



**Occupational Safety, Health and Environment Policy
Millennium Group Corporation (Asia) Public Company Limited**

Effective date: Jun 20, 2022
Approved by: The Board of Director's Meeting 1/2022

Occupational Safety, Health and Environment Policy

Millennium Group Corporation (Asia) Public Company Limited (the “**Company**”) is committed to conducting its business in harmony with environmental balance. The Company firmly believes that occupational health, safety, and the working environment are the Company’s fundamental responsibilities and key factors contributing to the sustainable growth of the organization. Therefore, the Company has established a policy to promote safe working conditions and ensure compliance with relevant legal requirements, as follows:

Environmental

1. The Company shall comply with applicable environmental laws, regulations, and requirements. In the absence of relevant laws, regulations, or environmental requirements, the Company shall treat the environment responsibly and in accordance with recognized standards.
2. The Company shall promote and encourage environmental awareness and respect for the environment. The Company shall emphasize that the duty to act properly toward the environment is the responsibility of all employees at every level and shall ensure that such practices are implemented in actual operations, as well as promote appropriate training programs.
3. The Company shall operate to eliminate or minimize waste generation as much as possible, conserve resources, and maximize energy efficiency, including reusing and recycling waste, and reducing and preventing pollution.
4. The Company shall manage its business with the aim of preventing incidents that may affect the environment and minimizing waste emissions. In designing, using, and maintaining its facilities, the Company shall adhere to the same environmental objectives.
5. The Company shall act and support research to improve understanding of the environmental impacts of its business operations, enhance environmental protection methods, and strengthen the Company’s capabilities to ensure that its business activities and products are conducted in parallel with environmental protection.
6. The Company shall communicate with the public, including customers, business partners, and stakeholders, regarding environmental matters and shall share the Company’s experience with others to promote environmental improvements that benefit the industry.
7. The Company shall periodically review and evaluate its environmental performance, as appropriate, to monitor progress and to promote continuous compliance with this policy.

Occupational Health and Safety

1. The Company shall continuously develop and improve its operations to ensure customer satisfaction, protect the environment, and prevent pollution, injuries, illnesses, and fatalities among employees, customers, contractors, and the Company’s stakeholders.
2. The Company shall promote and support the provision of adequate and appropriate personnel, resources, time, budget, and training.
3. The Company shall prevent accidents, injuries, and illnesses arising from work operations through the active cooperation of all personnel, as well as limit and control unsafe working conditions and occupational risks.
4. The Company shall cooperate with government agencies and other organizations to promptly, effectively, and carefully handle emergencies or accidents arising from work operations.

5. The Company shall strictly comply with all applicable laws and regulations concerning safety and shall apply reliable safety management standards in cases where laws and regulations have not yet been prescribed.
6. The Company shall design tools and equipment, establish operating procedures, plan operations, and provide employees with adequate knowledge, understanding, and information regarding occupational safety to prevent hazards that may arise from machinery, working methods, or various occupational diseases.
7. Any employee who reports to work with illegal drugs in their system or under the influence of alcohol or other intoxicating substances at a level that may impair job performance shall be subject to disciplinary action.

Occupational Safety, Health and Environment Policy was approved by the Board of Directors Meeting No. 1/2022 held on 20 June 2022 and has been effective from 20 June 2022 onwards.

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(Mr. Pachara Yutidhammadamrong)
Chairman of the Board of Directors