



Occupational Health and Safety Policy

As a growing energy group, we recognise that the safety and well-being of our employees, contractors, customers, and the public are our top priority. We believe that no job is so urgent or important that it cannot be done safely. Everyone deserves to go home safe and well each day.

We are committed to providing a safe work environment while promoting a culture of awareness, shared responsibility, and care across all our business.

Our approach to occupational health and safety is guided by the following principles:

- **Safety-first mindset:** We prioritise the safety and well-being of all people involved in our operations.
- **Responsible practices:** We adopt safe work practices and comply with applicable laws, regulations, and industry standards.
- **Culture and engagement:** We encourage accountability, active participation, and collaboration in maintaining a safe work environment.
- **Clear communication:** We promote transparent and timely reporting, guidance, and information-sharing on health and safety matters.
- **Continuous improvement:** We continuously enhance safety measures, awareness, and preparedness to prevent incidents and manage risks.

By following these principles, we aim to foster a safe and healthy work environment, build confidence among our stakeholders, and support sustainable growth across the Group.

LIM CHENG TEN
Managing Director
