



OCCUPATIONAL SAFETY, HEALTH & ENVIRONMENT POLICY

QL Group is committed to provide a safe, healthy workplace and care for the environment.

We undertake the implementation of safety, health and environmental protection measures through the preservation of a safe healthy work environment, prevention of occupational illness or injury and reduce environmental impacts to as low as reasonably practicable.

While safety and environment is everyone's primary responsibility, Management and leaders are expected to demonstrate visible commitment through their behaviour. To fulfill our policy commitment, we will;

- Manage occupational safety, health and environment (OSHE) as an integral part of our operations, taking into consideration the safety and health of our people and the potential impact to the environment in decisions we make and activities we perform.
- Comply with and exceed the applicable statutory OSHE requirements.
- Assess the risks and impacts in our operations and activities; provide mitigation to control the hazards; and conduct audit to monitor compliance and effectiveness.
- Deliver appropriate training and develop essential skills of our employees to build awareness and adopt good OSHE practices.
- Promptly report and investigate all accidents, including significant near miss incidents, to identify the root causes and ensuring lessons learnt are shared and deployed across the Group of companies.
- Set OSHE key performance indicators, monitor progress and promote continual improvement.

We strive to ensure our OSHE standards in our respective businesses are on par or exceed the industry practices in which we operate in. The fundamental is on the internalisation and engagement with our employees.

This OSHE policy is integral to our Group's strategy and is periodically reviewed by the Management. The QL Group management is committed to the implementation of this policy.

Approved by EXCO : 8 November 2019