

SAFETY AND HEALTH POLICY

1.0 INTRODUCTION

Parkland Sdn. Bhd. and its subsidiaries (hereinafter collectively referred to as “the Company”) are firmly committed to providing and maintaining a safe, healthy, and conducive working environment for all employees, contractors, suppliers, visitors, and other stakeholders. The Company recognises that occupational safety and health (“OSH”) is a fundamental component of sustainable business operations. Protection of life, prevention of injury and illness, and the promotion of physical and psychological well-being are fundamental responsibilities of management at all levels.

The Board of Directors and Senior Management shall demonstrate visible leadership and accountability in ensuring that occupational safety and health considerations are embedded into the Company’s strategic direction, operational planning, and risk management framework. Safety and health shall not be treated as a peripheral obligation, but as a core organisational value guiding all business decisions.

The Company is committed to full compliance with the Occupational Safety and Health Act 2022 (“OSHA 2022”), its subsidiary regulations, and all other applicable Malaysian legal requirements, codes of practice, and relevant industry standards. Where practicable, the Company shall adopt standards that exceed minimum statutory requirements in pursuit of continuous improvement.

2.0 PURPOSE

The primary objectives of this Policy are to:

- 2.1. Prevent work-related injury, illness, and incidents.
- 2.2. Provide and maintain a workplace that is safe and without risks to health.
- 2.3. Establish a systematic approach to hazard identification, risk assessment, and risk control (HIRARC).
- 2.4. Promote a proactive and participative safety culture.
- 2.5. Ensure continual improvement of the Company’s OSH performance.

3.0 SCOPE AND APPLICABILITY

This Policy applies to all employees of the Company, whether permanent, temporary, contract, part-time, probationary, trainee, or intern. It also extends to contractors, subcontractors, consultants, suppliers, service providers, business partners, and any other third parties engaged by or working on behalf of the Company. Visitors, clients, regulatory authorities, investors, and any other authorised persons present at the Company’s workplaces or project sites are likewise expected to observe applicable safety and health requirements.

Every individual within the scope of this Policy shares responsibility for upholding its principles and complying with the standards set forth herein.

4.0 COMMITMENT AND LEGAL DUTIES

- 4.1. In discharging its statutory obligations under OSHA 2022 and related legislation, the Company shall ensure, so far as is reasonably practicable, the safety, health, and welfare at work of all employees. This includes:
 - 4.1.1. The provision and maintenance of plant and systems of work that are safe and without risks to health;
 - 4.1.2. The safe use, handling, storage, and transportation of plant and substances;
 - 4.1.3. The provision of adequate information, instruction, training, and supervision;
 - 4.1.4. The maintenance of safe means of access to and egress from workplaces; and
 - 4.1.5. The provision of a working environment with adequate welfare facilities.
- 4.2. The Company shall identify, assess, and control hazards through a structured and systematic process of Hazard Identification, Risk Assessment and Risk Control (HIRARC). Risk assessments shall be conducted for all operational activities, new projects, changes in processes, and work environments where hazards may arise. Control measures shall be implemented in accordance with the recognised hierarchy of controls, giving priority to elimination and substitution before reliance on administrative measures or personal protective equipment.
- 4.3. Where required by law, the Company shall appoint competent persons, including Safety and Health Officers, Safety Coordinator, or other qualified assessors, to ensure compliance with statutory requirements. A Safety and Health Committee shall be established where mandated, comprising representatives of both management and employees, to facilitate consultation, participation, and continual improvement in occupational safety and health performance.

5.0 GOVERNANCE STRUCTURE

- 5.1. The Board of Directors retains ultimate oversight of occupational safety and health matters within the Company. The Chief Executive Officer and Senior Management are responsible for ensuring that this Policy is effectively implemented and that adequate financial, human, and technical resources are allocated to meet its objectives.
- 5.2. Management at all levels shall integrate safety and health considerations into daily operations and decision-making processes. Performance in occupational safety and health shall form part of operational monitoring and risk management reporting structures

6.0 EMPLOYEE PARTICIPATION AND RESPONSIBILITIES

- 6.1. The Company recognises that effective occupational safety and health management requires active participation and cooperation from employees. Employees are expected to take reasonable care for their own safety and health and that of others who may be affected by their acts or omissions. They must comply with established safety procedures, properly use personal protective equipment provided, and promptly report hazards, unsafe conditions, incidents, near-misses, occupational illnesses, and dangerous occurrences.

- 6.2. Employees have the right, in accordance with applicable law, to remove themselves from work situations that they reasonably believe present an imminent danger to their life or health, provided that such concerns are reported immediately to their supervisor or employer for appropriate action.
- 6.3. The Company shall foster an open and transparent culture in which safety concerns may be raised without fear of reprisal. Reports made in good faith shall be treated confidentially and in accordance with the Company's Whistleblowing Policy.

7.0 CONTRACTOR AND BUSINESS ASSOCIATE MANAGEMENT

- 7.1. The Company acknowledges that contractors and business associates play a significant role in its operations and may contribute to overall safety performance. Accordingly, the Company shall implement appropriate due diligence and pre-qualification processes to ensure that contractors and suppliers maintain acceptable safety and health standards prior to engagement.
- 7.2. Contractors and subcontractors operating at Company workplaces or project sites shall comply with all applicable legal requirements and the Company's safety and health standards. The Company reserves the right to conduct inspections, audits, and performance evaluations to verify compliance. Where worksites are shared with main contractors, the Company shall coordinate safety requirements to ensure consistent and effective implementation of safety controls.

8.0 TRAINING, AWARENESS, AND COMPETENCY

- 8.1. The Company shall provide appropriate training, instruction, and awareness programmes to ensure that employees and relevant stakeholders possess the necessary competence to perform their duties safely. Training shall be conducted at induction and periodically thereafter, and shall be commensurate with the risks associated with the work performed.
- 8.2. Specialised training shall be provided where employees are exposed to specific hazards, including chemical, noise, ergonomic, or psychosocial risks. The Company recognises that mental health and psychosocial well-being form part of occupational health and shall take reasonable measures to identify and manage such risks.

9.0 EMERGENCY PREPAREDNESS AND INCIDENT MANAGEMENT

- 9.1. The Company shall establish and maintain emergency response procedures to address potential workplace emergencies, including fire, structural failure, hazardous material incidents, medical emergencies, and other foreseeable risks. Emergency preparedness measures shall include training, drills, maintenance of emergency equipment, and coordination with relevant authorities where necessary.
- 9.2. All incidents, injuries, near-misses, dangerous occurrences, and occupational diseases shall be reported promptly and investigated thoroughly to determine root causes. Corrective and preventive actions shall be implemented to prevent

recurrence. Where required by law, the Company shall notify the relevant authorities within the prescribed timeframes.

10.0 MONITORING, REVIEW, AND CONTINUOUS IMPROVEMENT

- 10.1. The Company is committed to the continual improvement of its occupational safety and health management system. Safety performance shall be monitored through inspections, audits, risk assessments, incident analyses, and periodic management reviews. Accurate records of safety performance, training, compliance activities, and investigations shall be maintained to facilitate evaluation and improvement.
- 10.2. Benchmarking against recognised industry standards and best practices shall be undertaken where appropriate. This Policy shall be reviewed at least annually, or more frequently if required due to legislative changes, operational developments, or identified gaps in performance.

11.0 NON-COMPLIANCE

- 11.1. Failure to comply with this Policy may result in disciplinary action for employees and contractual remedies, including suspension or termination, for contractors or other third parties. The Company reserves the right to take appropriate action to safeguard the safety and health of its workforce and stakeholders.

12.0 APPROVAL AND EFFECTIVE DATE OF POLICY

This Policy is approved by Chief Executive Officer and shall take effect on 01/03/2026.

History

Version Number	Effective Date
1	01/03/2026