

OCCUPATIONAL SAFETY AND HEALTH POLICY

Johor Plantation Group Berhad (JPG) is committed, so far as is reasonable and practicable, to providing and maintaining a safe and healthy working environment for all employees and others who may be affected by our activities. Therefore, this Occupational Safety and Health Policy (Policy) applies to JGB employees and includes suppliers, visitors, clients, customers, contractors and stakeholders entering our premises.

We will undertake the following measures to maintain a safe and healthy working environment:

- **Prevention:** Committed to preventing work-related incidents, injuries and ill-health by eliminating hazards and reducing risk in day-to-day operations.
- **Compliance:** Ensure all organisation activities comply and are consistent with all applicable national Occupational Safety and Health (OSH) Legislation, regulations, code of practice and OSH Management System (OSHMS).
- **Communication:** Effectively communicating this Policy to internal and external stakeholders, including directors, shareholders, investors, suppliers, visitors, clients, customers, contractors and other communities who may be affected by the organisation activities.

Whilst JPG accepts the main responsibility for the implementation of this Policy, individuals have an important role in cooperating with those responsible to ensure a healthy and safe working environment. Disregarding or willful violations of this Policy by employees at any level may be considered cause for disciplinary action in accordance with the organisation's policies.