

## **Hutchison Laemchabang Terminal Limited**

### **Safety, Occupational Health and Working Environment Policy**

---

Hutchison Laemchabang Terminal Limited recognizes the importance of safety, occupational health and the working environment for all operations involving employees, contractors, visitors, or other stakeholders. Therefore, the following policy has been established:

1. Safety at work is the duty and responsibility of all employees. Supervisors at all levels must act as role models by leading, supporting and promoting safety awareness, while ensuring that all personnel strictly comply with established safety regulations.
2. The Company will strictly implement and develop a safety management system consistent with laws, regulations, and other relevant safety standards.
3. The Company is committed to eliminating hazards and reducing operational risks through comprehensive safety risk assessments and risk management planning to ensure effective prevention.
4. The Company will support and promote improvements in the working environment and safe work practices, including the promotion of occupational health and wellbeing to enhance the quality of life for all employees.
5. The Company will encourage and support employees, contractors, and visitors to remain fully aware of their safety responsibilities.
6. The Company will develop the knowledge and understanding of employees at all levels, fostering a safety-conscious mindset and encouraging active participation in occupational health and safety activities.
7. The Company will provide all necessary resources, including personnel, budget, and time, as well as adequate training to ensure safety objectives and goals are met.
8. The Company will establish monitoring and evaluation processes for its safety operations to ensure continuous improvement and maximum efficiency.

This policy is established for the information and practice of all parties concerned.

Announced on 5 January 2026

(Stephen Ashworth)

Managing Director