OCCUPATIONAL HEALTH & SAFETY MANAGEMENT

BCPG is committed to eliminating hazards and reducing occupational health and safety risks, such as workplace accidents and the spread of infectious diseases, to create a safe and healthy working environment. The Company strives to prevent work-related injuries and illnesses by strictly complying with relevant laws and regulations while actively promoting employee participation through consultation and the continuous improvement of occupational health and safety management systems.

Challenges and Opportunities

Labor is a key factor in driving business success. Therefore, organizations must prioritize occupational health and safety to prevent and mitigate risks associated with workplace accidents, injuries, and fatalities among workers and surrounding communities. This also includes protecting assets and minimizing environmental impacts, such as hazardous chemical spills that could harm ecosystems and public health. Additionally, such incidents may lead to business disruptions and a loss of stakeholder confidence. As a result, BCPG places great emphasis on implementing effective preventive measures and safety management practices.

Key Performance and Goals in 2024

Key Performance

- **No fatality** involving employees or contractors.
- **No lost-time accidents** involving employees or contractors.
- **No minor accidents** involving employees or contractors.
- Injury rate leading to lost work time for employees and contractors: **0 hour** per million working hours.
- **No hazardous** chemical spills.
- **No environmental** dispute cases.
- **The environmental** conditions of the workplace in the country comply with legal standards.
- Received the certificate of recognition for the campaign to reduce workplace accidents to **zero** for 2024 at the basic level, marking the **4th consecutive year**.

Goals

- **No fatality** involving employees or contractors.
- **No lost-time accidents** involving employees or contractors.
- **No minor accidents** involving employees or contractors.
- Injury rate leading to lost work time for employees and contractors: **0 hour** per million working hours.
- **No hazardous** chemical spills.
- **No environmental** dispute cases.
- The working environment complies with safety and hygiene standards as per the regulations of the Department of Welfare and Labor Protection.

Key Stakeholders

Key Stakeholders	Actions Taken to Meet the Stakeholders' Needs in 2024
Employee	• The establishment of a Safety and Occupational Health Committee to oversee and manage workplace safety, as well as to control potential environmental impacts arising from business operations. These initiatives aim to prevent and reduce accident risks while promoting the Zero Accident approach to create a safe and sustainable working environment. • Conducting safety training, workplace risk assessments, and continuous improvements to accident and illness prevention measures to ensure employees have a safe and healthy work environment.
Supplier	• Conducting safety training, workplace risk assessments, and developing best practices for safety management to support suppliers and contractors in carrying out their work safely and efficiently.
Community	• Establishing policies and action plans to prevent and mitigate potential risks to communities arising from BCPG's operations, such as chemical spills and operational accidents, which may impact the health and safety of surrounding communities.

Strategy and Management Approach

BCPG has established clear policies on quality, environment, occupational health and safety, covering all levels of operations and projects. These policies are a direct responsibility of the management, all employees, and contractors working within BCPG's premises. The Company is committed to preventing workplace accidents and illnesses through continuous risk assessments, safety and occupational health training, performance monitoring, safety measure improvements, and encouraging employee participation in maintaining safety standards. BCPG strictly adheres to relevant laws and regulations to ensure effective and sustainable occupational health and safety practices. Additionally, the Company communicates these policies to all personnel within the organization and discloses them to external stakeholders to promote transparency and compliance with relevant standards. The policies are outlined as follows:

1. Occupational Health & Safety Policy

BCPG is committed to eliminating hazards and reducing occupational health and safety risks, including minimizing risks during disease outbreaks, to create a safe and hygienic working environment while preventing work-related injuries and illnesses. The Company strictly complies with occupational health and safety laws and other relevant regulations while promoting employee consultation and participation. Additionally, the Company continuously enhances its occupational health and safety management system in alignment with ISO 45001:2018 standards.

2. Quality Policy

BCPG is committed to being a leader in the production and distribution of electricity from renewable energy, operating in compliance with customer requirements and other applicable standards adopted by the organization. The Company is dedicated to continuously improving its quality management system to ensure maximum customer and stakeholder satisfaction in accordance with ISO 9001:2015 standards.

3. Environmental Policy

BCPG is dedicated to protecting and preserving the environment by emphasizing pollution prevention, complying with environmental laws and regulations, and continuously improving its environmental management system. This commitment aims to enhance environmental performance and create a sustainable environment in alignment with ISO 14001:2015 standards.

Occupational Health, Safety and Work Environment Committee

BCPG strictly complies with laws, regulations, and international safety standards, requiring all power plants to be certified under relevant occupational health and safety standards, particularly ISO 45001:2018. To achieve its occupational health and safety objectives, the Company has established an Occupational Health, Safety and Work Environment Committee comprising employee representatives with clearly defined roles and responsibilities.

Responsibilities and Duties of the Committee

1. Review and propose policies and action plans related to occupational health and safety, and workplace environment management to prevent and reduce accidents, injuries, illnesses, or unexpected incidents caused by unsafe working conditions. This also includes environmental management within the workplace.
2. Report and recommend corrective measures or improvements to ensure compliance with occupational health and safety, and environmental laws and workplace safety standards. These recommendations aim to enhance the safety of employees, external contractors, and visitors at company facilities.
3. Promote and support occupational health and safety, and environmental activities within the organization, including environmental management initiatives.
4. Review and propose workplace safety regulations, manuals, as well as standards related to occupational health and safety, and environmental conditions for company approval.
5. Inspect workplace safety and environmental conditions and review accident statistics at least once a month to monitor and improve safety measures.
6. Assess and provide feedback on safety-related projects, plans, and training programs, including the roles and responsibilities of employees, supervisors, management, and personnel at all levels, before presenting them to the Company.
7. Establish a system for reporting unsafe working conditions, ensuring that all employees at every level participate in safety monitoring.
8. Track and evaluate the progress of safety plans submitted to the Company.
9. Submit an annual performance report, identifying challenges, obstacles, and recommendations for improving the committee's effectiveness.
10. Evaluate workplace safety, occupational health and safety, and environmental management practices to ensure continuous improvement.
11. Carry out occupational health, safety, and environmental responsibilities assigned by the Company.
12. Monitor and control environmental impacts within the organization by promoting resource use that minimizes pollution, supporting sustainable business operations.
13. Monitor COVID-19 outbreaks and implement preventive and control measures to ensure business operations remain safe. The committee will also reinforce hygiene practices among employees and ensure strict compliance with public health guidelines for the safety of both employees and the public.

Additionally, BCPG encourages employee participation in improving and developing the occupational health and safety management system by providing consultation channels through committee representatives. The Company also offers ongoing guidance and support for continuous development, aiming to enhance work standards in line with best safety practices. Furthermore, BCPG focuses on ensuring safe operations for employees, contractors, and other relevant personnel involved in its activities.

For more details on the occupational health and safety policy, visit: Click

Occupational Health and Safety Management Approach

To align with its occupational health and safety objectives, BCPG has implemented the following measures:

1. Hazard Identification and Risk Assessment

BCPG identifies hazards and analyzes work conditions for employees and contractors by considering the likelihood of incidents and potential impacts from both internal and external factors. The Company also takes into account the needs and expectations of stakeholders, ranking risks from highest to lowest. If any activity is identified as high-risk, BCPG implements risk control measures such as engineering and equipment controls, administrative controls, construction-related safety measures, and personal protective or preventive measures. Additionally, the Company encourages employees to stop work and immediately report any risks to their supervisors or area owners when encountered during operations. This fosters a strong safety culture in the workplace. BCPG also conducts safety training for employees and contractors before work begins. The Company develops business continuity plans and carries out emergency response drills based on simulated scenarios to ensure that personnel can identify hazards, assess risks, and handle situations correctly and efficiently.

2. Legal Compliance Audits

BCPG places great importance on compliance with all relevant laws and regulations by conducting regular legal compliance audits and monitoring changes in legislation that may impact operations. Additionally, the Company ensures the timely renewal of necessary permits and licenses to maintain full compliance with applicable standards and regulatory requirements.

3. Workplace Environment Control

BCPG oversees and regulates workplace environments to align with safety regulations by appointing safety supervisors to monitor and inspect operations. Employees and contractors are required to strictly follow safety measures, including the use of personal protective equipment (PPE) according to job requirements. These efforts ensure that all operations are conducted safely while minimizing potential risks.

4. Accident Reporting and Investigation

BCPG has a structured process for reporting and investigating accidents, incidents, and irregular events. Clear incident notification procedures are in place for cases involving work-related injuries leading to lost time, fatalities, or property damage to ensure immediate response and prevent recurrence. The Company also fosters a strong safety culture by encouraging employees to report irregularities while guaranteeing full protection against retaliation. This commitment ensures transparency and safety in reporting workplace concerns.

The Business Continuity Plan (BCP) to address risks

BCPG conducts periodic evaluations of the effectiveness of its safety, risk, and opportunity management. Additionally, the Company regularly conducts Business Continuity Plan (BCP) drills to ensure an efficient response to emergency situations. The objectives of these drills are as follows:

1. **Practical Drills** – To test and enhance the ability to respond effectively to real emergency scenarios.
2. **Strategic Preparation** – To equip personnel, allocate necessary resources, and refine training methods to align with different emergency scenarios.
3. **Operational Plan Development** – To enable professional safety officers to compile response strategies, integrate feedback from drills, and continuously improve emergency response plans for greater efficiency.

As part of its emergency response plan, BCPG conducts scenario-based preparedness drills to enhance readiness and improve responses to potential incidents. These drills cover four key areas: emergency preparedness, emergency incident response, chemical spill prevention and containment, and flood prevention and management. By implementing these measures, BCPG ensures that its occupational health and safety management system effectively meets its objectives and expected outcomes. Additionally, the Company continuously enhances its systems and maintains safety standards in alignment with regulatory requirements and best practices.

Occupational Health Services

BCPG prioritizes the health and occupational well-being of its employees by continuously monitoring and assessing air quality and workplace environments across all projects and office buildings. These efforts comply with the standards set by the Department of Health, Ministry of Public Health, covering factors such as temperature, relative humidity, carbon dioxide (CO_2), particulate matter smaller than 10 microns (PM10) and 2.5 microns (PM2.5), total volatile organic compounds (Total VOCs), formaldehyde, carbon monoxide (CO), and ozone (O_3). Additionally, BCPG conducts total bacteria count and total fungal count assessments. If any readings exceed standard limits, BCPG promptly takes corrective actions and continuously monitors the situation to ensure a safe working environment. The Company has been conducting these assessments in compliance with established standards since 2018.

Additionally, BCPG provides annual health check-ups for employees. If any abnormalities are detected, employees are required to consult a doctor for medical advice. The Company also arranges additional health screenings based on risk factors, such as examinations for employees working in confined spaces and age-specific screenings for conditions like prostate cancer and breast cancer. BCPG actively encourages employees to monitor and take care of their health continuously. The Company is committed to maintaining strict confidentiality of personal health information by securely storing data in a protected system with restricted access for authorized personnel only. Furthermore, BCPG has policies in place to prevent the misuse of health data, ensuring compliance with legal regulations and safeguarding employees' personal health information.

Power Plant Inspection Program by Management

BCPG has been continuously conducting power plant inspections by management to enhance safety and operational efficiency. In 2024, a total of 11 out of 18 power plant areas were assessed, representing 61% of the total sites. The inspection covers key areas such as workplace safety, readiness and efficiency of equipment, compliance with environmental regulations, and employee engagement through feedback collection. These efforts are intended to strengthen confidence in the organization and foster positive relationships with local communities.

Benefits from the Programs

11 out of 18 power plant areas were assessed by management, representing **61%**.

Zero Accident Campaign 2024

BCPG has been awarded the Certificate of Recognition for the Zero Accident Campaign for the fourth consecutive year in 2024 by Thailand Institute of Occupational Safety and Health (Public Organization). This recognition reflects BCPG's commitment to prioritizing safety in all aspects of its operations. The Company has successfully maintained a record of zero work-related accidents resulting in lost workdays, with a total of 931,720 cumulative employee working hours. This achievement aligns with BCPG's goal of ensuring accident-free operations and fostering a safe working environment across all operational areas.

World Day for Safety and Health at Work

BCPG organized activities for World Day for Safety and Health at Work to promote employee engagement through safety and occupational health-related quizzes. The focus was on raising employees' awareness of the importance of a safe working environment. This activity is part of the Company's ongoing effort to educate employees about safety and occupational health, both in the office and at power plants. It aims to foster a corporate culture that prioritizes safety at all levels of operations.

Benefits from the Programs

The number of employees participating in International Safety and Occupational Health Day activities: **72 employees**.

The number of employees who passed the quiz: **100%**.