Southland Rubber Occupational Health and Safety Policy 20220101

1) Purpose
   a) Southland Rubber Occupational Health and Safety Policy in this document elaborates our Health and Safety commitments, guidelines and practices.

2) Commitments
   a) We shall minimize or eliminate any potential risk exposures relating to the health, hygiene and safety issues affecting our Employees, contractors and visitors.

   b) In addition to compliance with applicable Health and Safety laws and regulations, we shall continuously improve our Health and Safety management and operations to mitigate sicknesses and injuries.

   c) We shall provide adequate resources, equipment and training to employees at all levels to support their responsibilities in relation to healthy and safe work practices and activities.

   d) Each Group Company will communicate this Policy to all employees and stakeholders and will advise and engage their increased awareness and continuous improvement.

   e) A designated Director of each Group Company and/or the Head of a branch unit/factory shall be responsible for the collective implementation of and compliance with this Policy.

3) Guidelines
   a) Each Group Company shall designate one or several persons and/or teams to be responsible for the following Health and Safety issues:
      i) Assessments, mitigation and control of potential risks relating to the use of machinery, equipment and processing methods;
      ii) Implementation and compliance relating to this Policy;
      iii) Employee engagement and feedback on health and safety concerns;
      iv) Equipment maintenance to meet health & safety standards;
      v) Safe handling and use of substances;
      vi) Information, instructions and signage;
      vii) Awareness and competency training for these risks:
          (1) Working at heights;
          (2) Electrical safety;
          (3) Air and dust pollution;
          (4) Defensive automobile and forklift driving;
(5) Fire emergency and evacuation procedures;
(6) Natural disasters emergency procedures;
(7) Accident emergency and first-aids.

viii) Special investigations into any case of accident and industrial ill-health, installing preventive measures;
ix) Provision of and enforcement of Personal Protective Equipment (PPE)

b) As health and safety depends very much on individual attention, care and responsibility, all Employees are expected to:
   i) Co-operate with supervisors and managers on health and safety matters;
   ii) Not interfere with anything provided to safeguard their health and safety;
   iii) Take reasonable care of their own health and safety; and
   iv) Report all health and safety concerns to the assigned Director or Head of unit/factory.

c) We will review this policy on a regular basis, and our performance with regards to occupational health and safety will be included in sustainability reports.

Updated by the Management of Southland Rubber
1 January 2022