

AIS Occupational Health and Safety

To promote occupational health, safety, and good workplace environment, AIS has incorporated the safety culture with an emphasis on personal safety of all workforce and effective safety process throughout our operations. Our commitment in health and safety, which applied to AIS' trading partners and contractors, complies with the Occupational Safety, Health and Environment Act B.E. 2535 and 2554, related regulations, as well as International Labour Standards on Occupational Safety and Health.

Management system

AIS adheres an effective OHS management system to ensure the safety and health of employees and contractors involved in our operations. Therefore, we formulated the OHS policy, which was endorsed by Chief Executive Officer, to serve as a framework for the implementation of our health and safety principles.

To effectively drive the policies and related regulations throughout the organization, the Safety, Health, and Environment Unit (SHE) has roles and responsibilities to formulate strategies and implementation plan for health and safety workplace, communicate with employees to raise awareness and understanding on safety measures, as well as assess, monitor, and manage health and safety risks in our operations.

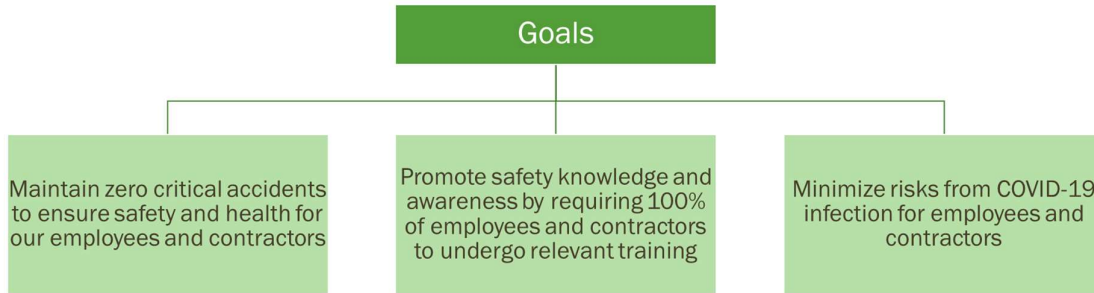
AIS promotes transparency and recognizes stakeholder information, consultation, and participation to ensure that appropriate measures and implementation are in place and truly benefits all employees and contractors. Therefore, worker representation through a Health and Safety Committee is established for all AIS subsidiaries. Each AIS subsidiary has a separate Occupational Health, Safety, and Workplace Environment Committee that reflects its organizational size and work characteristics. Each Committee is composed of representatives from employees and management, and is presided by a Head of Department, in charge of health and safety workplace in each subsidiary. The committee meeting is organized monthly to receive feedbacks and comments from related functions in order to continuously improve the health and safety measures to best fit each function and benefit all employees and contractors.

Key roles and responsibilities of the committees include, but are not limited to:

- Promote and support the organization of occupational health, safety, and workplace environment related activities
- Coordinate with a safety working team to enforce safety practices in high-risk areas or locations, engineering work
- Report and propose recommendations to improve measures and practice guidelines
- Conduct assessments on occupational health and safety in the workplace

Commitment and goals:

AIS has worked on the goals of creating safety working environment and promoting health of employees and contractors. Our goals and implementation strategy focus on these 3 pillars:



OHS Programs

AIS Life Saving Rules

To create safe workplace and instill safety culture throughout our operations, safety regulations for various working conditions, which apply to all AIS employees and contractors, have been put in place. Examples of regulations include:



- **Permit to Work:** Validated permit in accordance with a specific type of work is applied.
- **Working at Telecommunication Towers:** Workers are required to put on proper safety equipment in accordance with their type of work.
- **Working in Confined Space:** Workers are required to obtain permission and compulsory training prior to perform duties in a confined space.
- **Working at Height:** Use protective gear and proper safety equipment when working at height from 2 meters and above

Safety Control for contractors

Safety Control for Contractor is a classification program that AIS has applied to our contractors before working in designated areas. The classification helps identify the contractors’ risk levels so that we can apply proper risk measures and types of required training courses accordingly. It is mandatory that all contractors undergo the required training programs and obtain the AIS Safety Passport prior to start working in designated areas.

AIS Safety Passport	categories	Training requirements
<p>123-1234-123</p> <p>ชื่อ ชก นามสกุล ความปลอดภัย</p> <p>วันที่หมดอายุ 31/12/22</p>	G	General courses related to AIS Safety policy
	E	Safety courses when working with electrical equipment
	EP	Safety courses for jobs related to electrical poles and communication line
	H	Work at height safety courses
	T	Safety courses for jobs related to mobile towers
	C	Safety course when working in confined space

COVID-19 prevention measures

- **A war room for Business Continuity Plan** was set up to analyze the local COVID-19 situation, find solutions to the arising problems, receive reports on infections of employees, and keep employees updated on the situation.
- **Screening Measures to Elevate Safety and Hygiene standards.** Highest level of health screening and control was implemented across the Company. For example, thermo-scan machines were installed at all company entrances to check body temperatures before allowing entrance to AIS premises. More effective air disinfection solutions were installed in the building such as UV/UVGI air sterilizers, UVC lamps, and UVC hand dryers.
- **Medical supply support.** We provide high-quality medical supplies, such as surgical masks, temperature-measuring medical devices, and sanitizer, for frontline employees and contractor. COVID-19 test for employees and contractors are conducted regularly.

Annual Fire Drill

AIS conducts fire drill on an annual basis, and we also develop a Fire Drill Application for data management and more efficient practices. The application helps collect number of participating employees, processing fire drill results, and reporting the outcome to the relevant departments accurately and rapidly.

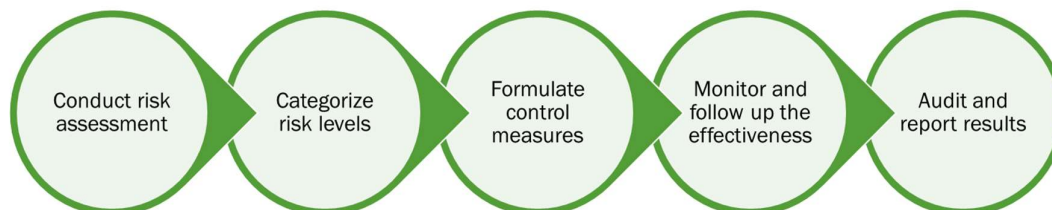
Training and awareness

AIS has conducted various awareness and training programs for employees and contractors. We provide a variety of general safety knowledge courses, which aim to strengthen knowledge of employees and contractors to work safely according to our standard measures and guidelines. Moreover, advanced courses designed for engineering and high-risk jobs are provided for technical functions, such as electrical jobs, working in confined space, working at height, to educate related personnel to understand and follow the safety measures and guidelines.

Risk assessment

Risk assessment system

AIS establishes risk assessment system to preemptively prevent possible accidents and casualties. Therefore, we conduct periodic assessment on key safety factors such as corporate assets and equipment, and identify safety issues on employees, contractors, environment, and community. We then categorize risk levels according to likelihood of risks and its consequences, as specified in the matrix below. Appropriate control measures to prevent accidents and casualties are initiated according to the risk level. To ensure effective implementation of the measures and guidelines, the SHE team monitors and regularly follow up on the effectiveness of the implementation. Safety audit is also performed regularly, and the results are reported to related parties to further improve measures and practices.



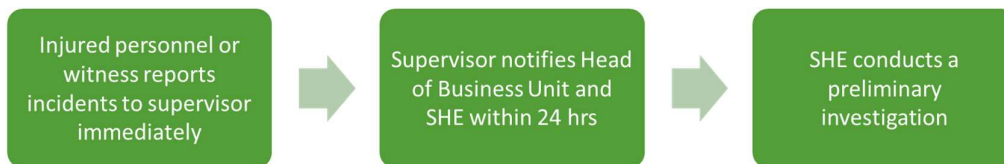
Category of risk levels

		Consequences				
		Insignificant [1]	Minor [2]	Moderate [3]	Major [4]	Catastrophic [5]
Likelihood	Almost Certain [5] Often Occurs / once a week	Moderate [5]	High [10]	High [15]	Catastrophic [20]	Catastrophic [25]
	Likely [4] Could easily occur / once a month	Moderate [4]	Moderate [8]	High [12]	Catastrophic [16]	Catastrophic [20]
	Possible [3] Could happen or known it to happen / once a year	Low [3]	Moderate [6]	Moderate [9]	High [12]	High [15]
	Unlikely [2] Hasn't happened yet, but may happen / once every 10 years	Low [2]	Moderate [4]	Moderate [6]	Moderate [8]	High [10]
	Rarely [1] Conceivable, but only on extreme circumstances / once in 100 years	Low [1]	Low [2]	Low [3]	Moderate [4]	Moderate [5]

AIS Safety Incident Response and Investigation

The process of incident response and investigation is established to manage work-related accidents and injuries as quickly as possible, prevent the incidents from causing widespread impact, and review its causes and preventative measures, as well as safety and health improvement measures. We indicate reporting requirements according to types of accidents. For critical accidents, injured personnel or witnesses must immediately report the incidents to SHE team and their supervisors. For other types of accidents, they shall report the incidents within 24 hours.

Incident reporting procedure



Investigation procedure

