corporate Governance Committee in Meeting No. 1/2025 on 21 February 2025.

A handwritten signature in blue ink, consisting of a series of fluid, connected strokes, positioned above a dotted line.

(Mr. Seni Chittakasaem)

Chairman of Corporate Governance Committee