



## **POLICY STATEMENT ON HEALTH AND SAFETY AT WORK**

This Health and Safety Policy demonstrate the company's concern and commitment to ensure Health and Safety of all employees of Acacia Forest Industries Sdn Bhd, and is consistent with the organisation's strategic direction as approved by the Board, the policy forms the basis for developing and implementing programmes and measures to ensure health and safety at the workplace, by assessing, identifying, eliminating or mitigating all hazards and risks related to OH&S.

The company's top management acknowledges its commitment and its legal duty of care towards protecting the Health and Safety of all its employees, and others who may be affected by the company's activities. The top management is committed to continual improvement in its Health and Safety performance, and will develop, lead, and promote a culture in the organization that supports the intended outcomes of the OH&S management system.

In order to implement its Health and Safety responsibilities into operational practice, the management is committed to:

1. Comply with all the requirements of legislation related to Health and Safety as stated in the Occupational Safety and Health Act 1994, as well as regulations and codes of practice which have been approved.
2. Establish and support a functioning Health and Safety Committee that assists management in its OH&S objectives.
3. Ensure that the systems and procedures relating to this Policy Statement are consistently applied.
4. Undertake adequate assessment and control of the Health and Safety hazards and risks arising from our work activities.
5. Provide and maintain healthy and safe working areas, machinery, tools, equipment, and work practices.
6. Consult and encourage the participation of all our employees, employee representatives, or interested parties, on matters affecting and improving their Health and Safety, while protecting employees from reprisals when reporting incidents, hazards, risks, and opportunities.
7. Employ a trained and certified Health and Safety Officer to ensure the proper implementation of the company's Health and Safety policies, systems and procedures
8. Ensure the safe storage and judicious handling, use, and disposal of any hazardous substances.
9. Provide adequate training and ensure that all employees are competent to carry out their assigned tasks in a safe manner.
10. Provide information, instruction and supervision on Health and Safety for all employees and contracted parties.
11. Prevent accidents and work-related illnesses.
12. Maintain safe and healthy working conditions at all operational and administrative sites and locations.
13. Ensure that any party contracted to carry out work for the company can comply with the prescribed health and safety rules and regulations.



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(Company No: 611076-A)

14. Bring this Policy Statement to the attention of all employees and seek their co-operation in supporting the management in its efforts to establish, improve, and maintain a healthy and safe working environment.

The Health and Safety Policy Statement and its associated organizational systems, procedures, and arrangements will be reviewed on an annual basis and revised as necessary to reflect changes in the company's work environment. Any changes to the Policy will be brought to the attention of all employees.

**John Mervyn Baxter**  
**General Manager**

**30 November 2024**