



Zen Corporation Group Public Company Limited and its subsidiaries

(Translation)

Announcement No. HR 015/2019

Safety, Occupational Health and Working Environment Policy

Zen Corporation Group Public Company Limited and its subsidiaries recognize the importance of safety, occupational health and working environment that will affect all employees. Therefore, this policy aims to create a joint effort from all sectors and everyone in the organization to be aware and see the importance of safety management. In addition, to ensure that this matter can be carried out smoothly and achieve the desired goals. Therefore, the Company has established the following policies:

1. The Company will encourage employees to work safely by setting work safety as the first responsibility of all employees at all levels to ensure the safety of one's own life and property, the Company's and that of others.

2. All employees, including employees in affiliated companies, must comply with the law. Procedures Acts or official announcements related to safety Occupational health and working environment, as well as the procedures set by the Company.

3. The Company will promote and support the development and improvement of the working environment and safe operating methods to ensure safety at work by providing sufficient safety tools and equipment for working conditions, motivating employees to be aware of various hazards that will occur while working, as well as introducing and clarifying the causes and prevention methods, including training.

4. The Company will upgrade and develop the internal environment of the Company. The workplace and the cleanliness around the company are always ensured to ensure safety and a good and hygienic environment which brings good quality of life and good health for employees generally.

5. The Company promotes and supports various safety activities that will help stimulate the awareness of employees, such as fire prevention training and public relations, safety, etc.

6. All employees must comply with safety regulations, occupational health and working environment are strictly observed. If there is a violation or omission, it may be considered and punished according to the Company's regulations.

7. The Company encourages the improvement of working conditions and working environment to be safe and orderly by requiring all employees at all levels to carry out the 5S activity to keep documents or items in order, as well as to reduce search time and build discipline in caring for the workplace.

8. All employees must not be ignored in the event of an accident, any accident that affects safety and health in the workplace and will be provided to the best of its ability, as well as to find out the cause and determine preventive and corrective measures to prevent recurrence.

9. The Company will periodically review and evaluate the safety operation system to make a plan for continuous improvement.

10. The Company has established a policy that all supervisors must act as good role models and be responsible for the safety, occupational health and working environment of their subordinates in accordance with the regulations and regulations set forth in the Company with strictly complying.

11. The Company monitors and evaluates the implementation of the safety policy, occupational health and working environment to ensure serious practice and maximum efficiency.

12. The Company considers that all employees are involved in accident prevention and environmental protection, and the Company welcomes suggestions and comments from employees, which will be taken into consideration as well as improve and correct various defects as appropriate to ensure the safety of employees as much as possible.

Therefore, the announcement is made on March 1 , 2019 and shall be effective from the date of announcement.

Mr. Boonyong Tansakul

Chief Executive Officer