



บริษัท สหอุตสาหกรรมน้ำมันปาล์ม จำกัด (มหาชน)
United Palm Oil Industry Public Company Limited

CORPORATE HEADQUARTERS

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HR Announcement No. HRA 045/2024

Statement on Rights and Duties of the Employer and an Employee

Occupational Safety, Health and Environment ACT B.E. 2554 (A.D. 2011) Section 17 stipulates that an employer shall post a notice of the statement on rights and duties of the employer and an employee. The United Palm Oil Industry Public Company Limited ('the Company') announces the rights and duties of the employer and an employee as follows:

- (1) The employer and employee shall act according to the Occupational Safety, Health and Environment ACT B.E. 2554 (A.D. 2011).
- (2) The employer is responsible for preparing and overseeing the Company and providing employees with a safe and hygienic working environment. This cover promoting and enhancing employees' performance to ensure their physical and mental safety and sanitation.
- (3) The employer shall provide employees with personal protective equipment (PPE). In the case of an employee refuses to wear the PPE, the employer shall prohibit them from working until they wear the PPE.
- (4) The employer shall provide executives, supervisors, and employees with training regarding the management and performance of safety, occupational health, and working environment. This is to ensure safety throughout the working process and changes at work, workplace, or machinery and equipment.
- (5) The employer shall inform employees regarding danger that can potentially occur from work and distribute work manuals to employees before starting working, shift in work or workplace.

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A Subsidiary of Lam Soon (Thailand) Public Company Limited



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- (6) The employer shall communicate and implement the announcements, warnings, directions, or decisions issued by the Director-General of the Department of Labour Protection and Welfare, the safety inspector, or the Occupational Safety, Health, and Environment Committee, depending on the circumstances.
- (7) The employer shall cover the expenses regarding the safety performance, occupational health, and workplace condition.
- (8) The employee shall actively participate in improving safety, occupational health, and the workplace condition, considering the nature of their job and responsibilities.
- (9) The employee is responsible for informing the safety officer, supervisors, or executives when encountering damage to a building, workplace, equipment, machine, or tool that cannot be repaired by oneself.
- (10) The employee shall wear the provided PPE and keep it in proper condition according to nature of work and throughout the working hours.
- (11) The employee has the right to refuse work that lacks proper safety measures by informing their supervisor.
- (12) The employee shall comply with all safety, occupational health, and workplace condition measures established by the Company and any other companies involved in the work.
- (13) The employee shall not be laid off or transferred for raising concerns about safety, occupational health, or the workplace condition. This includes submitting a complaint, acting as a witness, or providing evidence to a safety inspector, the Occupational Safety and Health Committee, or a court.

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(14) The employee owns the right to receive wage or welfare during the turnaround or the break issued by safety inspector. However, this right does not apply to breaks necessitated by an employee's intentional actions that halt work or production.

Announcement date: 1 September 2024

(Mr. Sanya Prasertsak)

Managing Director

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