



IOI GROUP

IOI PLANTATION OCCUPATIONAL SAFETY, HEALTH AND HYGIENE POLICY

In line with IOI Corporation Berhad's Sustainable Palm Oil Policy (SPOP), we are committed to implement leading sustainability, human rights and safety standards by providing safe, healthy and harmonious working environment for all our employees as well as others who may be affected by our operations. The Management and employees are therefore committed to:

- Comply to all national occupational safety and health laws, regulations, statutory requirements, relevant standards and approved codes of practices and guidelines;
- Ensure that all health and safety risks related to work activities are identified and assessed to determine and implement appropriate control measures;
- Ensure that employees and third parties who enter our premises are provided with safety and health information, trainings and equipment related to potential risks. This includes adhering strictly to Company's SOP and or government directives during disease outbreaks like Covid 19, Filariasis, Severe Acute Respiratory Syndrome (SARS) etc;
- Ensure that all employees and third parties use the correct and suitable personal protective equipment (PPE) in our premises. The PPE, including its subsequent replacement will be provided to our employees free of charge except when lost, deliberately damaged or mishandled;
- Ensure that all vehicles within our premises comply with our safety procedures and guidelines. Vehicles shall be properly maintained and used in a safe and responsible manner, without risks to the vehicle operators and third parties;
- Conduct periodic inspections of workers' homes to ensure that they are safe, hygienic and comply with legal requirements;
- Investigate and find causes of accidents, near missés, dangerous occurrences, occupational diseases and poisonings, and take appropriate measures to prevent the recurrence of such incidents;
- Communicate Emergency Response Procedures to workers and third parties who may be affected by our operations. Conduct emergency response drills to test the effectiveness of the procedures.

This Policy supersedes the Occupational Safety, Health, and Hygiene Policy dated April 2019. It shall be enforced and communicated to all employees and third parties who enter our premises.

N B Sudhakaran
Plantation Director
March 2022