Kinergy

Kinergy Advancement Berhad
Kinergy Group
Kinergy/ the Group

Workplace Environment, Occupational Safety and Health Policy

WORKPLACE ENVIRONMENT, OCCUPATIONAL SAFETY AND HEALTH POLICY

1. Overview

Kinergy Advancement Berhad and its Group of Companies ("Kinergy" or **"the Group")** vision is to excel as a One-stop Engineering & Energy Solutions Provider, with a mission is to enhance our engineering competencies while reducing the global carbon footprint through cleaner and greener solutions, ensuring that our progress is achieved with the highest standards of workplace safety, health protection, and environmental responsibility. We are, also committed to compliance with Workplace Environment, Occupational Safety and Health ("WOSH") management system.

Our priorities are:

Keep a safe workplace environment to our employees and other parties involved in our entire organisation.

All policies on Workplace Environment, Occupational Safety and Health regulations are well communicated, and necessary trainings shall be provided to all employees to enhance their knowledge.

Best practise in Workplace Environment, Occupational Safety and Health is achieved through continuous improvement and active employee engagement.

This Policy provides a framework for establishing, measuring, and reviewing company's key performance indicators for WOSH objectives and target. All employees are advised to take responsibility for communicating this policy to all individuals working under Kinergy.

2. Objective

This Policy is designed to provide a framework for Kinergy to achieve the following:

i. To achieve and maintain 100% compliance with the Occupational Safety and Health Act 1994 (Act 514) and any amendments, with zero regulatory non-conformances, verified through internal compliance reviews conducted at least annually;

ii. To establish effective governance and oversight of occupational safety and health throughout the Group, evidenced by an annual OSH governance/management review, and full implementation of agreed corrective actions within 90 days of each;

iii. To prevent physical and mental harm and promote the well-being of employees and workers, targeting an LTIFR of 0.5 or below per 1,000,000 hours worked and zero work-related fatalities each calendar year.

iv. To plan, support, operate, and continually evaluate the effectiveness of the occupational health and programmes through a formal management review conducted at least once every 12 month, with agreed action items closed within 90 days, and internal audits completed according to an annual audit schedule with 100% completion by year-end;

v. To embed hazard identification, risk assessment, worker training, and incident investigation into the OSH management system, targeting: 100% completion of mandatory OSH training for all employees and workers within 12 months of policy issuance (and within 30 days of onboarding for new hires); HIRARC (Hazard Identification, Risk Assessment and Risk Control) reviews conducted annually for all work processes, or immediately following any significant change; and closure of all incident investigations within 30 days of occurrence.

vi. To maintain safe and healthy working conditions aligned with the International Labour Organisation ("ILO"), the Organisation for Economic Co-operation and Development ("OECD"), and the World Health Organisation ("WHO"), and the United Nations Sustainable Development Goals ("UN SDGs") frameworks, benchmarked through an annual gap assessment against these standards with identified gaps addressed and closed within 12 months of the assessment.

3. The Policy

i. Occupational Safety and Health ("OSH") Management System

Kinergy is committed to implementing safety and health management systems in its operations that are recognised by standards and/or guidelines which includes international, national and industry-specific standards. The OSH management system shall be implemented in accordance with legal requirements and/or recognised risk management guidelines.

The OSH management system shall in principle cover all levels of employees, activities and workplaces within the company's operations. The OSH management system shall also achieve continual improvements in overall occupational health and safety performance.

Kinergy shall appoint occupational Safety and Health Coordinator(s), Site Safety Supervisor Safety and Health Officer(s) in accordance with local legislation.

ii. Hazard Identification, Risk Assessment, and Incident Investigation

Kinergy is committed to implementing safety and health processes to identify work-related hazards – including chemical, physical, biological, ergonomic, and psychosocial risks – and to assess associated risks on a routine and non-routine basis, applying the hierarchy of controls to eliminate hazards and minimise risks. Kinergy shall ensure the quality of these processes, including the competency of the personnel who carry them out, and shall use the results of these processes to evaluate and continually improve the occupational health and safety management system.

Employees and workers shall report work-related hazardous situations in accordance with established procedures and processes and shall be protected against reprisals for doing so. Protection against reprisals includes protection against intimidation, threats or any act that could adversely affect their employment or work engagement, including termination, demotion, loss of compensation, disciplinary action, or other unfavourable treatment.

Employees and workers have the right to remove themselves from work situations that they reasonably believe could cause injury or ill health to themselves or others.

Relevant processes shall be used to investigate work-related incidents. These processes shall include identifying the hazards and assessing the risks associated with each incident, determining corrective actions using the hierarchy of controls, and identifying any improvements required to the occupational health and safety management system.

iii. Occupational Health Services

Kinergy shall consider the implementation of the appropriate type of occupational health services in accordance to legal requirements, whereby these services are entrusted with essentially preventive functions, and responsible for advising the management, the employees, and their representatives in the undertaking, on the requirements for establishing and maintaining a safe and healthy work environment, which will facilitate optimal physical and mental health in relation to work and the adaptation of work to the capabilities of workers in the light of their state of physical and mental health.

In accordance with local legislation, where appropriate or required, Kinergy may provide occupational health services by utilising in-house resources and/or external resources occupational health practitioners include but are not limited to occupational health doctor, occupational health nurse, occupational hygienist and ergonomist.

Functions of Occupational Health Services can include:

- Surveillance of factors in the work environment, including any sanitary installations, canteens, and housing provided to workers, or in work practices, which might affect workers' health;
- Surveillance of workers' health in relation to work;
- Advice on occupational safety, health and hygiene;
- Advice on ergonomics, and on individual and collective protective equipment;
- Promotion of the adaptation of work to the worker;
- Organisation of first aid and emergency treatment.

iv. Employee participation, consultation, and communication on Occupational, Safety and Health

Kinergy shall include employee participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on OSH to employees.

Kinergy shall also consider worker participation in occupational health and safety through joint management-employee or management-worker safety and health committees. In addition to direct participation of employees from all job levels in these committees, employees' representatives, where they exist, might also be involved in these joint activities, as they might be authorised to make decisions about occupational safety and health, among other workplace decisions. Where appropriate or required, Kinergy will also establish dispute resolution mechanisms, its chairing responsibilities, and how committee members are protected against reprisals.

v. Training on Occupational Safety and Health

OSH training shall be provided to employees and workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations, on a quarterly basis.

Kinergy shall also consider how the trainings are designed and delivered, including the content or topics addressed, the competency of trainers, which employees and workers receive the training, the frequency of the training, and whether the training is provided in a language easily understood by employees and workers.

vi. Promotion of employee health

To promote the health and wellbeing of employees, Kinergy shall facilitate employees' access to non-occupational medical and healthcare services and/or health promotion services and programmes offered to employees to address major non-work-related health risks.

Employees' access to non-occupational medical and healthcare services might be facilitated, for example, through company clinics or disease treatment programmes, referral systems, or health insurance or financial contributions.

Voluntary health promotion services and programmes aimed at addressing major non-work-related health risks among workers, include both physical and mental health-related risks. Examples of these risks include smoking, drug and alcohol abuse, physical inactivity, unhealthy diets, HIV, and psychosocial factors.

Voluntary health promotion services and programmes complement but cannot be taken as a substitute for legally required occupational safety and health services, programs and systems that prevent harm and protect workers from work-related injuries and ill health.

4. Whistleblowing and Feedback Mechanism

Employees or any third party may anonymously report any feedback related to this policy through Kinergy's e-mail at whistleblowing@kinergyadvancement.com

Kinergy shall investigate, address and respond to the concerns expressed in the reports or feedback, and will take appropriate corrective action in response to any safety and health processes, matters or incidences.

The entire process and its results shall be documented and shall be properly disclosed in accordance with any applicable laws or safety and health standards.

5. Roles & Responsibilities

The Management, assisted by the related working team is responsible for developing strategies to achieve the objectives of the policy, as well as monitoring the progress towards meeting those objectives.

6. Reporting and Disclosure

As and when necessary, Kinergy shall report and disclose the relevant metrics, targets, deliverables and achievements with regards to safety and health in Kinergy, through mandatory or voluntary public reports and disclosures in accordance with the relevant regulations, standards and frameworks.

7. Review

This Policy is subject to periodic review and refinement to ensure ongoing relevance, effectiveness and alignment with emerging regulatory requirements, industry best practices and stakeholder expectations. This Policy was approved by the Management of Kinergy on 1st October 2026.