



**IOI GROUP**

# **IOI Group Safety and Health Policy**

## **1. Introduction**

At IOI Corporation Berhad (“IOI Group”), the safety, health, and overall well-being of our employees are our top priorities. We believe a safe and healthy workplace allows our employees to perform at their best, boosting productivity and improving work quality. By proactively identifying and addressing safety concerns, we ensure smooth operations, minimise potential hazards, and maintain a secure environment across our operations. This unwavering commitment to safety creates a culture of care and responsibility, driving operational excellence. Adhering to this policy strengthens our efforts to implement effective measures that promote a safe and healthy working environment which are embedded in our overarching IOI Group Sustainability Policy (“IOISP”).

## **2. Scope**

This policy applies to all employees, contractors, subcontractors, and visitors affected by activities conducted within our operations. These activities involved work carried out at our plantations, manufacturing facilities, and other company-managed areas.

To manage safety and health effectively, we assess risks and implement control measures based on the following principles:

- Compliance with all applicable and relevant national and international occupational health and safety laws, regulations, standards, and approved codes of practice and guidelines.
- Providing necessary amenities, training, information, and supervision to protect the safety and health of all persons at work.
- Addressing global health issues such as HIV/AIDS, tuberculosis, malaria, and other critical health concerns by raising awareness, collaborating with stakeholders, and implementing preventive measures.

## **3. Our Operations**

To uphold our commitment to safety and health, we undertake the following measures:

- Implementing the Occupational Health and Safety Management System (“OHSMS”) that meets the ISO 45001:2018 standards.
- Ensuring a safe, healthy, and hazard-free workplace by preventing work-related injuries and ill health.
- Providing appropriate protective equipment to mitigate workplace risks.
- Conducting risk assessments and implementing controls to manage safety and health risks for all individuals involved in our operations.
- Developing emergency procedures to address potential incidents at the workplace.
- Encouraging employee consultation and participation in safety and health-related matters.
- Regularly reviewing safety performance and taking corrective actions to meet safety objectives and key performance indicators.

In addition, the following measures are specific to certain operations:

- **IOI Plantations**

- Adhering to a dedicated safety policy for plantation operations.
- Ensuring all plantation activities, from nursery to oil palm milling, follow standard operating procedures.
- Complying with certification requirements such as Roundtable on Sustainable Palm Oil (“RSPO”) Principles and Criteria, Malaysian Sustainable Palm Oil (“MSPO”), Indonesian Sustainable Palm Oil (“ISPO”), Hazard Analysis and Critical Control Points (“HACCP”), Good Manufacturing Practice (“GMP”), and other relevant standards to maintain sustainability, quality, and safety standards.

- **IOI Resource-based Manufacturing**

- Adhering to dedicated safety policies for refinery, oleochemical, and palm wood operations.
- Ensuring all processing and logistics activities follow standard operating procedures.
- Complying with certification requirements such as RSPO, MSPO, HACCP, GMP, and other relevant standards to ensure sustainability, quality, and safety standards.

We are committed to transparency in our safety and health efforts. By regularly sharing safety-related performance metrics with employees and stakeholders, we aim to foster trust, ensure accountability, and continuously improve on our safety practices.



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Chief Executive



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Chief Sustainability Officer

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