

# **Occupational Safety and Health Policy**

[Version 1.1]

**Purple<sup>®</sup> Group**

## **1. Purpose**

This Occupational Safety and Health Policy (the "Policy") outlines the commitment of Purple Group and its affiliated entities (referred to as the "Company") to providing a safe and healthy work environment for all employees, contractors, visitors, and stakeholders. This Policy is established in compliance with the Occupational Safety and Health Act 1994 (OSHA) in Malaysia.

## **2. Policy Statement**

- The Company is committed to ensuring the occupational safety and health of all individuals associated with its operations.
- The Company shall comply with all applicable laws, regulations, and standards related to occupational safety and health.
- The Company recognizes that safety and health are integral parts of its business, and they will not be compromised for any reason.

## **3. Responsibilities**

- **Management:** The management of the Company is responsible for establishing and promoting a culture of safety and health. They shall provide the necessary resources, training, and support to ensure compliance with this Policy and relevant laws.
- **Employees:** All employees are responsible for following safe work practices, reporting hazards, and cooperating with safety and health initiatives. They have the right to refuse work that they believe to be unsafe or that violates safety procedures.

#### **4. Hazard Identification and Risk Assessment**

- The Company shall conduct regular assessments to identify hazards and evaluate risks associated with its activities, processes, and equipment.
- Measures shall be implemented to eliminate or control identified hazards to prevent accidents, injuries, or occupational illnesses.

#### **5. Safe Work Practices and Procedures**

- The Company shall establish and enforce safe work practices and procedures to minimize risks and ensure compliance with applicable regulations.
- All employees shall be trained on these practices and procedures, and their adherence shall be monitored regularly.

#### **6. Training and Awareness**

- The Company shall provide appropriate safety and health training to all employees, contractors, and relevant stakeholders.
- Training programs shall cover emergency procedures, safe use of equipment, hazard identification, and risk management.
- The Company shall promote a culture of safety and health through awareness campaigns, regular communication, and encouraging employee participation.

## **7. Incident Reporting and Investigation**

- The Company shall establish procedures for reporting and investigating all incidents, accidents, and near-misses promptly.
- Investigations shall identify root causes, implement corrective actions, and communicate lessons learned to prevent recurrence.

## **8. Emergency Preparedness and Response**

- The Company shall develop and implement emergency response plans, including evacuation procedures, first aid, and communication protocols.
- Regular drills and exercises shall be conducted to ensure preparedness and evaluate the effectiveness of emergency response procedures.

## **9. Continuous Improvement**

- The Company is committed to continuously improving its occupational safety and health performance.
- Performance indicators shall be established and monitored regularly to assess compliance and identify areas for improvement.

## **10. Compliance and Consequences**

- Non-compliance with this Policy and relevant safety and health regulations may result in disciplinary actions, up to and including termination of employment or contractual relationship.
- The Company shall review and update this Policy periodically to ensure

its continued relevance and compliance with applicable laws and regulations.