



Circular No. 119/2023

Thaioil and Subsidiaries' Quality, Security, Safety, Occupational Health, Environment, And Energy Management Policy

Quality, Security, Safety, Occupational Health, Environment, Energy Management (QSHE) and corporate social responsibility are key factors of Thai Oil Group business policy focusing on supervision of process safety, operation, maintenance, productivity improvement and knowledge management to be a Learning Organization. This is aimed for Thaioil and Subsidiaries to strive for international standards excellence, to achieve the sustainable development goals, and to respond to Thaioil and Subsidiaries' vision, requirements, and expectations, while at the same time, properly satisfying stakeholders with transparency and strict business ethics under the following practices.

1. Set up plans and targets, implement and control to prevent and reduce water waste and air pollution impacts on environment and community resulting from running businesses. This would be executed by efficiently and sustainably optimizing resources throughout the supply chain applying Circular Economy principles, maintaining biodiversity and ecosystem, planning an effective water management plan both in normal and critical conditions, preventing pollution at the source, adapting to climate change, focusing on achieving low carbon society, improving energy management, and promoting energy conservation with regular review, monitoring and auditing for improvement;
2. Execute systematic risk management by prioritizing and identifying measures to control and reduce operation and process risks As Low As Reasonably Practicable (ALARP), set up challenge targets, promote good health, occupational health and work place environment to prevent incidents possibly causing damage or injury and sickness for employees, contractors and other stakeholders and recognize security threats to protect life, Thaioil and Subsidiaries assets and information. Employees and contractors are encouraged to study and comprehend their responsibilities and rights of Stop Work Authority (SWA) in unsafe act and unsafe condition, constant audit operation and review performances, learn from incidents that have occurred both internally and externally, set up emergency management guideline for crisis situation well as drill schedule in all physical, chemical, and biological aspects to minimize impacts in all aspects and ensure continuity in business
3. Encourage the cultivation of QSHE awareness, communicate QSHE policies effectiveness and impacts, address internal and external stakeholders' requirements and expectations to ensure the awareness of QSHE Policy, training, consultation and participation of employees and contractors to properly review, improve and elevate QSHE as well as suitable workforce and human rights;
4. Encourage the implementation of development plan, follow up, review, and improve policies and practices to respond to the change of laws, covenants, corporate regulations, and other QSHE international standards;

5. Produce and distribute high quality products and provide services that meet the demands, expectations, and satisfaction of customers, with Thairoil and Subsidiaries' integrated management systems, and international-standard operational excellence management system;
6. To achieve the QSHE performance target, business excellence, policy compliance, production and designed product and service procurement, Thairoil and Subsidiaries provide sufficient resources and information digital system, improve technology, and promote innovations and energy consumption and conservation, taking into account efficiency and commitment to continuous improvement.

This policy applies to all Thairoil and Subsidiaries' businesses. All managements shall be good role models and are accountable for the policy alignment. All employees and contractors must understand and continually comply with this policy throughout their activities.



(Professor Dr. Supot Teachavorasinskun)

Chairman of the Board

5 July 2023



(Mr. Bandhit Thamprajamchit)

Chief Executive Officer and President

5 July 2023