

CENTRALRETAIL

Occupational Safety, Health and Work Environment Policy

Central Retail Corporation Public Company Limited

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With concern on the life and health of the personnel, Central Retail Corporation Public Company Limited has determined the policy on Occupational Safety, Health and Work Environment matter taking into consideration the benefits upon implementation of measures that control, oversee and manage appropriately for protection, maintenance our human resource which deemed as a major force of our organization.

1. Definition

1.1. "Subsidiaries" and "associated companies" means the subsidiaries and associated companies as defined in the notification of the Securities and Exchange Commission notification No. KorJor. 17/2551 subject: definition related to issuance and offering or the securities (including the amendment) of the business under the notification of the Capital Market Supervisory Board No. ThorJor. 39/2559 subject: application for approval and approval on the newly issued shares (including the amendment) existing now or hereafter.

1.2. "The Company" means Central Retail Corporation Public Company Limited.

1.3. "Person" means an individual.

1.4. "Company personnel" means directors, executives, full-time employees, temporary employees, and contracted employees of the Company, associated companies, or subsidiaries.

1.5. "Business Unit" means Business Unit of the Company, associated companies and/or subsidiaries existing now or hereafter.

2. Occupational Safety, Health and Work Environment Policy

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2.1. Central Retail Corporation Public Company Limited considers that all the Company's personnel are valuable assets of the Company, and therefore, the occupational safety, health, and work environment of the human resource are deemed as significant policy.

2.2. The Company will proceed as followings:

2.2.1. Promote working with safety among the Company's personnel;

2.2.2. Support by providing adequate tools, equipment safety devices for the working condition;

2.2.3. Promote, support to raise awareness of potential dangers during work or operation among the Company personnel;

2.2.4. Advice, explain to them the causes and prevention to ensure safety at work.

2.2.5. Appoint the Occupational Safety, Health and Work Environment Policy Committee to prepare a plan and project related to safety, as well as work plan management and development;

2.2.6. Every supervisor must supervise, oversee, response in occupational safety, health, and work environment matters for their subordinates and the Company personnel to ensure strict occupational health and safety compliance with the rules, regulations, and articles of association.

2.2.7. Establish proper measures, regulations, requirements, or any guidance or handbook that promote the occupational safety, health, and work environment for the Company personnel to prevent any potential loss.

2.2.8. Initiate the measures, regulations, requirements, guidance practice, handbook, and policies related to occupational safety, health, and work environment for ease of access among the Company personnel.

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2.2.9. The Occupational Safety, Health, and Work Environment Committee's duties are to supervise, oversee the compliance with the measure determined above to ensure the compliance with this policy, regulation, requirement, or practice related to the occupational safety, health, and work environment will be in precise alignment with the standard or applicable law.

2.2.10. Any violation of the measures, regulation, requirement or any practice or handbook relating to occupational safety, health, and work environment must be reported to the supervisor and Head of Human Resource Department, and the Head of Loss Prevention Department , for further proceed on work regulation immediately.

2.2.11 Commitment to continuously improve safety performances and commitment to zero fatality.

3. Enforcement and Management

3.1. Raise awareness on the safety, occupational health, and work environment to suppliers, Company personnel, and Business Unit by publicizing the news and information, education, seminars, or training on the related topics to company personnel regularly.

3.2. Review and assess risks on occupational safety, health, and work environment in each Business Unit at least once (1) a year, through consultation with worker's and representatives to ensure enhancement in occupational health and safety management system. Evaluation of management systems will result in setting priority action plans and practices to improve safety performance.

3.3. The executive committee or Chief Executive Officer is tasked with oversight of occupational safety, health and work environment, and may appoint any person or Safety, Occupational Health and Work Environment Committee, Head of Human Resource Department, Head of Loss Prevention Department of each unit to be in charge, to assess the outcome, to manage and supervise the compliance to the policy.

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3.4 Board of Directors are updated on Occupational Health and Safety performances and management on a quarterly basis to monitor and oversee the implementation of the policy.

This Occupational Safety, Health, and Work Environment Policy comes into force from 1 December 2021 onwards.



Mr. Yol Phokasub

Chief Executive Officer

Central Retail Corporation

Public Company Limited