

OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT POLICY

In recognition of the utmost importance of the Occupational Health, Safety and Environment to people and the company, we hereby commit to the following key principles and objectives:

1. Complying with national legal requirements, customer standards and other relevant requirements.
2. Protecting the safety and health of all members of the organization, as well as contractors, visitors, and other persons in the vicinity of the workplace who can be impacted by the company's activities, by preventing work-related injuries and mitigating occupational health and safety risks.
3. Protecting the environment and the ecosystem through pollution prevention, sustainable use of resource and climate change mitigation.
4. Ensuring that employees and their representatives are well consulted and encouraged to actively participate in the Occupational Health, Safety and Environment activities.
5. Continuously improving the Occupational Health, Safety and Environment system.

To meet our commitments, we shall:

1. Establish, implement and maintain an Occupational Health, Safety and Environment System that is aligned with international standards. And it will be periodically reviewed to ensure continuous improvement.
2. Organize and support a robust Occupational Health, Safety and Environment Committee involving employees and management representatives.
3. Provide needed resources and management supports for the achievement of Occupational Health, Safety and Environment objectives and targets.
4. Take Occupational Health, Safety and Environment into major account in renovation/ construction of facilities, in the procurement of machines, equipment and raw materials, and in the adopting of new processes and new technologies.
5. Minimize the generation of wastes, maximize reuse & recycling, and treat/dispose of wastes in compliance with laws and regulations.
6. Mitigate climate change by promoting energy efficiency and maximizing the use of renewable energy.
7. Provide Occupational Health, Safety and Environment training for new employees and contractor personnel. Provide periodic retraining for existing employees.

All members of the organization are hereby enjoined to actively support the effective implementation of this policy.