

ANCOM NYLEX BERHAD [Registration No.: 196901000122 (8440-M)] (Incorporated in Malaysia)	Date of Revised Statement:	06/01/2026
	Last reviewed and approved by the Risk Management Committee:	
	Approved by the Board of Directors:	

OCCUPATIONAL SAFETY AND HEALTH (OSH) POLICY

1. POLICY STATEMENT

Ancom Nylex Group of Companies ("the Group") is committed to providing and maintaining a safe, healthy, and secure working environment for all employees, contractors, visitors, customers, and other stakeholders. As a diversified Malaysian group principally involved in the manufacture of agricultural and industrial chemicals, and in chemical storage and distribution, the Group recognises that robust Occupational Safety and Health (OSH) management is a fundamental business responsibility and a core value.

The Group is committed to preventing work-related injuries, ill health, occupational diseases, major accidents, and environmental incidents by systematically identifying hazards, assessing risks, and implementing effective control measures.

This Policy reflects the Group's commitment to comply with all applicable OSH legislation in Malaysia, including the Occupational Safety and Health Act 1994 (OSHA 1994 amendment 2022), and relevant regulations, codes of practice, and guidelines issued by the Department of Occupational Safety and Health (DOSH), as well as other applicable statutory and industry requirements.

2. POLICY OBJECTIVES

The objectives of this OSH Policy are to:

- i. Provide safe and healthy working conditions for all persons at the workplace.
- ii. Prevent accidents, injuries, dangerous occurrences, occupational illnesses, and major hazard incidents.
- iii. Eliminate hazards where reasonably practicable and reduce OSH risks through effective risk management.
- iv. Promote a strong safety culture where safety and health are integral to all business activities.
- v. Ensure continuous improvement in OSH performance across all Group companies.

3. SCOPE OF APPLICATION

This Policy applies to:

- i. All employees of the Group, including permanent, contract, and temporary employees.
- ii. All contractors, subcontractors, consultants, and service providers engaged by the Group.
- iii. All visitors and other persons who may be affected by the Group's operations.
- iv. All workplaces, including manufacturing plants, warehouses, laboratories, offices, storage terminals, distribution facilities, and project or customer sites under the Group's control.

4. MANAGEMENT COMMITMENT

The Board of Directors and Group Management shall:

- i. Demonstrate visible leadership and accountability for OSH.
- ii. Integrate OSH considerations into business planning, decision-making, and operational activities.
- iii. Provide adequate resources, including competent personnel, training, equipment, and financial support, to implement this Policy effectively.
- iv. Establish measurable OSH objectives and targets, and monitor performance against them.
- v. Ensure that this Policy is communicated, understood, implemented, and maintained at all levels of the organisation.

5. RESPONSIBILITIES

5.1 Board of Directors and Senior Management

- i. Set the overall direction and expectations for OSH performance.
- ii. Approve and support the implementation of OSH policies, programmes, and initiatives.
- iii. Review OSH performance, audit findings, and major incidents, and ensure corrective actions are taken.

5.2 Line Management and Supervisors

- i. Ensure that OSH requirements are implemented within their areas of responsibility.
- ii. Identify hazards, conduct risk assessments, and implement appropriate control measures.
- iii. Ensure that employees are adequately trained, supervised, and competent to perform their tasks safely.

- iv. Enforce compliance with OSH rules, procedures, and safe work practices.

5.3 Employees

All employees have a duty to:

- i. Take reasonable care of their own safety and health and that of others who may be affected by their acts or omissions.
- ii. Comply with all OSH policies, procedures, instructions, and safe work practices.
- iii. Correctly use personal protective equipment (PPE) and safety devices provided.
- iv. Promptly report hazards, unsafe conditions, near misses, accidents, and incidents to management.

5.4 Contractors and Business Partners

- i. Comply with the Group's OSH policies, procedures, and site rules.
- ii. Ensure that their employees are competent, trained, and medically fit to perform assigned work.
- iii. Cooperate and coordinate with the Group to ensure a safe and healthy workplace.

6. HAZARD IDENTIFICATION, RISK ASSESSMENT, RISK CONTROL (HIRARC)

The Group shall implement systematic processes to:

- i. Identify hazards associated with all activities, including chemical handling, manufacturing processes, storage, transportation, maintenance, laboratory work, and office operations.
- ii. Assess the risks arising from identified hazards.
- iii. Apply the hierarchy of controls, prioritising elimination, substitution, engineering controls, administrative controls, and PPE.
- iv. Review and update risk assessments whenever there are changes in processes, materials, equipment, or after incidents.

7. CHEMICAL SAFETY And PROCESS SAFETY MANAGEMENT

Given the nature of the Group's operations, special emphasis shall be placed on chemical and process safety, including:

- i. Safe handling, storage, labelling, and transportation of chemicals in accordance with legal and international standards.
- ii. Availability and maintenance of Safety Data Sheets (SDS) for all hazardous chemicals.
- iii. Implementation of process safety management measures to prevent fires, explosions, toxic releases, and major accidents.
- iv. Regular inspection, testing, and maintenance of plant, equipment, pressure vessels, and storage tanks.

8. TRAINING, COMPETENCY and AWARENESS

The Group shall:

- i. Provide appropriate OSH training and induction for employees, contractors, and visitors.
- ii. Ensure that employees performing high-risk work are properly trained, certified, and competent.
- iii. Promote continuous learning and awareness on OSH matters through briefings, drills, and communication programmes.

9. EMERGENCY PREPAREDNESS and RESPONSE

The Group shall establish and maintain emergency preparedness and response plans to address foreseeable emergencies, including:

- i. Fire, explosion, chemical spills, toxic releases, and other industrial incidents.
- ii. Medical emergencies and occupational illnesses.
- iii. Natural disasters and other external threats.

Regular emergency drills shall be conducted, and emergency equipment shall be maintained to ensure readiness.

10. INCIDENT REPORTING, INVESTIGATION and CORRECTIVE ACTION

- i. All accidents, dangerous occurrences, near misses, and occupational diseases shall be reported promptly.
- ii. Incidents shall be investigated to determine root causes.
- iii. Corrective and preventive actions shall be implemented and monitored to prevent recurrence.

- iv. Statutory reporting to relevant authorities shall be made in accordance with legal requirements.

11. HEALTH SURVEILLANCE and OCCUPATIONAL HEALTH

Where required, the Group shall:

- i. Implement health surveillance programmes for employees exposed to occupational health risks.
- ii. Provide access to occupational health services and medical examinations as required by law.
- iii. Promote employee well-being, including mental health and ergonomics.

12. CONSULTATION and COMMUNICATION

The Group shall:

- i. Encourage consultation and participation of employees through Safety and Health Committees.
- ii. Communicate OSH information, policies, procedures, and performance transparently.
- iii. Foster an environment where employees can raise OSH concerns without fear of reprisal.

13. MONITORING, AUDIT and CONTINUOUS IMPROVEMENT

- i. OSH performance shall be monitored through inspections, audits, and performance indicators.
- ii. Regular internal and external audits shall be conducted to verify compliance and effectiveness.
- iii. Management reviews shall be carried out to ensure continual improvement of the OSH management system.

14. POLICY REVIEW

This Policy shall be reviewed periodically, or when there are significant changes to operations, legislation, or organizational structure, to ensure its continued relevance and effectiveness.

15. COMMITMENT

Ancom Nylex Group of Companies is committed to achieving excellence in OSH and believes that all accidents and occupational illnesses are preventable. Safety and health are the responsibility of everyone, and no work shall be carried out unless it can be done safely.

Approved by the Board of Directors, Ancom Nylex Group of Companies.

Effective Date: