



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

## **Policy and Guidelines**

**CP Future City Development Corporation Limited**



## Revision History

### Occupational Safety, Health and Working Environment

#### Policy and Guidelines

#### Charoen Pokphand Group

Version	Responsible Department	Description	Reviewer	Approver	Date of approval
1	Corporate Governance Department, Charoen Pokphand Group Co., Ltd.	Revised the template in accordance with the policy and guidelines as approved by Charoen Pokphand Group Co., Ltd.'s Corporate Governance, Risk and Audit Steering Committee and approved by the Executive Committee in 2021.	Corporate Governance, Risk and Audit Steering Committee	Executive Board	October 2021
2	Corporate Governance Department, Charoen Pokphand Group Co., Ltd.	Revised the contents in the following sections: 1. Revised the "Intents" section to focus on operations in normal conditions, new projects, as well as projects that involve changes and business expansion. Also, specify the types of stakeholders involved in the work more clearly." 2. Add content to the section 'Objectives' by focusing on having a safety management system and fostering awareness, as well as safety-related behaviors.	Corporate Governance, Risk and Audit Steering Committee	Executive Board	October 2024



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		<p>3. Revised the “Roles and Responsibilities” to 4 groups, and revise the details within each group.</p> <p>4. Revised the format of writing the guidelines from following the topics of “Safety, Occupational Health and Environment Management Standard 15 standards” to writing what needs to be done to achieve the safety goals of the group.”</p> <p>5. Added “UN Guiding Principles on Business and Human Rights” in the “Related Laws, Regulations, and Policies” section.</p> <p>6. Revised and added new definitions for relevant terms in ‘Appendix A’.</p>			

**Notice:** This table is intended for internal use only.



## Revision Log

### Occupational Health, Safety and Working Environment Policy and Guidelines CP Future City Development Corporation Limited

Version	Responsible Function	Description	Reviewer	Approver	Date of approval
1	Sustainability Team	Preparation of the Policy and Guidelines on Occupational Health, Safety, and Working Environment – First Edition	Management Committee	President	August 1, 2025
2					

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

## **Policy and Guidelines**

### **CP Future City Development Corporation Limited**

#### **1. Importance**

CP Future City Development Corporation Limited (The Company) conducts business with utmost responsibility toward occupational health, safety and working environment. This responsibility extends to regular operations, new projects, project changes, and business expansions that may impact employees, or external individuals who perform job activities on behalf of the Company and work within the Company premises or individuals affected by the Company activities. The Company is committed to promoting a safe and secure working environment for all employees, including those in high-risk positions, in support of achieving the United Nations Sustainable Development Goal 8.8 and the Group's sustainability goals of operating a business free from work-related fatalities and lost time injuries for both employees and contractors.

#### **2. Scope**

2.1 This Occupational Health, Safety and Working Environment Policy and Guidelines apply to CP Future City Development Corporation Limited and all its subsidiaries where CP Future City Development Corporation Limited has operational control ("Company").

2.2 This document shall be reviewed at least once a year or as necessary

#### **3. Objectives**

3.1 To ensure employees work safely, preventing work-related injuries, ill health, and fatalities.

3.2 To establish an effective occupational health, safety and working environment management system in compliance with relevant laws, regulations, and international

standards, ensuring that employees and relevant stakeholders are not adversely affected in terms of safety.

3.3 To foster safety awareness, behavior, and a safe working environment throughout the organization.

## **4. Roles and Responsibilities**

### **4.1 Board of Directors**

- 4.1.1 Consider approving occupational health, safety and working environmental policies and guidelines.
- 4.1.2 Ensure adherence to all applicable laws, regulations, and company standards.
- 4.1.3 Promote and foster an occupational safety, health, and working environment.

### **4.2 Management**

- 4.2.1 Develop guidelines aligned with local and national occupational health, safety and working environmental laws and regulations.
- 4.2.2 Establish both qualitative and quantitative targets and performance indicators.
- 4.2.3 Define a responsible structure as required by the laws including defining the roles and responsibilities of management at each level in accordance with their responsibilities.
- 4.2.4 Allocate sufficient resources for operations and continuous improvement.
- 4.2.5 Demonstrate strong leadership in promoting and instilling awareness regarding a safety culture throughout the organization.
- 4.2.6 Develop an occupational health, safety and working environmental management system aligned with international standards.
- 4.2.7 Manage and monitor performance for continuous improvement.
- 4.2.8 Report on the performance results to the Board of Directors and the governing bodies.

#### **4.3 Responsible Units or Individuals**

- 4.3.1 Develop action plans in alignment with targets and indicators, monitor implementation, and provide recommendations for improvement.
- 4.3.2 Continuously raise awareness, knowledge, and understanding among personnel through various programs or activities.
- 4.3.3 Supervise operations and evaluate the effectiveness of preventive measures against incidents that may lead to injury, illness, death, property loss, or business disruption.
- 4.3.4 Report performance and improvements to management.

#### **4.4 Staff**

- 4.4.1 Comply with occupational health, safety and working environment policy and guidelines.
- 4.4.2 Be responsible for their own and consider other's safety.
- 4.4.3 Report all incidents, and unsafe actions or unsafe conditions to the designated department or personnel.

### **5. Procedure**

- 5.1 Comply with laws, regulations, collective agreements, and standards related to safety, occupational health, and the working environment to ensure safety, prevent injuries and work-related illnesses, and maintain a healthy working environment.
- 5.2 Assess and manage occupational health and safety risks, including change management, by incorporating technology or innovations to enhance risk prevention efficiency and control operations, aiming to eliminate or reduce risks so that workers can perform their duties safely.
- 5.3 Develop and review safety plans based on priority, including the results of root cause analysis of accidents, legal compliance assessments, risk assessments, and internal and/or external audits, in order to achieve qualitative and quantitative goals and indicators.



- 5.4 Manage resources to ensure operations align with established goals and plans.
- 5.5 Implement occupational health, safety, and environmental management systems, with regular reviews and continual improvements.
- 5.6 Conduct regular operational audits and provide recommendations for improvements suitable to the current environment.
- 5.7 Manage emergency and crisis response plans, including business continuity plans.
- 5.8 Promote knowledge and awareness, provide training, offer consultation, and establish channels for employee and stakeholder participation.
- 5.9 Disclose occupational health, safety, and environmental performance in the sustainability report or other regular disclosure reports annually.

## **6. Training**

Communicate and disseminate the safety policy and guidelines through appropriate formats such as training sessions, meetings, or various activities to directors, management, employees, and external stakeholders — including partners, business alliances, and the public throughout the supply chain. Additionally, conduct an effectiveness assessment after each training session.

## **7. Whistleblowing**

Report or raise concerns upon witnessing any actions believed to violate this policy and its guidelines. The reporting process shall follow the whistleblowing policy and procedures. Whistleblowers or complainants will be protected, and all information will be kept confidential. There will be no impact on their employment status during or after the investigation process.

## **8. Seeking advice**

In cases where personnel are uncertain whether an observed action may violate laws, company regulations, or the safety policy and guidelines, they may seek advice from their



supervisor, the responsible unit or personnel, the Human Resources and Procurement Department, or the Legal Department before taking any action.

## **9. Penalties**

Employees must cooperate by providing truthful information during investigations conducted by both internal and external parties. Any violation or non-compliance with the company's policy and guidelines will be subject to disciplinary action in accordance with the company's work regulations.

## **10. Related Laws, Regulations, and Policies**

- 10.1 Local occupational safety, health, working environment, and labor laws and regulations in all the Company's countries.
- 10.2 Charoen Pokphand Group's Announcement Letter CPG 039/2017 regarding Occupational Safety, Health and Working Environment
- 10.3 The Ten Principles of the United Nations Global Compact (UNGC)
- 10.4 UN Guiding Principles on Business and Human Rights: UNGPs
- 10.5 International Labor Standards on Occupational Safety and Health of the International Labor Organization (ILO)
- 10.6 5 Key Healthy Workplace Principles of the World Health Organization (WHO)

## **11. Appendices**

This Policy and Guidelines include the following appendices:

- 11.1 Appendix A: Definitions

## **Appendix A**

### **Definitions**

#### **1. Collective agreements**

A contract or agreement concerning terms of employment or working conditions is a written document jointly created by the employer and employee representatives. It typically outlines specific clauses in a clear and itemized format, includes a defined duration of the agreement, and requires both parties to sign as evidence. Both parties must strictly adhere to the terms. Additionally, this includes customer safety requirements that the company has agreed to comply with as part of its commitments to clients.

#### **2. External Individuals acting on behalf of the Group**

Individuals or entities acting on behalf of the company, such as contractors, service providers, manufacturers, and tenants.

#### **3. External individuals entering the company premises**

Individuals visiting the company or associated persons at the company's premises for any business, such as customers, couriers, visitors, contacts, or participants in company-organized events.

#### **4. External individuals affected by the company's activities**

Individuals who suffer negative impacts from the company's activities or operations, resulting in damage, injury, or death, among other consequences.

## **5. Operators**

Persons performing work or work-related activities that are under the control of the company may be performed by workers employed by the company, workers of external providers, contractors, agency workers, and by other persons to the extent the company shares control over their work or work-related activities, according to the context of the company.

Note: Persons perform work or work-related activities under various arrangements, paid or unpaid, such as regularly or temporarily, intermittently or seasonally, casually or part-time.

## **6. Incident**

Occurrence arising out of, or in the course of, work that could or does result in injury, ill health, or fatality.

Note 1: An incident in which injury, ill health, or fatality occurs is sometimes called an "accident".

Note 2: An incident where no injury, ill health, or fatality occurs but has the potential to do so may be referred to as a "near-miss, "near hit," or "close call."

## **7. Ill health**

Adverse effects on physical and mental health caused by work activities or the working environment.

## **8. Occupational health**

Health management involves the prevention and promotion of health, as well as maintaining employees' complete physical and mental health.