

Jardine Matheson

Health and Safety Policy

Jardine Matheson (Jardines) is an investment company dedicated to building a diverse portfolio of high-quality, scaled businesses in Asia Pacific. Jardines and our portfolio companies are committed to maintaining safe and secure working environments for all employees, customers, contractors, and other stakeholders. In this endeavour, Jardines also seeks opportunities for continuous improvement of our high safety standards to ensure that preventable accidents are minimised and to pursue our total commitment to zero harm.

This Health and Safety Policy (the Policy) applies to employees, contractors or individuals under Jardines' supervision. Our portfolio companies, associated companies and joint venture partners are encouraged to adopt this Policy or incorporate its principles into their own policies where appropriate.

We are committed to the following principles:

- Comply with or exceed all applicable health and safety laws and regulations in the relevant jurisdictions and meet or exceed relevant industry best practices;
- Incorporate health and safety considerations into business activities;
- Maintain a robust and inclusive health and safety risk management process, and engage and facilitate the participation of workers and workers' representatives (if any) to identify and eliminate potential hazards and risks in our activities and workplaces;
- Provide an accessible and trusted incident reporting mechanism, investigate any reported incidents promptly and analyse incidents to gain and share insights for continual improvement;
- Build and promote a strong health and safety culture by effectively communicating relevant policies, guidelines, practices and initiatives to employees, contractors and suppliers;
- Encourage our portfolio companies to:
 - Conduct regular safety audits and inspections to proactively identify and mitigate unsafe work practices or environments;
 - Ensure that the necessary training, skills and resources are available to all employees and contractors to safely carry out their job duties;
 - Allocate adequate budget and resources to meet health and safety commitments and targets;



- Adopt measures to remove and/or mitigate health and safety hazards and risks, including introducing and implementing guidelines, control procedures and suitable equipment, as well as setting up prioritisation and action plans;
- Regularly assess the health and safety standards and performance of contractors and suppliers; and
- Track our portfolio's health and safety performance, monitor and review performance against targets, and provide updates on progress towards targets with annual disclosure.

Senior management are expected to demonstrate leadership, set the tone for a strong safety culture, and ensure these commitments are met throughout their respective areas of responsibility.

Employees and individuals working for Jardines 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. Jardines encourages and empowers employees to promptly report any relevant concerns, hazards and incidents to their immediate supervisor.

This Policy has been endorsed by Executive Management and will be reviewed periodically and updated as required.