



Lam Soon (Thailand) Public Company Limited

Safety, Occupational Health and Environment Policy

Lam Soon (Thailand) Public Company Limited realizes the social responsibility. For Activity operation, the company shall realize to safety, occupational health and environment. Executives and employees at all levels shall have commitment to practice as follows:

1. Operating activities that consistent with policies, requirements, laws and other regulations on safety, occupational health and environment not exceeding the values as prescribed by government and company's standard with monitoring, evaluating and reviewing in order to set objectives, goals and operational projects for continuous improvement.
2. Committed to eliminate hazards and reduce work risks to control and prevent losses from injury, sickness from work, fire, property damage, pollution, as well as reduce impacts that may cause serious environmental problems.
3. Committed to use resources efficiently for maximum benefits.
4. Committed to operate consulting activities and worker participation.
5. Encourage all employees to realize the importance, understanding and take responsibility for safety, occupational health and environment in order to operate activities efficiently.
6. Treat stakeholders transparently and equitably, taking into account the principles of occupational health, safety and environment.
7. Prevent injuries and sicknesses that may occur to employees and stakeholders as a result of business operations by taking the results of hazard identification and risk assessment into consideration for determining appropriate risk reduction or control the measures.
8. Ready to support and willing to give advice knowledge RSPO standard system and techniques in palm plantation management for smallholders or interested parties without discrimination.

The executives of Lam Soon (Thailand) Public Company Limited promise to support the necessary resource allocation in order to operate activities to achieve the above policy including publish this policy framework to the public appropriately.

A handwritten signature in blue ink, appearing to read 'Poomkiet Chotichaicharin', positioned above a dotted line.

Mr. Poomkiet Chotichaicharin

Managing Director

1 June 2022