

OCCUPATIONAL HEALTH & SAFETY ("OHS") POLICY

1. Purpose

This OHS policy ("Policy") sets out the policy and framework for protecting the health and safety of our employees, labour suppliers and contractors.

2. Policy Statement

At BRC Asia Limited ("BRC" or the "Company") and its subsidiaries (collectively, the "Group"), ensuring the well-being of our employees, labour suppliers and contractors lies at the heart of our business model and long-term viability. Recognising the inherent risks in our operations, prioritising the health and safety of our workforce is paramount. We pledge to safeguard against workplace hazards, injuries, and accidents by effectively managing risks and implementing a structured control hierarchy. We expect all individuals (as listed in Clause 3.1 below) to uphold and fulfill this Policy.

3. Scope and application

- 3.1 This Policy applies to all persons, including BRC's Board of Directors, and all employees (including permanent, temporary, and contract) working in the Group, as well as our labour suppliers and contractors (including sub-contractors).
- 3.2 Joint venture(s) and associate(s) for which the Group does not have management control are strongly encouraged to adopt this Policy or incorporate key elements of best practices in this Policy into their existing OHS policy.

4. Core responsibilities within the Group

- 4.1 The Board of Directors and CEO, supported by the respective OHS Committees (as described in Clause 5.3 below), should ensure that the management in each country/business unit remains accountable, and has the necessary training and resources to in order to strive towards achieving the key targets set out in Section 6.
- 4.2 Each manager and staff should assume personal responsibility and contribute tangible measures to uphold the health and safety of all employees and contractors. This entails implementing relevant policies, systems, and procedures that relate to OHS within their sphere of influence.
- 4.3 Leaders and managers should also demonstrate leadership and engage with employees on safety matters, communicate OHS information, actively participate in any OHS audits, inspections, and improvement initiatives, and enforce appropriate consequences in light of any OHS incidents and injuries.
- 4.4 All employees, labour suppliers, and contractors working on our sites should be responsible for their own health and safety. This entails complying with the Company's OHS Policy and Management System, engaging in safe work practices, and attending any necessary safety trainings, retrainings, or refresher courses.

5. Core guidance for business units/countries

- 5.1 Every business unit is required to adhere to all applicable local laws, regulations, and other regulatory mandates relating to OHS.
- 5.2 Every business unit is mandated to uphold and effectively implement an OHS Policy and Management System that complies with this Policy. Each OHS Policy and Management System should set out a workplace health and safety framework that highlights potential health and safety risks and safe work procedures that all employees, labour suppliers, and contractors should implement, clearly define the roles and responsibilities of each individual that has a role to play in health and safety, and contain processes for the monitoring and evaluation of the effectiveness of the health and safety measures.
- 5.3 Where required by local laws, each business unit shall form an OHS Committee that is in charge of handling and addressing all issues relating the occupational health and safety. The OHS Committee shall be responsible for planning, developing and promoting OHS within the Group. This includes ensuring that risk assessments are conducted, safe work procedures are put into place, and ensuring that all employees, labour suppliers and contractors stay updated on this Policy.
- 5.4 Ongoing vigilance is essential in continuously monitoring and updating risk assessments across all locations. Subject to local laws, the risk assessments should be reviewed at least once every three years, when there is a serious workplace injury or incident, where there are any significant changes to workplace processes or designs, or where new machinery/equipment, substances, or procedures are introduced. The risk assessments should also be reviewed at any time if each business unit feels that it is inadequate.
- 5.5 The risk assessments should include all possible hazards associated with the work activities, the likelihood of each risk eventuating, the impact of each risk eventuating, and measures to eliminate or reduce the risks.
- 5.6 Every OHS incident or injury involving an employee, labour supplier, or contractor must be promptly reported to and thoroughly investigated in accordance with the respective OHS Policy and Management System under the business unit to ascertain the root causes of the incident/injury, implement corrective measures, and disseminate lessons learned. Where there is an unplanned event that did not result in any injury, illness or damage, but had the potential to do so, the business unit should also take pre-emptive action and implement corrective measures.

6. Key targets

- 6.1 The Group's key targets with regard to OHS are set out as follows:
 - Zero fatalities across all sites where the Group is the occupier
 - Zero fatalities arising from transportation of our products on the road
 - Zero fatalities when performing unloading activities at customers' sites

7. Monitoring and Reporting

The Group will consistently monitor and evaluate the effectiveness of the Policy. We commit to openly communicate our advancements, and ensure that stakeholders are kept well-informed of our OHS performance.



8. Continuous Enhancement

The Group is committed to ongoing enhancement in our OHS practices. We will routinely review and refine this Policy to align with emerging best practices, and to ensure compliance with all applicable laws and regulations.