

HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

Zerin Group is committed to ensure the safety, health, environment and welfare of all employees, contractors, consumers, visitors, members of the public and related parties. This policy is formulated in accordance with the legal requirements in Malaysia.

To execute the policy successfully, we intend to:

- a) Ensure visible and supportive management involvement in all HSE matters;
- b) Comply with applicable Health Safety and Environment legislation i.e., Occupational Safety and Health Act 1994, and regulations, and apply responsible standards where these do not exist;
- c) Develop measurable HSE objectives and targets, and appraise and report our performance as a means of ensuring continuous improvements;
- d) Recognize health, safety, and environment objectives as an integral part of Zerin Group's business performance;
- e) Formulate and implement policies and procedures that comply with all applicable health, safety and environment laws and related requirements that meet national and international standards;
- f) Ensure that each employee, staff, client, contractor and visitor is responsible in safeguarding his or her own safety and that of the others;
- g) Provide a platform for staff participation and involvement in health, safety and environment practices;
- h) Monitor related activities and perform regular surveillance with a view to prevent untoward incident, injury, illness at workplace and impact of pollution to environment;
- i) Investigate any accident and use all relevant information to prevent similar incident reoccurrence;
- j) Maintain a safe and conducive working environment;
- k) Periodically review and improve the health, safety and environment policy, objectives and targets while ensuring they are understood by all employees and made available to all interested parties;
- l) Provide information, guidance, directive, training, and supervision in order to enable employees to develop a self-disciplined attitude towards performing their daily duties while exercising the highest-level safety and health practices; and
- m) Ensure that all individuals who deal with Zerin Group, including contractors and other stakeholders, comply with the Occupational Safety and Health rules and regulations.

While the management of Zerin Group is responsible to achieve the above policy, all employees, contractors, consumers, visitors and other related parties are required to cooperate with Health, Safety and Environment Section's personnel. It is of utmost importance that all employees apply the best practices in performing their work with minimum risk to themselves and others.

PROMINENT HSE POLICIES

1) Non-Smoking Policy

The Zerín Group is committed towards the development of a healthy, safe and environmentally friendly atmosphere. Towards this end Zerín Group has adopted a 'Non-Smoking' Policy which incorporates the following:

- i. The group's employees and surveyors are not allowed to smoke at client facilities or work sites.
- ii. The group's employees must at all times be in full compliance with clients 'Non-Smoking' requirements.
- iii. The group's employees are not to smoke in either the Head Quarters offices, Branch offices or in the group's vehicles.
- iv. The group's employees are not to smoke in any location that has been classified as a 'Non-Smoking' area either through government or private regulations.
- v. The group's employees are encouraged not to smoke at all but in the event of having to do so, then to do so as only in approved designated areas.

2) Alcohol and Drugs Policy

Zerín Group's Alcohol and Drugs Policy aim to cultivate and maintain healthy and productive work environment in the workplace. The use of drugs and alcohol in the workplace may impair worker's ability to perform their work safely, efficiently and with respect for colleagues, clients and others. This is also important as to ensure that employees are aware of the health risks associated with alcohol and drugs misuse.

It is Zerín Group's policy to:

- i. Set out the rules regarding the prohibition and misuse of drugs and alcohol regardless of whether employees are on site or in the office.
- ii. To take appropriate action, including dismissal or termination of contract and in certain circumstances, prosecution against anyone found to be in breach of this policy.

3) Zero Accident Tolerance Policy

All activities are to adopt a Zero Accident Tolerance attitude to any occurrences that threaten the Health, Safety and Environment (HSSE) of our work force and the public. Zerín Group's Management is committed to achieving and sustaining "ZERO ACCIDENT TOLERANCE" through continuous improvement practices.

Objectives:

- i. No workplace injuries and occupational diseases.
- ii. No accidents.
- iii. Promote HSE as an integral part of our day to day activities.
- iv. Enhance employee awareness and involvement in HSE program implementation.
- v. Optimise the use of continuous improvement practices as the basis for "Zero Accident Tolerance" initiative.
- vi. Eliminate all environmental impact aspects.

4) **PPE Policy**

These are the mandatory rules of wearing PPE on work site:

- i. Safety shoes and safety helmets must be worn at all times at the construction site.
- ii. A full body harness must be worn when working at a height of 1.8 meters or more.
- iii. When handling and working with rough surface, vibrating works and chemical, hand gloves must be worn.
- iv. Workers involved in welding, cutting and dusty works must wear safety goggles or face protection.
- v. Hearing protection must be worn when workers are exposed to noise of more than 85dB.

5) **Stop Work Policy**

Zerin Group is committed towards giving priority to Health, Safety, Security and Environment, wherever it operates and shall endeavor to take every reasonable and practicable step to minimise or eliminate the risk of injuries, health hazards, damage to properties or environment.

It is Zerin Group's policy that all employees, including contractor staff, have the right not to continue work when there is an immediate threat which can endanger themselves or others or cause adverse impact to the environment.

The Stop Work Policy has the full support of Zerin Group Management. When there is a doubt on whether work should continue, employees including contractor's staff, should promptly notify their immediate supervisor for assessment of the hazardous condition.