

## Health & Safety Policy

At Plasel Plastic Ltd., we are committed to providing a safe and healthy working environment for all employees, contractors, and visitors. We recognize that effective health and safety management is essential to our operational excellence and long-term sustainability.

### 1. Our Commitment

We are committed to:

- Preventing work-related injuries and occupational illnesses
  - Identifying, assessing, and mitigating health and safety risks
  - Complying with all applicable legal and regulatory requirements
  - Continuously improving our health and safety performance
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### 2. Health & Safety Management Approach

We implement a structured health and safety management system aligned with **ISO 45001 principles**, supported by:

- Regular **risk assessments across all operations**, including fire, electrical, ergonomic, and operational risks
  - Defined **corrective action plans** with clear responsibilities and timelines
  - Ongoing **monitoring and review of safety risks and controls**
  - Integration of safety considerations into daily operations and decision-making
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### 3. Training and Awareness

We ensure that all employees:

- Receive **safety training prior to starting their role** and on an ongoing basis
- Are aware of the risks associated with their work and how to mitigate them
- Are trained in the use of **personal protective equipment (PPE)** and safe work practices

Receive periodic safety training and refreshers, while designated emergency response teams participate in drills and emergency simulations

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#### 4. Emergency Preparedness

We maintain robust emergency preparedness measures, including:

- Clearly defined **emergency response procedures**
  - Regular **fire safety checks and equipment inspections**
  - Annual **emergency drills and evacuation exercises**
  - Appointment of responsible personnel for emergency management
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#### 5. Safe Work Environment

We promote a safe working environment by:

- Enforcing the use of appropriate PPE
  - Maintaining equipment and infrastructure in safe working condition
  - Ensuring only qualified personnel perform specialized tasks (e.g., electrical work, machinery operation)
  - Identifying and addressing hazards proactively
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#### 6. Roles and Responsibilities

- **Management** is responsible for defining, implementing, and periodically reviewing the Health & Safety policy.
  - **Supervisors** are responsible for enforcing safety procedures and monitoring compliance
  - **Employees** are responsible for following safety instructions and reporting hazards
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#### 7. Reporting

We encourage employees to report hazards, near misses, and incidents.

All reports are:

- Reviewed promptly
- Investigated where necessary
- Used to implement corrective and preventive actions

## 8. Safety Culture

We promote a culture where:

- Safety is a shared responsibility
  - Employees are empowered to speak up
  - Continuous learning and improvement are encouraged
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## 9. Implementation, Oversight and Continuous Improvement

This policy applies to all employees and relevant stakeholders and is integrated into the company's operational practices. Responsibility for its implementation and oversight is assigned to the company's Safety Committee, in coordination with relevant functions across the organization.

The company monitors occupational safety performance, including number of incidents and related indicators. Incident levels have remained consistently low in recent years, reflecting effective risk management and continuous safety practices.

We are committed to **continuous improvement**, including:

- Regular review of safety performance
  - Updating procedures and controls
  - Strengthening safety culture across the organization
  - Regularly reviewing this policy to ensure its ongoing relevance, effectiveness, and alignment with business activities and regulatory requirements
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For questions regarding this policy, please contact:

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