



## **OCCUPATIONAL SAFETY AND HEALTH POLICY**

### **1.0 Introduction**

QL Resources Berhad (“QL” or the “Company”) and its subsidiaries (the “Group”) are committed to providing a safe and healthy workplace By devoting all the necessary resources and attention to protect employees, contractors and any other people involved with the Group along the value chain, including suppliers, customers and the public.

We undertake the implementation of safety and health measures through the preservation of a safe and healthy work environment, the prevention of occupational illness or injury and the prevention and control of global health issues to as low as reasonably practicable. We integrate safety and health in the management of our business in such a way that all activities are considered with the perspective of preventing all types of accidents and protecting of the people at work.

### **2.0 Scope**

This Policy is applicable to:

i. QL’s Personnel

- This Policy applies to both QL Board of Directors (Executive and Non-Executive) and its employees (Permanent and on contract), regardless of their position or role.
- All personnel must comply with this Policy, other QL policies, procedures, processes and all applicable laws in the course of employment.

ii. QL’s Business Associates

- This Policy applies to QL’s business associates, which include suppliers, vendors, contractors, sub-contractors, consultants, agents, representatives and other intermediaries who are performing work or services, for and on behalf of QL.
- All personnel, regardless of their position or role, are responsible to communicate this Policy to their Business Associates.

### **3.0 Leadership and Participation**

While safety and health are everyone’s primary responsibilities, Management and leaders are expected to demonstrate visible commitment through their behaviour. QL recognises the critical role of senior management in ensuring a safe and healthy work environment. As an integral part of managing the business, QL managers at all levels are accountable for managing workplace safety and health with strong leadership and credibility.

Respect for safety principles, standards and procedures is a condition of employment. Conversely, employees are empowered to:

- challenge any unsafe acts they see or perceive;



- put a task on hold if they judge that safety is not adequate until a competent person takes appropriate risk control measures; and
- be responsible for working in a safe manner to prevent injury or ill-health to themselves, fellow workers and other persons.

#### **4.0 Our Occupational and Safety (OSH) Commitments**

- Manage occupational safety and health as an integral part of our operations, taking into consideration the safety and health of our people in decisions we make and activities we perform;
- Comply with and exceed the applicable statutory OSH requirements;
- Assess the risks and impacts in our operations and activities; provide mitigation to control the hazards; and conduct audits to monitor compliance and effectiveness;
- Deliver appropriate training and develop the essential skills of our employees to build awareness and adopt good OSH practices;
- Organise safety and health campaigns and programs to prevent injuries as well as to prevent and control global health issues in the workplace;
- Promptly report and investigate all accidents, including significant near-miss incidents, to identify the root causes and ensuring lessons learned are shared and deployed across the group of companies;
- Set OSH key performance indicators, monitor progress and promote continual improvement;
- Consult employees where applicable on OSH planning and implementation, performance evaluation to ensure a relevant and strong OSH framework;
- Manage contractors in line with this policy; and
- Improve OSH standards by embracing technology and innovation.

#### **5.0 Risk Management**

We commit to perform identification of hazards and managing them with appropriate risk assessments and subsequent actions to minimise danger. We establish emergency and contingency plans to deal with residual risks. This approach also minimises threats to the business, protecting our shareholders' interests.

We also endeavour to ensure that due diligence for safety and health are considered when evaluating our existing and new operations, acquisitions, and projects.

With workplaces and business operations constantly changing, hazard identification and risk assessment on safety and health are conducted at respective business units and are frequently reviewed to reduce the exposure of risks. This includes consideration made on hazards and risks from new equipment and projects during procurement, installation, and operation.



## **6.0 Communication, Education and Training**

We commit to building a proactive safety culture by:

- driving the implementation and continuous improvement of OSH practices through communication with employees, contractors and other stakeholders;
- educating, training and equipping employees to ensure that they are empowered to avoid unsafe situations and to respond rapidly to unexpected events;
- providing regular trainings and seminars on safety and health practices to create awareness;
- continuous awareness and engagement with contractors, suppliers and community to be mindful of maintaining safety;
- providing any information, instruction, training and supervision needed to make sure all stakeholders understand how to be safe and healthy at work.

## **7.0 Continuous Improvement**

Our OSH management is based on the concept of continuous improvement. We constantly improve our performance by designing and adapting processes, work practices and systems in the direction of greater safety.

We base our improvement on the monitoring of safety and health performance. This is conducted through the analysis of incidents that produce injuries and of workplace activities whose cumulative effects may lead to illnesses.

We strive to ensure our OSH standards in our respective businesses are on par with or exceed the industry practices in which we operate. This would fundamentally depend on the internalisation and engagement of our employees.

## **8.0 Contractors and Supply Chain**

We aspire for all parties dealing with us and within our supply chain ecosystem to uphold this Occupational Safety and Health Policy and to comply with applicable laws and regulations in which we operate.

## **9.0 Policy Review and Revision**

This policy has been endorsed by the Board of Directors on 29 February 2024. It will undergo periodic reviews and revisions as part of our commitment to ensuring relevance, adequacy, and effectiveness by the Sustainability Working Group. The updated policy will then be communicated to all relevant stakeholders to ensure its effective implementation.