



## ADVOCATING SAFE WORKPLACES AND HEALTHY EMPLOYEES

(Extracted from the Boustead's Sustainability Report 2019 and Sustainability Report 2020)

### Safety and Health Risks in Our Operations

Our diverse business operations entail wide-ranging safety and health risks to our employees and contractors.

Divisions	Examples of Activities & Risks
Plantation	<ul style="list-style-type: none"> <li>Exposure to sharp tools during harvesting of oil palms, pruning of fronds and weeding.</li> <li>Exposure to hazardous chemicals due to chemical spraying activity.</li> <li>Accidents due to technical malfunction of machineries, trailers as well as during transportation of our workforce in tractors.</li> </ul>
Property	<ul style="list-style-type: none"> <li>Fires and explosions due to maintenance work.</li> <li>Electrical shock or burns due to maintenance and handling of electrical equipment.</li> <li>Structural failure at our properties.</li> <li>Theft, robbery and assaults at our malls.</li> <li>Incidents involving general public in high traffic areas such as our malls.</li> <li>Exposure to hazardous cleaning chemicals.</li> </ul>
Pharmaceutical	<ul style="list-style-type: none"> <li>Accidents due to the use of heavy machinery such as forklifts at our facilities that involve stacked items, other vehicles and pedestrians.</li> <li>Exposure to chemicals during manufacturing activity.</li> <li>Road accidents due to the operation of fleets in our logistics business.</li> </ul>
Heavy Industries	<ul style="list-style-type: none"> <li>Slips and falls at shipyards.</li> <li>Fire and explosion at shipyards.</li> <li>Accidents related to high pressure conditions and confined spaces.</li> <li>Handling of hazardous materials.</li> <li>Manual handling which could result in injury or other health issues.</li> </ul>
Trading & Industrial	<ul style="list-style-type: none"> <li>Exposure to naked flame, chemical liquid or vapour exposure, oil spills and contamination.</li> <li>Fire and explosion due to storage and transportation of highly flammable hydrocarbon liquids.</li> <li>Confined space accidents during maintenance operations, involving storage tanks at terminals.</li> <li>Confined space accidents due to maintenance and inspection activities involving boilers, ball mills, and autoclave at manufacturing site.</li> <li>Exposure to high temperature steam.</li> </ul>

### Safety Training and Engagement

Safety and health initiatives encourage the participation of employees and management in order to raise safety awareness. The types of training undertaken covers a range of subject matters including basic safety training, toolbox talks, basic first aid training and fire prevention drills. We also organised training on the specific work hazards that have been identified by internal and external audits, including the following:



Divisions	Safety Trainings Attended by Employees
Plantation	<ul style="list-style-type: none"> <li>• Briefing on Lock Out, Tag Out (LOTO) system</li> <li>• Briefing on HIRARC, safe work procedure and Safety Data Sheet (SDS) for mills</li> <li>• Transport safety for lorry drivers</li> <li>• Machinery safety for mill operators</li> <li>• Working in confined space for mill operators</li> </ul>
Property	<ul style="list-style-type: none"> <li>• Escalator safety awareness for security staff</li> <li>• Suicide tent training for security staff</li> <li>• Search and Rescue for maintenance staff</li> <li>• Construction Industry Development Board (CIDB) induction for operations staff</li> <li>• Machinery safety for building services staff</li> <li>• Chemical handling for hotel staff</li> </ul>
Pharmaceutical	<ul style="list-style-type: none"> <li>• Safe and defensive driving</li> <li>• Road safety</li> <li>• Forklift safety and competency</li> <li>• Chemical compatibility programme</li> <li>• Handling of hazardous chemicals</li> <li>• Emergency response team</li> </ul>
Heavy Industries	<ul style="list-style-type: none"> <li>• Forklift safety training programme for warehouse staff</li> <li>• Authorised entrant and standby person for confined space and working safely at height – refresher course for new construction and relevant staff</li> <li>• Overhead crane safety training for yard services staff</li> </ul>
Trading & Industrial	<ul style="list-style-type: none"> <li>• HIRARC, safe work procedure and SDS, given monthly to the employees and relevant contractors</li> <li>• Excessive noise, mineral dust and chrysotile training, for employees exposed to these hazards</li> <li>• Handling of hazardous chemicals</li> <li>• Competency training for Occupational Safety and Health (OSH) competent persons, including for authorised gas tester and entry supervisor, authorised entrant and standby person, scaffolder, first aiders and forklift drivers</li> </ul>

The Group's dedication to safety extends to our contractors and business partners on site who are obligated to comply with our Safety & Health Policy. We assist them to develop their safety competency through various platforms including safety forums and workshops.

We instil a culture of safety via several safety campaigns across our business units. Pharmaniaga Manufacturing Berhad, held its Quality, Environment, Safety & Health (QESH) Week in September 2019 to promote strong safety culture while continuing our 'Do It Right Always' campaign. Our industrial arm, UAC Berhad held its Safety Day for employees and contractors and implemented the DOSH Workplace Accident Free Week (WAFEW). Boustead Curve also participated in the Safety and Health Week by BOMBA and NIOSH.

In 2020, we conducted 528 safety and health related training sessions for more than 12,500 employees, across the Group.

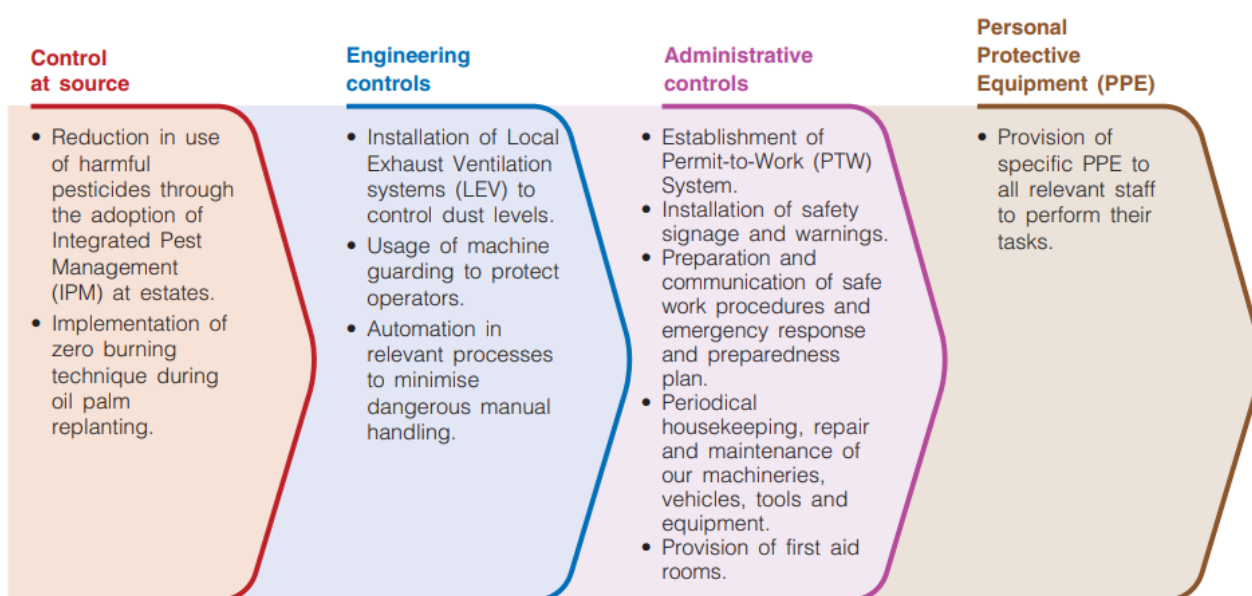


## Safety Risk Assessment and Implementation of Controls

We employ the Hazard Identification Risk Assessment Risk Control (HIRARC) methodology as a safety management diagnostic method, through which hazards are identified, analysed and assessed in terms of their associated risks. Through this method, we are able to increase comprehension of risks and reduce hazards in the work environment as well as prevent accidents. The assessment is undertaken for both routine and non-routine tasks, which includes installation of new equipment and new work processes. We look at the level of exposure to hazardous chemicals and substances through personal exposure monitoring equipment. Upon evaluation of the outcome, we determine feasible effective controls to reduce the risks identified, through the use of the hierarchy of hazard controls under HIRARC.

We have implemented various controls across our business operations, including:

### TYPE OF CONTROLS AND EXAMPLES





## COVID-19 related safety and health measures

The COVID-19 pandemic has certainly had a disruptive effect on the workplace. With a focus on ensuring safe and healthy working conditions, we have taken the necessary measures to mitigate risks related to the pandemic as per the following:

Work-From-Home Policy managed by:

- Group Crisis Response Team
- Group Human Capital Management (GHCM) Department



Stringent SOPs established in accordance with guidelines issued by relevant Government agencies for onsite staff, managed by the Head of departments



Frequent sanitisation of common facilities



Continuous communication on SOPs and proper hygiene via email blasts, official Group chats and posters



Social distancing measures in place



Temperature screening at all entry points



Hand sanitisers at all entry points



Mandatory use of face mask



Travel restrictions to red zones areas



COVID-19 self-declaration forms provided to staff



Mass COVID-19 swab tests for relevant employees by Pharmaniaga Berhad and UAC Berhad



*Boustead Sustainability Report 2020*