



Work Environment and Workplace Climate Policy

Principles

An empowering work environment and positive workplace climate are essential for motivating employees, fostering collaboration, and supporting both well-being and sustainable organizational success.

Policy Guidelines

1. Establish work arrangements that are appropriate for the nature of the work, promoting balance between professional responsibilities and personal life (Work-life Balance).
2. Provide a safe and well-equipped workplace with modern tools and equipment that are readily available for employees.
3. Encourage and allow employees to form groups and organize activities that benefit themselves, the company, the community, and society, including team-building activities across departments, as part of employee relations initiatives to strengthen workplace engagement.

Approved by the resolution of the Executive Committee at its Meeting No. 2/2026 held on August 31, 2026.

– Signed –

Mr. Wiwat Theekhakhirikul

Chairman of the Board