



PARAGON GLOBE BERHAD

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194801000095 (1713-A)

**OCCUPATIONAL
HEALTH AND SAFETY POLICY**

(VERSION 1.0)

APPROVED BY THE BOARD OF DIRECTORS OF THE COMPANY ON 18 JULY 2023

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1. INTRODUCTION

Paragon Globe Berhad ("the Company" or "PGB") and its subsidiaries ("PGB Group" or "the Group") are committed to maintaining a safe and healthy work environment for all our employees and safeguard the safety of other stakeholders which affected by our operations.

This Occupational Health and Safety ("OHS") Policy aims to ensure the highest level of safety standards, compliance with relevant laws and regulations, and the continuous improvement of our health and safety performance. This policy serves as a guide for all individuals involved in our operations to understand their responsibilities and contribute to a culture of safety.

2. OBJECTIVES

The objectives of the Occupational Health and Safety ("OHS") Policy are as follows:

- (a) To provide a safe and healthy work environment for all employees and safeguard the safety of other stakeholders which affected by our operations;
- (b) To comply with all relevant OHS laws, regulations, and industry standards applicable to our operations;
- (c) To drive towards zero employee injuries and incidents or fatality; and
- (d) To continuously improve 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 related matters local to our strategic areas of operations. This may include, but not limited to the Occupational Safety and Health Act 1994 and other occupational safety and health related laws.

The information and scope set forth in this Policy are applicable to all areas of the Group operations but does not purport to act as a substitute for special operation manuals used in certain entities or departments to meet specific situations.

4. GUIDING PRINCIPLES

PGB shall actively engage with its employees and stakeholders to work collaboratively to prevent all types of accidents and health hazards in the course of performance of duties as well as to ensure 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 are conducted to identify potential hazards, and appropriate control measures are implemented to mitigate the identified risks.

(c) Emergency Preparedness and Response

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

(d) OHS Training and Awareness

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

(e) Incident Reporting and Investigation

A clear incident reporting and investigation process to address and investigate all workplace incidents to be established. This enables us to identify the root causes, implement corrective actions, and prevent recurrence.

(f) Supplier and Contractor Engagement

We expect our suppliers and contractors to uphold the same high standards of occupational health and safety as we do. We work collaboratively with them to ensure that OHS requirements are clearly communicated.

5. ENFORCEMENT

All employees and other stakeholders which affected by our operations are expected to comply with this Policy. Failure to comply may result in disciplinary actions or termination of the relationship. PGB will closely monitor and regulate all health and safety developments for continuous improvement.

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

6. POLICY GOVERNANCE

This Policy shall be reviewed at least once for every three (3) years, as and when necessary to ensure its relevance and effectiveness in keeping the Group's sustainability practices is in line with the Group's vision and mission and complies with best practices prescribed. Feedback from employees and stakeholders will be actively sought to drive improvement and innovation in our procurement processes.

Any changes to the Policy, if any, shall be submitted to the Sustainability Committee for review and be recommended to the Board of Directors for approval in writing.



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