



# Health and Safety Policy

June 2022

## **Jardine Matheson Health and Safety Policy**

Jardine Matheson and our businesses (collectively “the Group”) are committed to maintaining safe and secure working environments at our business operations for all employees, customers, contractors, visitors, and other stakeholders. In this endeavour, the Group also seeks opportunities for continual improvement of our high safety standards throughout our operations to ensure that preventable incidences are minimised and to pursue our total commitment to zero harm.

This policy applies to everyone working for the Group anywhere in the world. Group businesses are encouraged to apply the principles set out in this policy, and where applicable, establish their own policies to reflect industry specific best practices. The Group’s associated companies and joint venture partners may adopt the Policy or incorporate its principles into their own policies where appropriate.

To deliver on our health and safety commitment, the Group will:

- Comply with or exceed all applicable health and safety laws and regulations in the relevant jurisdictions and, meet or exceed relevant industry best practices where reasonably practicable;
- Incorporate health and safety considerations into all business activities;
- Maintain a robust health and safety risk management process to identify and eliminate potential hazards and risks in our activities and workplaces;
- Adopt measures to remove and/or mitigate health and safety hazards and risks including, but not limited to, introducing and implementing guidelines, control procedures and suitable equipment;
- Allocate adequate budget and resources to meet health and safety commitments and targets;
- Ensure that the necessary training, skills and resources are available to all employees and contractors to safely carry out their job duties;
- Provide an accessible and trusted incident reporting mechanism, investigate any reported incidents promptly and analyse incidents to gain and share insights for continual improvement;
- Conduct regular safety audits and inspections to proactively identify and mitigate unsafe work practices or environments;
- Regularly assess the health and safety standards and performance of contractors and suppliers;
- Build and promote a strong health and safety culture by effectively communicating relevant policies, guidelines, practices and initiatives to employees, contractors and suppliers; and
- Measure our health and safety performance, set improvement targets for regular monitoring and review, and provide updates on the progress towards targets with annual disclosure.

Employees and individuals working for the Group are expected to take reasonable care to protect their own health and safety and that of others who may be affected by their actions. This includes following established health and safety procedures and only undertaking work and operating machinery they are trained, authorised and fit to operate. The Group encourages and empowers employees to promptly report all any relevant concerns, hazards and incidents to their immediate supervisor.

This policy shall be reviewed by Executive Management periodically and updated as required.