



Announcement
Turnkey Communication Services Public Company Limited
No. 11/2023
Subject: Safety, Occupational Health, and Work Environment Policy

Turnkey Communication Services Public Company Limited (“the Company”) is committed to conducting business in digital solutions, telecommunications, and information and communication technology (ICT) solutions and services. The Company recognizes the importance of safety, occupational health, and work environment for all employees and contractors. Therefore, the Company establishes the following policy:

1. The Company is committed to complying with laws, standards, and other requirements related to safety, occupational health, and work environment to build a strong safety culture.
2. The Company promotes consultation and participation among employees or their representatives. Supervisors must serve as role models, provide leadership, support, encouragement, and strictly oversee compliance with safety regulations to ensure maximum safety at all stages of work.
3. The Company is committed to managing risks related to safety, occupational health, and work environment by implementing measures to prevent, control, and reduce risks to acceptable levels.
4. The Company will develop employees’ knowledge and awareness of safety, occupational health, and work environment.
5. The Company will monitor and evaluate performance according to this policy to ensure maximum effectiveness.
6. The Company will provide appropriate support in terms of budget, time, personnel, and relevant resources for implementing the safety, occupational health, and work environment management system.
7. The Company is committed to providing a safe and healthy working environment to prevent work-related injury and illness, suitable to the organization’s purpose, size, context, and the nature of its occupational health and safety risks and opportunities.
8. The Company is committed to continual improvement in safety, occupational health, and work environment.

The Company considers workplace safety as the duty and responsibility of all employees.

Announced on June 30, 2023

- *Piya Jirapongsa* -

(Mr. Piya Jirapongsa)

Chairperson of the Occupational Safety and Health Committee

- *Sayam Tiewtranon* -

(Mr. Sayam Tiewtranon)

Managing Director