



HAP SENG PLANTATIONS HOLDINGS BERHAD (769962-K)

OCCUPATIONAL SAFETY AND HEALTH POLICY

Hap Seng Plantations Holdings Berhad is committed to ensure and promote a harmonious, safe and healthy work environment for all its employees.

We will achieve this by the following key commitments.

- i) Strict compliance with all the laws and regulations pertaining to Occupational Safety & Health Act, 1994 and Factory & Machinery Act, 1967 along with its relevant regulations.
- ii) Strict adherence to any approved codes of practice on Occupational Safety and Health for the industry issued by Industry Associations such as the Malaysian Palm Oil Association.
- iii) To document standard and enforce safe working procedure for key field and mill operations inclusive of labeling and putting up signboards at the workplace.
- iv) Ensure equipment is in good working condition through regular maintenance and inspection. To operate plants and machineries within specified safety criteria.
- v) Ensure employees are adequately trained in their jobs with emphasis on safe handling of tools, equipment and adhere to the "SAFETY FIRST" with strict compliance to safety procedures.
- vi) To critically review safe operating procedure, response plan and risk assessment of any serious accident or occupational health cases with the aim of avoiding future recurrence.
- vii) To review at regular intervals all current occupational safety and health policies and practices with the aim of improving such practices to be in line with the latest techniques in the industry.

Management is committed to its obligation, as far as is reasonable and practicable, to provide a safe and healthy workplace for all its employees.

Every employee including contract employees should understand and accepts that he / she is responsible for working safely to prevent injury to him / herself and fellow employees and to protect the company's property.

Au Yong Siew Fah
Chief Executive – Group Plantations

01 APR 2015

Date