

# RATCH PATHANA: DRIVING SAFETY CULTURE TOWARDS SUSTAINABILITY

## **Quality, Safety, Occupational Health, and Environmental Management Ratch Pathana and Affiliates**

recognizes the importance of safety, occupational health, and the working environment for all employees at every level, including executives, staff, contractors, and other workers. is therefore committed to ensuring a safe working environment while also taking responsibility for the safety of nearby communities. The company's safety and occupational health management encompasses strict compliance with all relevant legal requirements. establishing a safe working environment, encouraging all employees to participate in and be aware of safety practices, and fostering a safety-conscious mindset. The company also provides training and skill development to ensure employees can work efficiently, safely, and without harming the environment, while also promoting energy conservation.

Additionally, the company implements preventive measures to reduce hazards, injuries, and work-related illnesses that may occur. It focuses on mitigating moderate to high risks that could affect employees, stakeholders, and company assets, aiming to prevent losses from accidents or incidents.

## **Policy Compliance**

1. The company strictly controls operations related to quality, environment, occupational health and safety, energy conservation, and management to ensure full compliance with all relevant laws and regulations.
2. The company is committed to protecting, preventing, reducing, and minimizing pollution, wastewater, waste, and any environmental impact arising from business operations. This includes improving efficiency, reducing energy and water consumption, and utilizing resources in the most efficient and sustainable manner throughout the supply chain, while preserving biodiversity and ecosystems, as well as adapting to climate change.
3. Risk management is implemented to reduce the occurrence of incidents, accidents, property damage, work-related injuries, or illnesses. The company aims to prevent losses that may impact employees, contractors, and stakeholders by promoting a safety culture, managing health, occupational safety, and maintaining a good working environment.
4. Encourage knowledge development and raise awareness among employees, contractors, and stakeholders regarding the importance of quality management, environmental management, occupational health and safety, as well as energy conservation in business operations.
5. Promote participation in safe and efficient operations, including consultation and consideration of the needs and expectations of employees, contractors, and stakeholders to support continuous development and improvement.
6. Provide adequate and appropriate resources to ensure the successful implementation of policies, achieving goals and objectives related to quality, environment, occupational health and safety, and energy conservation. The company also promotes the efficient and continuous use of energy and natural resources.



7. Ensure the security of public utility systems by preparing for emergency situations that may impact production and services within the supply chain. The company establishes management measures and adequate backup resources to maintain uninterrupted services, reinforcing the long-term sustainability of infrastructure systems.
8. The company conducts regular reviews of performance and objectives related to quality, environment, occupational health and safety, and energy conservation to drive continuous improvement, enhance efficiency, and effectively achieve goals. Additionally, the company ensures transparent and consistent disclosure and communication of these activities to stakeholders.

## Governance Structure for Safety and Occupational Health Management



## Safety Goals and Performance

The company has a dedicated department responsible for safety operations and has established the Safety, Occupational Health, and Workplace Environment Committee (KPO). This committee is responsible for driving activities and promoting employee awareness of workplace safety. The results of safety operations are regularly reported to management and the Board of Directors. For the year 2024, the company has set specific goals as key performance indicators to measure the effectiveness of its safety operations as follows:

Goals for the Year 2024	Safety Performance Results
• Zero fatal accidents	Zero fatal accidents
• Zero work-related illnesses	No occupational diseases
• Zero work-related injuries resulting in lost time	No work-related injuries resulting in lost time

## Workplace Safety Statistics for Employees and Contractors from 2022-2024

Major Accident Statistics per 200,000 Working Hours		Goals	2022			2023			2024		
			SCG	SGN	SGF	SCG	SGN	SGF	SCG	SGN	SGF
Fatality Rate	Employee	0	0	0	0	0	0	0	0	0	0
	Contractor		0	0	0	0	0	0	0	0	0
Work-Related Illness Frequency Rate	Employee	0	0	0	0	0	0	0	0	0	0
	Contractor		0	0	0	0	0	0	0	0	0
Lost Time Injury Frequency Rate	Employee	0	0	0	0	0	0	0	0	0	0
	Contractor		0	0	0	0	0	0	0	0	0

## Work Risk Assessment

The company conducts risk assessments for both ongoing operations or projects and newly initiated operations or projects, such as installing new machinery replacements. The risk level assessment is performed to identify potential hazards and evaluate the risks associated with various activities, work areas, and overall workplace conditions. This process involves analyzing inherent hazards at each stage of work and implementing preventive measures or solutions to mitigate workplace dangers (Job Safety Analysis). It also includes evaluating the severity and likelihood of hazards occurring. The results from assessing severity and probability are then used to determine the risk level and establish risk control measures. The goal is to reduce both the likelihood and impact of hazards from high to acceptable or minimal levels, ensuring that all workers can perform their tasks safely with the lowest possible work-related risks. All high-risk tasks, such as working at heights, confined spaces, hot work with sparks, and handling hazardous chemicals, must undergo a thorough risk assessment. Additionally, appropriate risk control measures must be defined before starting work, with continuous monitoring throughout the operation.

## Risk Level Assessment for Ongoing and New Projects in 2024

Risk Assessment	SCG	SGN	SGF
Number of Tasks Assessed for Risk	1339	121	96
Risk Level			
• High	0	0	0
• Medium	273	0	39
• Acceptable	244	5	0
• Minor	822	116	57
The number of measures and work procedures implemented for risk control.	854	27	27

## Safety Measures and Work Regulations

### 1. Orientation for Workers and Contractors

All workers and contractors must undergo an orientation before starting work. This ensures they understand workplace safety regulations, operational risks, risk control measures for each task, security standards, and the proper selection of PPE (Personal Protective Equipment). Safety must always be prioritized.

### 2. Safety Preparedness and Safety Plan Implementation

All workers must be aware of the work plan and risk control measures and strictly adhere to them. Additionally, the work area must be properly prepared to ensure safety and readiness before work begins.

### 3. Work Permit System

The work process begins with submitting a work request, conducting a risk assessment, implementing control measures, and identifying the type of work permit required. Compliance with the specified safety measures must be verified. Work permits include: General work permit Welding and hot work permit Confined space work permit Working at heights or scaffolding permit Chemical handling work permit, etc.

### 4. Worksite Inspection After Work

Workers and shift supervisors must inspect the worksite daily after completing tasks. If any unsafe conditions are found, corrective actions must be taken to ensure the area is safe and ready for use.

### 5. Accident Reporting

### 6. Incident Response and Investigation

If an accident occurs or an unsafe condition is detected that results in injury, illness, or fatality, the supervisor must immediately halt the work and report the incident to the management. A formal accident investigation will be conducted by an investigation committee, followed by the implementation of corrective and preventive measures.

### 7. Safety Performance Reporting

The Safety Committee holds regular meetings to monitor and review workplace safety conditions and compliance.



# Safety and Occupational Health Performance for the Year 2024

Occupational Health and Safety Management System The company has undergone an occupational health and safety assessment by external agencies and has been certified according to the following international standards:



- Ratch Pathana Energy Public Company Limited places great importance on occupational health and safety. Between 2008 and 2024, the company underwent external assessments by the Management System Certification Institute (MASCI) and received certification for ISO 45001:2018. Currently, 33% of the Ratch Pathana and Affiliates companies have been certified under this standard.



- Sahacogen Green Co., Ltd. and Sahagreen Forest Co., Ltd. have undergone continuous occupational health and safety assessments by the Thailand Institute of Occupational Safety and Health (Public Organization) (T-OSH) from 2021 to 2024. They have been awarded the highest-level certification (Platinum), reflecting their commitment to excellence in safety and workplace environment management.



- The establishment of the Occupational Safety, Health, and Workplace Environment Committee (OSH Committee) allows employees to participate in proposing measures, improving safety and environmental management practices, promoting activities, and monitoring and evaluating workplace safety performance. Employee representatives appointed to the committee serve a two-year term.



- The company regularly disseminates knowledge, news, and information on safety, occupational health, and the environment to employees, workers, and personnel through various channels, including monthly newsletters, the intranet, bulletin boards, email, and the company's public announcement system.



- Safety Talk: A knowledge-sharing activity where employees exchange information on workplace and daily life safety. These sessions are conducted in both online and onsite formats to ensure accessibility and effectiveness.

- Safety Day & Safety Week: Annual events promoting workplace safety and environmental awareness, encouraging employees at all levels to actively participate in fostering a safe working environment.

- Big Cleaning Day: The company implements the "5S" methodology to organize and maintain workplace cleanliness on a weekly basis. Additionally, an annual Big Cleaning Day is held to reinforce the importance of cleanliness and workplace safety among employees.

- Personnel Development and Training on Safety, Occupational Health, and Environment:

- The company provides training programs to equip employees with the knowledge and skills to safely operate equipment and tools in the workplace. Training courses include Occupational Disease Awareness, Basic First Aid & CPR, Crane Operation Safety, Basic Firefighting, Emergency Response for Chemical Spills, Confined Space Safety, and Working at Heights Safety.

- **Safety Awareness Initiatives for Employees and Contractors:**
- The company organizes activities to promote safety awareness, such as hazard reporting in the workplace, a workplace safety drawing contest to encourage employee participation in developing safe work practices, alcohol level testing before entering the worksite, safety training sessions for contractors, and a Safety Smart Award for outstanding employees in workplace safety.
- **Employee Health Check-ups Based on Risk Factors:** Employees undergo health examinations both before starting their job and annually to monitor health risks associated with their work environment.
- **Emergency Fire and Evacuation Drills:** Conducted twice a year to ensure preparedness for fire emergencies.
- **Emergency Drills for Chemical and Hazardous Waste Spills:** Conducted once a year, along with drills for transformer explosions and boiler explosions.
- **Installation of Environmental Monitoring Equipment:** Annual installation of environmental quality monitoring devices in the workplace and surrounding communities to assess and report environmental conditions to relevant authorities twice a year.



## Occupational Health, Safety, and Environment Projects for 2024

### 1. Zero Accident

This campaign promotes employees' commitment to preventing workplace accidents by reducing work-related injury statistics to zero. It is achieved through continuous planning and management of safety, occupational health, and environmental conditions at work.

### 2. Project to Foster Safety Awareness and the Importance of Occupational Diseases

This initiative aims to instill safety awareness in all employees and contractors, focusing on accident prevention and awareness of occupational diseases. It includes campaigns to encourage employees and contractors to participate in building a safety culture at work.

### 3. "Suggestions on Safety, Environment, and Energy Conservation" Project

The project aims to identify safety risks to improve workplace safety by involving employees and contractors in identifying hazards caused by unsafe conditions or improper work practices. In 2024, a total of 16 suggestions were received, which the company used to improve work safety and promote better employee health.

### 4. Hearing Conservation Program

This activity focuses on reducing exposure to loud noises during work and preventing hearing loss. Hearing conservation measures are implemented when workers are exposed to an average noise level of 85 decibels or higher over an 8-hour working period in any work area.

### 5. The Best Healthy Project

This activity promotes well-being and safety in the workplace, especially during outbreaks such as the COVID-19 pandemic. It includes preventive measures and guidelines for dealing with infectious disease outbreaks. The project also promotes employee health by tracking energy expenditure throughout the year. In 2024, 57.14% of employees participated, exceeding the target of 40%.



# Emergency Response Plan 2024

Emergency Situation	RPE	SGN	SGF
Fire and Explosion Level 1	1	0	0
Fire and Explosion Level 2	1	6	2
Fire and Explosion Level 3	0	0	0
Gas Leak	2	0	0
Oil Spill	2	3	0
Chemical Spill	2	1	1
Waste/Sludge Handling	1	1	1
Boiler Explosion	2	1	0
Transformer Explosion	2	3	0
Total (Incidents)	13	15	4

## Safety Training for Workers in 2024

Ratch Pathana Energy Public Company Limited

Order	Training Topics	Number of Employees Trained (People)
1	Employee Orientation Before Starting Work	22
2	Basic Firefighting	11
3	Occupational Safety, Health, and Environmental Committee (OSH Committee)	1
4	Occupational Safety Officer – Supervisor Level	7
5	Occupational Safety Officer – Management Level	3
6	Electrical Safety in the Workplace	3
7	Basic First Aid and CPR	18
8	Review of Crane Operations	2
9	Occupational and Environmental Diseases	52
10	Knowledge of Electrical and Steam Distribution Systems	3



## Sahacogen Green Co.,Ltd.

Order	Training Topics	Number of Employees Trained (People)
1	Employee Orientation Before Starting Work	5
2	Occupational Safety, Health, and Environment for General Employees and New Hires	5
3	Crane Operator Review	4
4	Occupational Safety Officer – Supervisor Level	3
5	Basic Operations and Safety with Industrial Chemicals	19
6	Basic First Aid and CPR	40
7	Occupational and Environmental Diseases	90
8	Use of Personal Protective Equipment (PPE)	5
9	Safe Vehicle Operation: Forklift	24
10	Confined Space Work Review	19

## Sahagreen Forest Co.,Ltd.

Order	Training Topics	Number of Employees Trained (People)
1	Employee Orientation Before Starting Work	3
2	Occupational Safety, Health, and Environment for General Employees and New Hires	3
3	Safety in Confined Space Work	1
4	Basic Firefighting	23
5	Boiler Safety & Best Practices for Annual Boiler Inspection	8
6	Chemical Safety: Water/Steam Quality Analysis in Power Plant Systems and Chemical Control in Power Plant Water Systems	18
7	Welding Safety (Online)	1
8	Safety in Working at Heights	30
9	Crane Operation: Signalman, Rigger, and Crane Operator for Overhead Cranes, Tower Cranes, and Other Fixed Cranes	2
10	Crane Safety Review (4 Roles)	14
11	Occupational and Environmental Diseases	30
12	Boiler Operator or Fired Heater Operator	1
13	IT Threat Awareness	32
14	Basic First Aid and CPR	34

In 2024, the company provided training to 197 employees, with 186 employees completing training in safety and occupational health, representing 94.41%.