

Safety in Workplace

At Thai Union, we are committed to protecting our people and the environment through a structured and proactive approach to Safety, Health, and Environment (SHE) management. **As part of our SHE system, risks are assessed and addressed through the RACE framework**, which stands for Recognizing, Assessing, Controlling, and Evaluating potential risks. **Action plans are implemented at the site level and integrated into ongoing safety system improvements. These actions are aligned with our long-term safety objectives and linked to measurable Lost Time Injury Frequency Rate (LTIFR) performance targets.**

Further, we are committed to strengthening our health and safety activities through engagement of our employees and will continue to work towards our goal by:

- Implementing robust safety training programs to enhance employee awareness and skills.
- Conducting regular safety audits and inspections to identify and mitigate potential hazards.
- Promoting a proactive approach to **hazard identification and risk assessment** to identify potential risks in the workplace.
- Verifying SHE performance systems periodically, through internal and external evaluations, to assess conformance and drive continual improvement

Our Progress

We are committed to achieving zero accidents and injuries, with a goal to reduce LTIFR to below 0.15 by 2030, using 2021 as the baseline; and we are making measurable progress toward these goals

	% LTIFR reduction
From baseline 2021	26%
Year on year between 2024-2025	0%

"At Thai Union, we do not compromise on health and safety standards. Every employee is empowered to make their personal safety, that of their colleagues and that of our subcontractors a shared responsibility. To achieve this, we equip them with the skills and equipment necessary to protect themselves and others."

Thiraphong Chansiri, President and CEO

