



## EnHSE POLICY

The Company is committed to an incident-free workplace. Energy, Health, Safety, and Environmental (EnHSE) Excellence are core Company values in conjunction with providing superior and reliable services to our customers.

Management will provide sufficient resources and leadership to ensure that a superior EnHSE culture is achieved across the organization, and to review the EnHSE objectives and targets annually.

Supervisors will ensure that we take the time to do the job right the first time, every time. Not only will we stop the job if it is unsafe, we will not start the job until it is.

All employees are responsible and accountable for eliminating at-risk behaviour in themselves and others. If you see unsafe behaviour, you are required to stop it.

We are committed to the prevention of pollution and protecting the environment. We shall strive to proactively identify our operations' hazards and environmental aspects and eliminate the hazards/risks and environmental impacts by incorporating appropriate control measures.

We shall ensure organisational commitment at all levels towards driving continual improvement in Energy, Health, Safety, and Environment by thorough compliance with applicable rules and regulations. We shall support design activities that consider energy performance improvement and procure energy-efficient products and services whenever possible.

We believe in a safety culture where every employee participates, understands, and abides by the mandate that in the course of our operations as a company, we will continuously strive to 'Do No Harm' to:

- Ourselves as humans.
- Those involved and affected by our operations.
- The Environment in which we work.
- The assets involved and affected by our operations.
- Our relations with Clients, Subcontractors, Stakeholders, Customers, and those affected by our operations.

The above translates to achieving ZERO incidents and ZERO spills during our operations.

Dr Benety Chang  
CEO & Executive Director  
24 March 2025