

COMPANY PROFILES

OF THE 2ND ASEAN-OSHNET AWARDS



one vision
one identity
one community



COMPANY PROFILES OF THE 2ND ASEAN-OSHNET AWARDS

The ASEAN Secretariat
Jakarta

The Association of Southeast Asian Nations (ASEAN) was established on 8 August 1967. The Member States of the Association are Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand and Viet Nam.
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ASEAN: A Community of Opportunities for All

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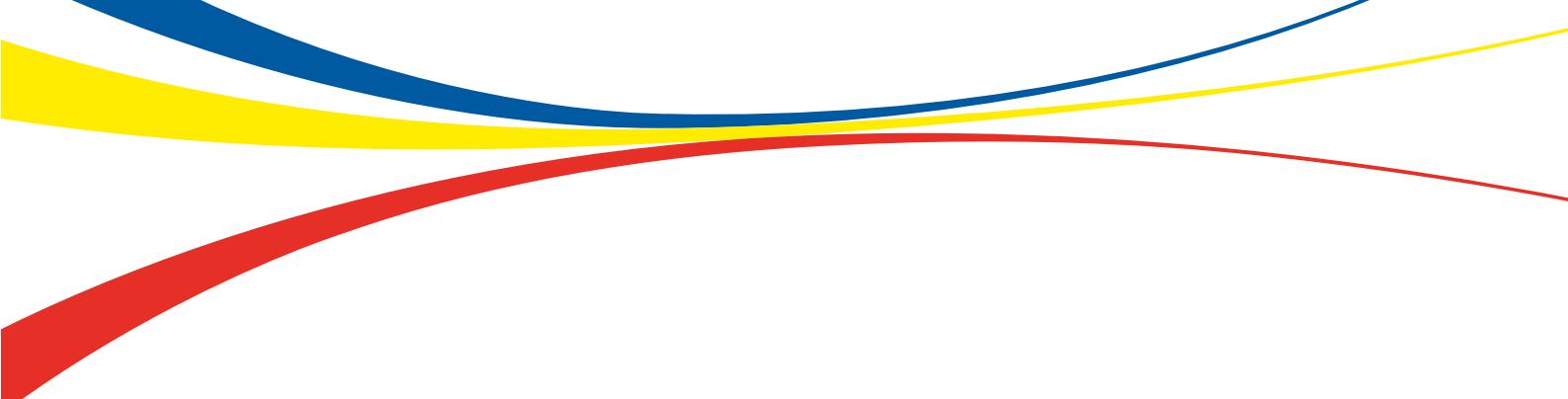
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BRUNEI DARUSSALAM

ASEAN-OSHNET BEST PRACTICE AWARD:

PDS MEAT INDUSTRIES (B) SDN BHD

1

BUSINESS INFORMATION:**PDS MEAT INDUSTRIES (B) SDN BHD**

PDS Abattoir Sdn Bhd is wholly owned by Brunei locals in kampong Batang Mitus, Tutong in early 1998. The Brunei Government accredited PDS as Halal Abattoir and began its operations the same year while Halal Processing plant operates on 2000.

- International business name : PDS ABATTOIR SDN BHD
- Address : Tapak Perusahaan Rumah Pemyembelihan Dikawasan Pertanian, Kampong Batang Mitus, Mukim Kiudang, Daerah Tutong Brunei Darussalam
- Tel : +673-2441061/+673-2441061
- Fax : +673-4230670/+673-2441060
- Email : pdsmeatind@gmail.com / pdsabattoir@gmail.com

2

INDUSTRY (MAIN ACTIVITIES):

- Importer of Live Australian Cattle
- Slaughtering process and Distribution of Fresh, Chilled and Frozen Beef Cuts
- Manufacturing and Distribution of Beef and Chicken Further process products for the Food Industry.

3

OSH POLICY OF THE ENTERPRISE:

- To prevent and minimise risks to the health, safety and well-being of PDS Abattoir employees.
- To promote employee's awareness and understanding of possible hazards and risks at work and ways to control them.
- To ensure that PDS Abattoir Sdn Bhd meets the relevant requirements of health, safety and environmental laws, regulations, standards as issued by private & government agencies.

4

INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:

PDS Abattoir Sdn Bhd is implementing OHSAS 18001 – For Health and Safety program HACCP – for Food Safety program

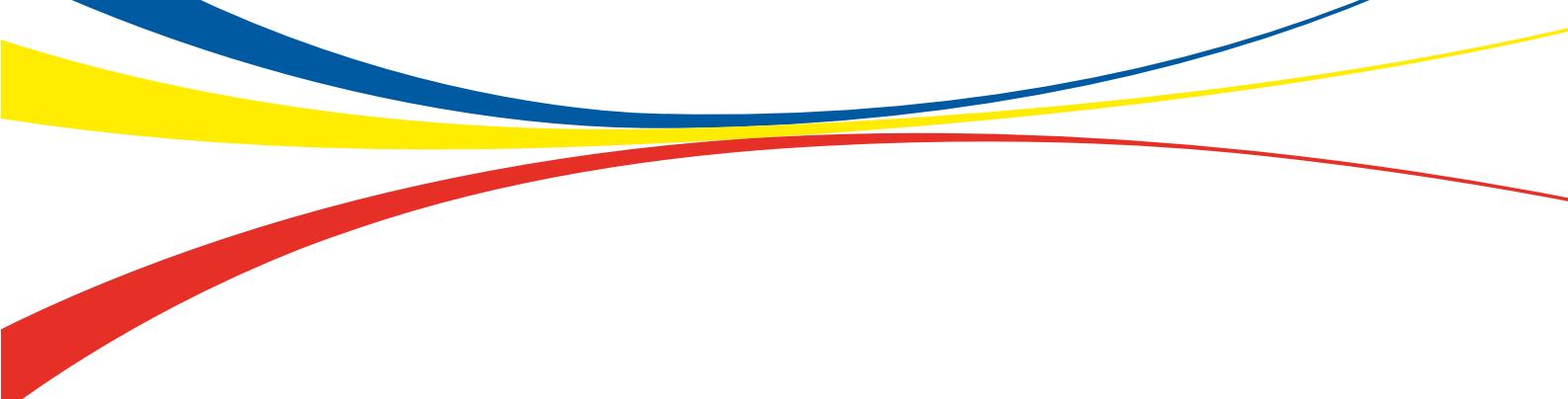
5

INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:

- Using machineries with safety features
- Providing complete PPE's for the employees
- Providing Health and Safety trainings & awareness to the employees

6**PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND
HEALTH IN THE ENTERPRISE:**

Provided in the attachment



BRUNEI DARUSSALAM

ASEAN-OSHNET EXCELLENCE AWARD:

HAJI ADININ AND SONS (B) SDN BHD

1

BUSINESS INFORMATION:

HAJI ADININ AND SONS (B) SDN BHD

- International business name : HAJI ADININ AND SONS (B) SDN BHD
- Address : Lot 4157, Simpang 85, Jalan Maulana, Kuala Belait, Negara Brunei Darussalam
- Tel : +673 334 8132 / +673 265 5222 / +673 265 5333
- Fax : +673 265 3431
- Email : info@adinin.com / senevi@adinin.com
- Website : www.adinin.com

2

INDUSTRY (MAIN ACTIVITIES):

Building and civil construction for residential, commercial and industrial purpose, and Infrastructure works such as roads and bridges, dams and water reservoirs.

3

OSH POLICY OF THE ENTERPRISE:

Please refer to attached Company HSE policy
"A safe operation is a Good operation" WE CARE



ADININ GROUP OF COMPANIES

HEALTH, SAFETY, SECURITY AND ENVIRONMENT
POLICY

The Adinin Group of Companies is committed to ensure a Safe and Healthy working environment for all employees and will continue to strive for improvement on Health, Safety, Security and Environmental matters.

In order to achieve this, the Adinin Group of Companies will :-

- ❖ REGULARLY MONITOR AND CONDUCT HEALTH SURVEILLANCE FOR ALL EMPLOYEES.
- ❖ MAINTAIN SAFE AND HAZARD FREE WORKSITES BY IMPLEMENTING THE 3 HSE PRINCIPLES :
 - COMPLIANCE
 - INTERVENTION
 - ATTITUDE
- ❖ ENSURE ADEQUATE SECURITY CONTROLS ON THE SAFETY OF EMPLOYEES AND COMPANY ASSETS AND OPERATIONS.
- ❖ PROVIDE ADEQUATE FACILITIES AND APPROPRIATE PERSONAL PROTECTIVE EQUIPMENT.
- ❖ RAISE EMPLOYEE'S AWARENESS TO PREVENT POLLUTION AND CONSERVE THE ENVIRONMENT.
- ❖ CONTINUOUSLY EDUCATE EMPLOYEES ON HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL AWARENESS.
- ❖ DISCUSS WITH AND DISTRIBUTE UP-TO-DATE INFORMATION ON HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL MATTERS TO ALL EMPLOYEES.
- ❖ COMPLY WITH BRUNEI GOVERNMENT LAW, REGULATIONS & LEGISLATION AND CLIENTS REQUIREMENTS FOR HSE STANDARDS USED IN ALL OUR ACTIVITIES / OPERATIONS.
- ❖ ENSURE ALL INCIDENTS / ACCIDENTS ARE REPORTED AND PROPERLY INVESTIGATED WITH LESSONS LEARNT SHARED TO ALL EMPLOYEES.
- ❖ GIVE RECOGNITION AND APPRECIATION ON ALL HSE ACHIEVEMENTS.
- ❖ ENSURE SUB-CONTRACTORS MANAGE THEIR HSE IN LINE WITH THIS POLICY.

Remember - A SAFE OPERATION IS A GOOD OPERATION
" WE CARE "



MUSA BIN HJ ADININ
MANAGING DIRECTOR

4

INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:

The Haji Adinin and Sons (B) Sdn Bhd implements ISO 9002:94

5

INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:**Management Commitment**

The Haji Adinin and Sons (B) Sdn Bhd is very much concerned about and committed to the safety performance and the company's leader has physically been in the work sites to show the commitments and to encourage the employees leading by example. Additionally, as per management system procedure, the leader directly participates in HSSE Management Site Audit.

Policies, System and Procedures.

The HSSE Management System is very clear and transparent. The HSSE Policy is made available in six languages such as English Malay, Thai, Mandarin, Tamil and Tagalog. The Policy is supported by the well documented HSSE Manual and Procedures and which the company brief to all new employees during the company HSSE Induction. The Company also gives re-briefing as necessary. The Management Committee regularly reviews and updates the manual and procedures. The procedures include working on height, chemical handling, environment management, Hazards Identification Plan (HIP) and managing Sub-contractors. In addition, the company complies with 12 Life Saving Rules and the own House Rules.

Training and Competency.

Training, knowledge and competency are the first line of defense against any HSSE incident. All employees undergo basic, mandatory and specific training and competency assessment. Some of the trainings provided are working on height, confined space entry, firefighting, first aid, lifting, defensive driving, incident reporting and PAKAT training to identify and intervene when there is any unsafe act or unsafe condition.

Personnel Protective Equipment (PPE).

Personnel Protective Equipment (PPE) is last line of defense against any incidents. PPE requirements are clearly identified in HIPs and Job Hazard Analysis (JHA) and cascaded to workforce during daily tool-box meetings. The company carryout regular PPE inspection and replace any damaged or worn out PPEs.

Effective Communication.

Effective communication at various levels in the organisation is the key in implementing the HSSE Management System to achieve target of Goal Zero. The Company carryout meetings at various levels and use posters and visual aids as communication tool.

In addition, the company also carryout time-outs with the workforce in case of any incident occurred within the group or elsewhere to share the information and to learn from the incidents. The HSSE Department issues monthly HSSE Theme and share News Bulletins of incidents. These materials are being used during meetings to cascade the information to the workforce and also displayed in all Site HSSE Notice Boards.

Inspection and Audits.

Inspection and Audits are basic elements of any Management Systems. the company carryout regular inspection of worksites and facilities such as living quarters and workshops and laydown areas.

The Haji Adinin and Sons (B) Sdn Bhd uses CIA (Compliance, Intervention and Attitude). PAKAT is our auditing tools and the company always encourage workers to apply Step-Back 5 x 5 which is basically to "engage your mind before your hands" in any day-to-day activities.

COMPLIANCE – comply with the law, standards, procedures and rules.

INTERVENTION – intervene on unsafe or non-compliance actions and situations.

ATTITUDE – have the right attitude that puts safety above everything else and to care for each other.

PAKAT – P-Plan, A-Assess, K-Keep Looking, A-Agree Action and T-Take Note.

PAKATs are not only limited to the management and safety officers. Everyone, from top management to the field workers, has moral responsibility to intervene when they encounter unsafe act or unsafe condition and rectify the situation as per the agreed plan to make the worksite safe and report it as a PAKAT. It is a very good tool to manage a worksite safely. the target is minimum one PAKAT per employee per month. The best PAKAT at each site is awarded with a certificate and cash prize.

Incident Reporting and Consequence Management.

All incidents, accidents and near-misses are reported, investigated and analyzed from the root cause of the incidents and corrective actions are promptly implemented. All incident /accident reports are channeled and circulated for the top management review and henceforth every incident should be closed out using the close out reports.

Awards and Recognition.

The management recognises and awards the employees HSSE performance appropriately in time to keep the employees motivated to perform, continue to improve, achieve and maintain the target of Goal Zero.

The Awards are

- Safe-man of the Month
- Best PAKAT of the Month
- Best Supervisor Award and
- Manager Award

6

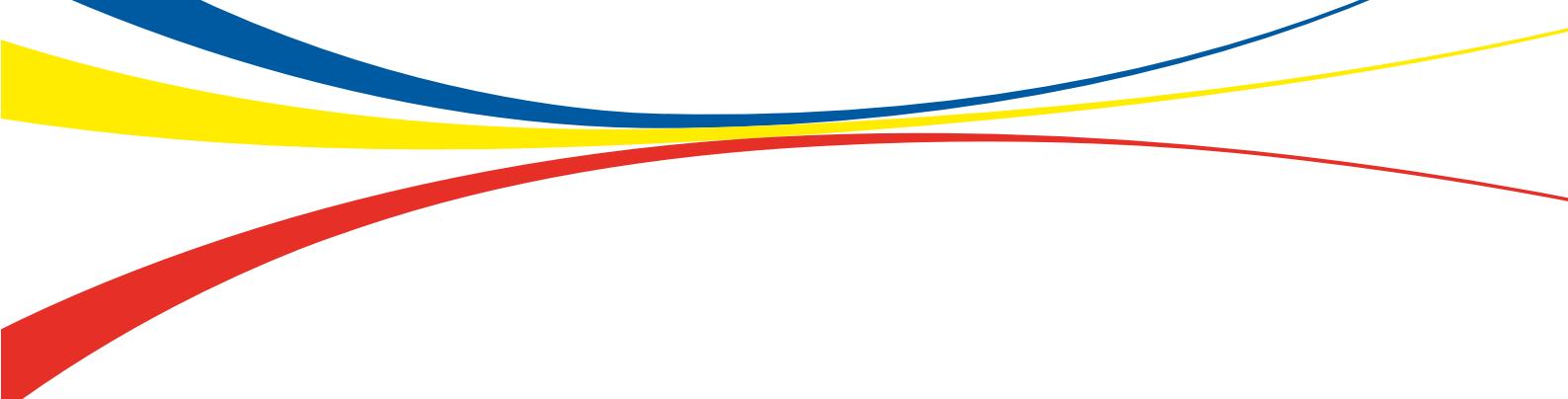
PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:

Provided in the attachment

7

COMPANY INTRODUCTION VIDEO:

<https://youtu.be/5YlcBlp1O0g>



CAMBODIA

ASEAN-OSHNET BEST PRACTICE AWARD:

MONG RETHTHY GROUP

1

BUSINESS INFORMATION:

MONG RETHTHY GROUP (MRG)

MONG RETHTHY GROUP of Companies (MRG) is established by H.E. Dr. Mong Reththy in Phnom Penh capital city of the Kingdom of Cambodia on the first of January 1989 with the initially principal objective of construction, making trade, business and investment in the commercial, constructional, transport, import and export, food chain animal production, agricultural and agro-industrial sectors. During the past more than 20 years, MRG has become one of the leading pioneers in the agricultural and agro-industrial sector in Cambodia.

- **Construction Business: Samnang Khmeng Wat Co., Ltd**

The emerging of a new society after the Khmer Rouge regime in 79s, construction project is a meaningful to reconstruct the country image again. Therefore, getting from the initial idea of H.E. Mong Reththy on construction business, the Company has been constructed so far at least more than 2000 schools including Primary, Secondary schools, hundreds public and private buildings and roads including national and rural area.

- **Oil Palm Business: Oil Palm Plantation (Mong Reththy Investment Cambodia Oil Palm Co., Ltd)**

Starting out by conscience and willingness to change the prospective on agriculture and agro-industry in Cambodia. Historically, H.E. Mong Reththy periled to invest on oil palm plantation as the first agro-industry plantation in Cambodia in 1997 with 11,000 hectares in the Southwestern region at Cheung Kor Commune, Prey Nob District, Preah Sihanouk Province.

At the present, oil palm plantation has been expended nearly twenty thousand hectares and has two Crude Palm Oil mills with capacity of 60 tons FFB per hour.

Due to the Company respects firmly on International Standard Regulations to comply on staff and workers, environment and local communities, the Company received honorable of RSPO AWARD from MOODY INTERNATIONAL that is facilitating the export the CPO widely.

- **Sea Port Business: Oknha Mong Port (Oknha Mong Port Co., Ltd)**

In order to join in development of the country and relaying on the Royal Government of Cambodia's Open Sea Policy, and by looking to the way of facilitating export and import by sea in this potential region, MONG RETHTHY GROUP invested to construct the sea port facility in 2002 namely "**Oknha Mong Port**" that is a legacy of "**Mong Family**" and as the first private sea port in the Kingdom of Cambodia where locates in Keo Phos Commune, Stung Hav District, Preah Sihanouk Province. This Sea Port has been constructed in standard for vessels and containers facilities to export and import commodities in-out of country and generating tax income for the Royal Government of Cambodia as well.

Oknha Mong Port is the most potential economic outlet and to be a core of commercial, industrial and tourism development after the Sihanouk Ville Port.

- **Rubber Business: Rubber Plantation (MRT Rubber Plantation Co., Ltd)**

Drawing the success of oil palm plantation in this area where is inspired back historical agro-industry of rubber plantation in the 1930s, to replant the rubber trees at the coastal land area. The Company started planting the rubber trees in 2007 to 2012 where is covering the coastal land area in Stung Hav District in amount of 2,500 hectares accordingly.

Nowadays, the Company is tapping the trees for latex every year and send to the rubber processing factory to process into rubber bales for export.

- **Swine Business: Swine Breeding (M's Pig ACMC Cambodia Co., Ltd)**

Cambodia currently needs about ten thousand pigs per day for domestic consumption, and thousands of pigs are imported from neighboring countries with more affected the swine demand by hundreds millions of US dollars in Cambodia economic every year.

Ideally, how the Company establishing and where the concept of H.E. Mong Reththy stimulates him to invest on swine breeding industry of international sanitary standard in Cambodia came from and why Cambodian could not be able to do this business by our own self.

The concept business on swine breeding was steaming from a study tour in the United States of America in May 2008. A group of 15 Cambodians from different sectors of public, private and local pig raisers to learn how to improve swine production business skills, technical knowledge and to integrate new technology and ideas into their swine business in Cambodia.

The Company had been dealing with ACMC - UK to import a large batch of 600 male and female pig breeders in Yorkshire, England at the end of 2008, in a move that aims to tap into the soaring pork demand in Cambodia.

Now, the Company has been expending breeding pigs in cooperation with farmers in various provinces throughout the country on “contract farming” in order to increase the population of pigs to supply on local market demand every day respectively.

- **Animal Feed Business: Animal Feed Mill (M's Feed Co., Ltd)**

Beside of the pig breeding for nucleus farm throughout the country, the Company has been effort to build a Feed Mill with sophisticated equipment, and in capacity of production with 20 ton per hour to serve our own demand.

The Feed Mill Factory that had be inaugurated on the 2nd December 2016 is a key strategic planning on cutting down agricultural products to export to the neighboring countries, and keeping them to use in our home country and to increase the profitability of the farmers as well.

According to the production planning, the Feed Mill Factory can produce about 100,000 tons per year in which the Company needs to buy maize in amount of 60,000 tons, rice bran 10,000 tons, broken rice 10,000 tons and soy bean 20,000 tons.

- **Fresh Fruit Business: Investment in fruit crops (Kingdom Fruits International Co., Ltd)**

Kingdom Fruits International, a subsidiary of Mong Reththy Group has invested in export crops; fruit of high quality supplied to both the domestic and international markets, which is packaged properly to technical and hygiene standards and which does not use chemicals and so does not affect healthy eating. By using advanced fruit processing techniques, Kingdom Fruits International and our international partners ensure only the most delicious and safest Cambodia fruit products are exports to the world.

When favorable conditions for the cultivation of agricultural crops emerged in other areas, the company also expanded the cultivation of pepper, achieving bronze merit, the number one quality standard internationally for the export of pepper to foreign markets. Kingdom Fruits International has long-term agreement with farmers to ensure consistent supply to meet demand.

- **Heavy Equipment Business: Investment in imported Machinery (Multico MS (Cambodia) Co., LTD.)**

Multico MS (Cambodia) Co., LTD. another subsidiary with Mong Reththy Group, has expanded the scope of its investment through the import of heavy machinery from countries with emerging industries around the world, Multico MS (Cambodia) Co., LTD., Leading distributor of heavy machinery, spare parts, engine, Engine repair, overhaul services, clean energy products and energy saving solutions. Established in 2008 Multico MS (Cambodia Co., LTD. based in Cambodia along with 16 other subsidiaries throughout Asia, Multico represents Asia's largest distribution network in industrial equipment. For over 45 years, the Multico brand represents trust, long-term partnership and service excellence.

- International business name :
- Address : Building #152S, Pheah Norodom Boulevard, Phnom Penh, Kingdom of Cambodia
- Tel : (855-23) 211 065 / 211 117 / 217 929
- Fax : (855-23) 216 496
- Email : mrtgroup@mongreththy.com
- Website : <http://www.mongreththy.com>

2

INDUSTRY (MAIN ACTIVITIES):

- Agriculture
- Agro- Industrial Plantation
- Sea Port (Private)
- Construction
- Swine Production (Industrial Scale)
- Animal Feed Mill
- Fresh Fruit Production
- Heavy Machinery

3

OSH POLICY OF THE ENTERPRISE:

MRICOP / MRT RUBBER PLANTATION

Occupational Safety and Health Policy

One of the most valuable assets driving our business is people. Therefore, **MRG** is committed to secure the safety, health and welfare of its employees, workers, contractors and even visitors at all work premises.

To ensure and protect all persons involved against all safety and health risks in our premises, **MRG** establish the Occupational Safety and Health Committee which emphasizes key issues as the following:

- Identification of all risks that may arise in each activity in the workplace.
- Provision of personal safety to those who are employed in high risk activity.
- Employees and workers have been trained to understand and be aware of their safety and health protection.

4

INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:

RSPO Award to Mong Reththy Investment Cambodia Oil Palm Co., Ltd (MRICOP)

5

INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:

MRG Human Resources Active in the Area of OSH

- **MRG** has to establish enough of OSH officer who are working in the workplaces.

- OSH officers at **MRG** enterprise level must be practiced of their roles with staff and workers in occupational safety regularly.

These OSH officer's role is to control the workplaces with the purpose to:-

- Advice the employee and workers on the OSH matter.
- Prevent occupational injuries, accidents, diseases and other contagious diseases.
- Provide the workers who were injured and had accident with First Aid services.
- Provide the workers with personal health data while working in the workplace.
- Anti-tetanus vaccination for all employees and workers.
- Set up transport facility to health center for employees and workers.

6

PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:

Provided in the attachment

(For point 5 and 6, MRG would like to ascertain in one text as follow)

MRG ON OCCUPATIONAL SAFETY AND HEALTH

As a well-known reputation of a local recognised company operation, MRG strives to demonstrate its leadership in the communities in which it has been operating in the best practices of occupational safety and health standard of working conditions for all workers and employees either Cambodian or Foreigners who has been working around 2500 persons, and the seasonal workers is approximately varied from 15,000- 20,000 persons at the workplace, and much more of them, they are living as a worker community with follow and respect to the code of conduct of company respectively.

OSH Structure for MRICOP & MRT Rubber Plantation

In order to ensure that the Occupational Safety and Health policy is effectively implemented and because of there are many different wide management units such as plantation department, which consists of plantation divisions, the establishment of committees and sub-committees to be in charge of their own responsible areas is very important.

The sustainable committee structure has been established since 2012 and then been reviewed from time-to-time up to now. The latest review and approved on 19 May 2016. The sustainable committee structure consists of RSPO committee following by the three main committees for Plantation, Admin. & HR and CPO Mill departments that are in charge of the occupational safety and health issues. This OSH structure and pattern is also applied to the rubber plantation as well.

MRG has firmly complied with the MRG's policy and guideline in these conditions in regarding to OSH as following:

- Labor Policy:**
 - Wages:** MRG strictly applies on its own Personal/Staff Policy in accordance to the Labor law of the Kingdom of Cambodia. The payment for staff and workers salary and wage and benefits which are competitive within its industry and that allow staff and workers and their families to have a good standard of living commensurate with the societies in which they live and work with.
 - Employee Safety & Health:** Employee welfare and protection for safety and health is a top priority. MRG complies with regulations concerning employee safety and health, and the use of crop protection products. Workers in MRG farms, sites and plantations are trained in safe application of crop protection products, complied fertilizer and are all required to use personal protective clothing appropriate to their activities. Safe handling of these materials

is supervised by professionals in occupational safety and health who corrects problems on the workplace. Workers who utilize crop protection products undergo periodic medical tests to ensure that there has been no harmful exposure.

- **Training Manual:** MRG always invests and conducts in training and education programs for workers and staff every year and/or at any times in specific requirement for new products, machinery, planting crops, harvesting and tapping procedures of its workforce in order to continuously promote safety and health at work habits.
- **Child Labor:** MRG does not knowingly purchase products from any commercial producers who violate applicable child labor laws, and it is MRG's policy to comply all local laws and international conventions on Child Labor. Strictly implementation, MRG has never employed children to work at any workplaces for its own benefits from them, but instead of this, MRG is always send them to school.
- **Unions:** MRG respects the freedom of the individual worker to join the union of his or her choice or to refrain from such membership. Employees who have chosen unions in accordance with applicable laws and regulations are entitled to bargain collectively through representatives of their own choosing.
- **Ensuring Enhanced Health Services:** MRG has been continuing to focus on the implementation of prevention programs on contagious diseases and promote woman maternal and child health care and nursery, improve emergency services and provide health and sanitation education and information, especially in the governed areas. The poor shall be entitled to free health care in referral clinic and health centers as well.

- **Building Staff and Worker Community**

MRG has made significant investments in providing the infrastructure necessary to sustain healthy communities in localities around the plantation as well as the nation. Beyond its charitable contribution program, which provides cash donations of Million US Dollar to hospital, health center, pagoda, school, environmental program, social and cultural program, MRG provides a tremendous amount of in-kind giving each year. In addition, MRG provides various social facilities such as housing and home maintenance, schools and education services, and sports facilities, sponsoring and encouraging sporting and recreational activities at schools and communities for the worker's family and general people as well.

In practice, at the City Oknha Mong Development Zone in Keo Phos Commune, Stung Haw District, Preah Sihanouk Province, MRG has so far built infrastructure including of over 1,600-km roads and around 100 dams/reservoirs to keep water for local people's daily lives and where fish may be caught for food. MRG has built concrete houses over 300 houses free of charge for plantation and farming workers, and local people in its development zones in a combination with 5 schools, 1 pagodas and 2 health/clinic centers for social services to all people, and the most vulnerable people. In order to facilitate for people living, MRG has built up the networking system of clean water and electricity for a whole area.

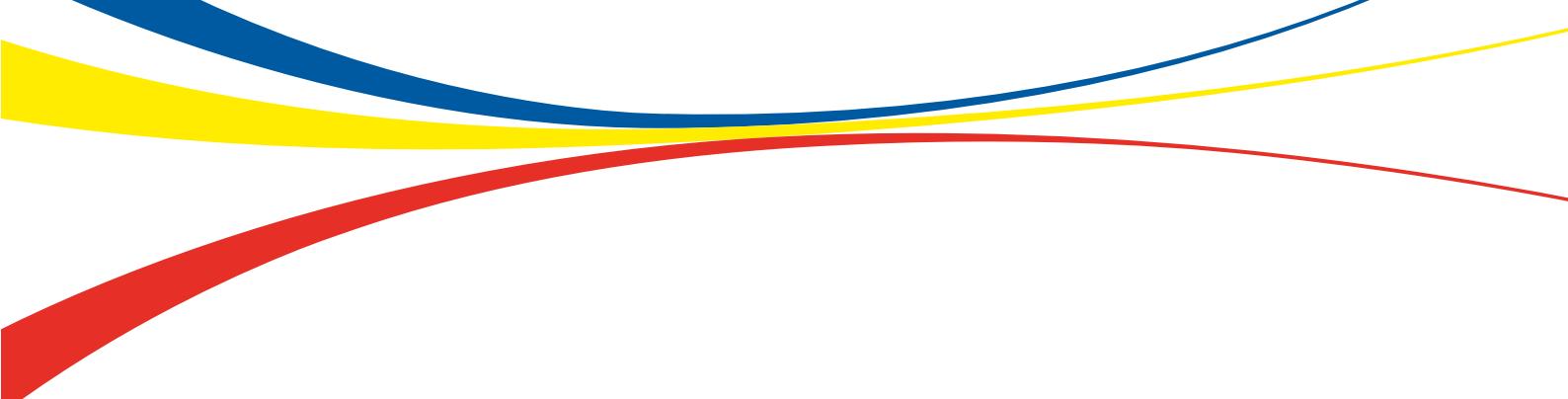
MRG works to ensure that neighboring communities benefit from our presence on an enduring basis. MRG always listens to neighboring communities and takes account of their interests. MRG supports human rights, democracy and liberal pluralism within the areas of administered. MRG always keeps in mind that MRG's workers have places to stay and their children need schools to learn and health/clinic center to keep their physical body healthy and fit. MRG keeps following its own slogan: "**MRG and You live together and become rich together**" and "**Making Live Better Every Day**".

- **Environmental Policies**

In addition to superior quality, the MRT brand offers customers the confidence of being supported at all times by worldwide, regional and local organizations and markets whose experience and technical expertise in environmental matters are unparalleled in the industry. MRG has been

making a positive contribution to the prevention and preservation of environment. MRG goes beyond compliance with local environmental regulation to meet internationally accepted best practices. MRG reduces to the minimum practicable any adverse effects of our operations on the environment impacts.

And as results at the current time, local people have no longer needed to chop trees on mountains and conservative forests for charcoal since their living conditions are stabilized and improved to a better level through practically sustainable development schemes of MRG.



CAMBODIA

ASEAN-OSHNET EXCELLENCE AWARD:

**SABRINA (CAMBODIA) GARMENT
MANUFACTURING CORP**

1

BUSINESS INFORMATION:**SABRINA (CAMBODIA) GARMENT MANUFACTURING CORP**

- International business name : Sabrina Industrial Corporation
- Address : National Road No.4, Trapaing Reussey Village, Sambo Commune, Samrong Torn District, Kampong Speu Province, Kingdom of Cambodia
- Tel : 855-23-25397785
- Fax : 855-12-844420
- Email : joyce@sabrina.com.tw
- Website : www.sabrina.com.tw

2

INDUSTRY (MAIN ACTIVITIES):

Garment Factory (Sport Cloth)

3

OSH POLICY OF THE ENTERPRISE:

The company established the Occupational Safety and Health Management System

4

INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:

Sabrina (Cambodia) Garment Manufacturing Corp obtains ISO 9001

5

INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:

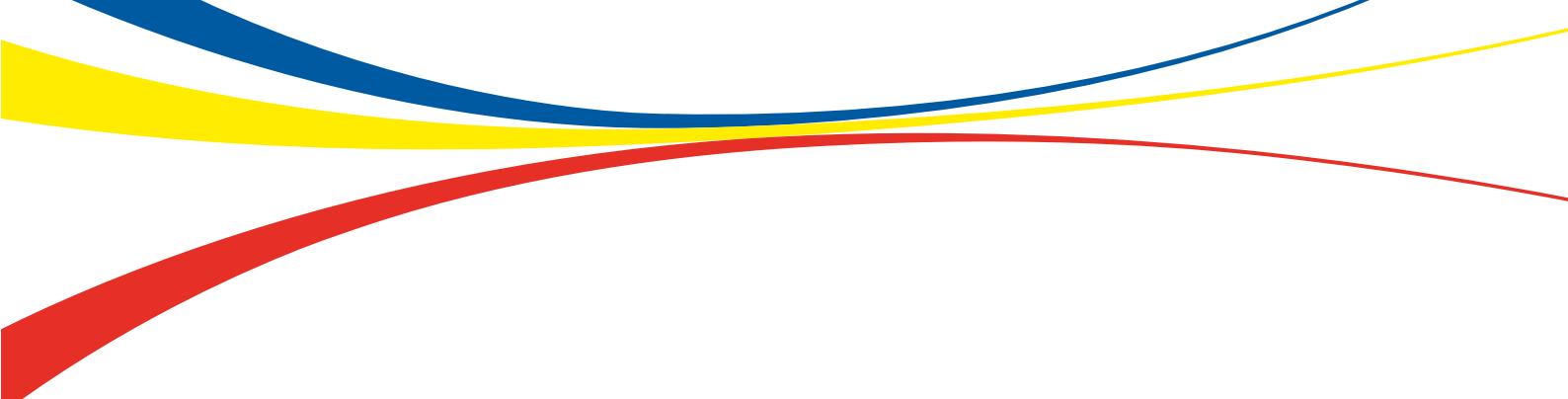
- Conducted “**Building Inspection**” through certified 3rd Party - C&CT Consult.
- Conducted Health Day “**Health Check-up for all workers**” through Red Cross Doctors.
- Arranged a “**Health Care and Reproductive Education**” cooperated with Health Care partner - RHAC Organization
- Performed “**Internal OSH Audit Quarterly, Monthly OSH Committee Meeting and Daily On-Site OSH Inspection**” through internal OSH Committee
- Established “**Daily Nutrition Program**” to all workers through professional catering team - Hagar Catering
- Arranged monthly **Training on Nutritional & Hygiene** through cooperated partner - CWPD Organization
- Performed regular “**Fire & Evacuation Drill**” twice per year to all workers through well-trained internal team and certified local authorities

- Arranged “**1st-Aids and Fire Fighter Workforce**” among well-trained internal team throughout the workplace
- Arranged Quarterly “**Road Safety and Transportation**” Seminar through cooperation with Local Safety and Traffic Department
- Established a “**Training Calendar on Security and Safety**” through certified internal trainers
- Established various **Safety Committee** (such as OSH Committee, Fire Fighter Committee, 1st Aids Committee etc.)

6

PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:

Provided in the attachment



INDONESIA

ASEAN-OSHNET BEST PRACTICE AWARD:
CV. MUBAROKFOOD CIPTA DELICIA

1

BUSINESS INFORMATION:**CV. MUBAROKFOOD CIPTA DELICIA**

- International business name : CV. MUBAROKFOOD CIPTA DELICIA
- Address : Sunan Muria Street No. 33A Kudus, Central Java, Indonesia
- Tel : +62 291 – 432606 / 432633
- Fax : +62 291 – 446478
- Email : info@mubarokfood.co.id
- Website : www.dodoljenangmubarok.com

2

INDUSTRY (MAIN ACTIVITIES):

- Produce Jenang and dodol (made from sugar, sticky rice and coconut oil)
- Trademarks : Mubarok, Viva, Mabrus, Sinar Tiga Tiga, Baginda, Semesta, Jawa Rasa, Citra Persada, Classico, Claszeto, Asia Pasific, Dodol Bali, Al-Madina

3

OSH POLICY OF THE ENTERPRISE:

The CV. Mubarokfood Cipta Delicia commits to prioritise safety and health to the work environment and human resources in the company, improve customer satisfaction and provide the best to stakeholders

4

INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:

The CV. Mubarokfood Cipta Delicia implements ISO 22000 : 2005, HACCP and Halal Management System

5

INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:

The CV. Mubarokfood Cipta Delicia increases the productivity of making coconut milk and minimise occupational accidents, by:

- Control of hazards in the equipment / machinery through engine modifications grated coconut
- Completing the safety and health facilities including personal protective equipment (PPE)
- Visual control of hazards in the workplace (signs, labels, and posters)

Results of the Application Program:

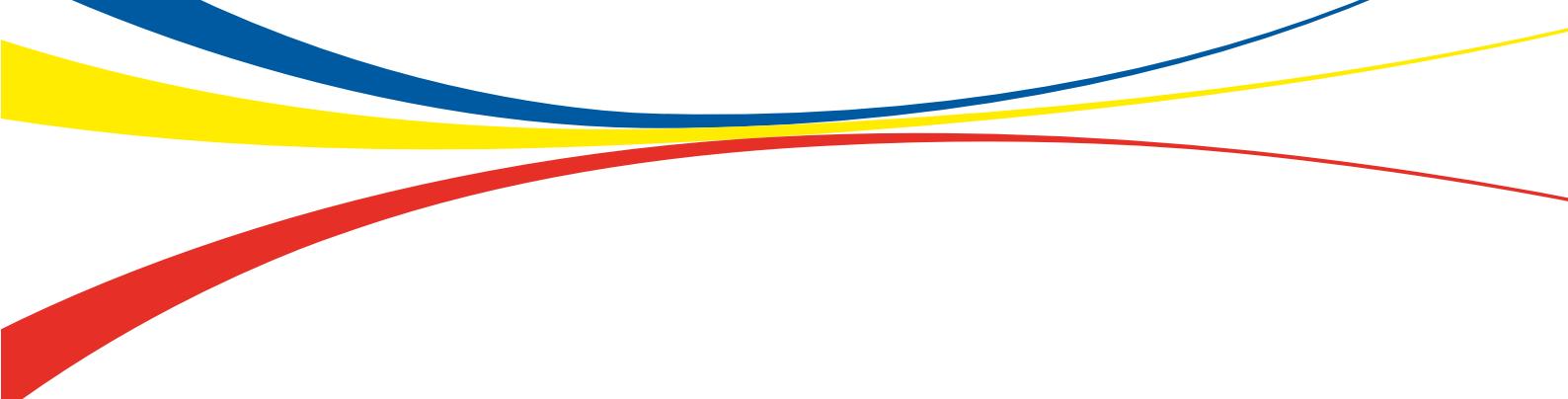
- More safe and easy in operating machine (minimise hand contact with the blade grate, so there is no occupational accidents)
- Time for grated coconut more faster
- The time period of change roller grate is more longer

6**PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:**

Provided in the attachment

7**COMPANY INTRODUCTION VIDEO:**

<https://youtu.be/QPrFiHg2Hc0>



INDONESIA

ASEAN-OSHNET EXCELLENCE AWARD:

**PT. INDONESIA POWER UNIT
PEMBANGKITAN BALI**

1**BUSINESS INFORMATION:****PT INDONESIA POWER UNIT PEMBANGKITAN BALI**

- International business name : PT Indonesia Power UP. Bali
- Address : By Pass Ngurah Rai Street, 535, Pesanggaran, Denpasar
- Tel : +62-361-720421, 720422 / 62-8123887780
- Fax : +62-361-720519
- Email : sekretariat.bali@indonesiapower.co.id
- Website : www.indonesiapower.go.id

2**INDUSTRY (MAIN ACTIVITIES):**

Power Generation (Diesel and Gas Power Plants)

3**OSH POLICY OF THE ENTERPRISE:**

PT. Indonesia Power UP Bali has three OSH Policy, that is one of OSH Policy in Corporate (Main Office), one of OSH Policy in Unit Bali and one of Prevention and Mitigation of HIV/AIDS Policy (P2HIV/AIDS).

4**INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:**

PT. Indonesia Power has implemented programme international standards, that is:

- OHSAS 18001 about Occupational Safety and Health
- ISO 9001 about quality
- ISO 14001 about Environment

5**INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:**

PT. Indonesia Power UP Bali prevents occupation accidents and diseases in a way of promoted and preventive.

- Preventive and Promoted of occupational accidents are:
 - Provide Safety Briefing for employee, visitor, Training Student, and employee with On the Job Training in the area unit UP Bali.
 - Give personal protective equipment was needed in area unit of power plant.
 - Installations of Occupational Safety and Health Signs and warning signs in area unit UP Bali.

- Publish of Safety Permit for Partner Project was worked in area unit of power plant.
- Application of LOTO (Lock Out and Tag Out) Procedure.
- Socialisation about Occupational Safety and Health for all of employees.
- Measurement Hazard in the area unit UP Bali such as Measurement of Noise, and Measurement of Vibration).
- Preventive and Promoted of occupational diseases are:
 - To put and to use of chemical materials procedure according to Material Safety Data Sheet (MSDS).
 - Monitoring and socialisation about Ergonomic in the office area.
 - Check to hygiene of enterprise with check the food for employees and toilets.
 - Socialisation about health and how to prevent diseases.

6

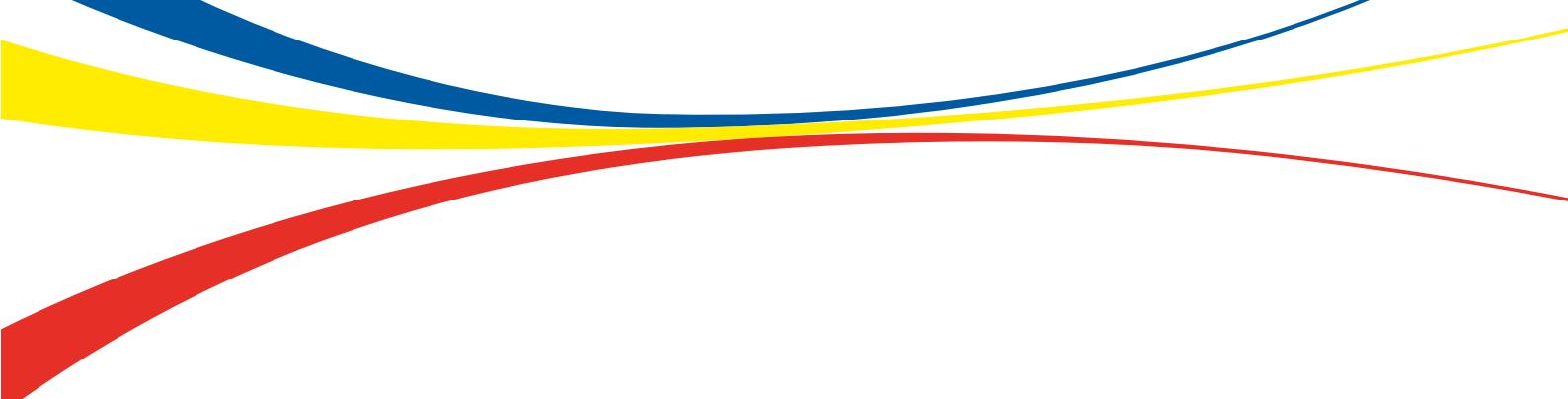
PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:

Provided in the attachment

7

COMPANY INTRODUCTION VIDEO:

<https://youtu.be/VE5Vz3CzMto>



LAO PDR

ASEAN-OSHNET EXCELLENCE AWARD:

PHU BIA MINING LIMITED

1

BUSINESS INFORMATION:**PHU BIA MINING LIMITED**

- International business name : Phu Bia Mining limited
- Address : 7th Floor, Kolao Tower, 23 Singha Road PO Box 5559, Vientiane, Laos
- Tel : +856 21 268 000
- Fax : +856 21 268 029
- Email : Soulichanh.Soutannouvong@pbm.panaust.com
- Website : <http://www.panaust.com.au/>

2

INDUSTRY (MAIN ACTIVITIES):

Copper concentrate and Gold-Silver dore

3

OSH POLICY OF THE ENTERPRISE:**ENTERPRISE RISK MANAGEMENT POLICY****ENTERPRISE RISK MANAGEMENT POLICY**

PanAust's vision is to be a growth-oriented mining company determined to excel and outperform its competitors through growth, optimisation of returns on capital and adherence to core values. In striving to achieve this vision, PanAust Limited recognises that risk is inherent in all of its activities.

This policy applies to all of the activities of PanAust Limited and each of its related entities.

Consistent with our vision and values PanAust is committed to:

- Proactively considering risks (and opportunities) in the making of every material business decision.
- Complying with all applicable laws, regulations, internal policies and contractual obligations at a minimum.
- Maintaining an effective enterprise risk management system consistent with the ISO31000.
- Integrating risk management principles into PanAust's policies, procedures, organisational culture, governance, management and reporting processes.
- Implementing the risk management system uniformly across all PanAust activities, and throughout the business life cycle.
- Utilising the ALARP ("as low as reasonably practical") method for appropriately treating risk.
- Having a detailed understanding of the company's risk profile at any given time, including the current status of each material risk and its priority for appropriate risk treatment.
- Monitoring and reporting on material risks and critical controls transparently to ensure that the risk profile is aligned with PanAust's risk appetite, corporate strategy and values.
- Deploying adequate resources to educate and train PanAust managers and employees so that they understand their obligations and responsibilities under this policy.
- In relation to investment and business decisions to support growth, PanAust will not be risk averse but will assess its ability to manage non-financial risks in the context of potential returns.
- Corporate development and capital project submissions requiring Board approval will incorporate a risk analysis.

Responsibilities under this policy:

- The Board of Directors is responsible for ensuring that PanAust's systems of risk management and internal controls are in place through the PanAust Governance Committee.
- The PanAust Executive Committee (EXCO) guides corporate risk strategy and provides oversight of strategic issues. It will maintain a high level risk register and mitigation plan, subject to a minimum annual review.
- Each PanAust's business unit has responsibility for a high level risk register and mitigation plan which is subject to a six monthly review.
- Each Manager has responsibility for a department risk register and mitigation plan subject to a minimum six monthly review.

A handwritten signature of Adrian Bell in black ink.

Adrian Bell
General Manager HR and Risk Management

A handwritten signature of Dr Fred Hess in black ink.

Dr Fred Hess
Managing Director

27.01.2017

4**INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:**

Phu Bia Mining Limited has not implemented the ISO accreditation at PAA, although the company has aligned all of the OHS system with the following:

- ISO31000-2009 Risk Management-Principles and guidelines
- OSHAS 18001 Occupational Health and Safety Management Systems

5**INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:**

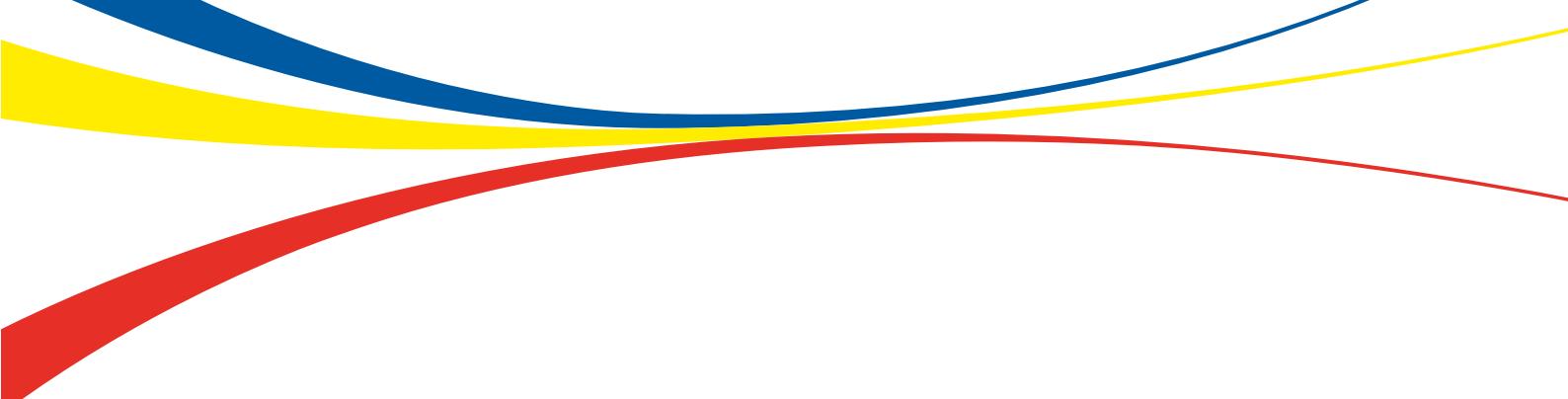
Provided in attachment

6**PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:**

Provided in attachment

7**COMPANY INTRODUCTION VIDEO:**

<https://youtu.be/PqbsxrO8Ur4>



MALAYSIA

ASEAN-OSHNET BEST PRACTICE AWARD:
FYS MARKETING SDN BHD

1

BUSINESS INFORMATION:**FYS MARKETING SDN BHD**

- International business name : FYS MARKETING SDN BHD (749622-A)
- Address : 2519, MK17, Jalan Berapit, 14000, Bukit Mertajam, Pulau Pinang
- Tel : 604-5392 540
- Fax : 604-5395 962
- Email : fys.james@yahoo.com

2

INDUSTRY (MAIN ACTIVITIES):

- Quarry
- Quarrying is the process of removing rock or other minerals from the ground or hill in order to use them to produce materials for construction or other uses.
- Quarrying Process Flow sequential order
 - Development
 - Drilling & Blasting
 - Loading & Hauling
 - Crushing & Screening
 - Loading & Sales

**Abstract**

Quarryman job scope, Quarry site location & Quarrying are the 3 major challenges to quarry industry.

Quarryman consider a 3D job (Dirty, Dangerous & Difficult) would not attract interest to next generation.

Quarry site location will be facing housing development encroachment.

Quarrying common word associated are noisy, dusty & vibration.

FYS Best Practice focus on **ESP** core values

Level-1: Focus on Operation Environmental Safety Productivity

Level-2: Focus on People Educational Social (CSR) People

To continue surviving, FYS impose the manufacturing System + Tourism Concept to the quarry operation.

For Manufacturing System: Environmental aspect of the program at operational levels consist of implementing dust control on haulage road, crushing, screening and vehicle cleaning facilities. Others include landscaping and housekeeping with 5S program to keep the quarry compound clean. Besides that, FYS organised a series of yearly program to build up healthy working atmosphere and teamwork including education program to develop and improve quarryman & quarry woman knowledge, skill and spirit.

For Tourism Concept: Setup Homestay, Cafeteria, Surau for Muslim prayer, Agro Park, Green House within FYS premises to promote quarry premises that can become a tourist attraction to visit. In 2016, FYS transformed the ordinary annual dinner into Quarryman Carnival Night with 3 objectives - CSR

- The Community Engagement by the quarry operator for better understanding
- To provide Social Recognition on the contribution of quarryman
- Rebranding the quarry industry to give good perception to the public

FYS received 2 Awards in 2017:

- Award of Excellence from Institute of Quarrying Malaysia (IQM)
- Mining & Quarrying Award from Department of Occupational Safety and Health (DOSH) Malaysia

3

OSH POLICY OF THE ENTERPRISE:**POLICY****SAFETY, HEALTH & ENVIRONMENT**

FYS MARKETING SDN BHD is committed to providing a safe and healthy working environment in all areas of staffs and visitors in line with the requirements of Malaysia.

To make this policy successful FYS MARKETING SDN BHD will:

1. Implementing a Safety, Health and Environment Management System that meets national and international standards.
2. Prepare and implement action plans to enable various activities to be conducted in a safe and healthy environment.
3. Foster a safe work culture through education and continuous improvement.
4. Provides a platform for staff participation and involvement in safety, health and environment practices.
5. Checking the Safety, Health and Environment Policy as needed.


 A handwritten signature in black ink, appearing to read 'Foo Kheng Sin'.


Foo Kheng Sin

Chairman

1 December 2017

4**INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:**

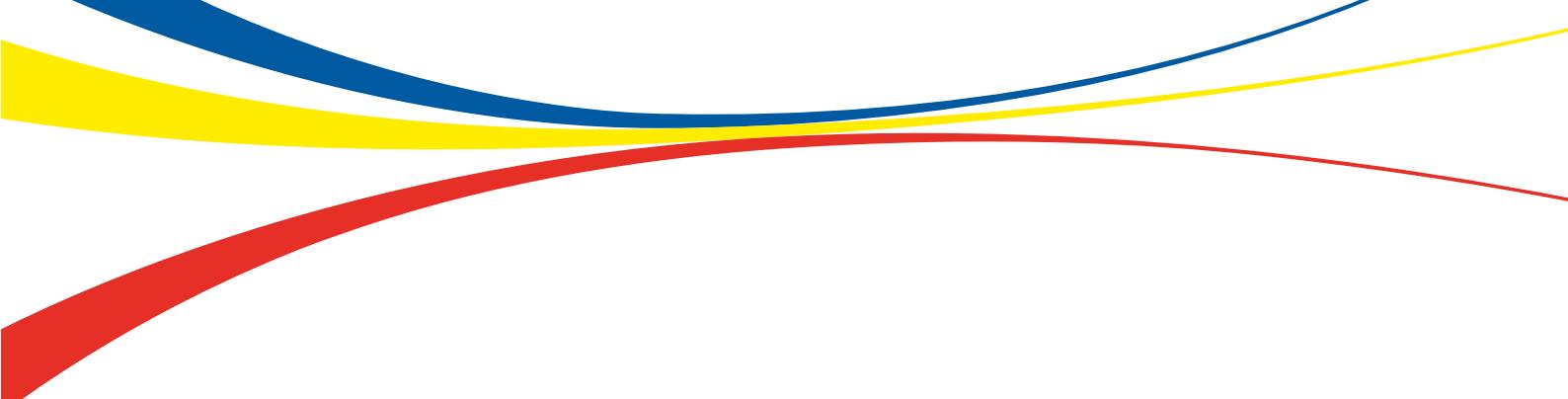
Provided in attachment.

5**PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:**

Provided in attachment

6**COMPANY INTRODUCTION VIDEO:**

https://youtu.be/1zG_JX4AbQw



MALAYSIA

ASEAN-OSHNET EXCELLENCE AWARD:
LANGSAT TERMINAL (ONE) SDN BHD

1**BUSINESS INFORMATION:****LANGSAT TERMINAL (ONE) SDN BHD**

- International business name : **LANGSAT TERMINAL (ONE) SDN BHD (777585-H)**
- Address : Lot PLO 118, Jalan Tengar, Kompleks Perindustrian Tanjung Langsat, Mukim Sg. Tiram 81707 Pasir Gudang, Johor Darul Takzim
- Tel : +607 – 256 2888
- Fax : +607 – 251 4996
- Email : bd.lgt1@dialogasia.com
- Website : www.dialogasia.com

2**INDUSTRY (MAIN ACTIVITIES):**

Petroleum product storage, blending, mixing, inter-tank transfer (ITT), terminal-tank transfer (TTT), road truck loading, dye and addictive injection.

3**OSH POLICY OF THE ENTERPRISE:**

Provided in attachment

4**INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:**

Langsat Terminal (One) Sdn Bhd implements an integrated management system (IMS) based on the requirements stipulated as per ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007.

5**INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:**

On 28th February 2018, Langsat Terminals had achieved its 2.13 million safe man hours without any lost time injury (LTI) since its operation in 2009. Langsat Terminals also measures commuting accident of staff coming to work or going back home from work with zero case since 2013. To sustain and achieving a good safety performance, a comprehensive HSSEQ plan has been properly designed and developed along with close communications and engagements with employees and contractors working in the company, as the stakeholders.

Langsat Terminals Management adopted the common and successful factors on managing HSSEQ across the organization, which is the “4 Pillars” of HSE Management System namely HSE Policy and Procedures, HSE Risk Management, HSE Assurance and HSE Promotion. Langsat Terminals HSE objectives and programs may be similar with other organization. The difference probably lies in the way HSE being managed – engagement, intervention, sharing and involvement from employees and contractors.

The introduction of “11 Golden Rules” since 2015 has become a major key factor for the great achievement. It is a common life-saving rules on laymen terms that provides basic and easy key guidelines for safety compliance. Violations to these rules are not tolerable in Langsat Terminals as these rules are part of their pledge on HSE compliance.

Safety is being constantly communicated in the company through interactives awareness programs and engagement with employees and contractors in order to boost up the interest and understanding of all employees and contractors in the HSE objectives and programs.

Annual Safety Campaign has become an event in the company that the staff and contractors are looking forward for it. Main objective of this campaign is instill the awareness and create interest in safety by all employees and contractors working in the company

During this one (1) month duration, interesting and fun activities were designed which involved all level of employees and contractors. Activities and programs such as Inter- department quiz on company safety related knowledge and awareness to compete for the “General Manager Trophy”, “Amazing Race” (treasure hunt game), Zumba Dance, 1,000 Steps Exercise, sports competitions and various HSE talks by government agencies and/or HSE consultants are being organised.

Other continuous HSE activities such as Safety Walkabout, Spring Cleaning (5S), regular audits, HSE training and awareness, incident prevention program and medical surveillance program were reinvigorated in the departmental and individual key performance indicators (KPI's).

Stop A Moment (SAM) is a reporting tool for employees and contractors to observe, intervene and report any at-risk behavior in the terminal. Intervention and participation is the crucial role of employees to eliminate any at-risk behavior that could potentially cause any incident.

Apart from that, new personal approach based on family values, such as “Healthy Lifestyles”, “Love Your Heart” has rejuvenated overall Langsat Terminals HSE performance.

With various safety initiatives and programs together with safety management system implemented, the key underlying message communicated to the employee and contractors working in the company is the importance of safety and getting their commitment to it, so that everyone goes home safely every day and ensuring Langsat Terminal becomes a safe and happy place to work. Evidently, the result is being shown with the achievement of 2.13 million safe man hours without LTI in February 2018.

HSE Individual Key Performance Indicators (KPI's)

KPI's on HSE related matters is one of key element in the employee's individual annual KPI and performance appraisal system. The safety KPI's, derived from the annual HSE objectives and targets, to be implemented and achieved by Langsat Terminal management, departmental managers and all employees with the aim to achieve:

- ZERO Harm to People
- ZERO Damage to Environment
- ZERO Damage to Asset
- ZERO Non-compliance to legal obligations

‘We Need You’ – Safety & Family

‘We Need You’ was the Safety Campaign slogan for FY 2016 with the objective to get the support from employee's families at home for the safety of Langsat Terminal staff. The key message was that family is important, all employees make a silent promise every day to their loved ones and therefore we need to ensure a safe working environment. Several activities were developed:

- Family photo competition during Safety Campaign
- Upkeep of personnel health
- Health screening
- Health talks



SoHELP (Systematic Occupational Health Enhancement Level Program)

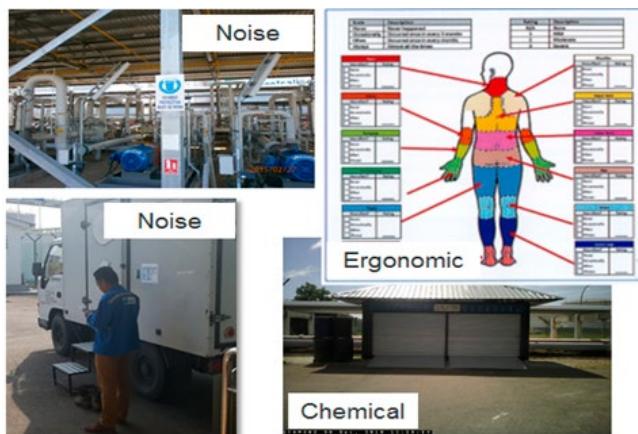
As to further improve and enhance on health, Langsat Terminals has voluntary participated in a program introduced by the Department of Occupational Safety and Health (DOSH) called "SoHELP" or Systematic Occupational Health Enhancement Level Program. The main objectives is to reduce the health risk exposure in relation of noise, chemicals and ergonomics at workplace and significant improvement in awareness and implementation of SoHELP in Langsat Terminals. The program involved the intervention between DOSH, employer, employee and safety practitioners.

The program is measured by DOSH on the level achieved by Langsat Terminals for each category, noise, chemicals and ergonomics. Current level achieved are as follows:

Current SoHELP Achievement Status:

Area	Achievement Level
Noise	★★★★★
Chemical	★★★★★
Ergonomic	★★★★

SoHELP Achievement Level:



Activities undertaken at Langsat Terminals

PAGEMA (Pasir Gudang Emergency Mutual Aid)



Langsat Terminals is an active member of PAGEMA since 2009. PAGEMA is a collaboration between the local authority with all the high risk industries in Pasir Gudang. At present, Majlis Perbandaran Pasir Gudang (MPPG) is the coordinator for PAGEMA and consist of 50 companies registered as a member.

In 2013, Langsat Terminals hosted the off-site emergency response drill (tank fire and hazardous chemical spillage) involving 10 responding agencies, including Fire and Rescue Department (BOMBA) and Royal

Malaysian Police Department (PDRM).

PAGEMA main purpose is to bring together the government agencies and high risk industries for contributing effort in managing an emergency at Pasir Gudang Industrial Area. PAGEMA conducts its operations on voluntary basis to assist in:

- Protecting the public from injury and health hazards.

- Preventing loss and damage to property.
- Safeguard the environment
- Working with other contingency plans including the agencies at the National Level.

Langsat Terminal has been appointed as the committee members to review the PAGEMA ICS Manual together with the relevant authorities. Langsat Terminal also has been appointed as the Technical Committee for PAGEMA since 2013, with the objectives to:

- Providing technical advice to enhance the Incident Command System (ICS) Manual for PAGEMA
- Provide advice and expertise in designing and execution of PAGEMA drills
- Working closely with various agencies in continuously improve the ERP

Recently, Langsat Terminal has been appointed as one of the Exercise Management Staff (EMS) for the 14th EX-STROM (Exercise Special Team Operation and Response Mechanism) organise by the Fire and Rescue Department Malaysia (BOMBA) in designing and executing a national level off-site emergency response drill in Pasir Gudang on 21 – 22 October 2017. The big scale off-site drill involved different types of emergency disasters, such as collapse structure, release of toxic gas, tank fire and explosion, jetty damage and man overboard and community evacuation.



Langsat Terminal with BOMBA EX-STORM 2017 EMS at BOMBA Putrajaya for national level emergency exercise

Corporate Social Responsibility – MyKasih Programme

Langsat Terminal is a subsidiary of DIALOG Group Bhd and directly supports MyKasih Programme initiated by DIALOG. The MyKasih Programme is a Corporate Social Responsibility ("CSR") initiated by DIALOG as its commitment in looking after the interests of its community, employees, environment and market place. The CSR activities carried out under MyKasih programmes are food aid programme, bursary programme, financial education, health awareness, skill trainings, children education and youth development.

Langsat Terminal participates in DIALOG'S CSR program by providing financial assistance annually together with other donors for education programs of children from underprivileged families in the local area where it operates.

Since its inception in 2009 until 2016, DIALOG has reached out to almost 230,000 under privileged families in over 400 locations nationwide, including Sabah and Sarawak.



The enterprise's message on OSH



“HSE is our corporate core value. People are our best asset, we are distinctive because of our employee and their commitment in making safety importance and as work culture in their day to day work. We believe in training to our employees and contractors for increasing their safety competency. Our core commitment is making efforts to put into practice the 4 HSE Management pillars for getting commitment by all working in the company as we believe while compliance put us on tracks, commitment fertilizes our journey to sustainably causing no incident, no harm to people, no dangerous occurrence, no occupational poisoning, no occupational disease and no damage to the environment. Every action on Safety that we take depends on and requires total commitment and interest from all our employees. Safety comes from us and is everybody business”

Ahmad Abdul Talip
General Manager
Langsat Terminal (One) Sdn Bhd

6

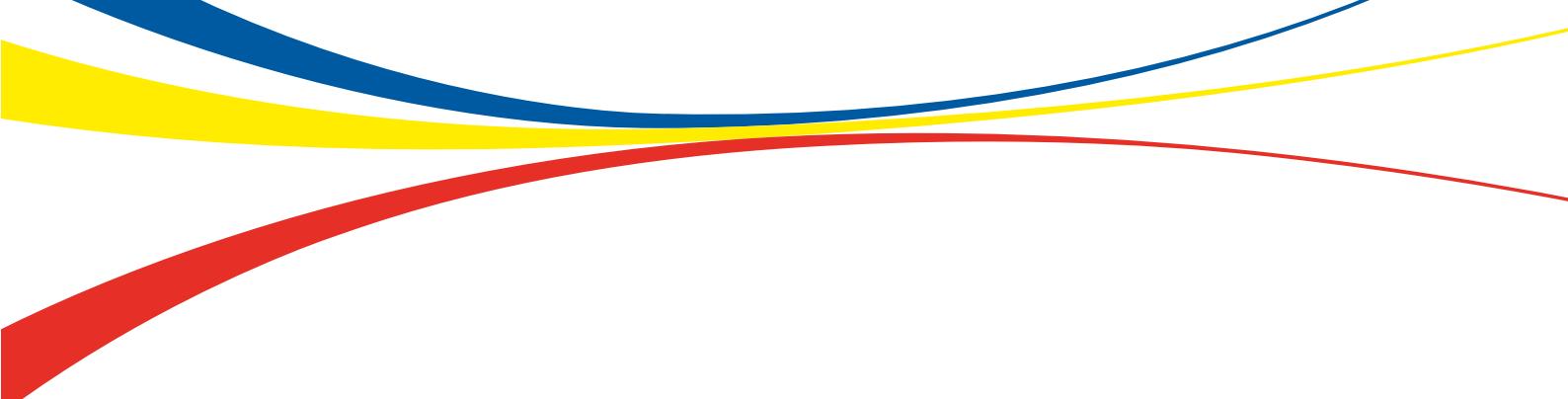
PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:

Provided in attachment

7

COMPANY INTRODUCTION VIDEO:

https://youtu.be/5qbspj_hvBE



MYANMAR

ASEAN-OSHNET BEST PRACTICE AWARD:

UNILEVER (MYANMAR) CO.,LTD

1

BUSINESS INFORMATION:**UNILEVER (MYANMAR) CO.,LTD**

Unilever (Myanmar) Co., Ltd. Manufacturing factory have been operated at No. (40,41,47), MinThatedi KyawSwar Street, Shwe Pyi Thar Industrial Zone (2) , Yangon, Myanmar. The total manpower in manufacturing site was about 170 employees and have been producing personnel care and home care products, especially for chicken powder and shampoo. For the production, the most priority are Safety and Quality and its products have been sale in Myanmar.

- Address : No. (40,41,47), MinThatedi KyawSwar Street, Shwe Pyi Thar IndustrialZone (2), Yangon, Myanmar.
- Tel : +959-797002342-44
- Fax :
- Email : Tin.Htut@unilever.com
- Website : www.unilever.com
- International business name :

Unilever is international business name and its Market Clusters are:

- Europe (including CEE);
- North Asia (Greater China & North East Asia);
- South East Asia and Australasia (SEAA);
- South Asia;
- North Africa, Middle East, Turkey and Russia (NAMET & RUB);
- Africa (Central Africa & South Africa);
- North America;
- Latin America (including Mexi

- **Unilever's** broad categories are:

- Personal Care: consisting of Skin, Deodorants, Oral and Hair
- Foods & Refreshment: which includes Savoury, Spreads & Dressings, Ice Cream and Beverages
- Home Care: which includes Laundry and Household Care

2

INDUSTRY (MAIN ACTIVITIES):

The main activities of the factory were:

- Mixing the semi-products
- Filling and Packaging the products

3

OSH POLICY OF THE ENTERPRISE:

Unilever is committed to providing healthy and safe working conditions. Unilever complies with all applicable legislation and regulations and aims to continuously improve health and safety performance. Everyone at Unilever has a role to play for Health and Safety. Managers are also responsible for the occupational health and safety of their reports and third parties under their control. As a condition of our employment, we all have a duty to work safely.

4**INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:**

Unilever Frame Work Standards

5**INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:**

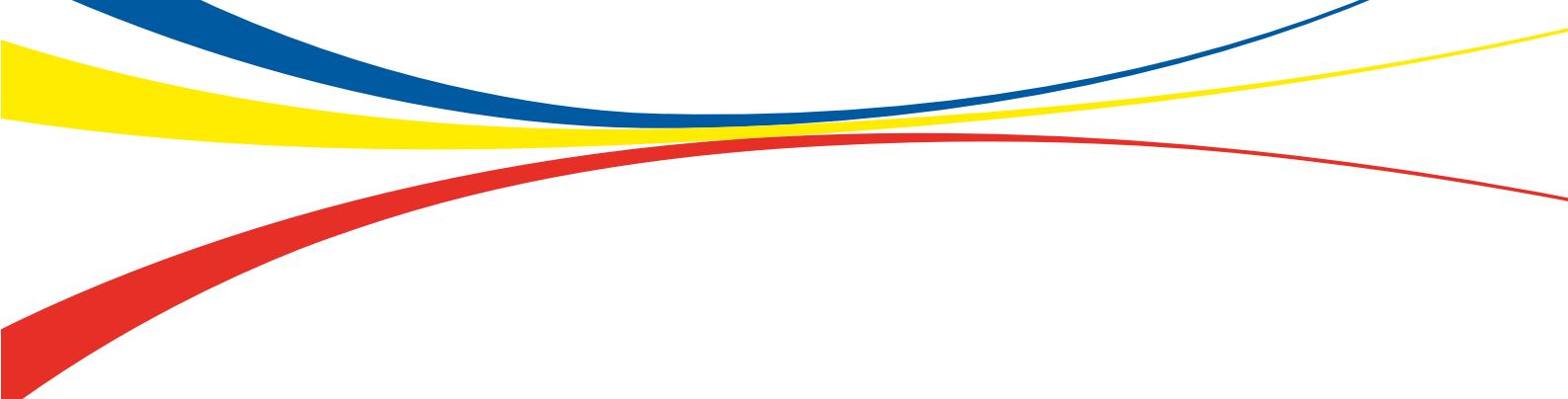
- UA, UC, Near Miss reporting
- LOTO Procedure
- Permit to Work System
- Set up of CSHEC, SBO teams, DCA teams
- Health Talk on monthly
- Medical Checkup programs for employees
- Providing Rehabilitation Centre (Gym related equipment & Karaoke set) at factory

6**PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:**

Provided in the attachment

7**COMPANY INTRODUCTION VIDEO:**

<https://youtu.be/8oZPrI27qHg>



MYANMAR

ASEAN-OSHNET EXCELLENCE AWARD:

UNITED PAINTS GROUP CO., LTD.

1

BUSINESS INFORMATION:**UNITED PAINTS GROUP CO., LTD.**

100% Private Myanmar Citizens Owned Company

- Business Type : Paint Manufacturing
- Factory Complex : 15 Acres
- Founding Location : Hlaing Thar Yar, Industrial Zone(1), Yangon.
- Main Market : Local and Asia Pacific
- Paid Up Capital : Kyats 2321.44 million
- Investment : Kyats 13274.74 million
- Year Established : 1995
- Started Paint Production : 1996
- Number of Employees : 700 + (Company Wide)
- Address of Workplace : No. 130, 133, SeikKanthal Street, Industrial, Industrial Zone-1, Hlaing Tharyar Industrial Zone, Yangon, Myanmar.
- Head Office Address : No. 174/188, 2nd Floor, Bo Myat Tun Street, Shwe Gabar Tower(II), Pazundaung Township, Yangon, Myanmar.
- Tel : + 95-1-200535, + 95-1-682180
- Fax : + 95-1-299605, + 95-1-398859
- Email : info@upgpaint.com
- Website : www.upgpaint.com
- Taxpayer : One of Top 100 Taxpayers in Myanmar.

2

INDUSTRY (MAIN ACTIVITIES):

Type of Industry: Paint Manufacturing

- Main Activities : Manufacturing and supply of paints and related products
- Main Products : Decorative paints, Wood coatings, Architecture paints, Marine paints, Industrial & Protective coatings, Automotive paints, Construction chemicals

3

OSH POLICY OF THE ENTERPRISE:

The OSH Policy is consolidated into Integrated Management System including Quality Management System, Environmental Management System and Responsible Care Management System. Company Policy is as below.

Company Policy

UPG as a leading paint manufacturer in Myanmar is committed to implement the Integrated Management System comprising Quality, Environmental, Health and Safety, Responsible Care systems and to fulfill all the applicable legal and other regulatory requirements with the aim to ensure satisfaction of interested parties (customers, suppliers, employees, local authorities and neighbors) by creating a corporate culture.

In order to achieve the company policy, we are committed to the following:

- To promote the awareness of Quality, Environmental, Health and Safety, Responsible Care systems to interested parties.
- To protect environment, incident, injury, ill health, environmental impact and health hazard through systematic risk identification, assessment, control with proper procedure and training.
- To periodically analyses, set, implement and evaluate the company objectives and targets.
- To strictly adhere to all procedures and continually improve the Integrated Management System.

The management shall accept responsibility for the effective implementation of this policy and provide systems, enhance awareness and support to ensure an environmentally friendly, safe and healthy working condition.

4

INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:

UPG's Certificates :

- Quality Management System ISO 9001:2008
- Environmental Management System ISO 14001:2004
- Occupational Health and Safety Assessment Series ISO 18001:2007

Logo Conferring

- Responsible Care Management System

UNGC Participant

- Status: Active
- Participant Since: 2012/5/7
- Differentiation Level: GC Advanced

5

INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:

The following systems and programs can be transferable to enterprises to prevent occupation accidents and diseases;

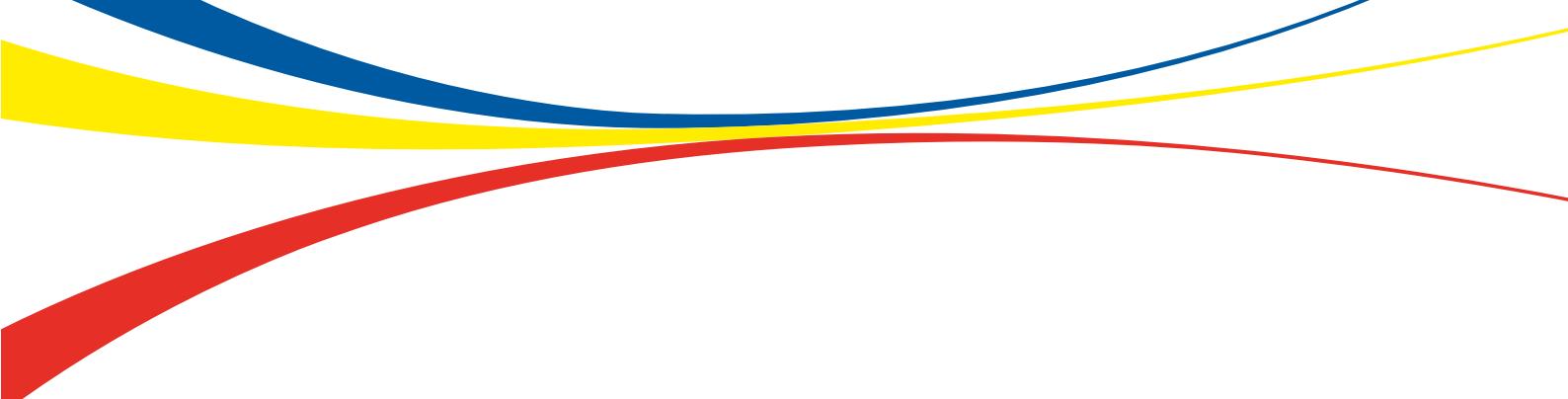
- Legal Compliance Checklist
- Accident/Incident Analysis Report
- Risk Assessment Implementation
- Training for Waste Management
- Area Inspection Checklist
- Emergency Response Plan and Drill
- Workplace Action Checklist (Ergonomic Checkpoints published by ILO)
- KYK Activities (Kiken Yochi Katsudo)
- 5S Activities
- Forklift Operation Safety and Point System

6**PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:**

Provided in the attachment

7**COMPANY INTRODUCTION VIDEO:**

<https://youtu.be/S2dNKgJ101w>



THE PHILIPPINES

ASEAN-OSHNET BEST PRACTICE AWARD:

BAGNOS MULTI-PURPOSE COOPERATIVE

(BANNA BLEND RICE COFFEE)

1

BUSINESS INFORMATION:**BAGNOS MULTI-PURPOSE COOPERATIVE (BANNA BLEND RICE COFFEE)**

- Internal business name : BAGNOS MULTI-PURPOSE COOPERATIVE
- Address : Brgy. Binacag, Banna, Ilocos Norte
- Telephone/Cellphone No. : 09208416923
- Email : ameliabautista916@gmail.com

2

INDUSTRY (MAIN ACTIVITIES):

- Rice Coffee Production
- Palay Trading
- Credit and Savings
- Consumer Store

3

OSH POLICY OF THE ENTERPRISE:

- **Legality** - secure necessary permits and licenses to ensure rules and regulations required in the production is being followed and properly implemented to ensure food safety and personnel safety such as FDA LTO CFRR-RI-1600, sanitary permits annually, health certification of workers (laboratory, medical and physical examination).
- **Organization, Qualification and Organization of workers** - to assure quality controls and definition of tasks and responsibilities of personnel.
- **Premises** – the construction and design of the plant, buildings and structure including the master plan shall be aligned to government rules and policies.
- **Equipment and utensils** - shall be food grade. Equipment shall be located and installed at least 1 meter apart.
- **Sanitation and Hygiene** – personnel shall take all reasonable measures and precautions to ensure disease control, hygienic practices, continuous education and training and being supervised by a designated personnel. Sanitary facilities including maintenance and sanitation of the plant and its premises.
- **Production, Process and Controls** – all operations in receiving, inspecting, transporting, segregating, preparing, manufacturing, packaging and storing is in accordance with adequate sanitation principles. Appropriate quality control operations procedures to ensure that production processes do not contribute contamination from any source. Procedures and work instructions in handling raw materials and other ingredients, manufacturing operations shall be established.
- **Quality Control** – quality control system should be established to ensure quality management. Testing of returned goods (if any) shall be separately stored and tested. Records of returned products must be maintained.
- **Documentation** – preparation, approval and review of documents regarding the manufacturing and operations from raw materials, production (date manufacture, expiring, quantity, and quality) shall be maintained.
- **Quality Audits** – examination and assessment of all the products shall be done by an expert or a group by means of sensory evaluation for the purpose of improving it. A report shall be made at the completion of each quality audit.

- **Warehousing and Distribution** – appropriate procedures for storage and distribution shall be installed to protect the product against contamination and deterioration of the food and the container.
- **Retention of Samples** – sample of a batch product shall be retained to provide a useful tool for the investigation of a product complaint. Retention samples shall be stored separately in a designated storage area.
- **Funds** – allocation of funds for OSH shall be included in the annual budget.
- **Reports** – monthly conduct of meeting to tackle issues and concerns, updates, reminders and presentation of monthly operational accomplishments. Presentation of annual enterprise accomplishment to the general membership during annual general assembly meeting.

4

INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:

Initiatives or typical improvements on OSH which the enterprise implementation in order to prevent occupation accidents and diseases are:

- Scheduling of daily cleaners to the production area and surroundings to maintain cleanliness.
- Maintenance and inspection of machines/tools before and after using
- Posted in the production area are the 10 things to follow when in the workplace.
- During the conduct of monthly meeting, review of manufacturing practices and safety measures is being discussed. It is always a reminder “Prevention is better than cure”
- Strict implementation of policies, systems and procedures in the workplace, and to the personnel/workers,
- Conducting and implementing risk reduction measures like fire drill, earthquake drill and prohibition of using drugs and smoking in the area.
- Discipline of workers to execute their functions.
- Guaranteed Quality of Product
- Quality control of raw materials and finished product
- Learning is a continuous process
- Inclusion of funds allocation for OHS in the annual budget to ensure availability of funds when needed.
- Appointment of safety officer and first aider.
- Attendance to trainings and seminars.

5

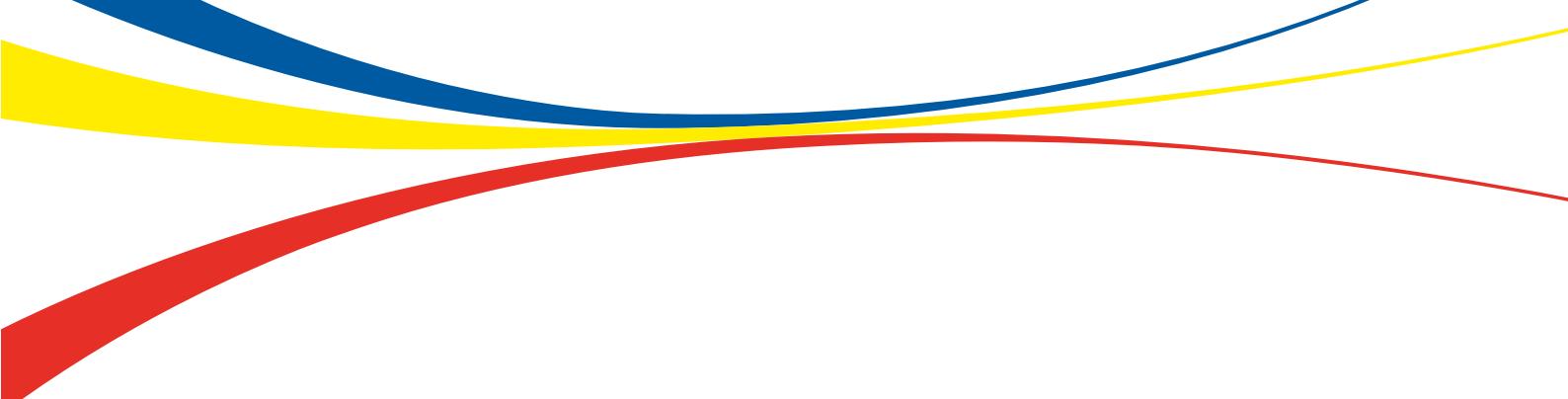
PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:

Provided in the attachment

6

COMPANY INTRODUCTION VIDEO:

<https://youtu.be/4diYqWzQEYM>



THE PHILIPPINES
ASEAN-OSHNET EXCELLENCE AWARD:
**SUNPOWER PHILIPPINES
MANUFACTURING LIMITED**

1**BUSINESS INFORMATION:****SUNPOWER PHILIPPINES MANUFACTURING**

- International business name : SunPower Corporation
- Address : 100 East Main Ave, Laguna TechnoPark Inc., Binan, Laguna
- Tel : + 632 8419700 local 30807
- Fax : None
- Email : Bernadette.Alvarez@sunpowercorp.com
- Website : sunpowercorp.com

2**INDUSTRY (MAIN ACTIVITIES):**

Manufacturing of Photovoltaic Solar Cells

3**OSH POLICY OF THE ENTERPRISE:**

SunPower, the leader in high-performance solar products, is committed to conduct business that promotes a Healthy, Safe, Clean, and Green Environment. (*Covered in the EHS Policy*).

4**INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:**

SunPower Corporation Integrated Management System (ISO 9001, ISO 14001 & OHSAS 18001)

5**INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:**

- Occupational Safety and Health Program utilizing Integrated Management System anchored in DOLE Zero Accident Program Framework.
- Incident and Injury-Free (IIF) initiative and programs to support it such as Good Catch Program, Safety Management by Walking Around, Strong Emergency Preparedness and Response Program, Industrial Hygiene Program, Chemical Safety Program, Equipment Design Review, Radiation Safety Program, Electrical Safety Program, Construction Safety Management and Safety as the first agenda item of every meeting across the company.
- Occupational Safety and Health Programs:
 - Industrial Hygiene and Ergonomics Program
 - Over the top compliance on required number and training of safety officers, nurses and doctors per DOLE Occupational Safety and Health Standards (Accredited OH Consultant, SP and OH Practitioners)
 - Deep compliance to Government-Mandated Occupational Safety and Health Policies and Programs

- Documented safety and medical emergency preparedness protocols with Emergency Response Team (ERT) members 100% equipped with Basic Occupational Safety and Health (BOSH) and ERT training
- Provides basic government mandated employee physical examinations and special examinations (Audiometry, Pulmonary Function test, Eye test) and pre-Travel PE
- Utilizes automated systems to streamline processes and provide better service to employees (Annual PE, Clinic Data Management, etc.)

- The enterprise's message on OSH:

SunPower values the essence of occupational health and safety, taking care of the people who gives life to the industry in achieving our purpose "We change the way our world is powered". SunPower Philippines Manufacturing Limited (Fab 4) takes pride in its commitment to the safety of employees and in preserving nature while maintaining balance between economy and ecology. That as we continue to innovate and improve our technology, we ensure that our activities have minimal impact to the environment and to our people. We win together because of our empowered people who has one belief that we are all in one organization protected, safe and provides a good working environment and a balanced life.

6

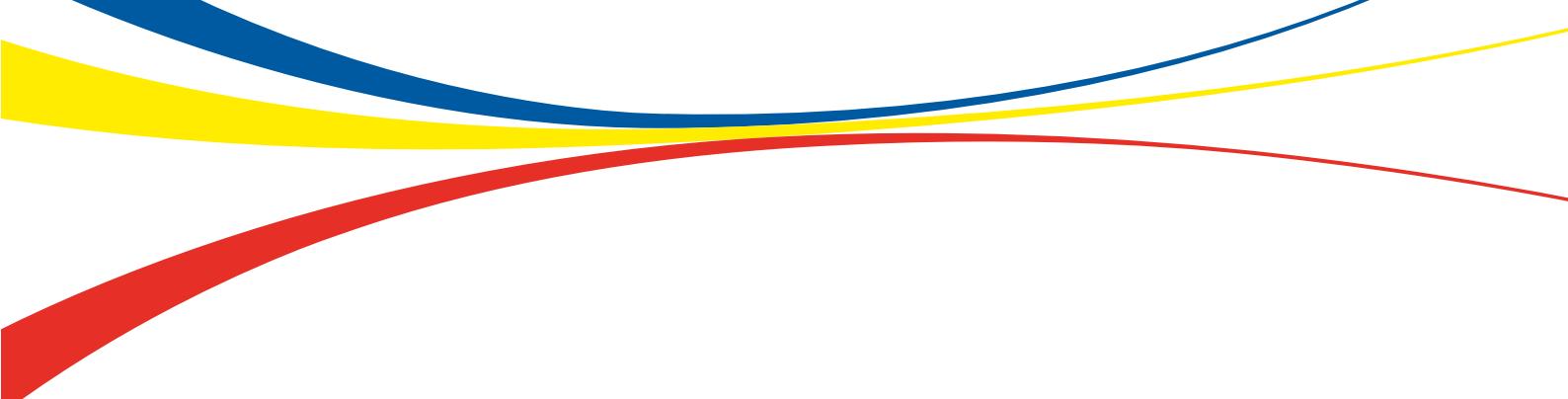
PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:

The picture will be providing later.

7

COMPANY INTRODUCTION VIDEO:

<https://youtu.be/lrMoKDtoabw>



SINGAPORE
ASEAN-OSHNET BEST PRACTICE AWARD:
LSK ENGINEERING (S) PTE LTD

1**BUSINESS INFORMATION:****LSK ENGINEERING (S) PTE LTD**

- International business name : LSK Engineering (S) Pte Ltd
- Address : 159 Sin Ming Road #04-08 Amtech Building, Singapore 575625
- Tel : +65 65533955
- Fax : +65 65533966
- Email : general@lsk.com.sg
- Website : <http://www.lsk.com.sg>

2**INDUSTRY (MAIN ACTIVITIES):**

LSK Engineering (S) Pte Ltd (LSK) provides Mechanical & Electrical Engineering services for the private and public sectors. The company has a diverse clientele which includes condominiums, commercial buildings, factories, warehouses, hospitals, country clubs, houses as well as retrofitting works, fitting-out works, Critical Mission Installation, Data Centre, facilities management and engineering maintenance.

3**OSH POLICY OF THE ENTERPRISE:**

LSK Engineering (S) Pte Ltd ensures: -

- Leadership in delivering Uncompromised Quality Services to attain Maximum Client's Satisfaction through Continuous Improvement
- SGSecure and Safe Work Place is maintained through Effective Implementation of Risk Management at ALL levels with sufficient and appropriate resources including compliances with current applicable Environment, Health & Safety and subsidiary legislation
- Keen participation in the promotion of 'Green Environment'

4**INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:**

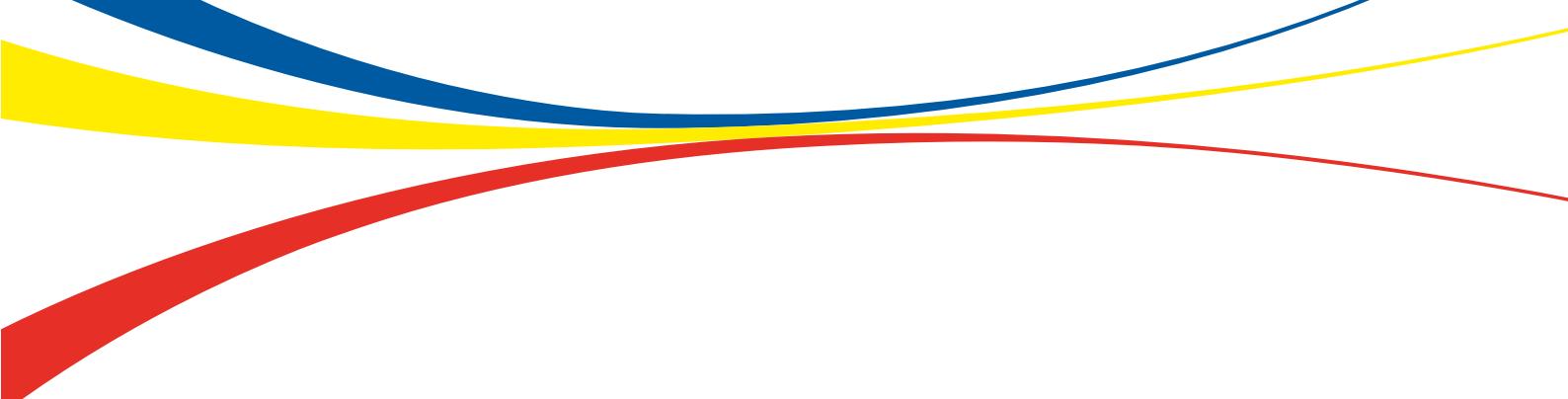
The L SK Engineering (S) Pte Ltd implemented ISO 9001: 2015, ISO 14001: 2015 and OHSAS 18001: 2007

5**INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:**

Provided in the Attachment

6**PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:**

Provided in the Attachment



SINGAPORE

ASEAN-OSHNET EXCELLENCE AWARD:

ROCKWELL AUTOMATION ASIA PACIFIC

BUSINESS CENTER

1

BUSINESS INFORMATION:**ROCKWELL AUTOMATION ASIA PACIFIC BUSINESS CENTER**

- International business name : Rockwell Automation Asia Pacific Business Center Pte Ltd
- Address : No. 2 Corporation Road #06-05/10 Corporation Place Singapore 618494
- Tel : +65 65106688
- Fax : +65 65106699
- Email : cnguyen@ra.rockwell.com
- Website : <https://www.rockwellautomation.com>

2

INDUSTRY (MAIN ACTIVITIES):

The Rockwell Automation Asia Pacific Business Center is the global headquarter responsible for the development, Continuation and manufacturing of Small and Micro Programmable Logic Controllers, Distributed Input / output products, Variable Frequency Drives and Electronic Operation Interface.

3

OSH POLICY OF THE ENTERPRISE:

Rockwell Automation is committed to complying with safety regulations and to demonstrating the highest standard of occupational safety and health performance. The safety and health of our employees is a primary business and employee concern and is managed in conjunction with production, development, quality, environment and distribution of our products and services. Safety is an integral part of our operations and is the responsibility of all employees. We establish and monitor safety objectives and targets to drive continual improvement.

4

INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:

Rockwell Automation implements ISO14000 and OHSAS 18001.

5

INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:

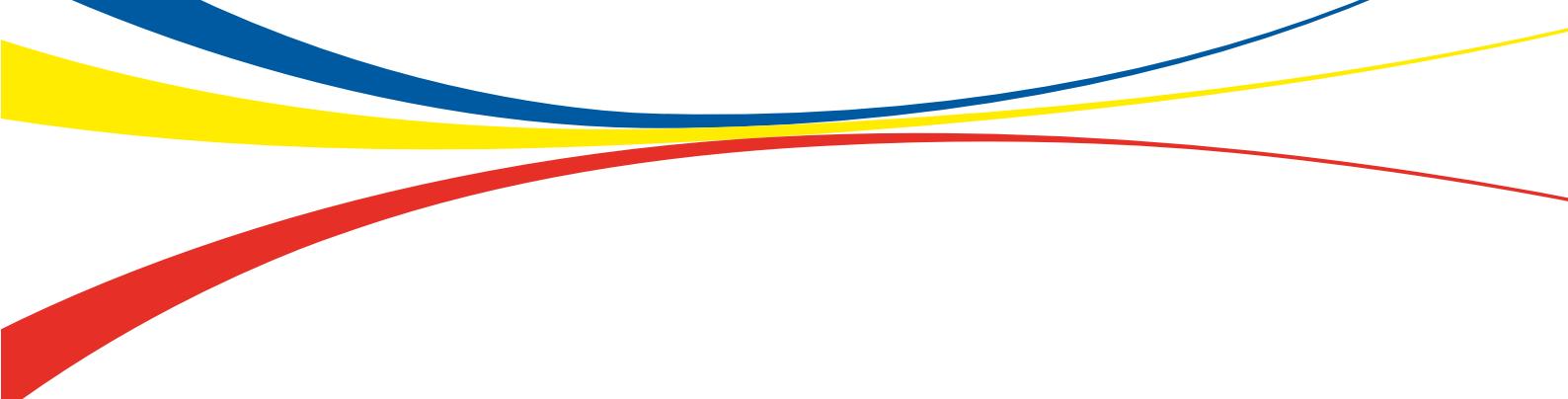
Provided in the attachment

6**PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:**

Provided in the attachment

7**COMPANY INTRODUCTION VIDEO:**

<https://youtu.be/enPt1XISbB8>



THAILAND

ASEAN-OSHNET BEST PRACTICE AWARD:

**IRPC PUBLIC COMPANY LIMITED (IRPC
AYUTTHAYA DEPOT)**

1

BUSINESS INFORMATION:**IRPC PUBLIC COMPANY LIMITED (IRPC AYUTTHAYA DEPOT)**

- International business name : Ayutthaya Depot
- Address : Petroleum Plant of IRPC Public Company Limited At 99 Moo 1, Pho-En District Aumphur Taruea, Ayutthaya.
- Tel : 02 765 600
- Fax : 02 765 6902
- Website : www.irpc.co.th

2

INDUSTRY (MAIN ACTIVITIES):

Petroleum Depot

3

OSH POLICY OF THE ENTERPRISE:

Ayutthaya Depot conduct business with responsibility towards society, communities, and the environment, taking into account the health and safety of Employees and Stakeholders. The IRPC Group regularly instills an awareness of this matter among Employees, Executive Officers, and Stakeholders.

4

INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:

- Certificate Quality Management System ISO 9001
- Certificate Environmental Management System ISO 14001
- Certificate Occupational Health and Safety Management System TIS 18001
- Certificate Environmental Management System OHSAS

Awards that company received:

- Good Practice in Occupational Safety and Health Management Gold Award 2017
- Zero Accident Campaign Awards 2013-2017, presented by Thailand Institute of Occupational Safety and Health.
- National Outstanding Workplace for Safety, Occupational Health and Work Environment Award 2013-2017, presented by the Department of Labour Protection and Welfare.

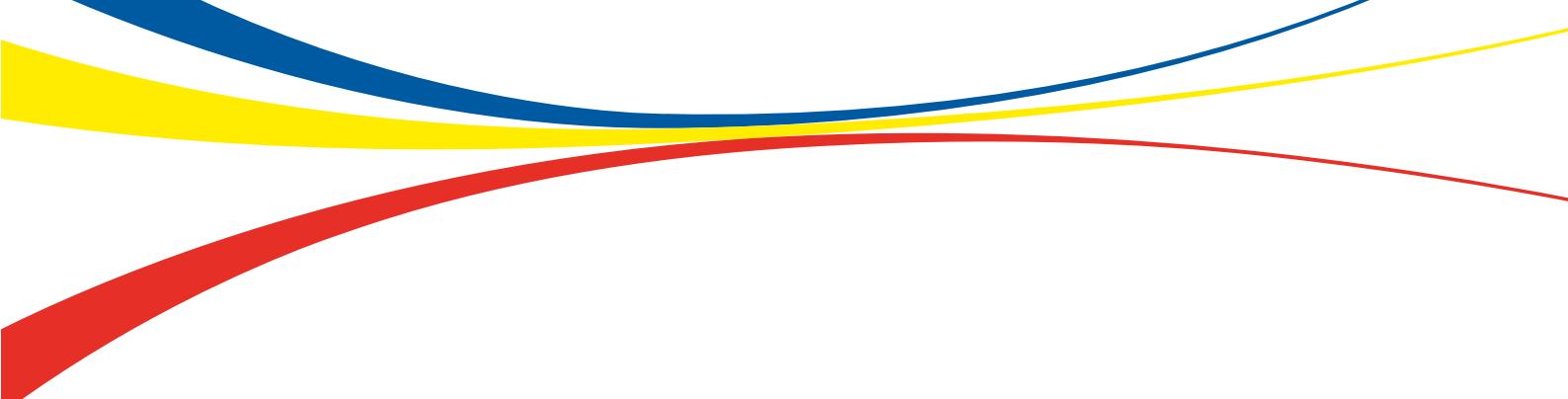
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PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:

Provided in the attachment

6**COMPANY INTRODUCTION VIDEO:**

<https://youtu.be/7zUSme8omEQ>



THAILAND

ASEAN-OSHNET EXCELLENCE AWARD:

**THAI STANLEY ELECTRIC PUBLIC
COMPANY LIMITED**

1**BUSINESS INFORMATION:****THAI STANLEY ELECTRIC PUBLIC COMPANY LIMITED.**

- International business name : Thai Stanley Electric Public Company Limited.
- Address : 29/3 Moo 1, Bangpoon-Rangsit Road, Ban Klang Subdistrict, Mueang District, Pathum Thani, Thailand
- Tel : 66 2581 5462
- Fax : 66 2979 5397
- Email : info@thaistanley.com
- Website : www.thaistanley.com

2**INDUSTRY (MAIN ACTIVITIES):**

Automotive light bulbs and lighting equipment.

3**OSH POLICY OF THE ENTERPRISE:**

OSH policy as below:

- Safety is the first responsibility in the performance of all employees.
- Everyone must comply with the laws, regulations, rules and standards related to safety.
- To promote the improvement of the environment and how to practice safe work continues.
- Promote activities that stimulate consciousness of employees' safety both on and off the job.
- Supervisors at all levels must act as a good safety model for employees.
- All employees must realize the safety of themselves and their colleagues at all times.
- Support the 5 practices in the workplace strictly to prevent accidents from work.
- Promote all employees to cooperate in the company's safety program.
- Support human resources and budgets for safety management.
- Continuously support fine and hazard assessment activities.
- Regularly assess the compliance with the policies set out above.

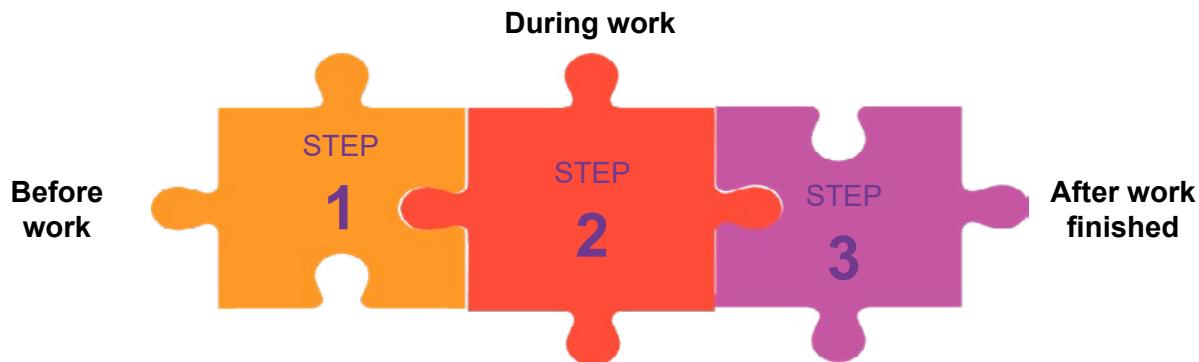
4**INTERNATIONAL STANDARDS IMPLEMENTED BY THE ENTERPRISE:**

Thai Stanley Electric Public Company Limited. implements ISO9000, ISO14001, ISO/TS 16949, and OHSAS18001:2007

5

INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:

Concept of Safety Management System is “All employees come to work and go back to their families’ safely”



Safety commitment by president (Mr. koichi nagano) is “Thai Stanley Electric Public Company Limited will be pushed to improve the work condition in order to create a safe working environment by cooperating with volunteers in the company to lead to zero accident.”

6

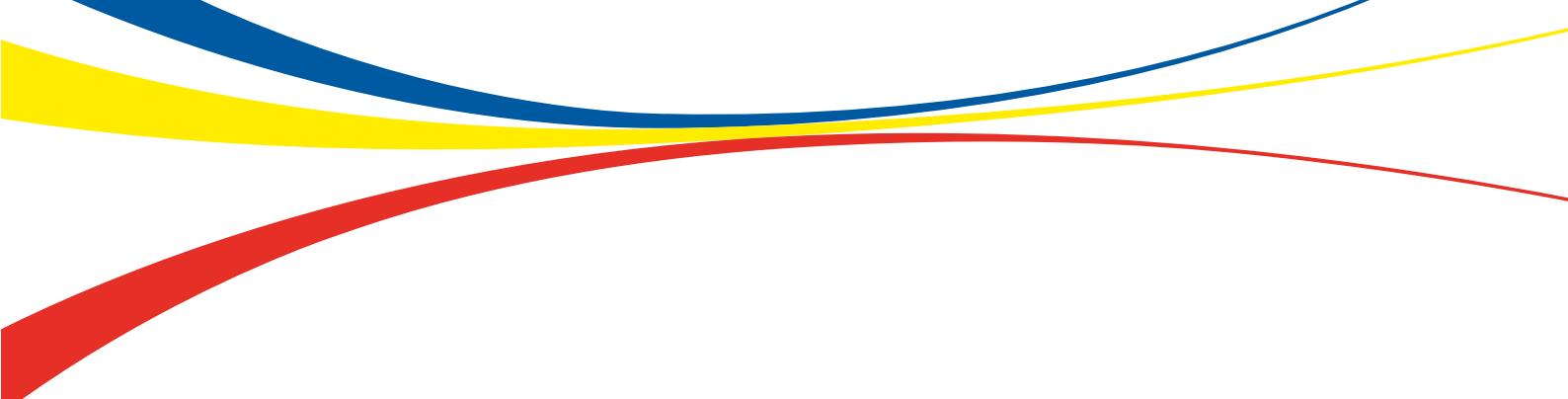
PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:

Provided in the attachment

7

COMPANY INTRODUCTION VIDEO:

<https://youtu.be/w1soMxRtzzY>



VIET NAM

ASEAN-OSHNET BEST PRACTICE AWARD:

**CAT HAI JOINT-STACK AQUATIC
PROCESSING & SERVICE**

1

BUSINESS INFORMATION:**CAT HAI JOINT-STACK AQUATIC PROCESSING & SERVICE**

- International Business Name : Cat Hai Joint-Stock Aquatic Processing & Services
- Address : Luc Do Civil Group, Cat Hai Town, Cat Hai District, Hai Phong City
- Tel : (0225) 3886 258
- Fax : (0225) 3886 621
- Email : nuocmamcathai@gmail.com
- Website : www.thuysancathai.com.vn
- Establishment process

Cat Hai Joint-Stock Aquatic Processing & Services was established in 1959 from Cat Hai Fish Sauce joint venture Public Private Partnership, until 2001 it was transformed into Cat Hai Joint-Stock Aquatic Processing & Services Company issued Business Registration Certificate number 0200432014 by Hai Phong City Planning and Investment Department, the 8th change registration issued on November 3rd, 2015).

- Facilities (Unit: VND)

No.	Criteria	2016	2017	2018 Expected
1	Total fixed capital	26.798. 828. 052	34. 884. 215. 154	40. 000. 000. 000
2	Total working capital	53.796. 165. 209	57.106 .170. 948	60 .000. 000. 000

2

INDUSTRY (MAIN ACTIVITIES):

- Production of Cat Hai fish sauce (main products)
- Other aquatic products.

3

OSH POLICY OF THE ENTERPRISE:

- The achievement report shall be based on the functions and tasks assigned of the agency and the objects and criteria of reward as provided for in the Law on Emulation and Commendation, Decree No. 42/2010 / ND- CP dated April 15th, 2010 of the Government and based on the revised Action Plan of ASEAN- OSHNET for the period 2011-2015, which was passed and approved at the 7th Senior Labor Officials Meeting (SLOM) in Kuala Lumpur in May 2011 and at the 22nd ASEAN Labor Ministers Conference in Cambodia in May 2012.

Trademark of Cat Hai fish sauce - the predecessor is Van Van fish sauce established in 1959, the company is constantly developing and growing. This achievement is rooted in the enthusiasm of the founders, the desire to create a standard enterprise admired by the community based on the core values: Prestige - Quality - Creation - Responsibility.

Currently, Cat Hai is one of the leading fish sauce processing companies in Vietnam which is loved and trusted by the consumers, winning the National Quality Award many times including

the national quality gold award 2013, selected during 15 years as "High Quality Vietnamese Goods" and many other prestigious awards.

The company's products are traditional products and production process is strictly controlled from start to finish, ensuring quality and food safety. In addition the company's products are involved in many national nutrition programs on: Iron supplements to fight anemia for users especially mothers and children...

On the market, the company's products is always outstanding, and it also first choice of customers.

- Achievement in work of labor safety and health

Manpower

- The company has 03 employees in charge of labor protection.
- To set up a Council on basic labor safety and hygiene, member teams: Labor safety and hygiene - Fire prevention Team, On-Site Emergency Team, Incident Response Team.

Training, propaganda

- The company actively organise activities to implement the National Week on Labor Safety and Health - Fire and explosion prevention in 2017 with activities:
 - Propaganda by banners.
 - Propaganda in the corporate meetings of the company
- Organise to launch Month of Labor safety and hygiene - Fire and explosion prevention in 2017.
- Organise Safety and Hygiene Contest for all staffs implementing.
- Organise propaganda on Fire prevention for more than 200 professional staffs and workers implemented by Department of Fire-fighting and Prevention No. 8
- Assign specialised staffs, managers of each unit to participate in training on Labor safety and hygiene - Fire prevention organised by the Department of Labour, Invalids and Social Affairs.
- Organise training on Labor safety and hygiene for more than 150 direct production staffs.
- Coordinate with Don Luong Cat Hai General Hospital, Safety Committee of Department of Labour, Invalids and Social Affairs to organise training and issue first aid certificate for occupational accident to On-Site Emergency Team and 50 laborers
- Coordinate with the Department of Fire-fighting and Prevention No. 8 to train and issue Certificate of fire prevention to members of Labor safety and hygiene - Fire Prevention Team and heads of production units and office parts (related) and organise rehearsals every year.

Making Safety Policy

- Health and life of staff is always a great concern of the company's management: Establish and maintain the standards of workplace safety and health to prevent accidents and occupational diseases for employees. Constantly strive to improve the safety and health of employees at the workplace. Commit to establish and maintain a Safety-Health System:
- Comply with local current laws, rules of Safety-Health, and international conventions. Monitor own activities and do not allow any situation that prevents compliance with our rules.
- Board of Directors and management level of the company are responsible for Safety - Health issues for all subordinates and their partners.
- All employees of the Company are responsible for fulfilling their respective obligations in order to comply strictly with the Company's Health and Safety policies and procedures.
- Within the scope of their activities, prevent and control to reduce the risks to persons, property and environment through planning, design, investment and management processes and workplace, to achieve the goal of no accident or occupational disease.
- Perform regular monitoring of safety - health.

- Regularly maintain open discussions and build on Safety - Health with employees, local communities and relevant customer organizations.
- Respond to relevant information about any Safety-Health concerns of members and inform them of the company's progress.
- Ensure that training is provided to employees to see their roles and responsibilities, have a proper understanding of safety - health and appropriate skills and abilities for the job.
- Ensure that all employees understand and comply with applicable rules and policies.
- Organise periodical health checks and detect occupational diseases and occupational accidents annually for officials and employees.

Process, regulation

- Develop an annual labor protection plan and training plan.
- Develop a system of procedures and regulations for controlling occupational safety and health.

Organization of implementation

- Conduct periodical inspections of equipment subject to strict labor safety requirements in the company and organise the management of dossier, the equipment management from the stage of receipt to the maintenance, inspection and testing: Boilers , hoisting winches, gas compressors ...
- Concentrate on managing chemicals in one direction, hang MSDS guide boards and train employees to work safely with chemicals.
- Equip workers with protective equipment such as shoes, glasses, gloves, masks, ear plugs, protective clothing...

Monitoring inspection

- Set up a labor safety and hygiene - fire prevention and fighting supervisory board for periodical inspection every three months.
- Establish a team of safety and hygiene of factories: inspecting and supervising activities at the factory daily to detect and handle in time violations of safety or fire prevention.
- Equipment of fire prevention and fighting: fire extinguisher, hose box tested monthly; fire pumps inspected operation weekly; checking water level daily.
- The good news is that the company has not suffered any serious accident during the operation from the day of establishment.
- Perform other tasks

Cat Hai Joint-Stock Aquatic Processing & Services continually improves the system, looking for talents, in which people and individual talents are always focused, from engineers, key staff to direct workforce, promotes optimal human resources and takes care of the activities of mass organizations...

The company takes good care of the employees

- Organizing training courses to improve managerial skills, professional skills, soft skills, knowledge on labor law for employees. To actively and strongly promote training activities for leaders of all levels and employees, especially classes supported by Japan for Hai Phong city, combining training through professional schools with self-directed training, prepare to have new employees knowing to use new machinery and equipment to replace manual labor in the future, invest in improving the working environment for employees.
- Every year, the company organises staffs to visit tourist, recreational activities such as football, volleyball, cultural and arts ... with the cost of over 500 million VND per year.
- Organise emulation, consideration of Typical group prizes, Outstanding individuals, Outstanding creativity, Outstanding innovations, excellent firefighters ... with spending over 600 million VND/year.

- In addition to 100% employees are registered social, health and unemployment insurances right after signing the labor contract, the company has policies to participate in the 24/24 accident insurance for 100% of employees.
- Maintain anti-heat regime, applying for disability payments for some departments
- Every year, according to the regulations of the state, the company organises periodical health checks for all employees. In addition, in order to ensure the health of the employees, the company also assists the employee in the medical examination in addition to the prescribed items.

For charitable activities for the community

- Give charity house, gratitude house to the poor, such as two families at Luong Nang group, Cai Hai town, Hai Phong with 100 million. Visit and give gifts for two Centers of serious war invalids at Thuan Thanh – Bac Ninh, Phu Ly – Ha Nam for many years with expenses of hundreds of millions ...
- Give gifts and scholarships to high school students in Cat Hai town, Hai Phong; Viet Hai, Cat Ba, Hai Phong
- Support the flood victims in the North and the Central.
- Budget for social and charitable activities from 2016 → 2018:

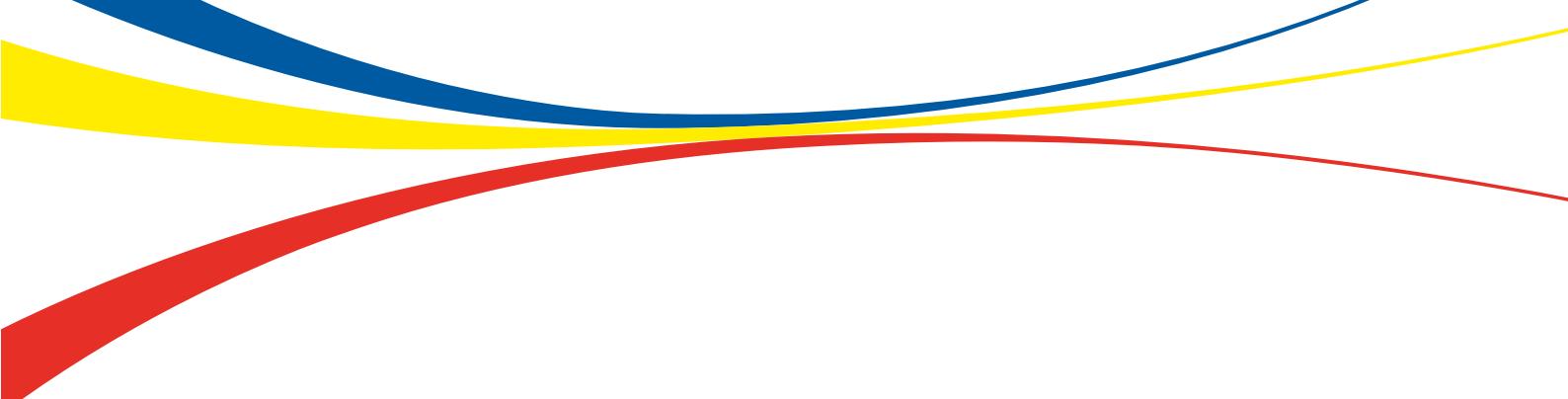
No	Year of implementation	Amount/VND
1	Year 2016	679,727,000
2	Year 2017	862,852,000
3	Year 2018 (expected)	1,000,000,000

4

INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH: OSH POLICIES, INITIATIVES AND ACHIEVEMENTS

Year	Form of reward	Number, date, month and year of the award decision, the agency issuing the decision and the contents of the performance
I Award of the State		
2000	Title of Labor Hero Unit	Decision No. 193KT/CTN of May 19 th , 2000 of the President of the Socialist Republic of Vietnam, which has recorded exceptionally outstanding achievements in the renovation period 1989-1999, contributing to the cause of building Socialism and defending the Fatherland
2014	Certificate of the Prime Minister	Decision No. 395/QĐ-TT dated 13/03/2014 of the Prime Minister donated National Award on Gold Quality in 2013
II Awards by Ministry/City/Department/Association		
2013	Certificate of Credit from the Vietnam National Administration of Tourism	Decision No. 483/QĐ-TCDL dated 15/10/2013 of the Director General of the Vietnam National Administration of Tourism, the content of which has participated in the Food Festival in the Red River Delta - Hai Phong in 2013

Year	Form of reward	Number, date, month and year of the award decision, the agency issuing the decision and the contents of the performance
2014	Certificate of Merit of Vietnam General Confederation of Labor	Decision 101/QĐ-TLĐ dated 3/1/2014 of the Executive Board of the Vietnam General Confederation of Labor, the content of which has made production achievements in the movement "Green, clean, beautiful" to ensure occupational safety and hygiene in 2013
2014	Certificate of Merit from Hai Phong City People's Committee	Decision No. 1823/QĐ-CT dated 22/8/2014 of the Chairman of the City People's Committee, the content of which has made excellent achievements in the campaign "Vietnamese people prioritize using Vietnamese goods" in period of 2009-2014
2014	Certificate of Credit from the Department of Culture, Sports and Tourism of Hanoi	Decision No. 1231/QĐ-VHTT&DL dated 12/10/2014 of the Department of Culture, Sports and Tourism of Hanoi, the content of which has participated in Hanoi Traditional Craft Tourism in 2014
2014	Certificate of Merit from the Central Vietnam Fisheries Society	Decision No 37/QĐ-HNC dated 22/10/2014 of the Central Vietnam Fisheries Society, the content of which has achieved the Gold Quality Certificate of Vietnam Fisheries in 2014
2014	Certificate of Merit from the Central Vietnam Fisheries Society	Decision 03/QĐ-HNC dated 27/02/1/1 of the the Central Vietnam Fisheries Society, the content of which has made many achievements in the work contributed to build the Vietnam Fisheries Society
2016	Certificate of Merit from the Ministry of Industry and Trade	Decision No. 4065/QĐ-BCT dated 11/10/2016 of the Minister of Industry and Trade, the content of which has made active contributions to participation in the Exhibition of rural industrial goods in the North held in Ninh Binh Province in 2016
2017	Certificate of Merit from the Ministry of Agriculture and Rural Development	Decision No. 565/QĐ-BNN-TCCB dated March 1 st , 2017 of the Ministry of Agriculture and Rural Development, the content of which has contributed to the development of rural agriculture in 2016.



VIET NAM

ASEAN-OSHNET EXCELLENCE AWARD:

DUY TAN PLASTICS CORPORATION

1

BUSINESS INFORMATION:**DUY TAN PLASTICS CORPORATION**

- Business name : DUY TAN PLASTICS CORP
- Address : 298 Ho Hoc Lam street, An Lac ward, Binh Tan district, HCM City
- Represented by : Mr. Tran Duy Hy
- Position : General Director
- Telephone : +84-8762222
- Fax : +84-8762225
- Email : info@duytan.com
- Website : www.duytan.com
- Business Registration Certificate No. 0306151768 renewed by the Ho Chi Minh City Department of Planning and Investment for the 8th time on 03 November 2015
- Business line : Manufacturing plastic products and cosmetic packaging
- Capacity : 20,000 tons of product per year.
- Total staff : 2,000 persons.
- Total floor area : 35,000 m²

Process of establishment

Duy Tan Plastics Manufacturing Complex was established in 1987 and in 2008, it was transformed into Duy Tan Plastics Corp (granted by the Ho Chi Minh City Department of Planning and Investment to the Certificate of Business Registration No. 0306151768) and renewed by the Ho Chi Minh City Department of Planning and Investment for the 8th time on 03 November 2015).

Facilities (Unit: Dongs)

No.	Criteria	2016	2017	2018 Expected
1	Total fixed capital	1.151.345.641.775	1.447.584.218.181	1.800.000.000.000
2	Total working capital	530.819.249.971	673.516.775.635	850.000.000.000
3	Capital source	3.074.517.027.032	3.404.501.921.411	3.750.000.000.000

2

INDUSTRY (MAIN ACTIVITIES):

Manufacturing plastic products and cosmetic packing

3

OSH POLICY OF THE ENTERPRISE:**OSH POLICIES, INITIATIVES AND ACHIEVEMENTS**

- The achievement report is based on the functions and tasks assigned to the agency (unit) and the objects and criteria of reward as provided for in the Law on Emulation and Commendation, Decree No. 42/2010/ND-CP dated 15 April 2010 of Government and based on the ASEAN-OSHNET Revised Action Plan 2011-2015, which was adopted and approved at the 7th Senior

Labor Officials Meeting (SLOM) in Kuala Lumpur in May 2011 and at the 22nd ASEAN Ministerial Labor Meeting in Cambodia in May 2012.

Duy Tan Plastics Brand was established in 1987, the company has been growing up every day. This achievement is rooted in the enthusiasm of the founders, who are eager to create a standardized enterprise that is admired by the community based on core values: Prestige - Quality - Creativity - Responsibility.

Currently, Duy Tan is one of the leading plastic companies in Vietnam and is trusted by consumers, won the National Brand Award for two consecutive periods of 2014 - 2016 and 2016 - 2018, and for 22 consecutive years it has been selected as "Vietnam high quality goods" since 1997 and many other prestigious awards.

The company's products with fine lines are rich in aesthetics, harmonious colors, convenient and durable features, are manufactured from modern equipment and the production process is strictly controlled from start to finish, ensuring perfect product quality. In addition, the company's products are made from plastic raw materials for consumer health safety.

On the market the company's products are always outstandingly the first choice of customers.

- Achievement in occupational safety and hygiene

Manpower

- The enterprise has 06 employees in charge of labor protection.
- Established Grassroots Labor Safety and Hygiene Council, and member teams: Occupational Safety and Hygiene - fire prevention and fighting, On-Site Emergency Team, and Incident Response Team.

Training, propaganda

- The company actively organises to implement the National Week on Occupational Safety and Hygiene - fire prevention in 2017 with the following activities:
 - Propagation by banners.
 - Propagation by images on television at the corporate cafeteria.
- Organise the launching of the month of labor safety and hygiene - fire prevention in 2017.
- Organise Safety and Hygiene Contest for all staff members.
- Organise propaganda on fire prevention and fighting for more than 500 specialised officers, conducted by the Binh Tan Fire Fighting Police Division.
- Organise propaganda regularly in many forms as shown on the internal television of the enterprise for more than 2,000 staffs.
- Assign specialised staffs, managers of each unit to participate in training on occupational safety and hygiene and fire prevention and fighting, organised by DOLISA.
- Organise training on occupational safety and hygiene for more than 1,200 direct production staff.
- Coordinate with the Preventive Medicine Center of Binh Tan district to organise training and issue first aid certificate for On-site Emergency Team.
- Combine with the Fire Fighting Police Division of Binh Tan district to train and issue fire prevention and firefighting certificates to members of the Occupational Safety and Hygiene - Fighting Team and the heads of the direct production unit, the department (related) and the annual rehearsal.

Development of Safety Policy

- Health and life of employees is always a great concern of the Board of Management of Duy Tan Corporation.
- Duy Tan Corp will establish and maintain workplace safety and health standards to prevent accidents and occupational diseases for employees. We will work to further improve the safety and health of our employees in the workplace.
- Duy Tan Corp is committed to establishing and maintaining an assured Safety-Health System:

- Comply with current local Health and Safety Code, international conventions. Duy Tan Corp monitor activities and do not allow any situation that prevents the compliance with the law.
- The Board of Directors and management levels at Duy Tan Corporation are responsible for Health-Safety issues for all subordinates and partners under their management.
- All employees of Duy Tan Corp are responsible for fulfilling their obligations to comply strictly with the Company's Health and Safety policies and procedures.
- Within our scope of work, Duy Tan Corp will prevent, control to reduce the risk to persons, property and the environment through the planning, design, investment and management processes of change and at work, to achieve the goal of no accident or occupational disease.
- Perform regular health-safety monitoring.
- Regularly maintain open discussions and build on Safety - Health with employees, local communities, and customer organizations.
- Respond appropriately to any concerns about Safety - Health of members and keep them informed of the company progress.
- Ensure that training is provided to employees to see their roles and responsibilities, to have a proper understanding of safety - health and appropriate skills and competencies for the job.
- Duy Tan Corp also make sure that all employees understand and adhere to the rules and policies in force.
- Organise periodical health checks, detecting occupational diseases and annual occupational accidents for officials and employees.

Process, regulation

- Annually draw up a labor protection plan and an annual training plan.
- Develop a system of procedures, regulations on control of occupational safety and hygiene.

Implementation

- Carry out periodical inspection of equipment subject to strict labor safety requirements in the company and keep the equipment management dossier from the new stage of importation to the maintenance, inspection.
- Equip air conditioning system for a number of machines producing cosmetic packaging and ventilation for all workshops.
- Re-plan where chemicals are used, hanging MSDS guidelines, and training employees to work safely with chemicals.
- Equip employees with protective equipment such as: Shoes, glasses, gloves, gauze masks, ear muffs, protective clothing ...

Monitoring and inspection

- Establish the Inspection Committee for OSH - Fire Prevention and Fighting for monthly inspection.
- Set up the safety team of the workshop: inspection and monitoring of activities at the factory daily to detect and timely deal with violations of safety or fire incident.
- Firefighting equipment: Automatic fire extinguishing systems, fire extinguishers, and taps are checked monthly; fire extinguishers are inspected weekly; water level is checked daily.
- The company has installed the automatic fire alarm system "Vinafire" to inform the fire information to the police department in the fastest manner.
- Additionally, the company also has many programs to support local implementation of public works such as road construction, social work: building houses for poor households.
- It is interesting that the Company has not suffered any serious accident during the operation since the day of establishment.

- Performance of other tasks

Duy Tan Corp is continuously improving the system, looking for talents, in which people and individual talents are always focused, from engineers, key staff to the direct workforce, optimizing the human resources and care for the employees through the construction of collective kitchen with rations suitable for hygiene and nutrition for staff.

Besides, Duy Tan Corp does not forget to take care of the community life and take care of the community and share the difficult situation with people in remote areas who are in difficult situation in accordance with the state policy **“The leaves protect tattered ones”**.

Taking good care of employees 'life

- Organise training courses to improve management skills, professional skills, soft skills and knowledge of labor law for staff.
- Every year, Duy Tan Corp organises staffs for tourism, recreational activities such as soccer, karaoke, badminton, tennis, yoga, etc.
- Organise the emulation, reviews the typical collective awards, excellent individuals, typical creativity, excellent innovations, good firefighters ...
- In addition to 100% employees registered for social, medical, unemployed insurance immediately after signing the labor contract, the company has policies to participate in the accident insurance for 100% of employees.
- Equip with modern and hygienic dining rooms, providing delicious meals, ensuring adequate nutrition for more than 2,000 staff per day.
- Duy Tan Corp organises vehicles to pick up staffs to come back home for every Vietnamese New Year (Tet).
- Every year, according to state regulations, the company organises periodical health checks for all employees. Also, in order to ensure the health of the employees, the company also assists the employee in the medical examination in addition to the prescribed items.

For charitable activities for the community

- Offered love house to the poor, donated ambulances and 10 medical beds to Hieu Phung commune, Vung Liem district, Vinh Long province.
- Funded to build bridges, kitchens, restaurants and participate in the charity program of Ho Chi Minh City Plastics Association.
- Scholarships for students of Ho Chi Minh City Universities and Vung Liem Study Encouragement Association.
- Offered gifts and charity to children in the humanitarian centers of homeland, SOS Go Vap village, Tam Binh child support center, Spring program for children, Association for the Support of People with Disabilities and Orphans, Chanh Phu Hoa sponsorship center.
- Care for Tet and support to Chanh Phu Hoa Sponsorship Center in the program “Tet for the Poor”, the Nursing Center for mentally ill people in the Tet program for patients, Thua Thien Hue Blind Association program “Taking care of people with disabilities”, and the Ho Chi Minh City Red Cross in the campaign to promote “Warm Spring”.
- Support for policy families, poor and near poor households in Phuoc Lai, Can Giuoc and Long An provinces in Tet 2016.
- Fundraising support for start-up in Ben Tre province.
- Assistance for Binh Tan District to care for the poor in Tet 2016.
- Scholarships for students with disabilities, orphans - HCMC Association for the Support of People with Disabilities and Orphans
- Support for the construction of gratitude houses, local houses in Binh Tan District.
- Vu A Dinh scholarship grant.
- Ambulance funding and cemetery construction in Vinh Long province.
- Construction of anti-drowning pool in Vinh Long province.
- Support for the flood victims in the North and Middle region.
- Budget for social activities, charity since 2016 → 2018:

No.	Year of implementation	Cost / VND
1	2016	5.449.358.320
2	2017	4.523.220.304
3	2018 (expected)	5.000.000.000

4

INITIATIVES ON OCCUPATIONAL SAFETY AND HEALTH:

Year	Form of reward	Number, date and year of reward decision; issuer of decision and achievement content
I Awards for taxation and fulfillment of tax obligations		
2015	Certificate of Merit of the Ministry of Finance	Decision No. 890/QD-BTC dated 15 May 2015 of the Minister of Finance, contents with well implemented tax policies and laws in 2014.
2016	Certificate of Merit of the Ministry of Finance	Decision No. 934/QD-BTC dated 04 May 2016 of the Minister of Finance, contents with well implemented tax policies and laws in 2015.
II Awards of ministry/department		
2013	Certificate of Merit of the Government of the Socialist Republic of Vietnam	Decision No. 2433/QD-TTg dated 13 December 2013 of the Government of the Socialist Republic of Vietnam, contents of achievements in production and business and charity work from 2008 to 2012, contributing to the Socialism and National Defense.
2013	Certificate of Merit of the Ho Chi Minh City Department of Labor - Invalids and Social Affairs	Decision No. 414/QD-KT dated 03 January 2013 of the Ho Chi Minh City Department of Labor - Invalids and Social Affairs, contents with excellent achievements in the work of Labor Safety - Hygiene in 2012.
2014	Certificate of Merit of the Ho Chi Minh City Department of Labor - Invalids and Social Affairs	Decision No. 986/QD-SLĐTBXH dated 21 January 2014 of the Ho Chi Minh City Department of Labor - Invalids and Social Affairs, contents with excellent achievements in the work of Labor Safety - Hygiene in 2013.
2016	Certificate of Merit of the Ministry of Industry and Trade	Decision No. 4769/QD-BCT dated 06 December 2016 of the Ministry of Industry and Trade - Export-Import Department, contents of the "Prestigious Exporter" Award in 2015.
2015	Certificate of Labor Safety Department	Decision No. 64/QD-ATLD dated 06 March 2015 of the Labor Safety Department, contents with excellent achievements in the work of Occupational Safety - Hygiene - Fire Prevention in 2014.
2016	Certificate of Merit of the Ministry of Industry and Trade	Decision No. 908/QD-BCT dated 09 March 2016 of the Ministry of Industry and Trade – Ho Chi Minh Plastic Association, Duy Tan Plastics Corporation with excellent achievements in 2015.
2016	Certificate of Merit of Labor Safety Department	Decision No. 41/QD-ATLD dated 10 March 2015 of the Labor Safety Department, contents with excellent achievements in the work of Occupational Safety - Hygiene - Fire Prevention in 2015.
2017	Certificate of Merit of the Ministry of Labor, Invalids and Social Affairs	Decision No. 601/QD-SLĐTBXH dated 24 April 2017 of the Ministry of Labor, Invalids and Social Affairs, contents with excellent achievements in the work of Labor Safety - Hygiene in 2016.

Year	Form of reward	Number, date and year of reward decision; issuer of decision and achievement content
IV	Awards of the People's Committee of Ho Chi Minh City	
2014	Certificate of Merit of the People's Committee of Ho Chi Minh City	Decision No. 6157/QDUB dated 17 December 2014 of the People's Committee of Ho Chi Minh City, contents of Duy Tan Plastics Corp with excellent achievements in environmental protection, winning the Ho Chi Minh City Environmental Award in 2014.
2015	Certificate of Merit of the People's Committee of Ho Chi Minh City	Decision No. 4995/QDUB dated 08 October 2015 of the People's Committee of Ho Chi Minh City, contents of Duy Tan Plastics Corp winning the title of "TYPICAL BUSINESS IN HO CHI MINH CITY "in 2015.
2016	Certificate of Merit of the People's Committee of Ho Chi Minh City	Decision No. 4241/QDUB dated 17 August 2016 of the People's Committee of Ho Chi Minh City, , contents of Duy Tan Plastics Corp achieving excellent results in building and developing the Entrepreneurial Fund of the Congress for the second term (2016 - 2021)
2016	Certificate of Merit of the People's Committee of Ho Chi Minh City	Decision No. 5361/QDUB dated 03 October 2016 of the People's Committee of Ho Chi Minh City, contents of Duy Tan Plastics Corp winning the title of "TYPICAL BUSINESS IN HO CHI MINH CITY "in 2016.
2016	Certificate of Merit from the City Fire Police Department	Decision No. 1122/QD-PCCC-P9 dated 29 August 2016 of the HCMC Fire Prevention Department, contents of Duy Tan Plastics Corp achieving excellent results in the whole people movement involved in Fire prevention on the occasion of the 15 th anniversary of fire fighting (04 October 2001 - 04 October 2016).
2018	Certificate of Advanced Unit from the City Fire Police Department	Decision No. 09/QD-PCCC-P2 dated 04 January 2018 of the HCMC Fire Police Department certifying Duy Tan Plastics Corp's achievement of the typical advanced unit in fire prevention and firefighting in 2017.

5

PHOTOS OF ACTIVITIES TO PROMOTE OCCUPATIONAL SAFETY AND HEALTH IN THE ENTERPRISE:

Provided in the attachment.

6

COMPANY INTRODUCTION VIDEO:

<https://youtu.be/vsAw-D7sOWc>

ATTACHMENTS



PDS MEAT INDUSTRIES (B) SDN BHD

Providing **cut-resistant gloves** to our butchers. This gloves are designed to protect the wearer's hands from cuts while working with sharp tools. This metal mesh gloves are form of chainmail, and are made of rings of stainless steel. This are typically used in food industry.



Storekeeper- Dry store



Storekeeper - Freezer storage

Providing **thermal jacket** for the storekeeper while doing work inside the freezer storage. The fabric must be extremely strong, keeping the wearer safe, warm and comfortable in cold environment.



Storekeeper- Chiller room



Buying machineries from machine manufacturer's in accordance with the requirements of health and safety work and taking account the health and safety risks in the workplace.

All machineries in our plant that knives are exposed and doors/covers are not yet close will not work and will not begin its cutting, slicing, forming, and mincing process.





HAJI ADININ AND SONS (B) SDN BHD

OSH Activities of Haji Adinin and Sons (B) Sdn Bhd

15 Million Manhour Celebration: Has achieved 15 million safe manhours accumulated from July 2010 to Feb 2016.



Blood Donation Campaigns: Haji Adinin and Sons (B) Sdn Bhd (HAS) is an active participant and supporter of Blood Donation Campaigns by the Adinin Group of Companies. HAS organised the 7th and 9th Blood Donation campaign held last Oct 2014 and September 2015 respectively.



Healthy Lifestyle Campaigns: HAS is also active in participating AGC organised sports tournament and charity runs. The company also organised sports tournament for all the employees to encourage healthy lifestyle and to enhance fellowship among each other.



Cleaning Campaigns: Cleaning campaigns are conducted regularly to enhance environmental protection awareness.



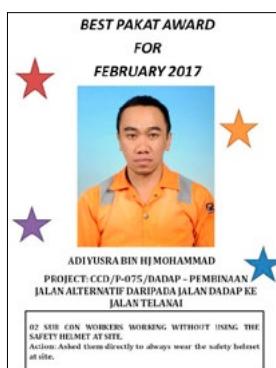
Random Testing: The company has invited the Narcotic Bureau to give short seminar and conduct testing to all the staff of the company.



Management Site Audits: The Company conducts management site audits. HSE findings are discussed and



Safety Awards: Awards are given to employees to recognize their commitment to HSE and to motivate to be motivated to perform, continue to improve, achieve the company HSSE goal.





MONG RETHTHY GROUP

OSH Committee Induction Activity By Photos

Safety Induction before starting to work by Management



OSH Induction on First Aids for Employees and Workers





Annual Physical Check Up By MoLVT



Health Check Up for whom working with Chemical Product



Preventive Training at Workplace



Health Check Up for workers at workplace

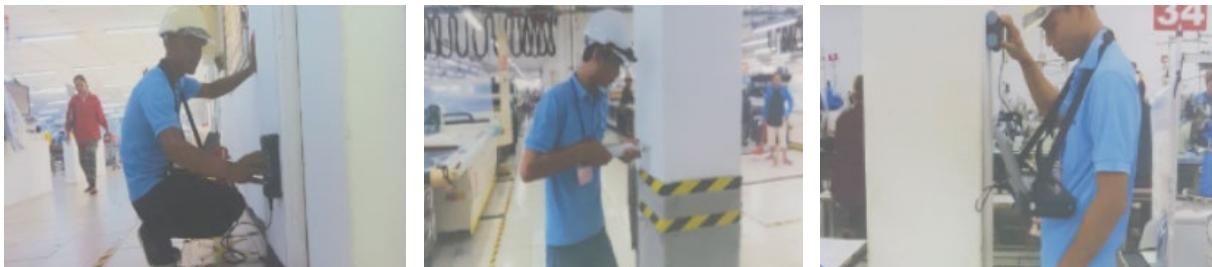




SABRINA (CAMBODIA) GARMENT MANUFACTURING CORP

Some Pictures' OSH Initiatives and Activities in FY-2017:

"Building Inspection" through certified 3rd Party - C&CT Consult.



This structural inspection aims at measuring the quality and ensuring the safety of the building throughout the factory's production buildings

"Health Day/ Health Check-up" for all workers through Red Cross Doctors.



This program aims at providing ongoing health check-up and health consultation so that workers can aware of their current health status and seek proper and timely treatment.

"Health Care and Reproductive Education" cooperated with Health Care partner - RHAC Organization



This activity aims at providing additional health care knowledge for workers on how to safeguard themselves from any infectious illness or diseases during their daily life and about reproductive health care etc.

Regular Internal “OSH Audit Quarterly, Monthly OSH Committee Meeting and Daily On-Site OSH Inspection” through internal OSH Committee



These activities aims at establishing a safety culture mindset, standardizing OSH system/ procedure at workplace and ensuring regular meeting and daily safety patrol through the workplace premises.

Daily “Nutrition program” to all workers through professional catering team - Hagar Catering



This arrangement aims at providing & ensuring nutritious and hygiene foods toward workers and keeping workers from hungry while at work with Sabrina

Monthly Nutritional & Hygiene seminar through cooperated partner - CWPD Organization



This activity aims at providing ongoing education and how to keep themselves healthy from their daily-life foods consumption

Regular “Fire & Evacuation Drill” twice per year to all workers through well- trained internal team and local authorities



This activity aims at ongoing training and refresh workers on how to keep themselves safe from any unexpected fire and/or emergency evacuation

“1st-Aids & Fire Fighter Task-force” among well-trained internal team throughout the workplace



This arrangement/ system aims at establishing an internal teams for immediate support in case of unexpected fire and/or emergency.

Quarterly “Road Safety and Transportation” Seminar through cooperation with Local Safety and Traffic Department



This activity aims at ongoing education on the traffic rules and safety driving, as well as, refreshing workers on any update rules and regulations



CV. MUBAROKFOOD CIPTA DELICIA

Modification of coconut grated machine



Before the modified

- When the grated coconut machine operated, the operators vulnerable to get occupational accidents (injured finger), especially new workers.
- The process is relatively longer because coconut grated one by one.
- The employee's position is more bent down

After the modified

Grated machine engineered by adding 'funnel' for the entry of coconut and using a tool press. thus, there are no risk of finger injured and is safe for the operator.

The result of a modified grated machine :

1. It is safe and easy in operating machine
Minimize hand contact with the blade grate, so there is no occupational accidents.
2. Time grated more faster
After using the modified machine , time for grating coconut more efficient than before using the modified one. Before in 5 minutes the machine produce only 1 batch, after using the modified machine it can produce 2 batch in 5 minutes.
3. The time period to change roller grate is more longer and more efficient
Before roller grate should be replaced after 3 months, but after modification replacement is done after 4 months.

Fire fighting training



Fire fighting training programs are held regularly to employees, with the aim that employees become skilled in the face of emergency in the company.

First aid training



First aid / handling training in accidents is also held periodically, in order to train employee preparedness during work accidents at the company

Medical checks to employees



Health checks are conducted periodically to employees to prevent and know early on, if the employee contracted a disease so that will not contagious and contaminate the product

Inclusion of check list card on fire extinguisher



Inclusion of check list cards on fire extinguisher will facilitate the checking, so expect fire extinguisher will be ready to use if needed.

Inclusion of warning signs, posters



Inclusion of warning signs, posters and appeals at certain locations, aimed at preventing unwanted things. This is very helpful for the employee to learning the importance of OSH.

Standard operational procedure (sop) attachment on tools / machines



SOP attachment on tools / machines, aiming so that when there is maintenance / repair, done according to existing standard.

Arrangement of electrical installation (cables, cable connections, stop contacts, fitting lights)



Previously, the contact socket is integrated into the mixer machine panel. To prevent the occurrence of undesirable hazards, a separate stop is removed from the panel.

Improved air circulation



The addition of air circulation in certain spaces, with the installation of ventilation or a fan, aims to make the room cool and not stuffy.

Support facilities for employees



Support facilities for employees such as lactation room, assembly point, smoking place etc.



PT. INDONESIA POWER UNIT PEMBANGKITAN BALI

OSH Steering Committee



Firefighting Training



Hydrant Testing



Safety Induction



Blood Donors



Emergency Response Simulation



Emergency Response Drill



CPR Training



VCT HIV-AIDS Blood Test



Application of LOTO Procedure



Medical Check-up Evaluation



Monitoring Ergonomic



Warning Sign Installation



Embedding HIV Ribbon to The Top Management



Socialization about Health and how to prevent diseases



Safety Patrol



Noise and Luminous Test



Safety Briefing in Power Plant Area





PHU BIA MINING LIMITED

Campaign Roll-out Scope

IIF campaign roll-out process



1. Purpose and Scope

This document defines the Injury and Incident Free (IIF) campaign delivery and roll-out process.

The IIF campaign is being developed by the Phu Bia Mining (PBM) Safety team. The campaign includes six films, posters and other supporting media.

The six films have been designed to:

- Promote awareness and use of existing safety systems and tools
- Influence workforce behaviours and safe-work outcomes towards best-practice
- Strengthen communication and cooperation between departments
- Support the requirements of PanAust's "Leading the Way" initiative
- Connect PBM's safety systems and tools under the IIF "umbrella".

Specific elements of the IFF campaign discussed in this document include:

- Purpose and Scope
- Theme
- Intent
- Approach
- Roll out process and delivery schedule



2. Theme

“Think safe, work safe, home safe.”

3. Intent

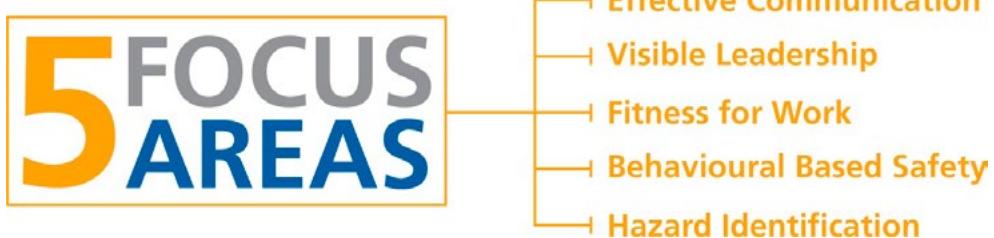
The intent of the IIF campaign is to create an “Injury” and “Incident” free work place. It’s about understanding, combining and using our existing safety systems and tools to make our workplaces even safer.



4. Approach

The adopted approach for the IIF campaign is to illustrate how our existing safety systems and tools are interlinked and, when applied correctly, minimise the potential for harm to personnel and the business.

The IIF Campaign will include the following focus areas. Each focus area is designed to include particular elements of PBM’s existing safety systems and tools.



4.1. Effective Communication

Effective Communication promotes situational awareness, debate and quick problem solving. The following tools are used to promote effective communication:

- Personal communication tools (issue communication, receive feedback, confirm intent, execute intent)
- Safety and toolbox talks
- Standardised HSEC communication mail outs
- HSEC committee and daily management meetings.

4.2. Visible Leadership

Visible leadership is one of the most effective ways that an individual can influence and improve the safety performance of a workforce. Visible leadership can be demonstrated by using the following concepts:

- Planned Task Observation (PTOs) and the Positive Performance Indicator (PPI) program
- Stopping a job to discuss or improve safety measures
- Leading safety and toolbox meetings
- Actively promoting safety initiatives
- Developing the personal characteristics/traits of a 'safety champion'.

4.3. Fitness for Work

Fitness for work means that you are physically and mentally fit to work in a way that will not impact on your safety or the safety of others. This includes:

- Managing your fatigue
- Understanding the effects of drugs and alcohol and the rules relating to their use
- Following the established injury and illness management process.

4.4. Behavioural Based Safety

Behavioural Based Safety (BBS) is about preventing incidents by establishing required behaviours and self- monitoring and improving those behaviours to ensure that we are working as safely as possible. Existing tools which encourage and promote BBS are:

- PBM's eight cardinal rules
- Five Safe Behaviours
- Five Things to Remember

4.5. Hazard Identification

Hazard identification involves detecting and correcting situations that have the potential to cause incident or injury. This can also involve the introduction of controls to minimise risks to acceptable levels. A number of tools have been developed to manage hazards in the workplace. These include:

- Procedures
- Isolation and permit to work systems
- Take 5s
- Workplace inspections
- Job Safety Analysis
- The hierarchy of controls
- Various workplace and job observations.

5. Goal

The Goal of the IIF program is to create a safety culture that:

1. Embraces safety as a core value.
2. Encourages people to continually improve our workplace safety behaviours.
3. Creates opportunities to encourage our people to lead by example.



1. Embrace safety as a core value
2. Improve workplace safety and behaviours
3. Champion safety to lead by example

6. Narrative Design

Each film will be approximately five minutes long. The first film will establish the program theme and design principle. The theme and design principle will be carried forward throughout the remaining films to ensure consistency of message.

Interviews with PBM management and staff will be used to drive the narrative. The first film will showcase the expatriate workforce (to explain high-level concepts). All subsequent films will showcase the Lao workforce.

Films will be shot at various locations including Phu Kham, Ban Houayxai, Ban Thouay and Vientiane.

7. IIF Campaign Development and Rollout

Initial roll-out and delivery sessions will be presented by the OHS Superintendent and target senior and middle-management during daily management meetings and departmental and business unit planning meetings. Additional presentations will be conducted during PBM safety committee meetings and at dedicated sessions (on request) from business unit leaders.

8. Production Schedule

Media Type	Deliverable	Date Due	Roll Out
Document	IIF Campaign brief and schedule (this document)	15/03/2017	15/03/2017
Video 001	What is IIF?	31/05/2017	15/06/2017
Banner	IIF launch banner (to accompany over-arching video)	31/05/2017	15/05/2017
Video 002	Effective Communication	15/06/2017	01/07/2017
Poster Promotion material	Video 002 poster and supporting promotional material	15/06/2017	01/07/2017
Video 003	Visible Leadership	01/08/2017	15/08/2017
Poster Promotion material	Video 003 poster and supporting promotional material	01/08/2017	15/08/2017
Video 004	Fitness for Work	15/09/2017	01/10/2017
Poster Promotion material	Video 004 poster and supporting promotional material	15/09/2017	01/10/2017
Video 005	Behavioural Based Safety	01/11/2017	15/11/2017
Poster Promotion material	Video 005 poster and supporting promotional material	01/11/2017	15/11/2017
Video 006	Hazard Identification	15/12/2017	01/1/2018
Poster Promotion material	Video 006 poster and supporting promotional material	15/12/2017	01/01/2018





FYS MARKETING SDN BHD

Fire Evacuation Practice



Fire Drill Practice



First Aid Practice



Environmental Drill Practice



Diesel Skid Tank equipped with secondary containment, spill kit and oil & grease trap.



Sediment Basin



Dispensing Hose stove inside containment.



Final slit trap clear water



Safety Awareness Talk

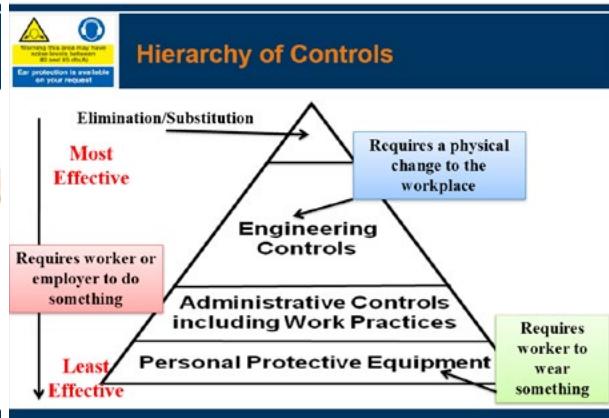
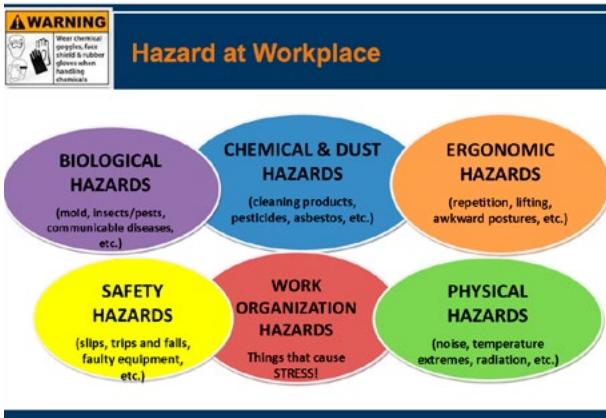


Kewajipan Majikan

WARNING KEEP OUT
ABSOLUTELY NO TREKKING
OFFENDER WILL BE PROSECUTED

Mengadakan maklumat, arahan, latihan dan penyeliaan berkaitan keselamatan dan kesihatan pekerjaan

Maklumat
 Arahan
 Latihan
 Penyeliaan



Health Awareness Talk by Diabetes Malaysia Cawangan Pulau Pinang President Dr. Dickey Ng



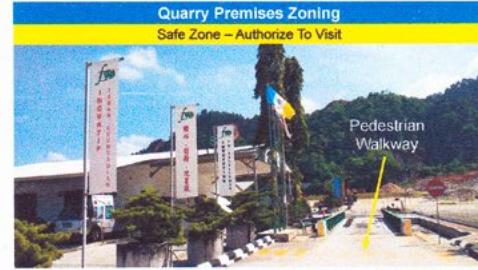
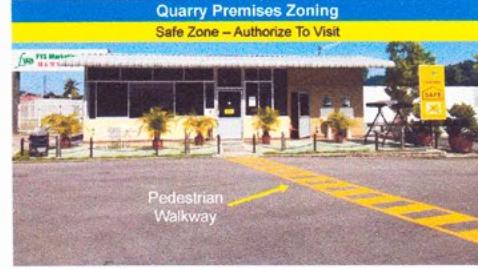
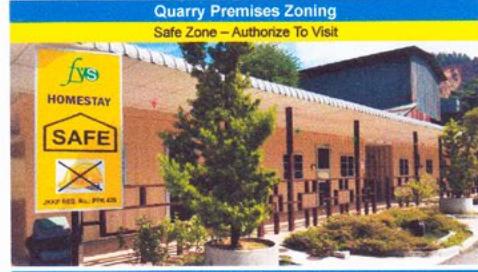
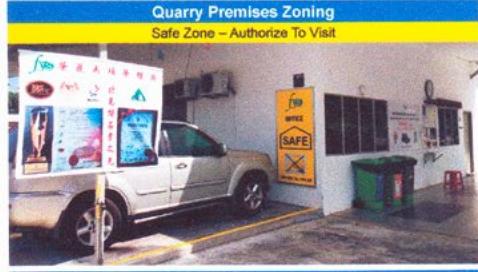
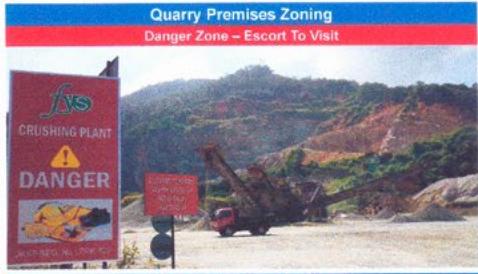
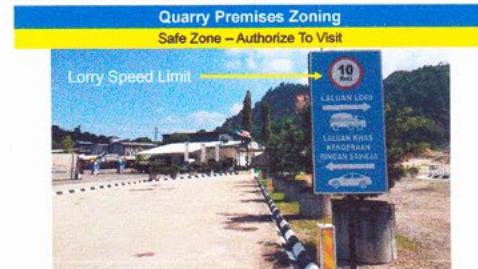
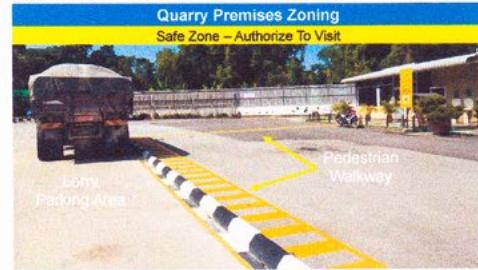
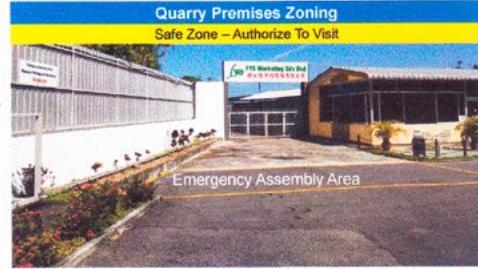
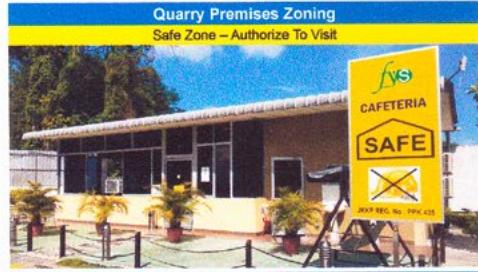
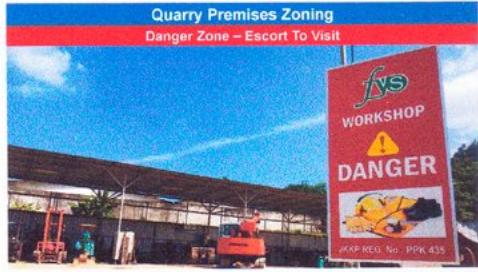
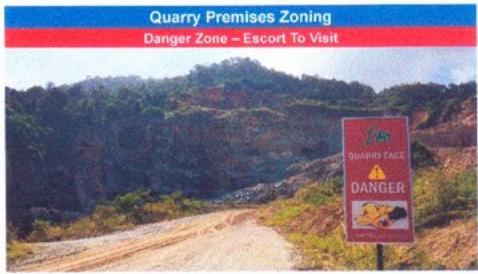
	SYSTOLIK		DIASTOLIK		Apa harus dilakukan ?
NORMAL	Kurang dari 120	Dan	Kurang dari 90		Amal gaya hidup sihat Kurangkan garam Senaman berkala Berhenti merokok
PRE HIPERTENSI	120 - 139	Atau	80 - 89		Elakkan stress Periksa semula tekanan darah secara berkala
HIPERTENSI (TEKANAN DARAH TINGGI)	Melebihi > 140	Atau	Melebihi > 90		Berjumba doktor/jururawat bertugas di kaunter

The enterprise's message on OSH:

SAFETY

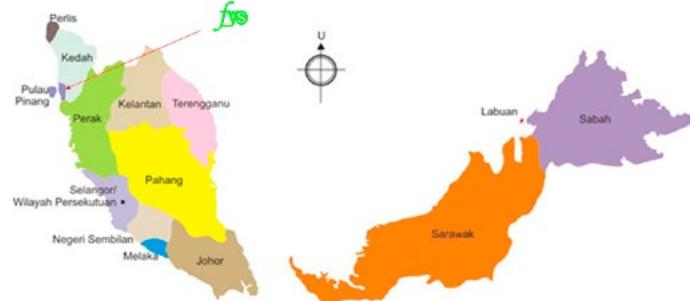
**Is Everyone
Responsibility**

Quarry Zoning – To ensure safety of all employees and visitors when entering FYS quarry



Introduction of FYS quarry history and its transformation journey heading towards quarry tourism and residential quarrying co-exist.

The late Mr. Foo Yen Soo 已故胡永仕先生 started as a blasting contractor in 1960's. After few years' field experience, he established his own company name as Foo Yen Soo & Sons Sdn Bhd which is located at Berapit, Bukit Mertajam, Pulau Pinang, Malaysia. In 2007, FYS Marketing Sdn Bhd was setup mainly focusing on quarry operation.



3 keywords associated with FYS business information, that are Aggregate, Quarry, Quarryman & Quarry Woman.



Aggregate comes from quarrying. Quarrying is a process of extracting rock from the hill through drilling and blasting operation then load to lorry and transport to the crushing plant to fragment and screen to different size then sell to customers.

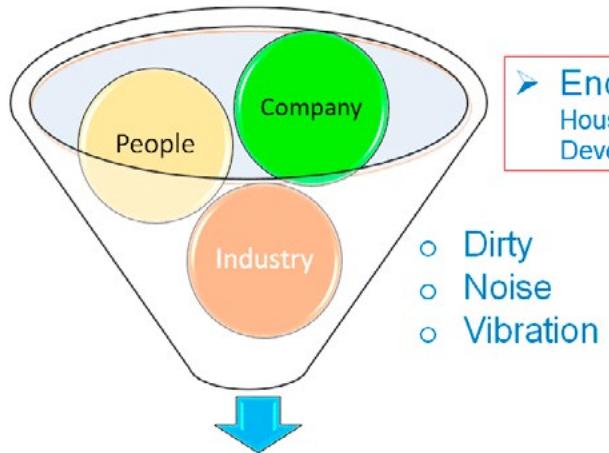


The need of Transformation - Facing 3 type of challenges – People, Company and Industry

3 Challenges – People, Company, Industry

3D Job

- Dirty
- Dangerous
- Difficult



➤ Encroachment
Housing
Development

Rebranding Quarry Industry

It all start with Survival due to Encroachment



Quarry

- 1) Word associated – Dust, Noise, Vibration
- 2) Reputation
- 3) Contribution – Housing, Infrastructure, Development
- 4) Economy growth – create job - rice bowl for quarryman and related industries



Quarryman

- 1) 3D Job – Dirty, Dangerous, Difficult
- 2) Gain less respect from public - Job scope not well known
- 3) Profession job like doctor heal patients, teacher teach student, quarryman -----
- 4) Proud to be a quarryman

Transformation Activities:

- 1) Focus on challenges on People, Company, Industry
- 2) Combining manufacturing system and tourism concept
- 3) Best practice of quarrying through ESP
- 4) CSR - Corporate Social Responsibility
- 5) Instilling a sense of pride in quarry related job
- 6) Survival with innovative community relation
- 7) Proactive engagement and cooperation with Government Agencies
- 8) Enhance media relation as a platform for promoting quarry

FYS Values break into two levels:

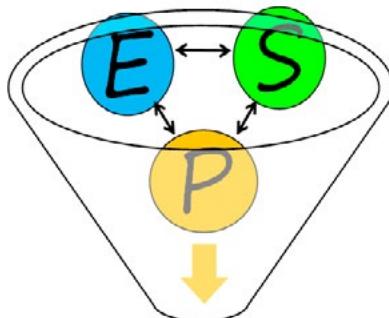
- 1st level focus on operation - Environmental, Safety & Productivity
- 2nd level focus on people - Educational, Social & People

FYS Best Practice

ESP

Environmental 环境
Educational 教育

Safety 安全
Social 社会



Productivity 生产率
People 员工

Quarryman Challenges

3D Change → **ESP**

Dirty **Environmental** friendly programs

Dangerous **Safety** working environment

Difficult **Competent** Quarryman

In FYS, **Vision** is the journey, **Mission** is the system, **Values** are the actions and **Slogan** is the motivation factors to drive FYS continue growing. FYS combining **Manufacturing System + Tourism Concept** to operate the quarry.

For Manufacturing System: Environmental aspect of the program at operational levels consist of implementing dust control on haulage road, crushing, screening and vehicle cleaning facilities. Others include landscaping and housekeeping with 5S program to keep the quarry compound clean. Besides that, FYS organised a series of yearly program as shown below to build up healthy working atmosphere and teamwork including education program to develop and improve quarryman & quarry woman knowledge, skill and spirit.

No	Program	Objective
1	Hari 1 Keluarga	Build up employee friendship and teamwork
2	Fathers' & mothers' Day	Promote family relationship. Dinner with parent or own children
3	Pamafie photo competition	Enhance parent communication. Take photo with parent or own children
4	Monthly Birthday	Joyfulness celebration to build up employees relationship
5	Long Service Awards	Gratitude employee's loyalty to the company. Min 5years, 5years per interval
6	Education Allowance	To lighten employees children education expenses
7	Bowling Competition	One of the sport that suitable to all age, gender and race
8	Team Building	Enhance quarryman knowledge, skill and work spirit
9	Lorry Drivers' day	Create road safety awareness to lorry drivers
10	Health Awareness Talk	Education knowledge
11	Safety Awareness Talk	Education knowledge
12	In house training program	Develop quarryman knowledge and skill
13	Cooperate Social Responsibility	Community engagement
14	Annual Dinner	Good neighboring policy
15	Quarryman Carnival Night	Community engagement, Social recognition, Rebranding quarry industry
16	Quarryman Appreciation Dinner	Appreciate quarryman contribution and effort

Long Service Award – 916 Gold Medal



Children Education Allowance Entitlement List

Primary



/child

Secondary



/child

Form 6/College/University



/child

UPSR



/A

PT3



/A

SPM



/A

STPM



/A

Bowling Competition



Celebrate Christmas night cum FYS annual dinner with our neighbours



Cooperate Social Responsibility (CSR)



Father & Mother Day via Pamafie Photo Competition





Hari 1 Keluarga



Quarryman & Quarry Woman Monthly Birthday Celebration



For Tourism Concept: Setup homestay, cafeteria, Surau, Agro Park within FYS premises to promote quarry premises that can become a tourist attraction places.

In 2016, FYS transformed the ordinary annual dinner into **Quarryman Carnival Night** with 3 objectives - CSR

- 1) The **Community Engagement** by the quarry operator for better understanding
- 2) To provide **Social Recognition** on the contribution of quarryman
- 3) **Rebranding** the quarry industry to give good perception to the public

Quarryman Carnival Night is to let residents and the public understand that quarry industry is very important as it provides the raw materials for development. It was a breakthrough inside quarry premises able to have public relation program that attracted more than 200 people visit our quarry at that night.

FYS received 2 awards in 2017, Award of Excellence and Anugerah Perlombongan dan Penguarian from IQM & DOSH respectively. In order to appreciate quarryman contribution and effort, FYS organised Quarryman Appreciation Dinner. On that night, quarryman & quarry woman were received the long service award. There is one employee reached 30 years of long service as a quarryman. Those quarryman that completed the 6 months in-house development program also received their certificate respectively.

This year there will be 3 awards of excellence to be recognized quarryman effort.

- 1) The Innovative Quarry Manager
- 2) The Incumbent Quarryman
- 3) The Industrious Quarryman

8. Teambuilding



9. Lorry Drivers' Day – Create Road Safety Awareness to Lorry Drivers

FYS Marketing Sdn Bhd has been operating its quarry at Bukit Mertajam since 1960's. Beginning 1995 due to demand for houses, development of housing estates were encroaching closer to the quarry. In 2005 new housing estate was built very close to the quarry and residents started moving into their homes in 2008. Residents had many complaints about the dust, noise and vibration from the movement of the Lorries transporting aggregate. FYS took all necessary measure to reduce the dust and noise from the movement Lorries. Environmental pollution and safety hazards caused by the traffic are due to bad lorry driver attitude. Realizing this important factor, FYS needed to do something so that the lorry drivers understand the quarries and the residents' concern about

safety and environmental impact of dust and noise. FYS and lorry drivers need to work together to reduce the complaints from nearby residents. If no solution is found FYS operation maybe severely affected.

After brainstorming, FYS realized that quarry operators and transporters (lorry) are related business partners where quarry products such as aggregate, crusher run, quarry dust are the raw material for infrastructure and development projects. Lorries are the means of transportation of these products from the quarry to the end user which means that quarry operators and the lorry drivers are business partner. Whatever the lorry drivers' attitude will affect the operations of the quarry? While the lorry drivers' attitude is beyond the company control. FYS believe through education and communication with lorry drivers and transport owners, positive message can be delivered which will improve the attitude of the drivers.

FYS came out with an idea of Lorry Drivers' Day where the **1st Lorry Drivers' Day was initiated on 19th January 2013**. The purpose of the Lorry Drivers' Day is to appreciate lorry drivers' effort that transport quarry products to customers site. It is a yearly program with presentation, free lunch provided plus a small gift such as a key chain given to lorry drivers that come on that day. All guests especially the transporter owners and the drivers attended the presentation given by FYS on Lorry Driver Code of Ethic (FYS version) and highlighted to all guests that lorry driver job should be respected just like any other profession.

fys		KOD ETIKA KEPADA PEMANDU LORI 罗里司机行为守则
1		Pemandu lori yang bertanggungjawab 成为一名负责任的罗里司机
2		Bertolak ansur semasa memandu 忍让精神
3		Memandu dengan cermat 安全驾驶
4		Mematuhi peraturan lalu lintas 遵守交通规则
5		Menjaga kebersihan sekeliling 保持环境清洁
6		Memakai PPE yang sesuai 穿戴适当的个人防护装备
7		Memasang kanvas dengan kemas 正确安确帆布



► Tarred road



► Sprinkler system



► Washing bay



► Lorry Driver Code Of Ethics



► Notice Board



► Improper installed canvas



Pemandu lori mesti memasang kanvas dengan kemas untuk mengelakkan batu terjatuh
罗里司机必须正确安装帆布以避免落石

In summary, the Lorry Drivers' Day is a very successful programme in improving the drivers' attitude and together with the various initiatives undertaken by FYS, the number of complaints from the public have been reduced tremendously. FYS believe that continuous engagement with all stakeholder in overcoming the environmental issues will be create a better understanding and public perspective and image on the quarry industry.



Hari Pemandu Lori (ulang tahun keenam)

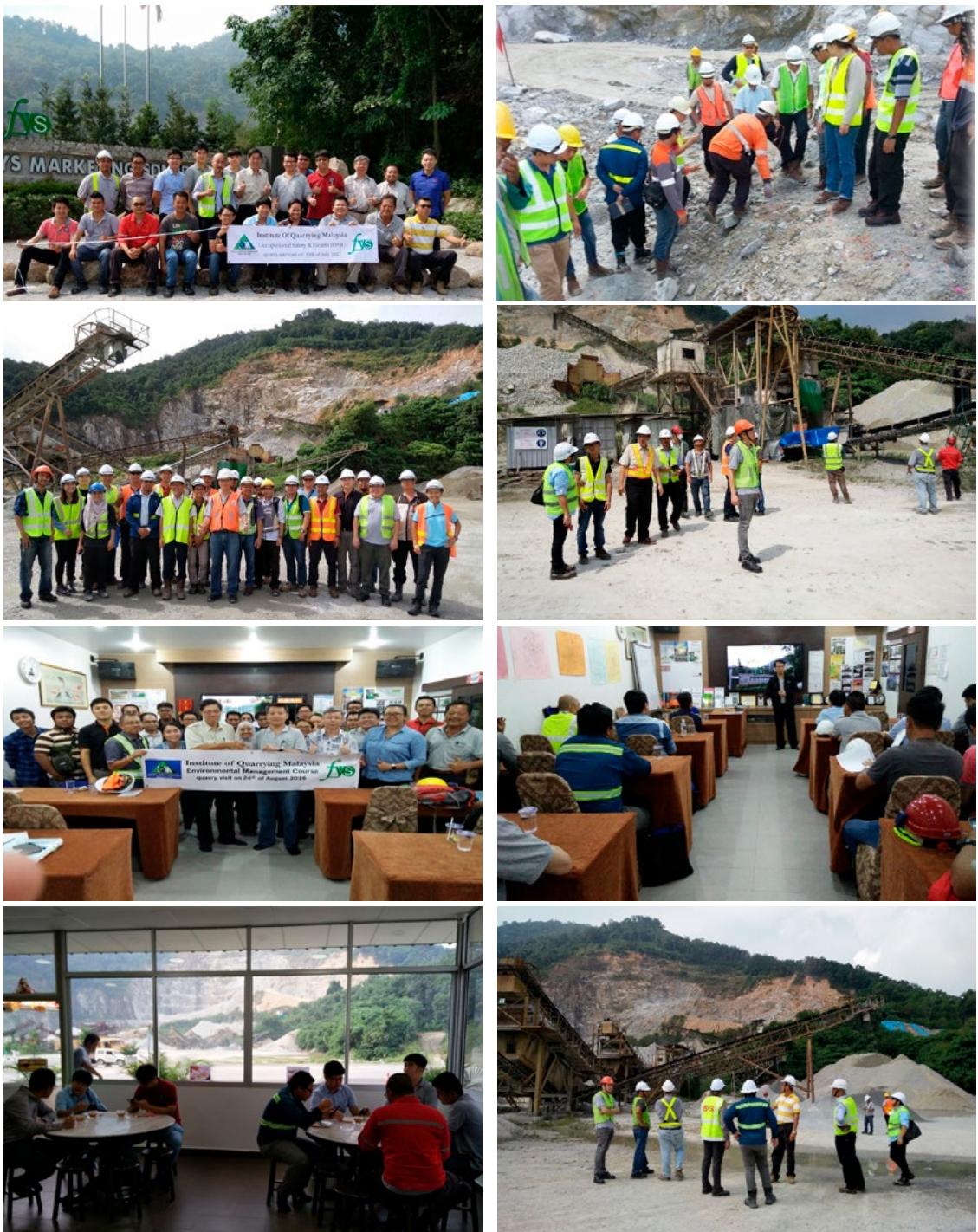
Memakai alat pelindung diri demi keselamatan sendiri

罗里司机日 (六周年)

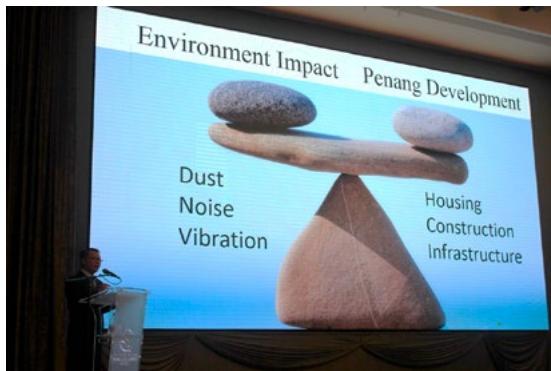
为了您的安全, 请佩戴个人防护装备



15 Disember 2017 (Jumaat)

Institute of Quarrying Malaysia (IQM) Quarry Managers' Courses (QMC)

Penang State Industrial Excellence 2016 – Quarryman Contribution and challenges



Quarryman Carnival Night 2016 – CSR

Quarryman Carnival Night has 3 main objectives. 1st - the Community Engagement by the quarry operator for better understanding. 2nd - to provide Social Recognition on the contribution of quarryman. 3rd - Rebranding Quarry Industry to give good perception to the public. This Quarryman Carnival Night is to let residents and the public understand the quarry industry is very important as it provides the raw materials for development. FYS invites residents to visit the quarry and the booths.

13 companies from different field participated in the exhibition and explaining their activities and displaying their products. They were

- ▶ Educational sector represented by Institute of Quarrying Malaysia (IQM), FYS Toastmasters Club, Positive2U Sdn Bhd, Umega Consultancy Services Sdn bhd
- ▶ Healthcare sector represented by Potato House Handmade, Inscereals Sdn Bhd
- ▶ Safety product represented by SAC Safety and Service Solution
- ▶ Travel sector represented by World Ventures Malaysia Sdn Bhd
- ▶ Transport industry represented by De Infra Sdn Bhd, Optimum Fluids Marketing Sdn Bhd, Edaran Tan Chong Motor (Utara) Sdn Bhd
- ▶ The China Press Bhd and Majlis Perbandaran Seberang Perai (MPSP) also present as exhibitors.

During buffet dinner, the visitors listened to 3 speakers where they shared their view of FYS transformation, updated their knowledge on the latest quarrying industry development and listened to motivation talk.

FYS Quarryman Carnival Night is one of the public relation program towards society. It is not just a production tool but also to rebranding and provide social recognition to the employees and society. It proved that FYS management is capable of organizing a carnival inside the quarry premises.



View of Quarryman Carnival Nite site, inside the quarry premise



Local residents enjoying the exhibitions



Exhibitors receiving appreciation plaque



FYS Marketing Sdn Bhd employees posing in front of Carnival entrance



IQM representatives posing in front of the IQM booth



Mr Zeems Foo Kheng Sin highlighting the relationship between FYS Marketing and IQM



Dato Professor Ir. Dr. Eric Goh presenting "Importance of Quarrying for a Better Tomorrow"



A show from the employee

Launching Zero Waste and 3R Program



Zero Food Waste recompose



3R- Reduce Reuse Recycle (Paper, Plastic, Al)



Institute of Quarrying Malaysia (IQM) Award of Excellence 2017



Anugerah Perlombongan dan Pengkuarian 2017 – DOSH Award



5-10 typical pictures of osh activities in the enterprise:

OSH Act	FYS Quarry Evolution
<p>Section 15 : General duties of employers and self-employed persons to their employees.</p> <p>15 (1): It shall be the duty of every employer and every self-employed person to ensure, so far as is practicable, the safety, health and welfare at work of all his employees.</p> <p>Beyond the safety, health and welfare, FYS incorporating community (CSR) and tourism concept via greening and beautifying environment.</p>	<p>Quarrying = Heavy Industry = Unsystematic + Non environmental friendly</p> <p>Solution = Manufacturing System + Tourism Concept</p>
	
 <p>E - Environmental / Educational S - Safety / Social P - Productivity / People</p> <p>Housing Construction Infrastructure</p> <p>Think...</p> <p>QUARRYMAN</p>	<p>E EVERYONE S Support P Penang </p> <p>E EVERYONE S SAVE P PLANET </p>



LANGSAT TERMINAL (ONE) SDN BHD

Langsat Terminals HSSEQ POLICY

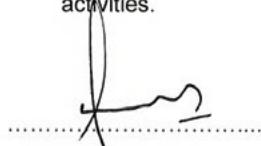


QHSE POLICY QUALITY, HEALTH, SAFETY AND ENVIRONMENTAL POLICY

It is the policy of Langsat Terminal (One) Sdn Bhd & Langsat Terminal (Two) Sdn Bhd to receive, store, blend and deliver petroleum and petrochemical products at our terminals in high quality, safe and environmentally responsible manner.

We are committed to conduct our business activities to ensure the conformity of our products and services, achieve customer satisfaction and stable operation by preventing injuries, illnesses and protection of the environment. These commitments to be achieved by effective and practicable implementation for continual improvement of QHSE Management Systems through;

1. Providing quality services and products to meet customer requirements.
2. Meeting the compliance obligations of legal and other requirement and relevant industry standards.
3. Identifying our organization's external and internal issues, as well as expectations of our interested parties.
4. Efficient use of energy / resources and effective control of wastes and pollutants.
5. Continuously promote quality, health, safety and environment awareness and activities.


.....
Ahmad Bin Abdul Talip
General Manager
Langsat Terminal (One) Sdn Bhd
Langsat Terminal (Two) Sdn Bhd

01st August 2016
Rev: 4

HSSEQ Activities – HSE Toolbox Talk

General Manager delivered his safety message during weekly Safety Toolbox



Contractor daily Safety Toolbox at the fabrication yard before start any work

Langsat Terminal employees and contractor during weekly Safety Toolbox



Contractor daily Safety Toolbox at the jetty before start any work



HSSEQ Activities – HSE Training and Development

Oil spill response (OSR) training



Emergency response training



Industrial first aid training



HSE related in-house training



HSSEQ Activities – PAGEMA Off-site PAGEMA Emergency Drills

Post-mortem session at the end of the off-site emergency drill with all the responding parties



Off-site emergency drill involving external parties, such as BOMBA



The emergency response team involved during the off-site emergency drill



Role play of casualties by terminal staff during the drill



HSSEQ Activities – HSE Campaign

2017 HSE Campaign Promotion Banner
i Sihat, i Selamat



2016 HSE Campaign officiated by Department of Occupational Safety and Health (DOSH)
Deputy Director



Langsat Quest Challenge gauge teamwork, knowledge and skills of all participants on HSE



Inter-department HSE Quiz winner with the “GM Challenge Trophy” during the closing ceremony



HSSEQ Activities – Authorities Involvement

DOSH Johor Officer delivering his presentation on OSH



Road transport safety talk by Malaysian Road Safety Department Malaysia (JKJR)



Exhibition booth by the Ministry of Health (MOH) Malaysia



Token of appreciation to one of the invited speakers during the campaign



HSSEQ Activities – Stakeholders Engagement

General Manager delivered his opening remarks during Surveyors Engagement Session



Langsat Terminal employee engagement and training session



Critical contractor engagement session on HSE and Quality Management System



Critical contractor engagement session on HSE and Quality Management System



HSSEQ Activities – Environmental Conservation

Release of various types of fish inside the terminal retention pond, proof of clean water discharged from the terminal.



Fish breeds well in the water retention pond final discharge point, good indication clean water.



Environmental monitoring conducted as per DOE requirement at regular intervals, including air emission, stack emission, sewage and effluent



Marine water sampling done at annual basis



2017 National Occupational Safety and Health (Osh) Excellence Award

Category: Storage

Mr. Ahmad Abdul Talip, General Manager received the award from the Deputy Minister of Human Resource Malaysia, YB Dato' Seri Hj. Ismail bin Hj. Abd Muttalib



Langsat Terminal (One) Sdn Bhd team with Ir. Hj. Kormain bin Hj. Mohd Noor, DOSH Deputy Director General (three from right) and Mr. Chan Yew Kai, Executive Deputy Chairman, DIALOG Group Berhad (four from right)



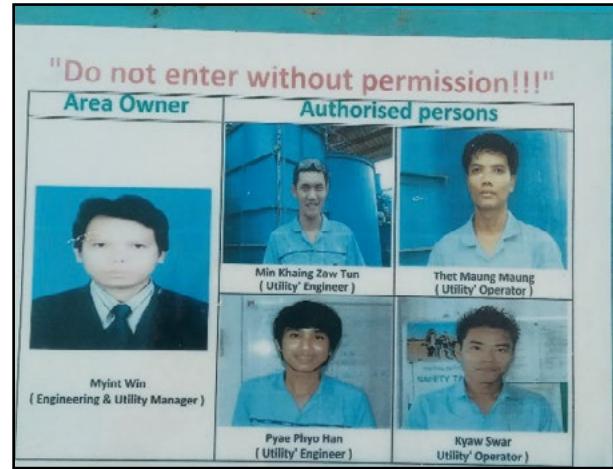


UNILEVER (MYANMAR) CO., LTD

For machine safety and electrical safety, proper guarding, layout have been set up.

The authorized owner/ person for each of the machines, electrical panel Boards and other Power Industrial vehicles, etc. have been assigned and displayed each authorize person name on each area.

For all of the machine area and electrical Panel area also have been drawn the clear marking lines and no one has to pass over those lines except authorized person.



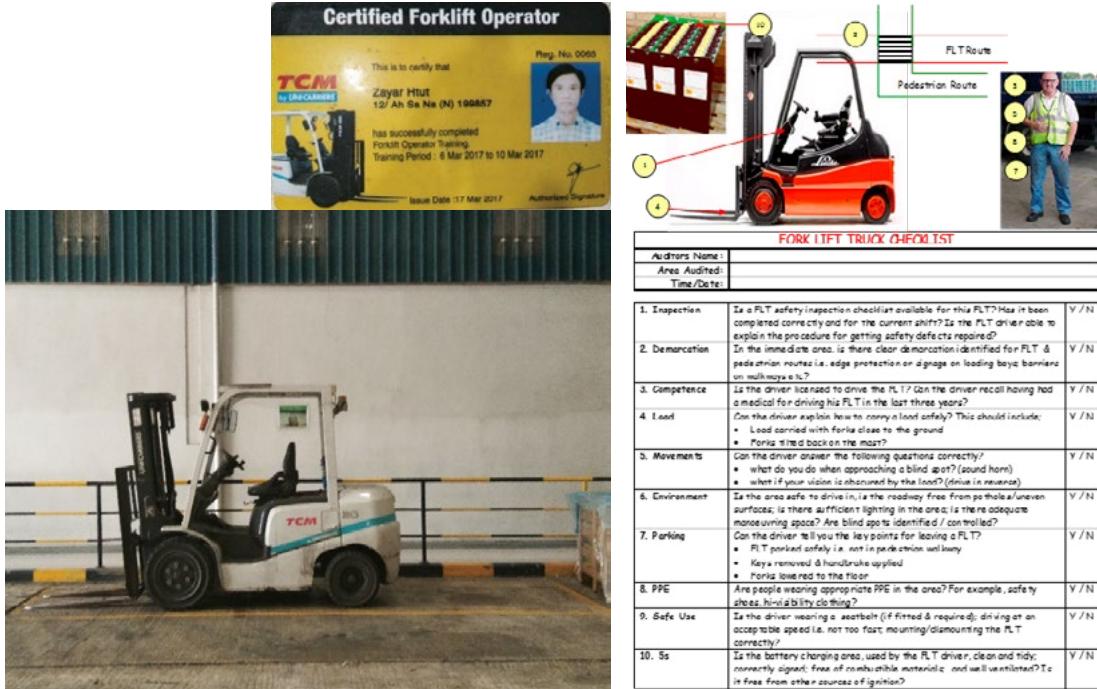
For both of electrical safety and mechanical safety , LOTO system has been practiced.

The LOTO procedures and the LOTO teams have already set up in site and the LOTO stations with its related authorized person names have already displayed on each lock and related devices.

The LOTO team have conducted the LOTO refresh training on every year by the Engineering manager.



For Forklift safety, authorized driver, designated parking area, daily checklist have been practicing. The Forklift drivers have been conducting Forklift Safety training course on every year. The Safety vest, Helmet, Back support and safety shoes have provided for all Forklift drivers and the safety belt must be wearing while on Forklift.



For Fire safety, firefighting system, fire drill, evacuation drill, Fire Fighting demonstration have been doing every year.

The fire emergency respond plan have prepared in site and emergency respond teams have already set up.

Each of those emergency response team has different kinds of responsibilities and annual refreshing training has conducted.

The monthly check has been doing monthly and the fire evacuation drill and Firefighting demonstration have done every year.



For Health care & rehabilitation, factory clinic (full time nurse supervised by Occupational doctor) have been setting up in factory.

For the occupational health feasibility, the factory clinic was established in factory and an Occupational health doctor, full time nurses have been taking care for all employees in every shifts.

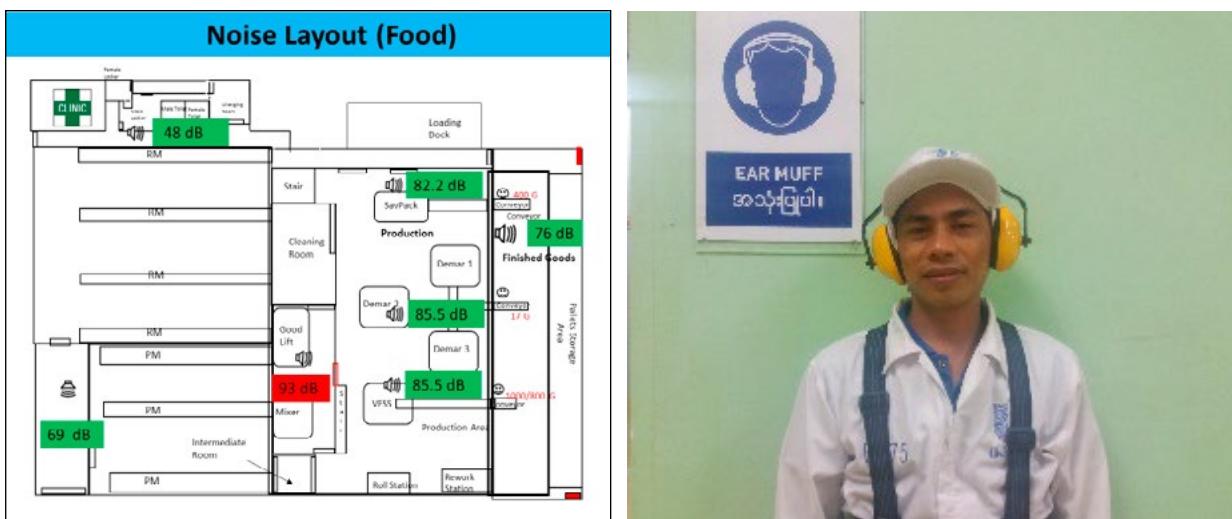


To prevent ergonomic related diseases, manual handling practice has been substituted with mechanical handling system.

For the prevention of ergonomic health related diseases, the manual handling processes have replaced with some kinds of Vacuum lift and Battery forks. in each related workplace.



For occupational noise, the workplace noise level has been measuring every year and based on its results, proper ear protection devices have been provided. Audiometric test has also been taken for all employees who are working in noisy workplaces.



For OSH awareness, various types of awareness activities (Training & safety/health talk, monthly winners for best UA, UC reporter) have been conducting on every month.

For safety engagement, most of the senior management and supervision level persons have been doing on (1) Safety Observation, (2) Deep Compliance Audit activities.



For safe travel , safe travel program has been practiced .

- (1) Conducting defensive training for all drivers
- (2) Regular medical check up for drivers
- (3) Shuttle route risk assessment
- (4) Installed safety belt son every seat on shuttle
- (5) Wearing safety belt while seated policy
- (6) Using Proper wheel choke while loading / parking
- (7) Prohibit for mobile using while driving





UNITED PAINTS GROUP CO., LTD.

Machine Safety



Fall Prevention & Safety



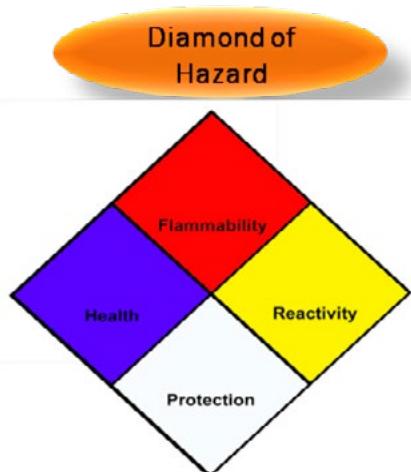
Electrical Safety





Chemical Safety

Health Hazard	Fire Hazard	Reactivity hazard
1 - Deadly	1 – Flash Point < 23 °C and initial Boiling Point ≤ 35 °C Extremely Flammable	1 – May Detonate
2 – Extremely Hazardous	2 – Flash Point < 23 °C and initial Boiling Point > 35 °C Highly Flammable	2 – May Detonate with Heat or Shock
3 – Moderately Hazardous	3 – Flash Point ≥ 23 °C and ≤ 60 °C Flammable	3 – Violent Chemical Change
4 – Slightly Hazardous	4 – Flash Point > 60 °C and ≤ 93 °C Flammable	4 – Not Stable if Heated
5 – May be slightly Hazardous	5 – Flash Point ≥ 93 °C Not classified	5 – Stable





Dangerous Goods Classification အန္တရာပါရိသောပစ္စည်းများအေးစာစဉ် အတန်းခွဲခြင်း

UNRTDG Pictogram	GHS Pictogram	Hazard Characteristics အသေစွဲပုံစံတွင်	UNRTDG Pictogram	GHS Pictogram	Hazard Characteristics အသေစွဲပုံစံတွင်
		1 EXPLOSIVES မူတိုက်ပွဲပုံစံများ			5.2 ORGANIC PEROXIDES ပြခံစွဲပေါ်သောပို့စွဲများ
		2.1 FLAMMABLE GASES အိမ်ပေါ်သောပို့စွဲများ			6.1 TOXIC SUBSTANCES အောက်ပါ့သောပို့စွဲများ
		2.2 NON-FLAMMABLE NON-TOXIC GASES အိမ်ပေါ်သောပို့စွဲများ			6.2 INFECTIOUS SUBSTANCES ရုံမာက်ပြုခြင်းသည် အကျိုးဝါယာပါဝင်သောပို့စွဲများ
		2.2 OXIDIZING GAS ပါဝါးပေါ်သောပို့စွဲများ SUB ASK 5.1 (NITROUS OXIDE & OXYGEN ONLY)			7 RADIOACTIVE MATERIAL (Category I) ပါဝါးပေါ်သောပို့စွဲများ ပုံစံအမျိုး (၁)
		2.3 TOXIC GASES အောက်ပါ့သောပို့စွဲများ			7 RADIOACTIVE MATERIAL (Category II or III) ပါဝါးပေါ်သောပို့စွဲများ အဆင့်အတွက် (၂) အောက်ပါ့သောပို့စွဲများ (၃)
		3 FLAMMABLE LIQUIDS အိမ်ပေါ်သောပို့စွဲများ			8 CORROSIVE SUBSTANCES အောက်ပါ့သောပို့စွဲများ
		4.1 FLAMMABLE SOLID (and other reactive substances) အိမ်ပေါ်သောပို့စွဲများနှင့် ပို့စွဲပုံစံများ			9 MISCELLANEOUS DANGEROUS GOODS AND ARTICLES အောက်ပါ့သောအရွယ်အစွမ်းများ
		4.2 SUBSTANCES LIABLE TO SPONTANEOUS COMBUSTION အိမ်ပေါ်သောပို့စွဲများ			MIXED CLASS LABEL FOR ROAD AND RAIL TRANSPORT အောက်ပါ့သောအရွယ်အစွမ်းများ
		4.3 SUBSTANCES THAT IN CONTACT WITH WATER EMIT FLAMMABLE GASES အိမ်ပေါ်သောပို့စွဲများ			SUBSIDIARY RISK LABEL TO BE USED WITH ELEVATED TEMPERATURE SUBSTANCES အောက်ပါ့သောအရွယ်အစွမ်းများ
		5.1 OXIDIZING SUBSTANCES ပါဝါးပေါ်သောပို့စွဲများ			မေတ္တာရန် အောက်ပါ့သောအရွယ်အစွမ်းများ

Table of Compatible and Incompatible DGs

Class	2.1	2.2	3.1	3.2, 3.4	4.1	4.2	4.3	5.1	5.2	6.1	8	9
2.1	NA	NA	FS	FS	FS	PR	FS	PR	PR	FS	FS	SG
2.2	NA	NA	SG	SG	SG	FS	SG	FS	SG	SG	SG	SG
3.1	FS	SG	NA	NA	FS	FS	FS	PR	PR	FS	SG	SG
3.2,3.3,3.4	FS	SG	NA	NA	SG	FS	FS	PR	PR	FS	SG	SG
4.1	FS	SG	FS	SG	NA	FS	FS	PR	PR	FS	SG	SG
4.2	PR	FS	FS	FS	FS	NA	FS	PR	PR	FS	SG	SG
4.3	FS	SG	FS	FS	FS	FS	NA	PR	PR	FS	FS	SG
5.1	PR	SG	PR	PR	PR	PR	PR	NA	FS	FS	FS	FS
5.2	PR	SG	PR	PR	PR	PR	PR	PR	FS	NA	PR	FS
6.1	FS	SG	FS	FS	FS	FS	FS	PR	PR	NA	SG	SG
8	FS	SG	SG	SG	SG	SG	SG	FS	FS	SG	NA	SG
9	SG	SG	SG	SG	SG	SG	SG	FS	FS	SG	SG	NA

- NA အောက်ပါ့သော နိုင်ပေါ်နှင့်အတွက်အတွက်နိုင်သည်
- SG အောက်ပါ့သော နိုင်ပေါ်နှင့် တစ်နှစ်အပေါ်မြင့် ၃ မီတာကွားမည်
- FS အောက်ပါ့သော နိုင်ပေါ်နှင့် တစ်နှစ်အပေါ်မြင့် ၅ မီတာကွားမည်
- PR အောက်ပါ့သော နိုင်ပေါ်နှင့် တစ်နှစ်အပေါ်မြင့် ၁၀ မီတာကွားမည်





Fire Safety



Ventilation and Equable Temperature



Traffic Safety**Occupational Health****Manual Vacuum Lifter****Latrines and Urinals****Locker Room**

Company Clinics



BAGNOS MULTI-PURPOSE COOPERATIVE (BANNA BLEND RICE COFFEE)

Inspection of the Machines before and after using.



Check-up is done to the personnel before going to work to check their physical condition.



Cleaning in the production area and its surroundings to maintain cleanliness.



Strict implementation of dress code, procedures, policies on the specific work of the personnel and in their workplace.



Monthly meeting is being conducted to review manufacturing practices and safety measures.



Conducting and implementing risk reduction measures like fire drill



Earthquake drill



Storage area is being installed with appropriate procedures to protect the product from contamination and deterioration of food and container.





SUNPOWER PHILIPPINES MANUFACTURING LIMITED

Sunpower Pursuing Commitment Incident Injury Free Work Place

Emergency Response Team
Equipped with modern instruments & Continual Skill Improvement

Industrial Hygiene
Quarterly Work Environment Measurement

Contractor Safety Program
Fatality Prevention | Based on Industry and Regulatory Best Known Methods and Practices

Back-to-Basics
EHS Awareness | EHS Fundamentals | Job Hazard | 5-Min Safety Check | Good Catch | SMBWA

Strong Equipment & Process Safety
Equipment Sign Off | Sunpower Equipment Risk Management | Safety HIRAC

Making Sunpower Legal
Monitors banned and Controlled substances | Permitting and Licensing

Increased Safety Awareness
People & Family focused approach

IMS Certification
A circular diagram showing various components of the Integrated Management System (IMS) including Quality, Environment, Health & Safety, and Social Responsibility.

OSHA Recordkeeping & Medical Case Management
APE Result Review | Medical Case Management

Sunpower Philippines Emergency Preparedness and Response

Industrial Hygiene Capability



Sunpower Philippines Emergency Preparedness and Response



Sunpower ERT Certification Trainings:

- Basic Occupational Safety & Health
- Loss Control Management
- HazWoper
- Red Cross – First Aid / CPR
- BFP – Advance Fire Fighting



Sunpower Philippines Emergency Preparedness and Response

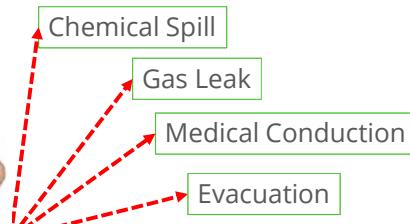


Hotline

32911



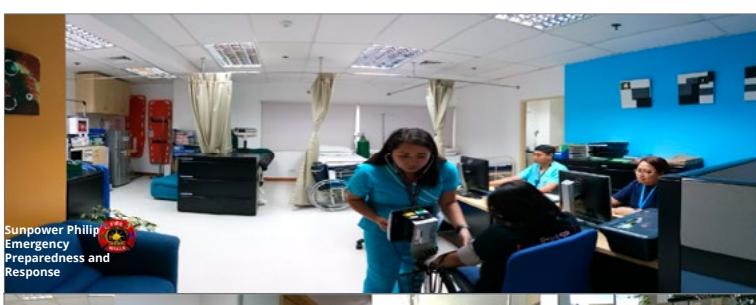
Response Cabinet



- Bomb treat
- Typhoon Readiness
- Earthquake
- General Evacuation

24x7 Medical Clinic

3 Bed Capacity, Dental and Doctor's Consultation Room



- Full Time OHP
- Consultation Table with 2 Nurses per shift
- Doctor's Room
- 3 BED Capacity
 - 2 Regular Medical Bed
 - 1 Stretcher
- Treatment Area
- Dental Room with Part-Time Dentist
- Breast Feeding Room
- Mobile Treatment Cart with AED
- 24x7 Company Ambulance



Dental Room



Breast Feeding Room



Mobile Treatment



24x7 Ambulance



Emergency Preparedness and Response



- Simulations include earthquake, fire, medical emergencies & mass casualty, civil disturbance and medical conduction
- Evacuation time (last man out) of less than 5 mins. Drill completion in around 15 mins.
- Centralized command center identified for seamless execution.
- Drill was done for both day and night shift. Cover shifts with most number of employees.
- Security played special roles.
- No incident and injury.
- Great participation from FAB4 operation
- Demonstrated exemplary skills in rescue and medical response

Operational Planning and Control

Construction Safety Leadership Team



- Sunpower Fatality Program through effective Permitting System
- Start-Shift Tool Box Meeting
- Construction JHA & HIRAC
- Weekly Calibration on EHS Objectives
- Quarterly Recognition for Contractors

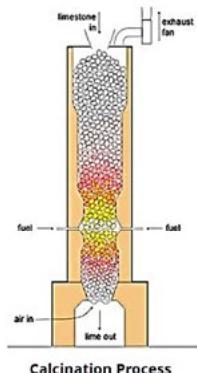


Environmental Sustainability Program

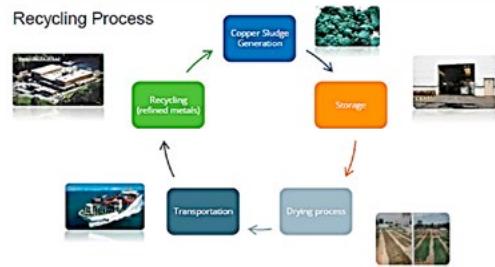
Copper Sludge Recycling Project

BACKGROUND

SunPower generates copper sludge here in fab 4, Laguna. The generated hazardous wastes are then treated prior being landfilled. In promoting landfill free drive and to reduce hazardous waste generation, EHS is dedicated to look for alternative solutions by recycling it. New technologies nowadays consider recycling metals and metallic ores by calcination process. In this way, inorganic wastes (D499) are heated in a chamber to dry up for further segregation and processing.



The dried sludge shall be transported to a foreign land for copper extraction and retrieval. Collected metal shall be refined for other purposes. A certificate of recycling shall be provided to SunPower as evidence of the recycling process.



Laboratory Result:



What:

LAB analysis shows a concentration of Copper (Cu) at 14.70%

EHS CSR: Forest Building Activity-Tree Planting

What: CSR: Forest Building Activity-Tree Planting

Where: Malabanban Watershed, San Pablo City, Laguna

When: 24 November 2017

Brief Description:

Planted 193 trees along the watershed with 44 volunteers from SunPower.



Congratulations!

SPML FAB 4 is now recommended for EHMS certification!



ISO 14001:2015
(EMS)



OHSAS 18001:2007
(OHSMS)

Audited By:



November 13 - 17, 2017





LSK ENGINEERING (S) PTE LTD

Annual on-site audiometric test at duo residences, Ophir on 17 April 2017



Workplace Safety & Health Initiatives
Issue workers with vitamin C to boost their immunity against infection



Duo Residences at Ophir



LSK LSK ENGINEERING (S) PTE LTD

PROJECT: DUO RESIDENCES AT OPHIR (P814)

WORKPLACE SAFETY AND HEALTH INITIATIVE
 ISSUE OF VITAMIN C SUPPLEMENT TO BOOST IMMUNITY

S/No	Name	Designation	Date Collected	Signature
26	Mr. Asongan	Workers	15-09-16	M. Asongan
27	Mohandas Panu	u	u	M. Panu
28	M. K. MAR	u	u	M. Mar
29	Bushraje	u	u	Bushraje
30	H. ASIBUL	u	u	H. Asibul
31	S. Praveen	u	u	S. Praveen
32	D. RAVI VARMA	u	u	D. Ravi Varma
33	MATIYUNIY BAWL	u	u	Matiyuni Bawl
34	HOSSEN CIUM	u	u	Hossen Ciium
35	RAHMAN MUNSUR	u	u	Rahman Munsur
36	KASHEM MD ABUL	u	u	Kashem Md Abul
37	R. RAM KUMAR	u	u	R. Ram Kumar
38	M. M. Jaffar	u	u	M. M. Jaffar
39	Alam Sayedul	u	u	Alam Sayedul
40	R. Ambasaran	u	u	R. Ambasaran
41	WESSALIL ISMAIL	u	u	Wessalil Ismail

Note: All Site Personnel are taking Vitamin C Supplement during Daily Toolbox Meeting

WORKPLACE SAFETY AND HEALTH INITIATIVE
ISSUE OF VITAMIN C SUPPLEMENT TO BOOST IMMUNITY

S/No	Name	Designation	Date Collected	Signature
1	T-Venkadeswaram	Project Engineer	09/09/2016	Chiru
2	ERAUT LEE	Project Engineer	9/9/2016	E.
3	Saravanan	Am	9/9/2016	Naresh
4	Kalidalan	Project Engineer	9/9/2016	John
5	Munigan	Safety Supervisor	9/09/2016	Munig
6	KARTHIK	WSHC	09/09/2016	Karthik
7	Oliver	drafter	9/9/16	Oliver
8	rajah	admin	—	—
9	Sunrin	engineer	—	—
10	ei ei	draffr	—	—
11	louis	draffr	—	—
12	Sankar	S/s	09/09/2016	S.
13	Suresh	S/s	09/09/2016	S.
14	KARTHIK	S/s	9/9/16	Mr
15	PONNAIAH	P/s	9/9/2016	Ponniah
16	MURUGESAN.	S/s	10/09/2016	Meey
17	K.Rajasekaran	P/s	09/09/16	RAJ
18	V-Vinoth.	Project Engineer	09/09/16	V. Vinoth.
19	Teng Kek Soon	supervisor	10/9/16	OK
20	Eric	worker	10/9/16	Eric
21	mp sohail malle	supervisor	10/09/16	—
22	Kaggal	appm	18/09/16	K.
23	Edward See	Appm	15/09/16	—
24	RASHIL	S/s	16/09/16	Rashil
25				



PROJECT ZENITH AT LOYANG (P888)

WORKPLACE SAFETY AND HEALTH INITIATIVE

ISSUE OF VITAMIN C SUPPLEMENT TO BOOST IMMUNITY

S/No	Name	Designation	Date Collected	Signature
1	ARUMOGAM, Anisur	Worker	14/09/2016	Anisur
2		"	"	
3	S. RAJU	"	"	
4	SAM	Proj Engineer	"	
5	R. Jhanusu	P.E	14/9/16	
6	Alvin Choo	P.M.	14/9/16	Alvin Choo
7	Om Sutarwala	Daughter	14/9/16	
8	Hossin Monir	S/C	14/09/2016	Hossin Monir
9	Saravanan	P.E	"	A. Saravanan
10				
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Note: All Site Personnel are taking the Vitamin C Supplement during Daily Toolbox Meeting



PROJECT: SINGTEL @ YUNG HO ROAD (P882)

WORKPLACE SAFETY AND HEALTH INITIATIVE

ISSUE OF VITAMIN C SUPPLEMENT TO BOOST IMMUNITY

S/No	Name	Designation	Date Collected	Signature
1	HALIM	EHS C	09/9/16	Ali
2	ARJUN	Proj. Engineer	09/09/16	
3	OWEN	DRAFTER	09/09/16	
4	Amher	Admin	9/9/16	
5	V.RAMADAKRISHNA	S/S	9/9/16	venkatesh
6	WONG CHIUN LIAT	Engineer	9/9/16	Wong
7	Richard Lim	PM	9/9/16	
8	Goh Tiong Chuan	SPM	9/9/16	
9	YOUNUS MIATT	S/S	9/9/16	
10	Lim Boon Yeo	I/G	9/9/16	CY
11	Phang Yatice Lun	S/S	9/9/16	
12	P. RAJAN	Worker	26/9/16	P. Rajan
13	TASJUL	Worker	26/9/16	Tasjul
14	# FAHAD	Worker	26/9/16	faful
15	ARUL	Worker	26/9/16	Arul
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Note: All Site Personnel are taking the Vitamin C Supplement during Daily Toolbox Meeting

Schedule for Workplace Safety & Health Programs

Frequency	Safety & Health Programs
Daily	Toolbox Meetings
	Site Inspection
Bi-Weekly	WSH Trainings
Monthly	Safety Committee Meeting
	Risk Management Meeting (Site)
Bi-Monthly	Safety Engagement Session
Quarterly	Safety Promotion
Yearly	Audiometric Examination



Engagement Programs:

The company organizes monthly activities that engages the management team and the employees. Some of them are as follows:

Employee Engagement

Rockwell Automation

- **Safety Observation Tour**
 - Vice President / Directors / Managers tour a location
 - Promote employee engagement
 - Recognize good observations
 - Identify areas for improvement
 - Teams are established to focus on a specific zone within our building
 - Monthly safety topics are reinforced during each tour (e.g. chemicals or electrical or fire safety, etc)



Walk the Talk

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Employee Engagement

Rockwell Automation

- **SPOT the Hazard campaign**
 - Encourage identifying potential hazards to drive a safer culture
 - Support engagement by recognizing employees that support this initiative
 - Track performance by capturing before and after photos of the observation
 - Individual and team acknowledgements are awarded by our executive leadership



Rewards & Recognition

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Employee Engagement

Rockwell
Automation

- Suggestion Scheme
 - Cross functional team
 - Monthly Review of suggestions based on framework of PDCA
 - Scoring criteria includes, safety, productivity, quality, 5S/others
 - Safety suggestions carry a 25% bonus toward rewards



Rewards & Recognition

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Extend Platform for Safety Concerns

Rockwell
Automation

Electronic Assembly Line

Before	After
<p>Risk involved : Insufficient platform - Trip hazard</p>	<p>Control measures taken: Extended platform created for easy and safe access</p>

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Employee Engagement

Rockwell Automation

- EHS Quiz
 - For employee & family members
 - Create awareness
 - Recognition




Rewards & Recognition

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Employee Engagement

Rockwell Automation

- Recognition
 - Quarterly Best Dept. Award



Quarterly Safety Competition – (Offices)

Rank	Department	% Achieved
1	Manufacturing	100%
2	Plant 100	98%
3	Process Engineering	95%
4	Plant 101	93%
5	Plant 102	90%
6	Plant 103	88%
7	Plant 104	85%

Safety Performance – Leading Indicators



Safety Performance – Lagging Indicators



Rewards & Recognition

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Health & Well being Programs:

Health & Well Being





Subsidized health screening



ACTIVE Day



Go Green campaign



Fruits Week



Blood donation drive

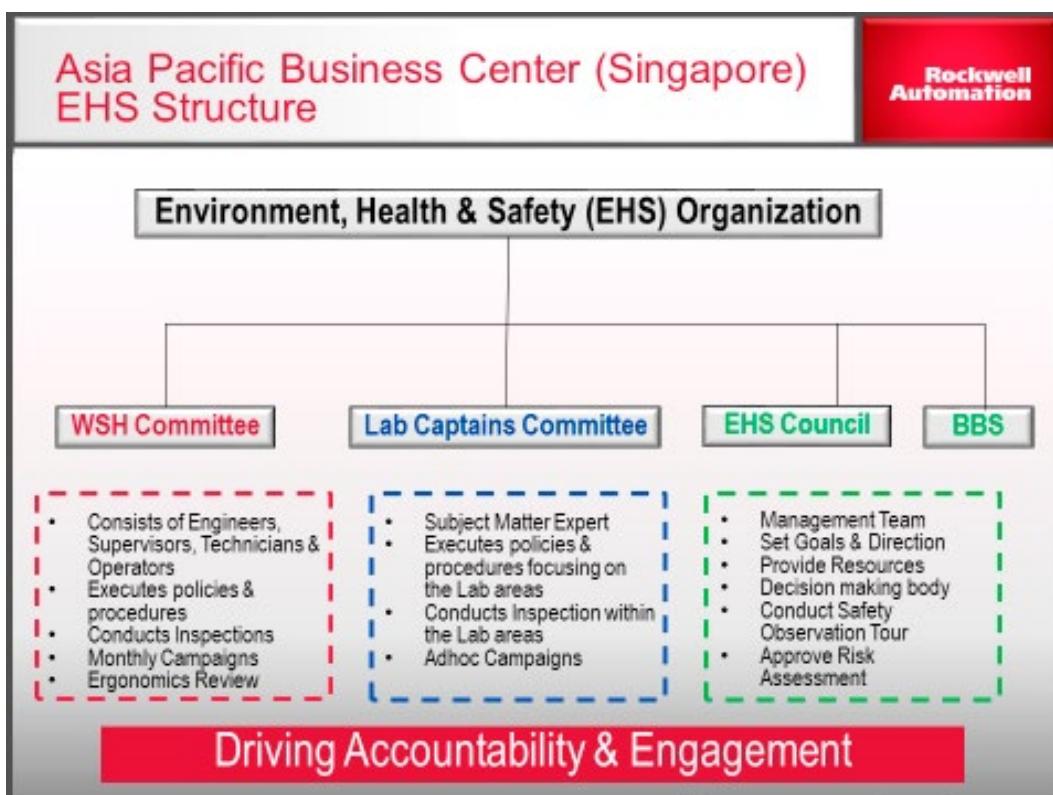


Weekly badminton / Tennis / Futsal

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Organizational Structure:

There are 3 committees that build the safety culture at various areas and various levels. Details are as below



Experiences and Achievements

Rockwell Automation is proud to be named the Excellence Award winner for the seventh time in the Workplace Safety and Health (WSH) Awards 2017. This award is in recognition of the health and safety culture that has been nurtured at Rockwell Automation Asia Pacific Business Center Pte Ltd.

Awards & Recognitions



HQ Award for Environment, Health, Safety & Security

- Crystal Award
- 1st 3 yrs Gold & rest with Crystal





Ministry of Health & Health Promotion Board

- Silver Award





Ministry of Manpower

- Bizsafe Mentor status
- 6 years



The Excellence Award from the Ministry of Manpower

- one of the top 2 companies
- 1st 3 years Gold & last 7 years with Excellence

Invited by safety community to share on "Our bizSAFE Journey"

Represented Singapore

- ASEAN OSHNET Conference in Bangkok, Thailand

Continued Recognition from MOM & WSHC

COMPANY INTERNAL — CONFIDENTIAL

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Information on EHS Management System:

The corporate procedures are written in such a way that they meet requirements for ISO14000 and OSHAS 18000. Rockwell Automation is certified by DNV for both the standards.

Policy

Procedure Number 900-40-01
OHSAS Clause N/A
Safety Policy
Revision G

Safety Policy

Reviewed By: Majo Thurman
Approved By: Blake Moret

Safety Policy Statement

Rockwell Automation is committed to complying with safety regulations and to demonstrating the highest standard of occupational safety and health performance. The safety and health of our employees is a primary business and employee concern and is managed in conjunction with production, development, quality, environment and distribution of our products and services. Safety is an integral part of our operations and is the responsibility of all employees. We establish and monitor safety objectives and targets to drive continual improvement.

A handwritten signature in black ink that reads "Blake Moret".

Blake Moret
President and Chief Executive Officer



IRPC PUBLIC COMPANY LIMITED (IRPC) AYUTTHAYA DEPOT)







THAI STANLEY ELECTRIC PUBLIC COMPANY LIMITED

Safety working factors are not only concerned with a safe workplace or a safe working environment, but also with safe working behaviors by which people might disregard. If combining these factors together, I am positive that everyone will be working with safety. We would like everyone to keep in mind that safety is the first priority in every activity.

However, executives, employees, contractor must strictly adhere to the laws, policies, requirements and standards of safety, occupational health and the environment. Moreover, the following activities are considered to be a part of successful occupational health and safety management. Then, for those who are interested being a good role model for the other companies as follows.

1. Safety Dojo

Establishment of Safety Learning Center under the name of Safety Dojo. Because of the ministerial regulations set standards for management and management of occupational safety and health and working environment 2006 and the Department of Labor Protection and Welfare require employers to provide regulations and manuals on occupational safety. All employees must be trained before work starts. And from that, Thai Stanley Electric Public Company Limited has conducted the manual and training for employees and outsiders continuously.

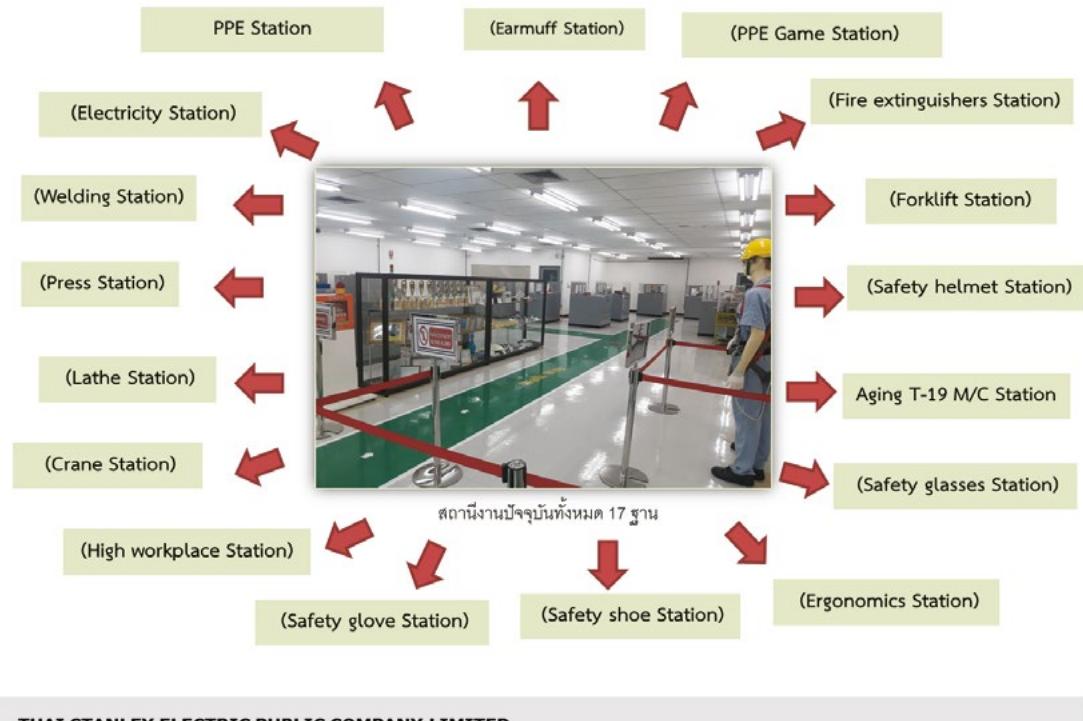
However, company must to improve the safety quality of employees and outsiders for high efficiency and concrete achievement as well as comply with government policy. The idea is to complement the instruction from the safety manual. Learn more from the simulator under the name The “Safety Dojo” was started on July 22, 2015, and was completed on September 30, 2015. The opening ceremony was held on Wednesday, November 25, 2015. The ceremony was honored by the guests. Deputy Minister of Industry presided opens the ceremony.

The objective of safety dojo

1. To train employees and outside contractors for safety and environment.
2. To train safety awareness before starting to work.
3. To achieve goal zero fire and accident.
4. To be a safety learning center for students and outside agencies.

SAFETY DOJO

STANLEY



THAI STANLEY ELECTRIC PUBLIC COMPANY LIMITED





2. Risk assessment by using computer program. We call it SHE program.

Thai Stanley has implemented a risk assessment program to help manage the various risks (SHE Program) for accuracy in evaluating, analyzing, and retrieving data quickly and accurately for an accident. It also helps plan quickly for high-risk issues. This leads to the reduction of accidental occupational accidents.

SHE program

3. We are controlling contractor with computer programs.

Thai Stanley has effectively managed the contractors and outsiders complying with the Thai law by building a Sub Contractor Program. The program includes basic contractor information, list of contractors' profile of the past training. This application is system searching for the accuracy of the check. This includes the registration and issuance of relevant licenses.

Sub-Contractor Program

4. Provide emergency card to all employees.

The company takes care of the safety of employees from leaving the home to work and from work to their home. We take care of them like our family members. Involve, it also provides 24-hour maintenance and support. Therefore, emergency cards are one of our helpers in the event of an emergency. The card will be distributed to all employees to carry. The front of the card identifies the list of executives, human resource, and safety, phone number.

The back of the card indicates the medical certification in case of they are our employees. So, they will get the quickest and best help. Medical expenses will not be included with social security benefits. Employees are still eligible for social security benefits.



Emergency card

5. Establish an emergency team under the name “TOP GUN”

To prepare for emergency and disaster preparedness, the company has set up emergency team. The company employs a 1: 100 staffing ratio to ensure that all personnel are covered. The mission is as follows.

- 1) To be special team to deal with an emergency in company.
- 2) To be a supporter for the operation of government agencies. They are supporters in the event of an emergency both inside and outside the company.
- 3) To create disaster specialists for agencies and relay to the relevant.



These images are emergency response training.



DUY TAN PLASTICS CORPORATION





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