SCB^X Group

OCCUPATIONAL HEALTH, SAFETY, AND ENVIRONMENT POLICY

Our Sustainability Mission

OPPORTUNITIES FOR EVERYONE, POSSIBILITIES EVERYDAY

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1. INTRODUCTION

SCB^X Public Company Limited ("SCB^X") strives to run business with international standards of occupational health, safety, and environment to protect all employees, customers, visitors, and external parties who use the services or work in the area to ensure their safety under a good and suitable work environment. The concept of sustainable development in aspects of economy, society, and environment is applied as a principle for tangible execution in support of synchronized operations and proactive implementation to avoid illnesses, injuries, disabilities, or fatalities caused by work. "Safety is the responsibility of all employees." Every employee must take into account the safety of their own and their colleagues, whether at work or during commute, to achieve the goal of "We all must commute to work and return home safely in every area of work, every day."

SCB^X has formulated this occupational health, safety, and environment policy to realize the objectives of occupational health, safety, and environment management and efficient and continuous operations of the employees. The policy shall also be integral in business operations of SCB^X.

2. DEFINITION

SCB^X Companies shall mean all companies under SCB^X Group as permitted by the Bank of Thailand's regulations regarding the structure and scope of financial business groups

3. ROLES AND RESPONSIBILITIES

This policy covers all activities of SCB^X companies that are obligated to comply with laws, rules, and standards on occupational health, safety, and environment. It also includes activities of persons related to operations or use of services within the responsible areas of SCB^X companies such as customers, visitors, and external outsourced companies.

3.1 The Board of Directors

The occupational health, safety, and environment policy and its material revisions are approved by SCB^X Board of Directors.

3.2 The Executive Committee and the Chief Executive Officer

3.2.1 SCB^X Executive Committee endorses the occupational health, safety, and environment before it is proposed to SCB^X Board of Directors for approval.

3.2.2 SCB^X Board of Directors delegates authority to SCB^X Chief Executive Officer to approve periodic reviews or non-material revisions of this policy.

3.3 SCB^X companies

SCB^X companies shall act as follows:

3.3.1 They shall communicate to their employees to raise awareness on the importance and understanding of occupational health, safety, and environment management and execution.

3.3.2 SCB^X companies are legally obligated to formulate their own occupational health, safety, and environment policy based on this policy and have it approved by their Board of Directors. There shall also be a unit responsible for formulating and reviewing the policy as well as ensuring that its implementation covers relevant matters and that the laws, rules, and standards on occupational health, safety, and environment applicable to such companies are followed.

3.3.3 If any SCB^X company intends to adopt a different practice from this policy, it shall seek approval from its Board of Directors or a person thereby assigned and notify.

4. MANAGEMENT GUIDELINE

4.1 Employee involvement in formulating the occupational health, safety, and environment policy

There shall be an occupational health, safety, and environment committee as required by the law comprising members who represent relevant units from both the employer and employee sides. The committee shall be responsible for formulating and reviewing the policy at least once a year and assigning persons in charge of assessing and ranking material issues on occupational health, safety, and environment to prepare action plans and set quantitative and qualitative targets as well as performance indicators.

4.2 Education on occupational health, safety, and environment to the employees

Development of quality personnel is achieved by promoting and encouraging employees at all levels to undergo training on occupational health, safety, and environment and by continuously arranging activities and communicating through various channels to raise awareness on safety and employee engagement. Occupational health, safety, and environment work shall be driven and strengthened with allocation of resources sufficient for executing the targets and action plans.

4.3 Work environment management and employee health promotion

Work environment assessment shall be conducted in aspects such as air quality, lighting, audio, and heat. Corrective actions shall be taken for the hygiene and safety of the employees, customers, visitors, and external persons using services or working in the area. Safety checks in the workplace shall also be conducted based on employee involvement. With a strong realization that "good employee health is valuable.," annual health checkups are provided with follow-ups and assessment in conjunction with health promotional activities to maintain the good health of every employee. If it is found that there is an illness arising from work or work environment, the root cause shall be analyzed and identified, and corrective and control measures must be put in place in a tangible manner.

4.4 Fire prevention, fire drills, fire evacuation, and emergency management

There shall be a fire prevention plan that consists of a patrol plan, training, campaigns for fire prevention, fire extinction, fire evacuation, and relief. It must be ensured that there is no material or a nature of work that is prone to fire in the workplace. Fire drills and evacuation must be held annually as required by the law. In addition, it is required to have an emergency management plan and tools and resources necessary to prepare for emergency situations to manage, control, react, respond, coordinate, and rescue victims, the injured, employees, customers, visitors, and external persons using services or working in the area. The plan will prevent impact on lives, minimize damage to properties, communities, and the environment, as well as quickly restoring the scene of incident.

4.5 Safety risk management from internal operations and external parties

There must be safety processes to determine, review, and verify designs, construction, renovations, and installation or modification of systems within the organization to ensure that they meet applicable legal requirements and international standards to maintain safety towards the employees, customers, visitors, external persons, as well as communities and the environment in the short and long terms. There must also be a process to manage external persons using the services or working in the area to remove and minimize pertinent risks.

5. POLICY REVIEW

The policy shall be considered and reviewed every two years or when there are significant changes.

SCB^X

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