

WORKPLACE ENVIRONMENT, OCCUPATIONAL SAFETY AND HEALTH POLICY

1. Overview

Kinergy Advancement Berhad's (KAB) (*formerly known as Kejuruteraan Asastera Berhad*) vision is to excel as a One-stop Engineering & Energy Solutions Provider where our mission to continuously improve our engineering competencies to new heights while reducing global carbon footprint by providing a cleaner and greener alternative which promotes a more efficient use of energy. We, also committed to workplace environment, occupational safety and health (WOSH) management system compliance.

Our priorities are:

Kee a safe workplace environment to our employees and other parties involved in our entire organisation.

All policies in Workplace Environmental, Occupational Safety and Health regulations are well communicated, and necessary trainings shall be conducted to all employees to enhance their knowledge.

Best practise in Workplace Environmental, Occupational Safety and Health is achieved through continuous improvement and employee engagement activities.

This policy provides a framework for establishing, measuring, and reviewing company key performance indicator for WOSH objectives and target. All employees are advised to communicate this policy to all person working under company.

2. Objectives

This policy is designed to provide a framework for the Company to achieve the following:

- i) To comply with the Occupational Safety and Health Act 1994 or any amendments that follow;
- ii) To have effective governance and oversight on occupational safety and health throughout the organization, and to demonstrate commitment to employees' and workers' safety and health;
- iii) To prevent of physical and mental harm, and promote of employees' and workers' health;
- iv) To plan, support, operate, and continually evaluate the effectiveness of the occupational health and safety management system and programs;
- v) To include hazard identification, risk assessment, worker training, and incident identification and investigation in the occupational safety and health management system.
- vi) To engage employees and workers in the development, implementation, and performance evaluation of an occupational health and safety policy, management system and programs.

- vii) To have safe and healthy work conditions in line with authoritative instruments such as the International Labour Organization (ILO), the Organisation for Economic Co-operation and Development (OECD), and the World Health Organization (WHO), and the United Nations Sustainable Development Goals (UN SDGs).

3. The Policy

i) **Occupational Safety and Health (OSH) Management System**

The company commits to having safety and health management systems in its operations that are recognized by standards and/or guidelines which includes international, national and industry-specific standards. The OSH management system shall be implemented based on legal requirements and/or recognized risk management guidelines.

The OSH management system shall in principle cover all levels of employees, activities and workplaces within the company's operations. The OSH management system shall also achieve continual improvements in overall occupational health and safety performance.

The company shall appoint occupational safety and health coordinators or safety and health officer in accordance to the local legislation.

ii) **Hazard identification, risk assessment, and incident investigation**

The company commits to safety and health processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks. The company shall ensure the quality of these processes, including the competency of persons who carry them out, whereby the results of these processes are also used to evaluate and continually improve the occupational health and safety management system.

Hazards include chemical, physical, biological, ergonomics and psycho-social.

Employees and workers shall report work-related hazards and hazardous situations in accordance with procedures and processes, and shall be protected against reprisals. Protection against reprisals include protection against intimidation, threats, or acts that could have a negative impact on their employment or work engagement, including termination, demotion, loss of compensation, discipline, and any other unfavourable treatment. Employees and workers have the right to remove themselves from work situations that they believe could cause them or another person injury or ill health.

Relevant processes shall be used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the OSH management system.

iii) Occupational health services

The company shall consider the implementation of the appropriate type of occupational health services in accordance to legal requirements, whereby these services are entrusted with essentially preventive functions, and responsible for advising the management, the employees, and their representatives in the undertaking, on the requirements for establishing and maintaining a safe and healthy work environment, which will facilitate optimal physical

and mental health in relation to work and the adaptation of work to the capabilities of workers in the light of their state of physical and mental health.

In accordance with local legislation, where appropriate or required, the company may provide occupational health services by utilizing in-house resources and/or external resources occupational health practitioners include but are not limited to occupational health doctor, occupational health nurse, occupational hygienist and ergonomist.

Functions of occupational health services can include:

- surveillance of factors in the work environment, including any sanitary installations, canteens, and housing provided to workers, or in work practices, which might affect workers' health;
- surveillance of workers' health in relation to work;
- advice on occupational safety, health, and hygiene;
- advice on ergonomics, and on individual and collective protective equipment;
- promotion of the adaptation of work to the worker;
- organization of first aid and emergency treatment.

iv) Employee participation, consultation, and communication on occupational safety and health

The company shall include employee participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational safety and health to employees.

The company shall also consider worker participation in occupational health and safety through joint management-employee or management-worker safety and health committees. In addition to direct participation of employees from all job levels in these committees, employees' representatives, where they exist, might also be involved in these joint activities, as they might be authorized to make decisions about occupational safety and health, among other workplace decisions. Where appropriate or required, the company will also establish dispute resolution mechanisms, its chairing responsibilities, and how committee members are protected against reprisals.

v) **Training on occupational safety and health**

Occupational safety and health training shall be provided to employees and workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations, on a quarterly basis.

The company shall also consider how the trainings are designed and delivered, including the content or topics addressed, the competency of trainers, which employees and workers receive the training, the frequency of the training, and whether the training is provided in a language easily understood by employees and workers.

vi) **Promotion of employee health**

To promote the health and wellbeing of employees, the company shall facilitate employees' access to non-occupational medical and healthcare services and/or health promotion services and programs offered to employees to address major non-work-related health risks.

Employees' access to non-occupational medical and healthcare services might be facilitated, for example, through company clinics or disease treatment programs, referral systems, or health insurance or financial contributions.

Voluntary health promotion services and programs aimed at addressing major non-work-related health risks among workers, include both physical and mental health-related risks. Examples of these risks include smoking, drug and alcohol abuse, physical inactivity, unhealthy diets, HIV, and psychosocial factors.

Voluntary health promotion services and programs complement but cannot be taken as a substitute for legally required occupational safety and health services, programs and systems that prevent harm and protect workers from work-related injuries and ill health.

4. Whistleblowing and Feedback Mechanism

Employees or any third party may anonymously report any feedback related to this policy via the Group's e-mails at kabwhistleblow@kinergyadvancement.com or kabsustainable@kinergyadvancement.com

The Company shall investigate, address and respond to the concerns expressed in the reports or feedback, and will take appropriate corrective action in response to any safety and health processes, matters or incidences.

The entire process and its results shall be documented and shall be properly disclosed in accordance with any applicable laws or safety and health standards.

5. Roles & Responsibilities

The Board, assisted by the management, is responsible for developing strategies to meet the objectives of the policy, as well as monitoring the progress of achieving the objectives.

6. Reporting and Disclosure

As and when necessary, the company shall report and disclose the relevant metrics, targets, deliverables and achievements with regards to safety and health in the company, via mandatory or voluntary public reports and disclosures in accordance to the relevant regulations, standards and frameworks.

7. Review

This policy shall be regularly reviewed by the Board of Directors as and when required.

This policy is dated 01 September 2023.

End of Policy

ALL RIGHTS RESERVED