



reNIKOLA HOLDINGS SDN BHD
202101014740 (1415040-M)
(Incorporated in Malaysia)

HEALTH AND SAFETY POLICY

INTRODUCTION

reNIKOLA Holdings Sdn Bhd and its subsidiaries (“reNIKOLA” or the “Company”) acknowledges its duty of care to ensure a safe working conditions and strive to protect the health, safety and well-being of its employees.

The Company will, where reasonably practicable, follow relevant laws, standards and compliance to ensure the highest level of protection and preservation of its people, assets and the environment.

Health and safety is everyone’s responsibility as well as being a particular responsibility for all levels of management. reNIKOLA aims to ensure that all employees foster an attitude of good practice and be aware of their role in workplace safety.

This policy is to be complied and followed through by all Directors, employees, contractors, suppliers and visitors.

OBJECTIVE

This policy defines the fundamental requirements for the management of health and safety performance in the Company’s business activities, thereby eliminating or mitigating risks in order to prevent occupational injuries, accidents, illnesses, and to protect the people in the communities in which we operate.

reNIKOLA is committed to :

- achieving and maintaining high standards of health and safety practice
- implementing safety and health measures at all business premises and operational sites
- ensuring all employees comply to the Company's health and safety standards
- providing suitable and adequate information, instruction, facilities to ensure all employees are aware of, and equipped to carry out, their health and safety responsibilities
- ensuring that those contracted parties and visitors to the Company are aware of, and satisfactorily discharge, their health and safety roles and responsibilities

RESPONSIBILITIES

1. The Board of Directors are responsible for the overall Company's health and safety strategy, direction, system, policies and standards.
2. The Management is responsible for effectively establishing and maintaining day-to-day health and safety at work. The Management's responsibilities amongst others, includes;
 - lead by example and ensure that this policy and related standards are implemented and adhered to, and that all relevant employees are made aware of the policy and its requirements;
 - include occupational health and safety strategies in the business planning process to ensure the subject remains an integral part of business operations;
 - provide adequate and appropriate resources to implement this policy statement and ensure it is clearly communicated and understood;
 - monitor and review the Company's health and safety systems and procedures to ensure the suitability, adequacy and effectiveness; and

- ensure that health and safety risks are properly assessed, controlled and communicated, and that all relevant personnel receive the required training to perform their tasks safely and with sufficient knowledge of the related risks and applicable controls.
3. Directors, management, Employees, contractors, suppliers and other third parties are responsible for adhering to this policy and make report to the management or the person-in-charge of any occupational health and safety incidents, unsafe or unhealthy conditions, injury or illness.
 4. All operational sites must have systems in place in order to proactively communicate with employees, contractors and other third parties about health and safety procedures. Where appropriate, education and training must be provided to ensure that they are prepared to perform their tasks safely.
 5. Instruction and training on how to proceed in an emergency must be provided for all relevant personnel, suppliers, contractors and other third parties who are at the Company's premises or operational sites.
 6. Health and safety management must always be taken in consideration in supplier and contractor selection processes. The contracts must be explicit about the health and safety requirements to be fulfilled.
 7. Employees are empowered to:
 - stop and/or put any task on hold if they judge that it is not safe to proceed, until appropriate risk control measures are in place; and
 - communicate unsafe or unhealthy conditions in the working environment to a supervisor or a human resource representative.

REVISION AND PUBLICATION OF THIS POLICY

The Board of Directors shall review this policy from time to time for effectiveness and to determine whether any changes are required. This policy shall be made available to all via reNIKOLA's website.

This policy has been approved and adopted by the Board of Directors on 20 July 2022.