

HEALTH & SAFETY POLICY

WELLSPIRE HOLDINGS BERHAD

1. Objective and Purpose

- 1.1 This Health and Safety Policy is intended to outline the high standards of health and safety practices for Wellspire Holdings Berhad ("Wellspire") and its subsidiaries (collectively referred to as the "Group") in line with Wellspires' Sustainability Policy.
- 1.2 The Policy aims to:
 - a. pursue a goal of no harm to people;
 - b. ensure well-being and safety of the Group's employees, contractors, suppliers, customers, visitors and all other stakeholders who are impacted by the Group's operations;
 - c. set out Wellspire's commitment to prevent workplace accidents, injuries and illnesses;
 - d. build a mindset and culture where safety comes first; and
 - e. ensure compliance with applicable health and safety laws and regulations.

2. Application and Scope

- 2.1 The Policy is applicable to:
 - a. the Group;
 - b. all members of the Board of Directors of Wellspire ("Directors");
 - c. all employees within the Group; and
 - d. contractors, suppliers, customers, visitors and other stakeholders who are impacted by the Group's operations.
- 2.2 If there is any conflict with any local laws and this Policy, the Directors and all other stakeholders referred to in the Policy should comply with those applicable laws.

3. Health and Safety Governance

- 3.1 The Board provides the strategic direction and oversight on Wellspire's commitment to sustainable practices in particular to the health and safety aspects of its social responsibilities.
- 3.2 The *Chief Executive Officer* of Wellspire is responsible to provide the overall direction to establish, implement and periodically review the Policy.

4. Sustainability Commitment

Wellspire is committed to:

- a. providing a healthy, safe and conducive workplace for employees, contractors, customers, visitors and all other stakeholders for the prevention of work-related injury and ill health;
- b. taking proactive steps to establish health and safety management systems aimed at improving the Group's health and safety performance and ensuring compliance with relevant legal requirements;
- c. integrating consistent and reliable safety and health metrics into Wellspire's strategies;
- d. continuously improve the delivery of health and safety standards and processes to eliminate hazards and reducing risks;
- e. where necessary, set up a health and safety committee(s) to lead implementation, of health and safety initiatives and monitor health and safety performance to help minimise any harm at the workplace;

- f. regularly engage, educate and train employees and other stakeholders to create a culture that integrates health and safety at work; and
- g. complying with all applicable health and safety laws and regulations where the Group has presence and operations in.

5. Reporting & Disclosures

Wellspire will continually seek to improve its sustainability performance by setting targets, measuring, monitoring progress and, report on the Group's sustainability performance, including its health and safety performance and initiatives in an annual Sustainability Statement.

6. Policy Review

The Policy will be reviewed and updated as and when necessary. If there is any requirement to update, improve, and / or amend this Policy, proposed changes shall be submitted for authorisation and for approval by the *Chief Executive Officer*. Key information on addition of new policy, deletion or variation of existing policy shall be indicated for version control purpose.

7. Communication

This Policy must be communicated to all employees, and their understanding and compliance is vital to its success.