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**SISB Public Company Limited**  
**Safety, Occupational Health, and Work Environment Policy**

SISB Public Company Limited and all subsidiaries (the “Company”) is committed to prioritizing the management of safety, occupational health, and work environment as they are an important part that ensure the continuity of business operations. As such, the Company has established this Safety, Occupational Health, and Work Environment Policy as a practice guideline for all management and employees of the Company, including other key stakeholders such as suppliers and contractors, as the following:

1. Conduct business in compliance with Occupational Health and Safety (OHS) regulations, local regulations, and relevant standards including requirements and recommendations from the Council of International Schools (CIS).
2. Set up quantitative targets, indicators, and initiatives to promote OHS performance and safety of all employees, teachers, students, and other key stakeholders.
3. Ensure that OHS management system is sufficient that it can prevent or mitigate the case of work-related illness, accidents, and injuries.
4. Adopt and promote the Universal Declaration of Human Rights (UDHR) and the Guiding Principles on Business and Human Rights by the United Nations by integrating applicable elements into OHS management system.
5. Establish sufficient measures and management plan for OHS risks to ensure the highest safety of all employees and contractors.
6. Encourage an awareness and understanding of OHS knowledge for all employees and other key stakeholders by communicating, sharing, and training.
7. Disclose OHS performance in terms of the number of work-related illness, accidents, injuries, and other applicable indicators.

All management and employees of SISB Public Company Limited and all subsidiaries are responsible for supporting, promoting, and complying with this Safety, Occupational Health, and Work Environment Policy.

This Safety, Occupational Health, and Work Environment Policy is effective from 14 May 2024 onwards.

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