



บริษัท พี ที เค แฟชั่น แพคเกจ ดีไซน์ จำกัด

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Employer and Employee Rights and Duties 2011

Announcement of Department of Labor Protection and Welfare regarding safety signs involving occupational safety and work environment and articles of employer and employee rights and duties 2011.

1. Employer and Employee has their duties to comply with rules and regulations of the occupational safety and work environment 2011 by law.
2. Employer has duties to provide safe and suitable workplaces for the employee. Including supporting the job activities of employees to be safe without physical, emotional and health harms.
3. Employer has duties to provide personal PPE and manage for the employees to always wear their PPE on duties. If the employee is neglecting the warning to wear PPE then employer must order to stop the work until the employee comply to wear PPE.
4. Employer has duties to manage for the managements, supervisors, and staffs to be trained in seminars for being capable of operating duties and managing occupational safety, health and environment matters in their workstations before taking, changing positions or workplaces or machineries.
5. Employer has duties to inform employees to aware of risks and dangers which might occurred from their works and provide the safety manual for the employee before taking, changing positions or workplaces or machineries.
6. Employer has duties to put up the warning, ordering announcement from Department of Labor Protection and Welfare, Safety officers, Safety committees for occupational safety, health, and environment on case by case basis.
7. Employer has duties to be responsible for every expense for occupational safety, health, and environment operations.
8. Employee has duties to co-operate with employer in occupational safety, health, and environment operations.

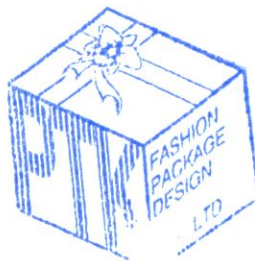
9. Employee has duties to report any damage or weakness in their work operations or damages of workplaces, tools, equipment, machineries which they are not capable of fixing by themselves to safety officer, supervisor, or management.

10. Employee has duties to always wear personal PPE during their work operations and take good care of their PPE to be ready for operations at all time.

11. In the place where there are many places of business, employee has duties to comply to the occupational safety, health, and environment rules and regulations of the employer and other places of business which does not belongs to the employer too.

12. Employee has the rights to be protected from dismissal or change their work positions caused by suing, witnessing, giving evidence or information regarding the occupational safety, health, and environment to safety officer, safety committee or the court.

13. Employee has the rights to receive their salary or other benefits during stoppage from their duties caused by orders of safety officers except if the employee is intentionally caused the stop of work operations or production process.



Announced on January 20, 2020

Mrs. Kunnapa Kosajiranon

President