



HEXTAR HEALTHCARE BERHAD
199601000297 (372642-U)

OCCUPATIONAL SAFETY AND HEALTH POLICY

Hextar Healthcare Berhad (“Hexcare” or “the Group”) is involved in the manufacturing and sales of household, industrial and disposable gloves. We are committed to providing safe and healthy working conditions for the prevention of work-related injuries, occupational illness, and exposure to workplace hazards, in order to protect our employees, visitors, contractors and any persons associated with Hexcare’s operations.

Our commitment include:-

- Fulfilment of all applicable occupational safety and health (OSH) laws, regulations, and standards, including compliance with the Occupational Safety and Health (Amendment) Act 2022, and customer social audit requirements;
- Establish and implement comprehensive safe work procedures, emergency response plans, and safety protocols that are regularly reviewed to ensure effectiveness and reduce operational risks;
- Ensure the safety and health of any contractors, service providers, or third-party personnel engaged by the management while at work through inductions, monitoring, and enforcement of site-specific safety requirements;
- Provision and maintenance of factories, machinery, tools and systems of work that are, so far as is practicable, safe and without risk to health supported by routine inspections and preventive maintenance schedules;
- Making of arrangements for the allocation of sufficient time, trained personnel, budget and other resources for ensuring, so far as is practicable, safety, health and welfare of workers and visitors;
- Setting clear and measureable OSH objectives, monitor performance indicators, conduct audits and reviews, and continually improve the OSH Management System in accordance with ISO 45001:2028 and legal requirements;
- Provide relevant and updated information, instruction, training, supervision and awareness to

employees, contractors, and visitors to improve overall safety and health culture;

- Conduct regular and systematic risk assessments and hazard identification exercises to evaluate safety and health risks posed to workers at their place of work and implement appropriate controls in accordance with the hierarchy of controls;
- Conduct proactive identification, assessment, and control of workplace hazards such as physical, electrical, chemical, biological, ergonomic, and psychosocial risks through HIRARC (Hazard Identification, Risk Assessment and Risk Control), safety audits, inspections, and employee reporting.
- A worker who reasonably believes there is imminent danger at work has the right to remove himself from the hazard after notifying his supervisor or representative. If the employer does not act, the worker must not be penalised for withdrawing. Imminent danger refers to a serious risk of death or serious bodily injury due to unsafe plant, substance, activity, process, practice, or work environment.
- Maintain and regularly test emergency preparedness procedures, such as fire drills, chemical spill response, first aid readiness, and evacuation plans, tailored to site-specific hazards and operational needs;
- Continual improvement of the Occupational Safety and Health Management System in line with ISO 45001:2018, by carrying out internal audits, incident investigations, and management reviews to ensure system effectiveness and legal compliance; and
- Promote consultation and participation of workers and their representatives on matter related to workplace safety and health through established OSH Committees, feedback mechanisms, and transparent communication channels, in accordance with ISO 45001 and the OSH (Amendment) Act 2022.

July 2025 (Revision 2)