

Occupational Safety, Health and Environment Policy

The Siam Commercial Bank PCL

The Siam Commercial Bank PCL is committed to maintaining the highest standards of Occupational Safety, Health and Environment throughout all its operations to protect all employees, customers and any third-parties who work on the Bank's premises by applying the concept of sustainable development covering economic, social and environmental aspects to encourage consistent and sustainable performance to eliminate illness, injury, disability, or fatality resulted from work related tasks. The Bank considers safety as an important responsibility of all employees to take ownership of their own and others' health and safety. The goal is to ensure that "every employee come to work and return home safely every day at every workplace".

Thus, to consistently ensure Occupational Safety, Health and Environment management with the efficient and continuous operation as a part of the business activities. The scope and framework of this Policy are as follows:

Scope

This Policy covers all activities under the Siam Commercial Bank PCL group and its affiliates. All head office buildings, branch network, and leased offices and applies to all parties involved in the work under the Siam Commercial Bank PCL's contract as well as contractors and those who work on the Bank's premise.

Approach

- **Occupational Safety, Health and Environment management and procedure**
 - Determines the management structure and works to comply with the relevant laws, regulations and international recognized standards.
 - Establishes and continuously elevates the course of search, analysis, and evaluation on hazard and potential risk, including regular monitoring and inspection to ensure the effective of Occupational Safety, Health and Environment measures with all employee's participation.
- **Fire protection, Prevention, Drill & Evacuation, and Crisis management**
 - Provides fire safety plans for all office buildings and branch network across the country, consists of inspection, fire safety campaign, drill and evacuation, relief protocols, and managing the workplaces and activities using combustible materials control procedure.

- Provides emergency management plan comprise of emergency-needed equipment and resources in the arrangement to manage, control, respond, coordinate, rescue injured, protect lives and reduce losses to property, community, and environment as well as effective facilities recovery.
- **Promotion of knowledge learning of Occupational Safety, Health and Environment to all employees**
 - Provides knowledge on occupational safety, health and environment by encouraging all employees to participate in training and learning activities while organizing campaigns and communication through various channels to effectively raise employee's safety awareness and involvement with sufficient resources for the operation.
- **Workplace environment management and promotion of employee health**
 - Provides workplace inspection and environmental assessments at the workplace, such as indoor air quality, illumination, noise, indoor temperature, and maintain continuous improvement to meet the satisfied standards concerning employees, customers, visitors, and persons who work on the Bank's premise.
 - Provides annual employees health checkup, evaluation, and promote hygiene campaign. The Bank acknowledges that healthy employees are valuable. Should any work-related or environment-related illness occurred, they will be analyzed to the root cause and appropriate actions will be taken.
- **Internal and external safety risk management**
 - Provides safety-related procedures to assign, review and inspect during construction design and renovation including mechanical and electrical equipment installation to meet legal and recognized standards for maintaining safety of employees, customers, visitors, third parties, communities, and environment in both short and long term.
 - Provides the Bank's contractor management system to eliminate and reduce the safety risks consisting of contractor selection, work control, monitoring, and evaluation process regularly and continuously.