

Occupational Health and Safety Policy

1. Introduction

To standardize occupational health and safety practices in operations, management, personnel, activities, and services, and to prevent and eliminate accidents while protecting employees' health, the Company commits to complying with the GB/T 45001-2020 Occupational Health and Safety Management Systems, along with the guidelines of the International Labor Organization's occupational health and safety management system. This Policy outlines the Company's occupational health and safety objectives and describes the principles and requirements that constitute our management system, establishing guidelines and related policies for its implementation.

2. Scope

This Policy applies to all employees within the group. It covers occupational health and safety management activities in design, development, manufacturing, warehousing, distribution, and sales processes.

3. Commitment

The objective of establishing an occupational health and safety management system is to continuously improve the Company's performance in this area and reduce occupational health and safety risks in business operations. We commit to

- **Compliant Operations**

We secure integrity operations, following laws and regulations to ensure full compliance

- **Safety First**

We uphold occupational health and safety management, promoting a safety-first corporate culture through training and awareness initiatives.

- **People Oriented**

We strive to reduce workplace hazards, prevent injuries and health issues, and foster a safe, healthy, and supportive work environment.

- **Continuous Improvement**

We are committed to continuous improvement in occupational, health and safety performance to fulfill escalating requirements from employees and stakeholders.

4. Principles

- **Engagement and participation:** Following *<Engagement and Participation Control Procedure>*, management team, relevant departments and employee

representatives participate in the establishment, planning, implementation, evaluation, and improvement of the Occupational Health and Safety Management System (OHSMS).

- **Risk Identification and development of control measures:** Guided by *<Safety Risk Identification, Evaluation and Control Management Procedure>* and *<Safety Risk Prediction and Notice Management System>*, we maintain continual hazard identification, risk assessment, and implementation of necessary risk control measures in line with the prevention hierarchy.

- **Setting up prioritization and action plans:** The company conducts incident report analysis to define risk prioritization and action plans. We identify the most frequently occurring risks and near misses from the past year and create action plans for remediation.

- **Emergency Preparedness and Response:** The Company establishes and maintains procedures for emergency preparedness and response, registering and inspecting potential emergencies, and preventing and controlling potential accidents or emergencies. The company develops comprehensive emergency plans and specific contingency protocols for potential incidents, which are regularly drilled annually. Post-drill debriefings analyze strengths and weaknesses to inform plan revisions.