



HEXTAR TECHNOLOGIES SOLUTIONS BERHAD
and all its subsidiaries

OCCUPATIONAL SAFETY & HEALTH POLICY

11 DECEMBER 2024



Hextar Technologies Solutions Berhad and all its subsidiaries are committed to Occupational Safety and Health (“OSH”) as it pertains to all employees, contractors, visitors, customers, and the general public. We strive to practice and adhere to all OSH Standards, aiming for zero incidents and accidents in the workplace.

To meet our objectives, we will implement the following measures:

- Comply with all applicable OSH legislation and regulations, including but not limited to the Occupational Safety & Health Act 1994, Environmental Quality Act 1974, Fire Service Act 1988, and other relevant regulations and standards.
- Provide a safe working environment for all individuals and ensure sufficient resources are available to establish, implement, and maintain safe work practices.
- Continuously enhance OSH competency by integrating policy requirements and best practices into all aspects of our operations.
- Drive continuous improvement in OSH performance through ongoing education, the adoption of innovative technologies, and effective management systems.
- Identify, assess, and eliminate potential hazards, unsafe practices, and behaviors that could lead to accidents, injuries, illnesses, or property damage.
- Provide appropriate information, training, and support on OSH matters to all employees, empowering them to engage in safe work practices.
- Develop and maintain a comprehensive emergency response plan to minimize the impact of untoward events on people, property, and operations.
- Set and achieve measurable OSH objectives and targets, regularly monitoring and reviewing progress to ensure the highest safety standards.
- Foster a work environment that encourages active participation from all staff in safety and health initiatives, promoting a proactive safety culture.

The success of this policy depends on the understanding, commitment, and participation of all employees. Together, we will work to create a safe, healthy, and productive workplace.

This policy will be reviewed periodically and updated as necessary to ensure continued compliance with relevant laws, regulations, and best practices.