



PARAGON GLOBE BERHAD

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194801000095 (1713-A)

**OCCUPATIONAL
HEALTH AND SAFETY POLICY**

(VERSION 2.0)

APPROVED BY THE BOARD OF DIRECTORS OF THE COMPANY ON 22 MAY 2026

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1. INTRODUCTION

Paragon Globe Berhad (“the Company” or “PGB”) and its subsidiaries (collectively, “the Group”) are committed to providing a safe and healthy working environment for all our employees, as well as safeguarding the safety of other stakeholders affected by the Group’s operations.

This Occupational Health and Safety (“OHS”) Policy aims to ensure the high standards of safety, compliance with applicable laws and regulations, and promote the continuous improvement of our health and safety performance. This OHS Policy serves as a guide all individuals involved in our operations to understand their responsibilities and contribute to a culture of safety.

2. OBJECTIVES

The objectives of this Policy are as follows:

- (a) to provide a safe and healthy work environment for all employees and safeguard the safety of other stakeholders affected by our operations;
- (b) to comply with all relevant OHS laws, regulations and industry standards applicable to our operations;
- (c) to strive towards zero employee injuries, incidents and fatalities; and
- (d) to continuously enhance our health and safety performance standards.

3. SCOPE

This Policy is developed in recognition of all laws, rules, regulations and guidelines pertaining to safety and health matters relevant to our strategic areas of operations. This includes, but is not limited to, the Occupational Safety and Health Act 1994 and other occupational safety and health related laws.

The information and scope outlined in this OHS Policy are applicable to all areas of the Group’s operations but are not intended to act as a substitute for special operational manuals used by certain entities or departments to meet specific situations.

4. GUIDING PRINCIPLES

PGB shall actively engage with its employees and relevant stakeholders to work collaboratively in preventing occupational accidents and health hazards in the course of work as well as in maintaining safe and healthy workplaces through the following principles:

(a) Leadership and Commitment

Demonstrating leadership and commitment by ensuring that appropriate control frameworks are implemented to effectively manage health and safety across the organisation.

(b) Hazard Identification and Risk Assessment

Regular inspections and risk assessments shall be conducted to identify potential hazards, with appropriate control measures implemented to mitigate identified risks.

(c) Emergency Preparedness and Response

Maintaining emergency preparedness and response plans to effectively manage potential emergencies and ensure the safety and well-being of our employees and stakeholders.

(d) OHS Training and Awareness

Ensuring that employees and relevant personnel possess the necessary competence to perform their tasks safely and responsibly. Training needs are regularly assessed, and appropriate training programmes are developed and conducted to address identified gaps.

(e) Incident Reporting and Investigation

Establishing a clear incident reporting and investigation process to address and investigate all workplace incidents. This enables the identification of root causes, implementation of corrective actions and prevention of recurrence.

(f) Supplier and Contractor Engagement

Expecting suppliers and contractors to uphold high standards of occupational health and safety consistent with the Group's expectations. Working collaboratively with them to ensure that OHS requirements are clearly communicated.

5. ENFORCEMENT

All employees and other stakeholders affected by the Group's operations are expected to comply with this Policy. Failure to comply may result in disciplinary action or termination of the relevant relationship, as applicable. PGB shall monitor occupational health and safety practices on an ongoing basis to support continuous improvement.

Any revision to this Policy shall be communicated to all employees and relevant stakeholders in accordance with the foregoing methods of information dissemination on significant changes made. This Policy shall also be made available for public viewing on PGB's corporate website at <https://pgbgroup.com.my/>.

6. POLICY GOVERNANCE

This Policy shall be reviewed at least once every three (3) years, or as and when necessary, to ensure its continued relevance and effectiveness, and that the Group's sustainability practices remain aligned with the Group's vision and mission and applicable best practices. Feedback from employees and stakeholders may be considered as part of the review process.

Any changes to this Policy shall be submitted to the Sustainability Steering Committee for review and recommendation, and thereafter to the Board of Directors for approval in writing.



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