

Southland Rubber Occupational Health and Safety Policy 20220101

1) Purpose

- a) Southland Rubber Occupational Health and Safety Policy in this document elaborates our Health and Safety commitments, guidelines and practices.

2) Commitments

- a) We shall minimize or eliminate any potential risk exposures relating to the health, hygiene and safety issues affecting our Employees, contractors and visitors.
- b) In addition to compliance with applicable Health and Safety laws and regulations, we shall continuously improve our Health and Safety management and operations to mitigate sicknesses and injuries.
- c) We shall provide adequate resources, equipment and training to employees at all levels to support their responsibilities in relation to healthy and safe work practices and activities.
- d) Each Group Company will communicate this Policy to all employees and stakeholders and will advise and engage their increased awareness and continuous improvement.
- e) A designated Director of each Group Company and/or the Head of a branch unit/factory shall be responsible for the collective implementation of and compliance with this Policy.

3) Guidelines

- a) Each Group Company shall designate one or several persons and/or teams to be responsible for the following Health and Safety issues:
 - i) Assessments, mitigation and control of potential risks relating to the use of machinery, equipment and processing methods;
 - ii) Implementation and compliance relating to this Policy;
 - iii) Employee engagement and feedback on health and safety concerns;
 - iv) Equipment maintenance to meet health & safety standards;
 - v) Safe handling and use of substances;
 - vi) Information, instructions and signage;
 - vii) Awareness and competency training for these risks:
 - (1) Working at heights;
 - (2) Electrical safety;
 - (3) Air and dust pollution;
 - (4) Defensive automobile and forklift driving;
 - (5) Fire emergency and evacuation procedures;

- (6) Natural disasters emergency procedures;
 - (7) Accident emergency and first-aids.
 - viii) Special investigations into any case of accident and industrial ill-health, installing preventive measures;
 - ix) Provision of and enforcement of Personal Protective Equipment (PPE)
- b) As health and safety depends very much on individual attention, care and responsibility, all Employees are expected to:
- i) Co-operate with supervisors and managers on health and safety matters;
 - ii) Not interfere with anything provided to safeguard their health and safety;
 - iii) Take reasonable care of their own health and safety; and
 - iv) Report all health and safety concerns to the assigned Director or Head of unit/factory.
- c) We will review this policy on a regular basis, and our performance with regards to occupational health and safety will be included in sustainability reports.

**Update by the Management of Southland Rubber
1 January 2022**