



## SAFETY POLICY

Aditya Birla Group is a Global Conglomerate, a Purpose led and Values driven organisation. Integrity, Commitment, Passion, Seamlessness and Speed are the Group Values and the Group's Purpose is to "Enrich lives, by building dynamic and responsible businesses and institutions, that inspire trust." Our Group Purpose and values form the foundation for all actions and decisions within our business.

Aditya Birla Chemicals (Thailand) Limited of Aditya Birla Group recognizes that safe workplace and safety conscious personnel are the core of sustainable operations. We are committed to continuously enhancing operational safety procedures and performance as well as safeguarding all our employees, contractors, business partners, vendors and visitors.

**Applicability:** This Policy shall apply and be adopted by all sites and offices owned, controlled and managed by Aditya Birla Chemicals (Thailand) Limited.

**Oversight:** The Director signing this Policy is accountable for the Policy and Unit Heads are responsible for implementing the policy at their respective sites.

Aditya Birla Chemicals (Thailand) Limited is committed to Zero Harm to all its employees, contractors and other stakeholders. Towards this we will:

- Maintain legal compliance to workplace safety regulations and other requirements
- Work with the fundamental belief that all injuries and acute occupational illness can and must be prevented
- Provide a safe workplace by identifying, assessing, and reducing risks to as low as reasonably practicable (ALARP) from process, machinery, infrastructure and human behaviour
- Achieve continual improvement in our safety performance by setting objectives/targets, developing, deploying and maintaining standards and systems
- Develop the will, knowledge and skill among employees / contractors / partners to demonstrate their involvement, responsiveness and accountability to achieve outstanding safety performance.

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### Aditya Birla Chemicals (Thailand) Limited

**Chlor Alkali Division**  
No 3, Soi G-2,  
Prakornsongkrorad Road,  
Tambol Hueypong  
Rayong – 21150

**Advanced Materials Division**  
No 2, I-5 Road, Tambol  
Maptaphut Amohur  
Muangrayong  
Rayong – 21150

**Sulphites Division**  
82 Moo.5  
Sudbantad Road  
Taldiew Kaengkhoi  
Saraburi – 18110

**Phosphates Division**  
77 Moo 6 Soi  
Sukhapiban 1  
Poochaosamingprai Road  
Samutprakarn - 10130



- Consult with and ensure the participation of employees and, where they exist, worker's representatives, in the development of safety processes, objectives and the wider safety management system
- Continue to strengthen our systems and procedures for preventing and mitigating any potential emergency situations.
- Continue to measure, monitor and benchmark our safety practices and performance.
- Conduct regular audit and take actions on audit findings / observations to ensure continued conformance to system requirements.
- Report and investigate all incidents for learning and to prevent recurrence.
- Communicate this Policy within the Organisation and outside to engage with internal and external stakeholders and wider communities to broaden our understanding of safety challenges and ensure desired Safety outcomes.

This policy will be reviewed periodically for its suitability and updated as necessary.

A handwritten signature in blue ink, appearing to read "M. C. B.", is positioned above the Director's name.

**Director**

**Aditya Birla Chemicals (Thailand) Limited**

**Date : 4<sup>th</sup> September 2025**

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