




Rabbit Holdings Public Company Limited


Occupational Safety, Health, and Environmental Policy

Effective on 15 May 2026

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No.	Date	Description	Approval
1	15 May 2026	Establishment of new occupational safety, health, and environmental policy	Board of Director Meeting No. 4/2026 on 15 May 2026

	Name	Signature	Position
Prepared by	Kanyanat Chuairaksa		Officer Human Resources and Administration
Presented by	Arunee Sangondee Kaneta		Division Manager Human Resources and Administrative
Reviewed by	Soraya Satiangoset		Acting Chief Executive Officer and Chief Financial Officer

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Rabbit Holdings Public Company Limited and its subsidiaries (“the Company”) is committed to achieving sustainable business growth while fulfilling its responsibilities to society, the environment, and communities, as well as ensuring and safeguarding occupational health and safety for all employees, who are key resources that enable the Company to achieve its strategies, objectives, and goals.


In this regard, this Occupational Safety, Health, and Environmental Policy is established to provide a management framework in compliance with applicable occupational health and safety laws. The Company shall ensure the continuous and effective management of occupational safety, health, and work environment, alongside actively promoting and supporting improvements in environmental conditions and safe work practices, in order to maintain good health and hygiene standards for all employees.

Objectives of the Occupational Safety, Health, and Environmental Policy

- To prevent risks, hazards, and workplace accidents affecting employees and related parties
- To ensure the Company’s operations comply with applicable laws and other relevant requirements
- To promote awareness of safe working practices
- To support and encourage continuous improvement of workplace conditions and safe work practices, including the use of appropriate personal protective equipment, and to maintain good health and hygiene standards for all employees

Scope

This policy applies to Rabbit Holdings Public Company Limited and its subsidiaries, and to all individuals engaged in the Company’s operations, including directors, executives, permanent employees, temporary employees, contractors, and visitors within the Company’s premises.

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Principles

The Company has established a policy to ensure occupational safety, health, and the work environment, with a focus on preventing work-related hazards to ensure that employees and workplaces are protected from risks and potential harm. The Company is committed to providing safe and hygienic working conditions and environments, while promoting and supporting employees in performing their duties safely.

All employees at every level are required to cooperate and strictly comply with applicable laws, regulations, and requirements of relevant authorities, as well as safety standards and the Company's policies and procedures. They are also responsible for maintaining workplace conditions in accordance with established standards to ensure the safety of life and physical and mental well-being, taking into account the nature of their duties and assigned work areas.

Occupational Safety, Health and Environmental Policy and Guidelines

1. The Company regards all employees as valuable resources and is committed to ensuring their safety, occupational health, and a suitable working environment.
2. Workplace safety, employee health, and environmental management are the responsibility of all employees. Employees must prioritise the safety of themselves, their colleagues, and the Company's assets at all times during operations to ensure the protection of life and property.
3. Supervisors at all levels shall act as role models and are responsible for ensuring that their subordinates strictly comply with occupational safety, health, and work environment standards.
4. All employees shall strictly comply with applicable laws, regulations, acts, and official requirements related to occupational health, safety, and the working environment, as well as the Company's policies and procedures.
5. Employees must not ignore any accidents or incidents affecting safety or health in the workplace. They shall promptly provide assistance to affected person to the best of their abilities, identify root causes, and implement corrective and preventive measures to avoid recurrence.
6. The Company supports continuous improvement of workplace conditions to ensure a safe, clean, and orderly environment. All employees are required to maintain discipline in keeping the workplace organised and safe.

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7. The Company promotes safety awareness and positive attitudes toward occupational health, safety, and the working environment through training, communication, and safety activities. Adequate resources, tools, and equipment shall be provided to support safe operations, enhance hazard awareness, and ensure effective implementation of this policy.

8. The Company encourages employee participation in hazard prevention and environment management. Employee suggestions and feedback shall be considered to improve workplace conditions and safe work practices, in order to minimise risks and address deficiencies appropriately.

9. The Company shall monitor and evaluate the implementation of this policy on a regular basis to ensure effectiveness and continuous improvement.

10. The Company has established an occupational safety, health, and environment committee and appointed safety officers in accordance with applicable laws and regulations to drive safety management in alignment with the Company's occupational health, safety, and environment management system.

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