

TOG Occupational Health and Safety Policy

Thai Optical Group Public Company Limited and the Subsidiary. TOG Occupational Health and Safety Policy.

As a leading and sustainable manufacturer of quality spectacle lenses, Thai Optical Group Public Company Limited (TOG) and its Subsidiary recognize the importance of a good working environment and its impact on the health and safety of all employees. The eight principles of the TOG Occupational Health & Safety Policy, as follows, demonstrate an unwavering dedication and commitment to preventing work-related hazards and promoting lasting good health and well-being for all employees:

1. Compliance with Safety Laws & Occupational Health Standards

All employees shall strictly comply with all safety, occupational health, and working environment laws, rules, and regulations, related to company operations, to ensure the health and safety of all workers.

2. Commitment to Promoting Health, Well-being and Safety

Management and supervisors, at all levels, shall commit to complying with all occupational health and safety measures, in the workplace, as a top priority. This includes adequately allocating the necessary budgetary resources and staffing, in order to eliminate hazardous substances, injuries, work-related illnesses, and non-work-related health risks, such as epidemics, emergencies, crises, and changes in the work environment due to climate change. All parties shall be committed to continuously improving the system, through the application of technological innovation, engineering principles, and health measures, to minimize occupational health risks, increase workplace safety, promote health & well-being, and prevent any other potential risks.

3. Worker Participation in Health & Safety Measures

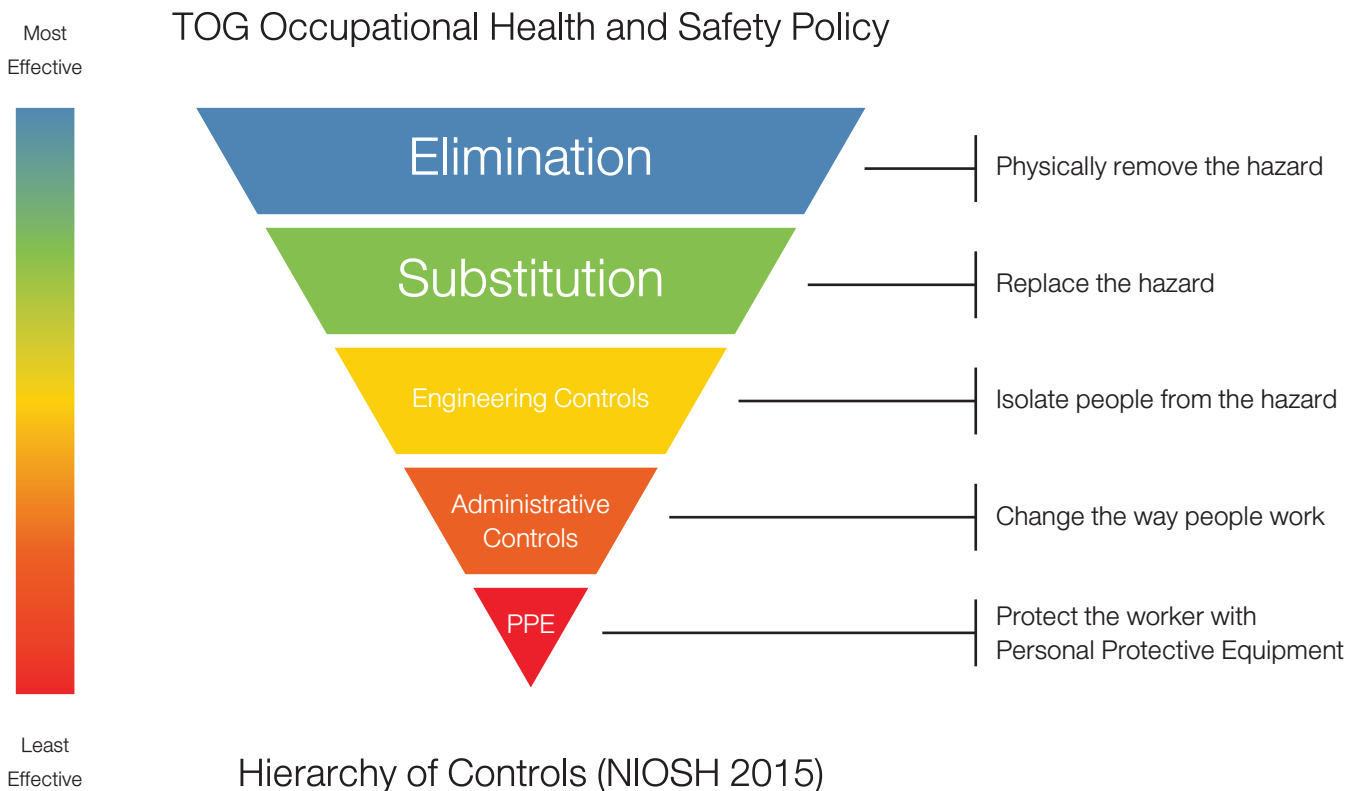
All employees are responsible for their assigned roles and duties, to ensure a safe working environment, as well as personal and public health and hygiene. All employees shall immediately notify their supervisor of any problems, as and when they arise, in order to facilitate the identification of hazards, track root causes of incidents and near misses, and to prevent any future reoccurrence of accidents.

4. Hazard Identification & Risk Assessment

All employees are responsible for identifying potential or hidden hazards, at every stage of their work, both routine and non-routine, to enable risk assessment, and determine **risk control measures**, based on the **Hierarchy of Controls**. These measures shall be documented as standard operating procedures (QP) and work instructions (WI), with the implementation of periodic monitoring. Risk assessments for safety shall be carried out, on a regular basis, as well as each time an unwanted event occurs, and shall also be executed whenever there are changes in personnel, raw materials, material management systems, tools, equipment, machinery, organizational structure, work procedures, work processes, working conditions, and/or changes to laws, standards and other requirements, information on hazards and occupational health and safety risks, as well as advances in technology.

5. Hazard Prevention & Controls

All employees shall cooperate in identifying and determining **risk control measures**, in accordance with the **Hierarchy of Controls**, which begins with **elimination/substitution/engineering controls**, followed by **administrative controls** and the **use of personal protective equipment**. The measures shall be used to develop a control plan for operations, monitor and track progress, and verify effectiveness, periodically.



6. Education & Training

All employees shall receive training in the principles of safety, and personal workplace health and hygiene, both in basic and specialized training courses, according to their assigned duties. This aims to ensure awareness and understanding of work-related hazards and non-work-related ill health. All workers have a duty to report any substandard working conditions, injuries, and non-work-related illness, such as commuting accidents, respiratory infections, and environmental disease, to their supervisors. All workers shall also be trained in safe working methods and be capable of correctly applying them.

7. OH&S Management System Evaluation & Continuous Improvement

Protocols for regular monitoring and evaluation of the Occupational Health and Safety Management System (OH&S-MS) shall be established and executed regularly, in order to assess effectiveness, identify any shortcomings, and find opportunities for continuous improvement.

8. Communication & Coordination with Contractors, Suppliers & Service Providers at Work Sites

The parties involved shall coordinate to plan and assess occupational safety risks, ensuring employees of contractors, suppliers, and service providers, assigned to work at our sites, undergo training on both basic safety and specific hazards present in their relevant work area, and how to respond to them, before beginning on-site work. Workers shall strictly comply with all safety, occupational health, and work environment measures while on-site at the Company. In case of a contagious disease outbreak, climate change-related issue, emergency, or other unforeseen crisis (e.g., security threat, natural disaster), all such personnel shall be apprised of the situation accordingly.

The above **TOG Occupational Health & Safety Policy** has been approved and is in effect as of 15th March 2024.