

V.J.026/2569

ISO45001:2018

Occupational Health and Safety Policy 2026

Bangchan General Assembly Co., Ltd. recognizes that human resources are its most valuable asset. Therefore, the safety and occupational health of employees, business partners, and stakeholders are core missions that must be carried out alongside business operations. To foster a strong safety culture, the Company has established the following policies and practices:

1. Compliance with Laws and International Standards.

- The Company shall strictly comply with all applicable laws, regulations, and international standards related to occupational health, safety, and working environment, including customer-specific safety requirements.

2. Risk Management and Safety Principles.

To ensure the highest level of operational safety, the Company establishes key principles covering the following aspects:

- Continuous hazard identification and risk assessment shall be conducted to define appropriate control measures, safe work procedures, and the proper use of personal protective equipment (PPE).
- The Company shall improve working conditions and design jobs in accordance with ergonomic principles (workplace ergonomics) to promote both physical and mental well-being and prevent occupational diseases.
- The Company is committed to achieving zero workplace accidents through safety promotion activities in 2026.
- Machine Safety: All machinery must be equipped with appropriate safety guarding and maintained in a safe operating condition at all times.

- Proper systems for the storage, handling, transportation, and use of chemical and/or biological substances shall be implemented in accordance with safety standards to prevent harm to health and the environment.
- Fire protection systems shall be provided and maintained in a ready-to-use condition, including regular inspections and emergency evacuation drills according to established plans.
- Regular emergency preparedness programs shall be conducted to ensure employees are ready to respond effectively and minimize potential losses.

3. Roles, Responsibilities, and Employee Participation.

- Supervisors at all levels must act as role models and leaders by training, coaching, motivating, and promoting safety awareness among their subordinates to ensure safe working practices.
- All employees are responsible for and must cooperate in maintaining safety for themselves, their colleagues, and company property, and are encouraged to provide safety suggestions and feedback.

4. Promotion, Support, and Development of Safety Knowledge and Technology.

- The Company shall provide regular safety training for employees at all levels and contractors.
- The Company shall support resources, budget, technology, and innovation, and apply them appropriately to enhance the effectiveness and sustainability of safety management.

5. Review of Occupational Health and Safety Policy.

- The Company shall review this Occupational Health and Safety Policy at least once a year.

Occupational Health and Safety Targets for 2026

No.	KPI	Target
1	Number of accidents resulting in loss of organs or death (Employees & Contractors)	0 cases
2	Total number of accidents decreased by at least 10%	≤ 14 cases
3	Number of accidents (resulting in injury) decreased by at least 10%	≤ 4 cases
4	Lost Time Injuries of 3 days or more	0 cases
5	Safety suggestions from all channels (LINE, Suggestion Box, Safety Committee) are resolved	100%
6	Zero major non-conformities from external audits	100%
7	Safety operations comply with all relevant company laws and regulations	100%
8	Conduct safety awareness promotion activities at least 2 times per year	2 times/year
9	Monthly safety inspection scores not less than 85%	85%
10	Work environment measurement results comply with legal standards	100%

This announcement is effective on April 30, 2026



Mr. Vunchai Jungsanguanpornasuk

President & CEO

Note: V.J. 026/2569 is the first revision of V.J. 002/2569, revised to comply with customer requirements.