



Work Health and Safety Policy

Purpose

At Tong Thai Rubber Group, we are dedicated to ensuring the health, safety, and well-being of all employees, contractors, suppliers, and visitors across all our facilities. We believe that all workplace incidents and injuries are preventable, and we are committed to creating a culture where safety is a shared responsibility at every level. We recognize that maintaining a safe and healthy workplace is essential for productivity, employee well-being, and business sustainability. This policy sets out our commitments, responsibilities, and procedures to promote a proactive safety culture and ensure compliance with all relevant regulations and standards.

Scope of Application

This policy applies to all Tong Thai Rubber Group entities, including:

- Tong Thai Rubber Co., Ltd.
- Tongthai Technical Rubber Co., Ltd.
- Sin Tong Thai Rubber Co., Ltd.
- Grand Rubber Co., Ltd.
- TTN Rubber Co., Ltd.

It covers all employees, contractors, suppliers, and visitors operating within our premises or engaged in work-related activities.

Key Commitments

1 Legal Compliance and Safety Standards

- Comply with national and international WHS laws and regulations.
- Follow the principles of ISO 45001: Occupational Health and Safety Management System.
- Regularly review and update safety policies, procedures, and training materials to align with the latest standards.

2 Risk Management and Hazard Control

- Identify, assess, and control hazards associated with our operations.
- Maintain a Hazard Identification and Risk Assessment (HIRA) process to proactively address workplace risks.
- Implement engineering controls, administrative controls, and personal protective equipment (PPE) to eliminate or reduce risks.

3 Workplace Safety Procedures

- Ensure all machinery and equipment are maintained, inspected, and used safely.
- Install and maintain fire detection and suppression systems.
- Properly label, store, and handle hazardous substances in compliance with safety data sheets (SDS).

4 Emergency Preparedness and Response

- Develop and implement emergency response plans for fire, chemical spills, medical emergencies, and natural disasters.
- Conduct regular emergency drills and simulations to test response effectiveness.
- Ensure all employees are familiar with evacuation routes, emergency exits, and first aid stations.



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5 Incident Reporting, Investigation, and Learning

- Require immediate reporting of all workplace incidents, injuries, and near-misses.
- Establish a structured incident investigation process to determine root causes and prevent recurrence.
- Maintain accurate safety records and analyze trends to improve WHS performance.

6 Health and Well-being of Employees

- Promote mental health and stress management programs.
- Conduct regular health screenings and wellness initiatives.
- Ensure employees are protected from heat stress, noise exposure, and respiratory hazards.

Responsibilities

Management Responsibilities

- Provide leadership and commitment to WHS initiatives.
- Allocate adequate resources, training, and tools for safety management.
- Ensure compliance with legal and regulatory requirements.

Supervisor Responsibilities

- Ensure employees follow safety protocols and use appropriate PPE.
- Identify and control workplace hazards.
- Conduct regular safety briefings and training sessions.

Employee Responsibilities

- Follow all safety procedures and instructions.
- Wear required PPE and use tools and machinery correctly.
- Report unsafe conditions, hazards, or near-miss incidents.

Contractor and Visitor Responsibilities

- Adhere to Tong Thai Rubber Group's WHS policies and procedures while on-site.
- Attend safety inductions before starting work.
- Report any hazards or incidents to the site supervisor.

Safety Training and Awareness

We ensure employees receive adequate training on:

- Workplace hazards and risk controls
- Safe operating procedures for machinery and equipment
- Proper use of PPE
- Fire safety and emergency response
- First aid and CPR
- Incident reporting and investigation

Monitoring and Continuous Improvement

To continuously improve WHS performance, Tong Thai Rubber Group will:

- Conduct regular internal safety audits and inspections
- Set measurable safety goals and performance indicators
- Encourage employee participation in safety committees and feedback programs
- Benchmark against industry best practices and adopt innovative safety technologies



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Policy Review & Approval

This policy will be reviewed annually or as necessary to reflect changes in regulations, company operations, and industry standards.

Signature

General Manager of
Tong Thai Rubber Group
Ms. Shi Ching Chien
Date: 10/01/2025