



OCCUPATIONAL HEALTH AND SAFETY POLICY

At Hong Leong Asia Ltd. (“**HLA**”) and its subsidiaries (collectively, the “**HLA Group**” or each a “**HLA Group company**”), the health and safety of our employees is core to our business foundation and sustainability. We are committed to ensure the prevention of occupational hazards, injuries and accidents through management of risk and hierarchy of controls. This is underlined by our Sustainability Pillar – “*Building Resilience over the Long-term*” in which our approach and commitments to Occupational Health and Safety (“**OHS**”) is embedded. Everyone is expected to demonstrate and deliver upon the commitments below.

1. CORE RESPONSIBILITIES ACROSS THE GROUP

- 1.1 The Board of Directors and CEO, assisted by the Group Safety & Compliance Support Team and OHS Committees, ensures that the management in each business unit has the accountability, training and resources required to exercise the above responsibility.
- 1.2 Every manager and employee are expected to demonstrate the HLA values in taking personal ownership and contribute actionable steps to ensure the health and safety of every employee and contractor by implementing the policy, systems and procedures within their area of responsibility and influence.
- 1.3 It is also the responsibility of leaders and managers to demonstrate safety leadership (visible & felt), engage with employees on safety, communicate on OHS, participate in audit, inspections, improvements and implement appropriate consequence management (rewards/discipline).
- 1.4 All employees and contractors working on our sites are directly responsible for the health and safety of themselves through exemplary behavior, visible commitment, active engagement & participation in OHS activities.

2. CORE GUIDANCE FOR HLA BUSINESS UNITS

- 2.1 All operational sites must comply to the local OHS laws, regulations and other regulatory requirements.
- 2.2 All operational sites must maintain a OHS Policy and Management System which reflects HLA policies in their principles, framework, responsibilities and performance monitoring.



- 2.3 All risk assessments must be continuously monitored and updated in all locations; taking into account any changes in equipment, procedures or personnel; which includes any new projects (design, construction, commissioning), investment and change management.
- 2.4 OHS is regarded as one of the key performance indicators (KPI) which is integrated into the overall business performance and also individual leaders/managers performance.
- 2.5 All OHS incidents and injuries involving an employee, contractor, or third-party must be reported, communicated and investigated to determine root causes and to implement corrective actions and share lessons learned.

3. KEY PERFORMANCE INDICATORS

- ZERO fatalities and zero injuries across our sites.
- ZERO third-party fatality and injury from transportation of our products on the road.
- All operations must continuously improve their OHS performance (leading and lagging indicators as defined by business unit) as we aspire to achieve ZERO harm culture.