

Promoting Occupational Health and Safety at Work

The Company realizes the responsibility for the safety of employees and contractors while on the job and off-site. In addition, the Company pays attention to the occupational health and well-being of the employees. Therefore, various projects and activities have been developed to promote occupational health and safety. Examples range from establishing a process for hazard identification and risk assessment before performing work that may cause an accident, providing online safety education and hands-on training, fire drills, and allocation of various health services.

Hazard Identification, Risk Assessment, and Incident Investigation

The Company has established guidelines for employees at both the operational level and the manager level so that employees can preliminarily assess the danger associated with the task by themselves. This includes being able to assess the level of danger and potential impacts, as well as finding measures to prevent such risks, where Loss of Prevention (LP) will act as a consultant and operational procedures for employees. Loss of prevention can be contacted directly. All employees have the right to stop working when the operations prove to be at high risk in terms of accidents. In addition, if there is a risky situation that leads to an accident or a dangerous event, the Company has established an incident investigation and reporting process, along with internal communication to develop a guideline for operational safety management.

Hazard Identification and Risk Assessment



Incident Investigation



From the analysis of hazard identification and risk assessment, it was found that the working model that is most accident-prone was driving cargo, lifting heavy objects in the warehouse, and working at heights.

Risk	Cargo transport driving	Lifting heavy objects in the warehouse	Working at heights of more than 2 meters
Risk Prevention Measures	<p>Measures regarding vehicles</p> <ul style="list-style-type: none"> • Check the vehicle condition and the GPS system equipment every time before use. • Check the product weight in relevance to the vehicle size. • Do not attach a sunshade or anything else that obscures vision. • Follow the speed limit required by laws • For container cars, inspect and use twist locks to fix containers in place every time. • Arrange products appropriately, according to size and weight. <p>Measures regarding personnel</p> <ul style="list-style-type: none"> • Drivers must have the correct license to drive each specific type of vehicle. • The company arranges safety driving course (SDC) training before starting work. Drivers must attend a review training session at least once a year. • Drivers must dress properly in accordance with the Company's regulations. • Drivers must wear seatbelts all the time. • A driver should not be assigned more than 4 consecutive hours of driving. When the limit is reached, the drivers must take a 30-minute break and switch places with their partners. • Employees are not allowed to work more than 12 hours a day. • Strictly follow the rules and procedures for using the company's vehicles. • Only park the vehicle in the safe area in the company's parking lot. 	<ul style="list-style-type: none"> • The weight of the product must be assessed before the employee starts to lift or carry the product. • The employees must follow the lifting procedure regarding the appropriate body position when moving/lifting products. • Employees must wear strong back support and must not turn around too quickly. • In case of lifting or moving heavy cargo, all employees lifting must have similar heights and strengths. • When moving or lifting stacked cargo or products, they must be tied together with ropes to prevent the products from dropping. 	<ul style="list-style-type: none"> • Supervisors must give their approval before employees start working and must supervise closely. • Employees must check the condition of the forklift safety belt before every use. • Employees must use safety belts and secure them to product shelves or stalls. • Employees are not allowed to work on the stairs for more than 30 consecutive minutes. • Employees must always maintain 3 Points of contact i.e. 2 feet on the steps and 1 holding the ladder. • There must always be a helper at the base of the ladder when picking up products at a height. • The wheels of the escalators must always be locked during use. • Employees are not allowed to stand higher than the third step from the top on any ladder.
Relevant Law	<ul style="list-style-type: none"> • Land Transport Act, B.E. 2522 • Road Traffic Act, B.E. 2522 • Highway Act, B.E. 2535 	<ul style="list-style-type: none"> • Ministerial Regulation on Determination of Weight limitations for Employees, B.E. 2647 	