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No. HRR. 045/2019

Policy on Occupational Health, Safety

Aeroflex Co., Ltd. engages in the manufacturing of closed cell elastomeric thermal insulation and other related products, and is aware of the importance of occupational health, safety and working environment of every employee in the organization and all involved parties. The company has set up the policy on occupational health and safety management as follow:

- 1. To comply with the laws & regulations, international standard and the other requirements.
- 2. The company operates the business with the importance and awareness of employee safety first.
- To manage, take care, control, improve, prevent, eliminate dangers and reduce the risk of
 occupational diseases and illnesses to suit the risk management and opportunities of the
 organization. All efforts will be taken to ensure that the prevention and correction system to be
 applied effectively.
- 4. Periodically tracking and review the objectives and the policies, including the performance evaluation in accordance with the occupational health and safety management policy to achieve the highest performance and efficiency.
- 5. The company considers safety in work place to be the responsibility of managers, supervisors and all employees.
- 6. Promote, support and provide consulting the involvement of employees, contractors and company visitors and people who come to contact or work in the company to conduct Safety & Occupational health activities on the ongoing and sustainable basis.
- 7. Promote and develop everyone in all levels in organization with related knowledge, and to provide timely budget support, human and resources to implement the occupational health, safety and working environment management system.

The company has cancelled the announcement No. HRR. 025/2017 on occupational health, safety and environment system, and replace with this policy instead.

Effective date from November 1, 2019

Mr. Chumnan Vitoorapakorn Managing Director