

**SAFETY,
OCCUPATIONAL
HEALTH AND WORK
ENVIRONMENT POLICY**





Safety, Occupational Health and Work Environment Policy

Univentures Public Company Limited (“the Company”) realizes the importance of the safety of life and hygiene of its employees, business partners, customers and those involved in the business operations of the Company and its subsidiaries (collectively called “UV Group”), therefore, it deems appropriate to carry out operations on safety, occupational health and working environment, along with the performance of employees efficiently and continuously. It is regarded as part of the business operation based on UV Group's sustainable development policy and framework. To achieve the aforementioned objectives, the Company has set the Safety, Occupational Health and Work Environment Policy of UV Group which has the following essence

1. Objectives

This Safety, Occupational Health and Work Environment Policy is established to guide the preparation and maintenance of the quality management system for safety, occupational health and working environment to promote the business operation of UV Group to be safe, promote health, occupational health and the working environment of the operator, as well as reduce the risk of danger and accidents of the stakeholders, prevent potential losses from emergencies and crises.

2. Scope

This Safety, Occupational Health and Work Environment Policy covers the operations of the Company and its subsidiaries in all activities conducted, covers locations under the management of each entity and all persons involved in the performance of each business such as directors, executives, permanent employees, temporary employees, the outside company being hired, etc.

3. Policy and Guidelines of Safety, Occupational Health and Work Environment

- (1) UV Group will set up a management system for safety, occupational health and work environment in accordance with applicable laws, international standards and other requirements to create a culture of safety at work for employees, business partners, contractors and visitors or come to work within UV Group's offices to be continuous and sustainable.
- (2) UV Group determines the safety occupational health and environment is the duty and responsibility of all executives and employees to cooperate with each other to ensure the safety of both oneself and others. The executives must be a role model and has a duty to promote employees to be aware of working with safety and supervise the operations of employees, suppliers, contractors and visitors or come to work within UV Group's offices to strictly comply with the safety and occupational health regulations.
- (3) UV Group respects the human rights that employees and related persons are entitled to by taking care and providing a safe working environment, build a good quality of life both employees and stakeholders involved, as well as providing adequate and suitable personal protective equipment for working conditions, including maintaining good health of all employees.



- (4) UV Group promote and support the participation in operations on safety, occupational health and work environment between UV Group' s employees, business partners, contractors, visitors or come to work within UV Group' s offices.
- (5) UV Group will monitor and evaluate the performance of operations in accordance with the Safety, Occupational Health and Work Environment Policy to achieve the most serious and effective practice, including complying with relevant laws and standards as well as improve as soon as possible when a risk or defect is found.
- (6) UV Group aims to encourage all employees to have knowledge and good conscience in their operations to ensure safety, occupational health and good working environment by providing adequate resources for training and organizing educational activities to create awareness and build employee engagement in order to drive the work on safety, occupational health and work environment to be strong and effective in practice with all parties involved in the utmost.
- (7) UV Group arranges an annual health check-up for its employees. If there is an illness due to work or working environment, there must be an analysis for the cause of that illness and solving the problem to be concrete to avoid recurring illnesses in the same cause, including must be reported to the government for acknowledgment if it is an illness that falls under the law.

4. Review of the Safety, Occupational Health and Work Environment Policy

The Sustainability and Risk Management Committee is required to review the Safety, Occupational Health and Work Environment Policy annually and to propose to the Board of Directors for approval if there is any revision or change of this policy.

This Safety, Occupational Health and Work Environment Policy approved by the Board of Directors at the Board of Directors' meeting No.4/2020-2021 on 7 May 2021, effective from 10 May 2021 onwards.