

## **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**