



Document	Occupational Safety and Health Policy
Document No.	PROUD/LC/POLICY032
Effective Date	1 January 2021

Occupational Safety and Health Policy

Proud Real Estate Public Company Limited and its subsidiaries (the “Company”) are committed to creating a safe and healthy working environment in the Company’s offices and project construction sites. The Company recognises the importance of occupational safety and health in all aspects of its operations. Maintaining workplace safety not only ensures legal compliance but also contributes to a working culture that supports the well-being of employees and other relevant parties.

Purpose

The Company’s Occupational Safety and Health Policy has been established to provide clear guidelines for creating a safe working environment and promoting health in the Company’s offices and construction sites. The Policy focuses on the prevention of accidents and injuries, the allocation of resources required for safety operations, and employee training to raise awareness of the importance of occupational safety and health at all levels. The Company shall also monitor and evaluate performance under the Policy on an ongoing basis to ensure that the Policy is implemented correctly and as effectively as possible and to foster an organisational culture that gives priority to safety and long-term sustainability.

Guidelines

1. Development of the Occupational Safety and Health Management System

The Company shall develop a robust and standardised occupational safety and health management system and establish policies that comply with applicable laws and international standards. The Company shall apply industry best practices to create a safe working environment. The system shall focus on preventing workplace accidents and injuries in both offices and construction sites.

2. Responsibility for Workplace Safety

Occupational safety and health are key responsibilities of all employees. Supervisors at all levels shall set a good example and support the development of a safety culture within the organisation. Employees shall receive clear information and training on safe work practices. The Company shall also ensure that employees, suppliers, and contractors strictly comply with the Company’s safety policies and regulations.

3. Provision of Resources

The Company shall appropriately allocate the resources required for occupational safety and health operations, such as budget, time, personnel, and necessary equipment, to ensure that employees have adequate tools and facilities to work safely.

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4. Risk Assessment and Prevention

The Company recognises the importance of risk assessment and the management of potential problems in the working environment. The Company shall regularly inspect the working environment in its offices and at construction sites to prevent accidents and adverse impacts that may arise from work activities.

5. Employee Development and Awareness

The Company shall provide employees with ongoing training on occupational safety and health to raise their awareness of the importance of safe working practices. The Company shall also organise activities that promote positive relationships among employees, such as joint training sessions and team-building activities, to encourage cooperation in maintaining workplace safety.

6. Performance Monitoring and Evaluation

The Company shall regularly monitor and evaluate performance under the Occupational Safety and Health Policy. The Company shall prepare reports and hold annual meetings to review performance results and plan future improvements to ensure the highest possible level of operational efficiency.

7. Communication of the Occupational Safety and Health Policy

The Company shall communicate the Occupational Safety and Health Policy to the public, relevant government agencies and private-sector organisations, and customers to raise awareness and encourage participation from all sectors in supporting workplace safety.

Monitoring and Policy Review

The Company shall regularly review and improve the Occupational Safety and Health Policy based on recommendations and feedback from employees and stakeholders, as well as changes in relevant laws and practices. This is to ensure that working environments in the Company's offices and construction sites are safe and effectively promote health. The Company believes that responsible occupational safety and health practices are a key factor in achieving business sustainability.



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A handwritten signature in blue ink, appearing to read "Pumipat", is written over a horizontal line.

(Mr. Pumipat Sinacharoen)

Chief Executive Officer

Proud Real Estate Public Company Limited