



SAFETY AND HEALTH POLICY

CARIMIN is committed to ensure the Safety and Health for all employees, visitors, contractors and related stakeholders. We aim to provide a safe and healthy environment, where our employees work proactively and collaboratively to embed Safety and Health as a core value in everything we do. We believe that Safety and Health is an integral part of our daily business activities and shall constantly strive to achieve the following:

1. Do thorough risk assessment associated with injuries and damage to the properties at all our work places.
2. Implement effective risk control measures to as low as reasonably practicable.
3. Comply with applicable Safety and Health legal requirements and customers' standard.
4. Ensure continual improvement in Safety and Health performance.
5. Cultivate desired Safety and Health culture.

We require that all our employees to adhere strictly to this Policy at all times.

We shall ensure that our visitors, contractors and related stakeholders understand and comply with this Policy.

A handwritten signature in black ink, consisting of a large, stylized 'M' followed by several horizontal strokes.

Mokhtar Hashim
Managing Director
15 JUNE 2023



ENVIRONMENTAL POLICY

CARIMIN is committed to reducing our impact on the natural environment and taking action on climate change. We will strive to control and minimize the impact on the environment resulting from the company's activities. We are also committed to adhere to and comply with the environmental laws, and to continue the best practices to protect the environment on implementing the following practices;

1. Maintain an effective communication with our clients and relevant parties to ensure that environmental concerns are addressed.
2. Comply with all environmental laws, regulations, codes and standards, and other legal and contractual requirements.
3. Implement and maintain an environmental management system which complies with the requirement of Environmental Quality Act 1974 and their regulations, rules, order and other associated legislation.
4. Continually improve and allocate responsibilities and resources in all areas of our operation including those activities which affect land, water and air.
5. Prevent any pollution and production of waste.
6. Conserve our resources and properly dispose all hazardous and waste product.
7. Continually educate our employees and our partners on the importance of environmental protection.

A handwritten signature in black ink, consisting of a large, stylized 'M' followed by a horizontal line and a trailing flourish.

Mokhtar Hashim
Managing Director
15 JUNE 2023



DRUGS AND ALCOHOL POLICY

CARIMIN strives to provide a safe work place for all its employees and that includes a work place free from any substance abuse. It is our policy that:

1. Non prescribed drug and alcohol are strictly prohibited at all our work premises.
2. All employees and the employees of our partners shall not be under the influence of drug and alcohol when performing works at Company's premises or designated premises.
3. Noncompliance to the above rules is a serious offence and may result in immediate dismissal.
4. As and when required, at the discretion of the company, employees will be requested to undergo drug and alcohol test.

A handwritten signature in black ink, consisting of a large, sweeping initial 'M' followed by a series of connected strokes that form the name 'Mokhtar Hashim'.

Mokhtar Hashim
Managing Director
15 JUNE 2023



HOUSEKEEPING POLICY

CARIMIN strives to provide a safe work environment for all our employees. Good housekeeping is a major factor in preventing work related incidents. All employees are to take the initiatives in following the guidelines below:

1. Keep work areas and storage facilities clean, neat and orderly.
2. Keep all aisles, stairways and exits free from obstructions at all times.
3. Do not let materials or supplies that are no longer needed accumulate. If it is not needed, get rid of unneeded or restore the equipment to its place.
4. If items are missing, misused, or if an area has been defaced, employees are to report to supervisor immediately.
5. All common areas are to be treated with respect. Please ensure you clear the space of any garbage, construction wastes, and empty containers so that you leave the space as you found it.

A handwritten signature in black ink, consisting of a large, fluid, cursive 'M' followed by a horizontal line extending to the right.

Mokhtar Hashim
Managing Director
15 JUNE 2023



SAFE DRIVING POLICY

CARIMIN is fully committed to reducing work related vehicle incident by promoting safe driving culture within the organisation. It is our policy to ensure that:

1. All employees are aware of the risks when driving for work.
2. All employees comply to the relevant traffic laws.
3. All company vehicles are maintained in a safe, clean and roadworthy condition to ensure safety of the drivers, occupants and other road users.
4. Employees are continually educated on good driving habits.

A handwritten signature in black ink, consisting of a large, stylized 'C' shape followed by a horizontal line that extends to the right.

Mokhtar Hashim
Managing Director
15 JUNE 2023



STOP WORK POLICY

CARIMIN is committed towards safety, health and environment at all our work places.

It is **Carimin's** policy that all employees, including all personnel of our partners, have the right to stop work when there is an immediate threat to the safety and health of any personnel or to the environment.

This Stop Work policy has the full support of the management. If there is any doubt as to whether the work should stop, the employee shall immediately notify his/her immediate supervisor to assess the risk of such situation or conditions.

DASAR HENTI KERJA

CARIMIN komited terhadap keselamatan, kesihatan dan alam sekitar di semua tempat kerja.

Adalah menjadi polisi **CARIMIN** bahawa semua pekerja, termasuk semua pekerja rakan niaga, mempunyai hak untuk memberhentikan kerja sekiranya terdapat ancaman terhadap keselamatan dan kesihatan para pekerja atau ancaman terhadap alam sekitar.

Dasar henti kerja ini mendapat sokongan penuh dari pihak pengurusan. Jika ada sebarang keraguan sama ada kerja itu perlu dihentikan atau tidak, pekerja hendaklah memberitahu penyelia untuk menilai risiko terhadap situasi atau keadaan tersebut.

A handwritten signature in black ink, consisting of a large, stylized 'M' followed by several horizontal strokes.

Mokhtar Hashim
Managing Director
15 JUNE 2023