



2024 PROGRESS REPORT

OCCUPATIONAL HEALTH, SAFETY AND WORKPLACE ENVIRONMENT MANAGEMENT

SCB X PUBLIC COMPANY LIMITED

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EVERY EMPLOYEE
COMES TO WORK AND
RETURNS HOME SAFELY
EVERY DAY FROM
EVERY WORK LOCATION.

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2024 Progress Report

Occupational Health, Safety and Workplace Environment Management

SCB X Public Company Limited

SCB X Public Company Limited is committed to operate business by taking into account the principle and international practices of occupational health and safety. This is to protect all employees, customers, visitors, and contractors working on the company's premises. The concept of sustainable development covering Economic, Social and Environment considerations are applied in order to bring about concrete practices, support aligned practices, and lead to solid efforts in preventing work related illness, injuries, disabilities, or fatality. At SCBX, safety is a responsibility of all employees to take ownership of their own and others' health, well-being, and safety. The goal is to ensure that 'every employee comes to work and returns home safely every day from every work location'.

Committed to the specified goal, SCBX by Siam Commercial Bank (SCB), has continued to incorporate international standards in workplace safety, occupational health, and environment into concrete policy implementation and practices. 2024 key performance and progress are summarized below.



Occupational Health and Workplace Safety Risk and Hazard Assessments

The Bank regularly performs occupational health and workplace safety risk and hazard assessments using different tools such as occupational health and workplace safety assessment, air quality and indoor temperature check, building safety assessment, contractor's job safety analysis. This is to inspect and ensure workplace safety and well-being of all employees.



210

companies

passed the contractor selection criteria



210

companies

passed the contractor
performance evaluation criteria



321

on-site contractor inspections



Prioritization and Integration of Action Plans with Quantified Targets

The Bank identifies annual work plan of Safety Management Division to push forth and manage occupational health and workplace safety risks on the Bank's premises including head office buildings, main buildings, as well as nationwide branch network and international offices. Achievements of the agreed safety goals are specified in an annual performance appraisal of the responsible divisions.

Key safety targets include, for example,:



Zero Incident

- Injury Frequency Rate (IFR): > 0.025
- Injury Severity Rate (ISR): 0
- Contractor Loss Time Case: 0



Safety Record

- Performs safety inspections regularly and conducts annual fire drills and emergency fire prevention at head office buildings and nationwide branch network



Evaluation of Workplace Accidents and Illness

To continuously and effectively improve and prevent accidents that could lead to work related injuries, illnesses, and near-miss incidents, the Bank utilizes Governance Risk Report (GRC) system as a reporting channel for accidents and incidents, consequently triggering root cause analysis and investigation on the Why-Why principles in order to systematically analyze the cause to inform preventive solutions. Here, Safety Management Division complies and assesses the reported case and subsequently informs Employee Relations & HR Procedures Function for reporting to the Risk Oversight Committee on a monthly basis.



Accident requiring first-aid

2



Accident-causing damage to the Bank's property

0



Lost-Time Accident

0



Inspections in accordance with Safety Standards

The Bank's safety management practices align and comply with global safety standards with periodic safety inspections and enforcement of Fire Prevention and Preparation team whose responsibilities are to perform daily inspections on the Bank's premises as well as on contractor's execution of the given tasks.

The Bank's commitment in workplace safety, occupational health and environment has been recognized by safety management authorities and associations, having received BSA Building Safety Award 2024 from the Building Inspectors Association, Silver level for Head Office building, Plaza East building and Plaza West building. This reflects the Bank's success in adopting national standards of building safety and management. Zero Accident Award, Gold Label from Ministry of Labor with cumulative hours of no lost time injury over 3 years, up to 142,341,568 million hours.

Additionally, in 2024, the Bank implemented the ISO 45001 Occupational Health and Safety Management System at the Head Office building and received certification in September 2024.



Indoor Air Quality¹

- Total airborne bacteria: At 70 - 80 (cfu/m3) which met the standard (standard < 500 cfu/m3)
- Particulate matter less than 0.23 - 0.30 milligram per cubic metre which met the standard (standard: < 3 milligram per cubic metre)
- Carbon dioxide: at 400 - 500 ppm which met the standard (standard < 1,226 ppm)



Workplace Light Intensity²

- At 450 - 600 lux which met the standard (standard > 400 lux)



Indoor Temperature²

- At 25 ° C (standard is 24 - 26 ° C)

¹ Based on Singapore Standard SS 554: 2009 (Code of Practice for Indoor Air Quality for Air-Conditioned Buildings incorporating Erratum No.1, November 2009)

² Ministry of Labour Regulation on Standards for Administration and Management of Occupational Safety, Health, and Environment in Relation to Heat, Light and Noise B.E. 2559, Department of Labour Protection and Welfare Notification on Standards for Light Intensity B.E. 2561



Preparation and Response to Emergency or Crisis

The Bank has an action and prevention plan in place for emergency and fire safety as well as preparing necessary emergency supplies and equipment for every office building and branch network nationwide. The plan entails emergency management, control, and response, as well as coordinating assistance for employees, customers, visitors, and those who may be injured from the occurred accidents, along with surveillance plans, fire prevention campaigns, fire drills and evaluation plans, and emergency relief programs. Fire drills are also held annually.

The Bank's dedicated Fire Prevention and Preparation team are available to assist 365/7/24 every day and every hour including during or after work hours or even during holidays. The team performs inspections on the Bank's premises, on contractor's execution of the given tasks, as well as responding to onsite emergency such as fire, first-aid provision, and relief assistance.



Occupational Health and Workplace Safety Trainings for Employees and Relevant Stakeholders

To foster safety awareness, the Bank provides employees at all levels with safety, occupational health, and environment education in the form of mandatory e-Learning requiring annual refresher along with basic fire-fighting training to safety and line managers. In 2024, the Bank organized 5 batches of basic First Aid and CPR training to 127 interested employees. At the same time, the Bank also provides safety training for all contractors before commencing the work on the Bank's premises. This is to raise safety awareness and understanding of the Bank's safety regulations leading to accident-free executions and practices.



18,752

SCB employees completed the Safety-First e-Learning



14,064 hours

of basic occupational health and workplace safety training



4,048

contractors attended the safety training