

3.4.2 Social operating results

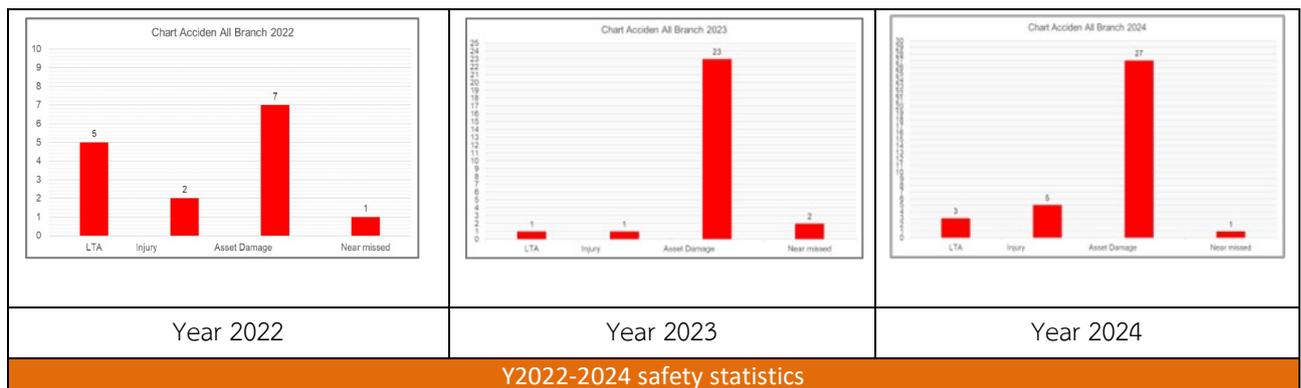


Safety, occupational health, and environment at work

2024 Occupational health and Safety Goal		
	Indicator	Result
 <p>Prioritize safe operations and build a culture of safety in the workplace</p>	<b>ZERO LTI</b>	Employee -0- Subcontractor – 3 -  Behind the target

Employees' quality of life and good working environment  
Safety, Occupational Health, and Working Environment of Employees

Yearly data	Unit	(excluding Subsidiaries)		
		Y2022	Y2023	Y2024
<b>Total working hours of all employees</b>	Hour	46,963	48,382	48,365
<b>Accidents and injuries statistics</b>				
> Lost time injury and Lost time incident	Time	6	1	0
> Injured worker with more than a day away from work	Person	5	1	0
> Work-related fatalities over 3 years (SHS36)	Person	-None-	-None-	-None-
> The average number of employees per site who have the potential to be exposed to or harmed by radiation exposure including Siever Persons (SHS35) (SHS43)	Siever Persons	-None-	-None-	-None-
<b>Accidents and injuries statistics of sub-contractor</b>				
		(excluding Subsidiaries)		
	Unit	2022	2023	2024
> Lost time injury and Lost time incident	Time	-	-None-	3
> Injured worker with more than a day away from work	Person	-	-None-	3
> Work-related fatalities over 3 years (SHS36)	Person	-None-	-None-	-None-



## S4. Health and safety at work

### Safety and Healthy work environment

The Company realizes and takes Safety First as a top priority for all personnel’s operations. The Company ,hence, considers Safety Management as a fundamental policy for business sustainability and building safety culture to the Company is one duty of employees and Stakeholders in order to parallelly drive operational safety management, personal safety management and occupational Health management to maintain international standards and to ensure that employees, contractors as well as key stakeholders in processes throughout the business value chain be able to work together safely in order to reduce hazards and mitigate the possible risk factors and impacts threatening to life and property.

#### Production process

The Company has implemented the Operation Excellence Management System: OEMS that requires the risk evaluation in all operation units and there is an operation manual for dangerous tools and equipment to prevent and control the risks from the design, production process, maintenance and the annual standard verification in either normal or emergency state to maintain operational standards for safe and efficient production operations.



#### Reliability & Integrity management

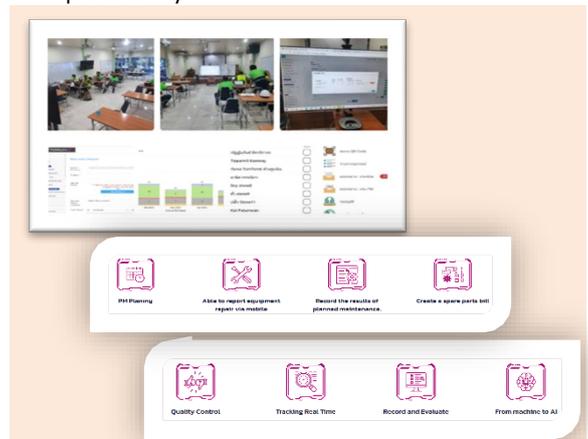
There are the machine's reliability & integrity in all plants of the Company monitored by the maintenance team to check and rectify for machines reliability with a database system to record maintenance and repair history to evaluate the maintenance performance. All machines will be assessed for to ensure Machine Integrity by Machine Integrity Checking process as well as being audited through the visualization system from a team of experts who provide technical services to analyze machine operation and stability covering all factors that may cause unplanned shutdown. By all these processes, there is a professional safety officer to co-inspect with the government agency including planning safety and occupational health training in all process.



**PLC workshop** training for a basic knowledge and application of a digital computer-based control system commonly used in industrial automation to monitor and control machinery or processes.

#### Machine maintenance software application

- “Factorium CMMS” to complete all PM/AM process from creating checklists, scheduling plans, setting reminders, finishing tasks to improve machine productivity



### Cultivating a Culture of Safety

SUTHA has organized training on 10 life-saving rules and provided safety cards to employees at all levels for quick reference. Additionally, a customized safety knowledge training course has been developed for each establishment. This training includes tests and interactive activities aimed at reinforcing safety principles, ensuring that employees comprehend and prioritize safe practices. The training has also been expanded to include contractors, subcontractors, and key business partners to promote a cohesive safety culture.



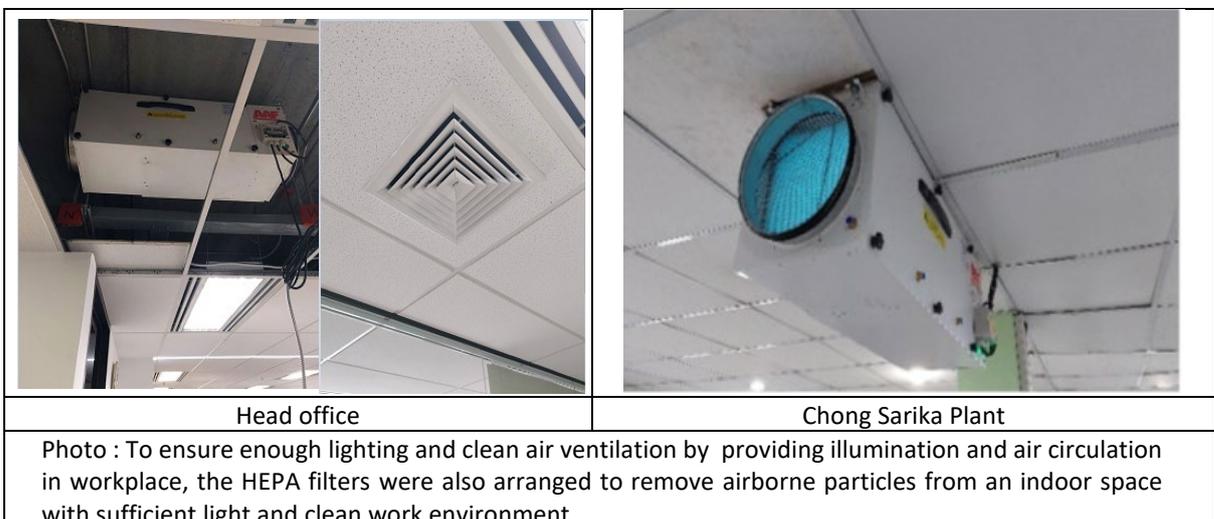
**Cultivating Safety behavior, known as Behavior-Based Safety (BBS),** to reduce workplace accidents for employees and their coworkers. This method emphasizes “Behavior-Based Safety (BBS)” by identifying and mitigating risky behaviors that may result in incidents. The goal is to foster a lasting safety culture that encourages workers to be aware of their actions and to monitor both their own and their colleagues' behaviors. The program involves establishing objectives, delivering prompt feedback on safe practices, and providing training that enables individuals to consistently evaluate their actions and those of their teams.

SUTHA has refined its communication strategy to promote safety behavior, which includes the following key elements:

1. **Open Mind:** Engaging in open discussions, valuing diverse opinions, and fostering mutual respect as a foundation for collaboration.
2. **Observation:** Monitoring colleagues' safety practices during work to identify potential risks.
3. **Intervention:** Encouraging interaction through greetings, recognition of safe practices, and providing warnings when necessary.
4. **Record** Document the outcomes of interactions with colleagues, noting both positive feedback and concerns for the program department. These can be logged on the website and mobile devices.
5. **Safety culture** by consistently applying all four steps across the organization, ensuring ongoing measurement and assessment.

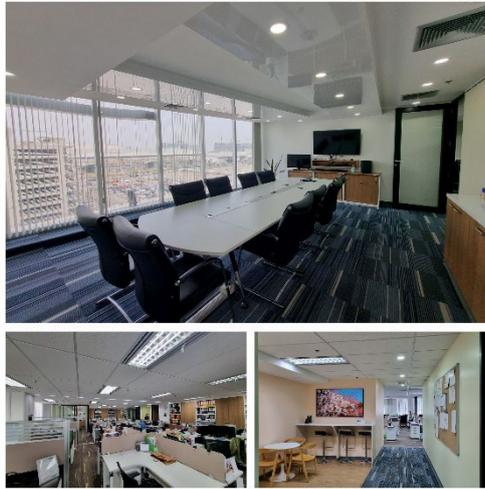
### Promoting occupational health and safety in the workplace

- 1) ISO 45001 compliance as a commitment to creating a safe and healthy workplace, aligning with global best practices.
  - > To develop a safer working environment for all employees to prevent workplace injuries, deaths and diseases through robust safety management systems and processes.



**Social operating results – Safety, occupational health, and environment at work**

- > The Company adheres to workplace compliance to maintain a clean, healthy, safe, accessible and well maintained and productive workplace for all employees so work can be carried out without risks to worker health and safety.



Head Office

Workplace safety improvements

- Designate the parking area for loading goods and the working area in the warehouse.



- Install prevent falls. Add guards at the machine's pivot points.

a railing beneath the silo tank to



- > Dedicated to adhering to legal and regulatory requirements, including regular updates and reviews to align with evolving legal standards.
- > Committed to identifying and mitigating hazards, focusing on enhancing the safety of the Company and its subsidiaries.
- Enhancing processes within subsidiaries to align with recommendations derived from identified risk factors.

Strengthening safety protocols in the factory environment through a safety assessment system that includes a Safety Committee (KPO) and safety officers at various levels. Operational teams collaborate to develop a Job Safety Analysis (JSA) to evaluate risks, increasing the number of JSA items from 120 to 230 since 2021. This initiative also includes adding over 300 assessment and inspection topics to encompass the entire operational area. Additionally, fines for violations have been raised from 500 baht to 1,000 baht to ensure that responsible employees recognize the importance of taking proactive measures to prevent errors and mitigate potential hazards.

- Conducting annual risk assessments and addressing noncompliance that fails to meet control standards in the operational area.
  - > Adhere to safe operations ,strictly follow safety rules, and always update safety regulations
  - > Eliminate risk and dangers in all establishments including subsidiaries'
- Subsidiaries process improvement in response to inspection comments

Safety Committee (CSO), professional safety officers, and the operation team continuously implement JSA (Job Safety Analysis) to define and control the hazards of processes, jobs, and procedures. Breaking into 120 jobs in 2021 then increasing to 230 jobs in 2023 with 300 hazard assessments to ensure JSA applied throughout the operations. Increasing awareness with the fines and other penalties for violating the safety rules, a doubled fine from last year to insist the company safety focus and concern.

- Annual risk assessment and corrective actions follow ups and controls

Report finding #	Observation	Risk Description	Risk (H, M, L)	Action Plan
1	There is no machine protections (especially cutting machines) in place at Thai Marble plant. (Pictures - see slide 2)	High risk of accident and serious injuries	H	Implement Complete
2	Limited and not systematic PPE usage. PPE usage has to be improved (Pictures - see slide 3-4)	Not being able to protect themselves for risky situations	H	Implement Complete
3	No visitors Health & Safety training and briefing at arrival and before plant visit.	Lack of H&S awareness / Not aware what is going to be done in case of emergency	M	Implement Complete
4	No Job risk assessment are performed	Lack of awareness of possible risks and corresponding actions needed in job tasks	M	Implement Complete
5	The hazardous activities are not described in safety work procedures.	Lack of H&S awareness	M	Implement Complete
6	Emergency Plan had been prepared at least 25 years ago, and not updated since then	Not be aware of what should be done at the emergency situation	M	Implement Complete
7	No server room. It is placed in the middle of open office (Pictures - see slide 5)	Interruption of network	M	Implement Complete
8	1. Although trainings are given in the plant, we did not found any evidences 2. No Site Operating Procedure training given and there is no pre-shift inspection done	Not monitoring developments of workers No evidence that the workers have followed key trainings In case of any legal situation, no fact/evidence can be provided	M	Implement Complete

Social operating results – Safety, occupational health, and environment at work



- > Involve contractors and suppliers to manage supplier and contractor safety as operatives/workers must follow site rules and the safe system of works.

Road safety program for operatives/drivers include subcontractors as Supplier development programs as for a stakeholder engagement program



SUTHA drivers



Subcontractors' drivers

Course : Keys To Safe Driving: The Smith System  
Venue : Chong Sarika Plant training room

The Company encourages safety participation, so it encourages employees to mentor others; and gives them sufficient time, support, training, and facilities to perform safely at all levels and disclose safety performance effectively.

Suppliers' safety risk assessment to engage stakeholders for improvement

**Social operating results – Safety, occupational health, and environment at work**

Annual health check-ups enable early detection of health issues, mitigating the risk of an ailment.



Suppliers’ self-assessment also include safety and Human rights principles to monitor safe operations both process and individuals

Emergency Response Drill is continuously conducted along with established prevention and mitigation plans developed from quarterly safety snap audits in all plants.

Establishing prevention and mitigation strategies involves developing a Business Continuity Plan (BCP) to avert emergencies. This includes organizing quarterly emergency plan drills that simulate different incidents (Safety Snap Audit) at each branch.

Chong Sarika



Phra Phutthabat



Thai Marble



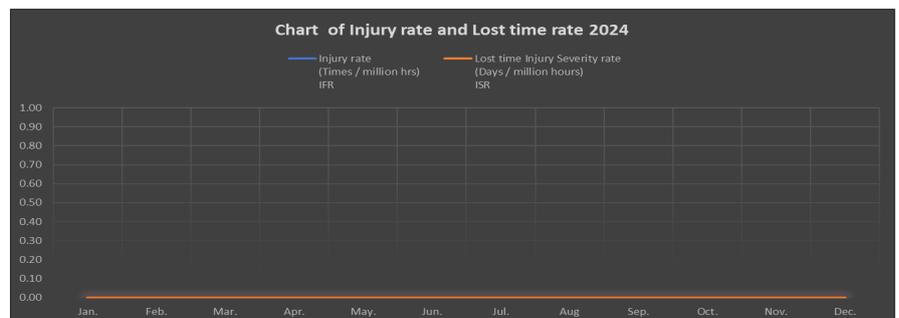
Huay pawai



The analysis of Lost Time Injury Frequency Rate: LTIFR / Lost Time Incident Rate : LTIR , absentee rate (AR) ,the documentation of accident statistics to investigate the underlying causes of each incident. (GRI :403-2)

Safety data statistics												
Summary All Branch 2024												
Month	number of employees	Working hours per day	Total day works per month	Man hours	Number of LTA (Employees)	Number of Recordable (Employees)	Number of Frist aid (Employees)	Number of Near misses (Employees)	Lost time (Days)	Calculated working hours	Injury rate (Times / million hrs) IFR	Lost time Injury Severity rate (Days / million hours) ISR
Jan.	215	8	25	46450	0	0	0	0	0	1,000,000	0.00	0.00
Feb.	217	8	24	46920	0	0	0	0	0	1,000,000	0.00	0.00
Mar.	214	8	26	48439	0	0	1	0	0	1,000,000	0.00	0.00
Apr.	217	8	24	47625	0	0	1	0	0	1,000,000	0.00	0.00
May.	217	8	25	49007	0	0	0	0	0	1,000,000	0.00	0.00
Jun.	217	8	24	46538	0	0	0	0	0	1,000,000	0.00	0.00
Jul.	215	8	25	49792	0	0	0	0	0	1,000,000	0.00	0.00
Aug.	215	8	26	49902	0	0	0	0	0	1,000,000	0.00	0.00
Sep.	216	8	25	48415	0	0	1	0	0	1,000,000	0.00	0.00
Oct.	216	8	25	50287	0	0	1	0	0	1,000,000	0.00	0.00
Nov.	218	8	26	58644	0	0	1	0	0	1,000,000	0.00	0.00
Dec.	220	8	23	48495	0	0	0	0	0	1,000,000	0.00	0.00
Summary	216	8	25	590,514	0	0	5	0	0	1,000,000	0.00	0.00

Month	Injury rate (Times / million hrs) IFR	Lost time Injury Severity rate (Days / million hours) ISR
Jan.	0.00	0.00
Feb.	0.00	0.00
Mar.	0.00	0.00
Apr.	0.00	0.00
May.	0.00	0.00
Jun.	0.00	0.00
Jul.	0.00	0.00
Aug.	0.00	0.00
Sep.	0.00	0.00
Oct.	0.00	0.00
Nov.	0.00	0.00
Dec.	0.00	0.00



Safety Performance			
ISR		IFR	
Goal	Result	Goal	Result
Less than 2 days / 1 million man-hours worked	Approx. 0 days / 1 million man-hours worked. (behind target)	Less than 3 times / 1 million man-hours worked	0 times / 1 million man-hours worked (meet target)

Safety trainings

Safe forklift operations



Safe crane operations



Short-term / Long term goals	
<p>2024</p> <p>To achieve the Zero Accident by Lost-Time Injury Severity Rate: <b>ISR</b> to be less than 2 days/1,000,000 total hours worked and Injury Frequency Rate: <b>IFR</b> to be less than 3 times/1,000,000 Total hours worked</p>	<p>2025-2027</p> <p>To achieve the Zero Accident by Lost-Time Injury Severity Rate: <b>ISR</b> to be less than 2 days/1,000,000 total hours worked and Injury Frequency Rate: <b>IFR</b> to be less than 3 times/1,000,000 Total hours worked</p>
Plans of Y2024-2027	
<ol style="list-style-type: none"> <li>1. Dedicated to establishing a safe and healthy workplace to prevent workplace injuries and illnesses, ensuring compliance with safety objectives.</li> <li>2. Safety management involves assessing the enforcement of safety regulations and preparing accident documentation.</li> <li>3. Conducting safety inspections and identifying causes across all factory branches, which includes checking equipment and tools, performing annual inspections of electrical systems and equipment, evaluating the work environment, inspecting the factory building annually, and reviewing general work areas.</li> <li>4. Initiatives to minimize accident severity and monitor safety include setting up a general medicine cabinet, conducting annual health check-ups, assessing employee health, providing personal protective equipment, and offering training to aim for zero accidents. This also encompasses chemical management, which involves listing chemicals and hazardous materials, calibrating tools and equipment to meet standards, renewing necessary licenses, and organizing safety training sessions, along with inspecting safety standards in operations and the safety control measures of business partners and contractors working on-site.</li> <li>5. The long-term strategy focuses on enhancing standards to foster a culture of safety within the organization.</li> </ol>	