

Employee and Contractor Health Promotion (Disclosure 403-6)

The Company promotes employee and contractor health beyond work-related issues through various means such as:

- The Company provides daily nursing and medical services at its onsite medical facility, services include basic healthcare and emergency treatment at no cost to employees and contractors.
- The Company offers annual health check-ups and provides vaccinations for influenza and COVID-19 to its employees.
- The Company has a health promotion program aimed at preventing non-communicable diseases (NCDs), including monthly physical activity initiatives such as step-counting challenges, running events, and simple cardio exercises. Additionally, there are e-Sport competitions like dancing and boxing, nutritional activities are also organized to promote vitamin-rich diets, such as campaigns advocating for sufficient vitamin intake and encouraging the consumption of vegetables to reduce sugar intake.
- The Company organizes hearing conservation activities to promote awareness among employees about the importance of hearing health and prevention measures both in the workplace and in daily life.

Performance

In managing both employee and contractor safety, the Company tracks and measures performance through key indicators including the Lost Time Injury Frequency Rate (LTIFR), Total Recordable Injury Rate (TRIR), and the rate of high-consequence work-related injuries among both employees and contractors. Operational findings are as follows:

Total Injury Rate of Employees	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Lost Time Injury Frequency Rate (LTIFR) Employees	0	0	0	0	0	0
Total Recordable Injury Rate (TRIR) Employees	0	0	1.38	0	0	0
High-consequence work-related injuries rate* Employees	0	0	0	0	0	0

* Injuries resulting in an inability to fully recover within a period of 6 months due to work-related activities.

The Company has implemented a Contractor Safety Management system to ensure that contractors adhere strictly and consistently to safety regulations, including conducting incident investigations. The primary nature of work-related injuries in 2023 mainly stemmed from impact materials and pinch tools. Lessons learned have been incorporated into work practices, with controls put in place to prevent recurrence. Moreover, short-term and long-term improvement plans have been devised, with progress monitored and communicated to stakeholders. This is complemented by activities promoting personal safety to foster a sustainable safety culture. Additionally, the Company has implemented safety measures and initiatives in collaboration with contractors, resulting in zero work stoppages due to accidents (LTIFR = 0) this year.

Total Injury Rate of Contractors	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Lost Time Injury Frequency Rate (LTIFR) Contractors	0.45	0	1.43	0	0	0
Total Recordable Injuries Rate (TRIR) Contractors	1.79	0	1.43	0	2.08	0
High-consequence work-related injuries case* Contractors	0	0	1	0	0	0

* Injuries resulting in an inability to fully recover within a period of 6 months due to work-related activities.

Process Safety Management

Bangchak operated safety management in accordance with the Process Safety Management (PSM) system in its manufacturing processes, established a PSM Governance Committee (PSM GC) since 2015 and set safety values, commonly referred to as the “3Es” which stand for:

- Everyone goes home safely every day
- Environment and Asset are protected
- Efficient and Reliable Operation

Continuous projects include:

- The Felt Leadership (FL) initiative focuses on demonstrating and embodying leadership in safety.
- The Field Risk Assessment (FRA) initiative aims to enhance workers’ awareness and understanding of potential hazards, leading to proactive prevention measures.
- The establishment of safety standards for work procedures includes the Lock Out Tag Out (LOTO), Line Break (LB), and Hot Work (HW) standards. Additionally, standards for confined space work and additional drilling procedures were developed in 2022.
- Process Safety Information (PSI) involves gathering fundamental knowledge about the manufacturing processes to identify and understand associated hazards.
- Process Hazard Analysis (PHA) is a tool used to analyze hazards within manufacturing processes and identify appropriate prevention methods.
- Incident Investigation (II) involves analyzing the root causes of incidents to determine systemic prevention measures.
- The Management of Change Technology-Facilities (MOC-T,F) process involves managing changes in technology and facilities within manufacturing processes

to ensure safety through an efficient management system. This includes assessment and review of risks by relevant experts, as well as effective communication with workers to mitigate risks associated with changes.

- The Pre-Startup Safety Review (PSSR) involves inspecting equipment and related operations associated with manufacturing processes after shutdowns or major maintenance to ensure safety before resuming production.
- Emergency Planning & Response (EPR) involves training and developing skills in preparedness and response to emergencies, as well as regularly conducting emergency drills at various levels. In 2023, surprise drills were organized to practice emergency response plans at all levels.
- Management of Change Personnel (MOC-P)
- Training and Performance (T&P) includes developing a qualified person to authorize high-risk work tasks.
- Contractor Safety Management (CSM) involves selecting contracting companies, controlling work through site audits, and conducting assessments upon contract completion.
- Mechanical Integrity (MI) involves inspecting the effectiveness and controlling the risks of equipment throughout its service life, including maintenance and upkeep of equipment and tools.
- Quality Assurance (QA) involves verifying that equipment and machinery in the manufacturing process are installed according to design specifications and are ready for use.
- The integration of digital systems into manufacturing process safety management involves the establishment of data centers, which enhances operational efficiency, and facilitates data analysis to develop safety planning strategies.