

3.4 Occupational Health and Safety

OHS Program

EGAT is committed to providing a safe and healthy workplace for employees, contractors, and other stakeholders through a comprehensive Occupational Health and Safety (OHS) management system. The OHS Program is designed to proactively identify and manage workplace hazards, prevent occupational injuries and illnesses, strengthen emergency preparedness, and promote a strong safety culture across all operations. The program is supported by systematic risk assessments, health surveillance, training, audits, incident investigations, contractor safety management, and continuous improvement processes in line with applicable legal requirements and international standards.

1. OHS Risk and Hazard Assessments

- EGAT identifies hazards and assesses risks and environmental aspects for both routine and non-routine activities, covering all operational steps for employees, contractors, and stakeholders through the Risk Assessment and Environmental Aspects (RAEA) web application.
- The 4-step OHS assessment includes:
 1. Hazard identification by activity, area, and job nature.
 2. Risk assessment based on likelihood and severity.
 3. Prioritization for risk management planning.
 4. Monitoring, control, evaluation, and executive reporting for continuous improvement.

Sustainability Performance Information

- Results are integrated into policies, objectives, operational controls, and standard operating procedures (SOPs).
- Employees, contractors, and stakeholders have the right to refuse unsafe work if they encounter high-risk or hazardous conditions that cannot be immediately resolved.

2. Evaluation of Progress Against Targets

- EGAT conducts annual and risk-based health check-ups at least once a year for employees in compliance with Ministerial Regulations (B.E. 2563).
- Key programs include:
 - General health examinations, risk factor-based screening, and specialized occupational health assessments.
 - Health readiness evaluations for personnel performing special duties, with continuous monitoring and counselling.
 - Return-to-work medical evaluations following illness or injury, as required by law.

3. Internal Inspections

- EGAT conducts operational and safety risk audits to verify incident management processes, including reporting, root cause investigations, and corrective and preventive actions (CAPA). Managed through the Incident Management Software, these processes ensure compliance with EGAT Regulation No. 523 on Incident Management.

4. Independent External Verification

- EGAT's core high-risk operational units, including power generation, transmission systems, and fuel management business units, undergo independent external audits to obtain and maintain ISO 45001:2018 Occupational Health and Safety Management System certification.

5. Investigation Procedures

- Under the EGAT QSSHE management framework, standard operating procedures SP-Basic-04 and SP-ISO-04 govern incident reporting and Root Cause Analysis (RCA).
- The scope covers work-related injuries, illnesses, occupational diseases, property damage, and process safety incidents across operations, facilities, and surrounding communities.
- The procedures require immediate reporting and investigation to implement corrective actions and prevent recurrence, covering both employees and relevant stakeholders.

6. OHS Training Provided

- EGAT provides legal and risk-based OHS training programs for all organizational levels, including executives, supervisors, and operators, with attendance tracked through a centralized training Dashboard.
- Key programs include:
 - Occupational Health: Noise and chemical hazard management (hearing conservation and chemical monitoring), Office Syndrome prevention, and shift-work health and safety management.
 - Emergency Response: Basic Life Support (BLS), First Aid, and Automated External Defibrillator (AED) training tailored for new employees and electrical workers.

- Mental Well-being: Workplace mental health, work-life balance, and Happy Workplace initiatives.

7. Procurement and Contractual Criteria

- EGAT integrates OHS requirements into procurement processes through Terms of Reference (TORs), in accordance with EGAT Regulation No. 396 on Contractor Safety Management and the Contractor Safety Guidelines.
- Project owners are required to conduct risk assessments to determine the appropriate safety requirements to be included in contracts based on risk levels.
- Required contractor activities include: kick-off safety meetings, submission of OHS plans, hazard identification and risk assessments, tool and equipment inspections, safety training, emergency preparedness activities, incident reporting and analysis, and employee health check-ups, supported by regular performance evaluations.

8. Emergency Preparedness

- EGAT has developed emergency response plans covering scenarios such as fires, natural disasters, and other emergencies, and conducts emergency response drills for relevant employees on a regular basis.
- Information related to emergency response plans and drills is communicated to employees through EGAT's internal business continuity management network (bcm.egat.co.th).

Sustainability Performance Information

Performance – LTIFR (employee)

	2024	2025
Lost Time Injury Frequency Rate (LTISR) (per 1,000,000 working hour)	0.618	0.423
Lost Time Injury Severity Rate (LTISR) (per 1,000,000 working hour)	440.431	364.188