



**HEXTAR INDUSTRIES BERHAD**  
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## **PERSONAL PROTECTIVE EQUIPMENT POLICY**

Hextar Industries Berhad and our subsidiary companies are committed to safeguarding the health and safety of our employees, our customers and the communities in which we operate.

Employees will be provided personal protective equipment necessary to perform their duties in a safe manner. Employees are to abide by the Group's policies in the use of such equipment including when and how to wear the equipment and the proper care of such equipment.

Each type of equipment is covered in separate section of this policy.

### **Safety Footwear - Steel-toed shoes**

- Employees will be trained by their supervisors on when specific safety footwear must be worn. Steel-toed shoes are mandatory for employees who are may face risks of foot injuries from heavy items falling
- Steel-toed (impact resistant) shoes are specially designed shoes with protective steel in the toe area. Chemical-resistant footwear is designed to slip over existing shoes and prevent chemicals from penetrating the chemical resistant rubber. Slip-resistant footwear is designed with a textured sole surface used to provide more traction

### **Eye Protection**

- The use of approved eye protection is required where an employee may be exposed to eye or face hazards from flying particles, molten metal, acids or caustic liquids, or potentially harmful light radiation
- Employees will be trained by their managers or supervisors on when eye protection is needed, the proper type of protection required for the particular hazard, and the correct way to wear and care for their eye protection equipment.

*14<sup>th</sup> March 2025*