OCCUPATIONAL HEALTH & SAFETY POLICY

It is the policy of ***SPEQS Manufacturing Pte Ltd*** to perform all works safely to achieve accident-free operations. Health & Safety is always accorded top priority in all our activities. We will strive to encourage staff to imbibe a culture whereby all staff value individual commitment towards safe working practices, at the same time *embracing the SGSecure* movement.

OHS Policy Statement & OHS Objective

- ✓ We aim to **achieve zero workplace accident** by providing adequate resources for safety and health purposes:
  - ➢ We shall provide safe and healthy working conditions for the prevention of work-related injury and ill health by identify, assess and strive to eliminate hazards and reduce OH&S risks, including those pose by terrorism, to all in our workplace including our employees, subcontractors & our valued-visitors.
  - ➢ We will demonstrate our commitment to protect the safety and well-being of our employees during any unprecedented situations such as a pandemic crisis by continuously reviewing our emergency preparedness and business continuity plan.
  - ➢ We will provide training, skills enhancements and supervise everyone working in our company to ensure that they have a proper understanding & appreciation of safe work practices/anti-terrorism measures and follow them diligently.
  - ➢ We will consult and involve staff participation in occupational health and safety issues including risk assessments and solicit their recommendations for continual improvements.
  - ➢ We will make every staff, subcontractor & valued-visitors aware of his responsibility to observe safety and security.
  - ➢ We will take every effort to comply and fulfil with relevant OH&S legal requirements and other requirements.
  - ➢ We will demonstrate our commitment to continually improving the effectiveness of our risk management system and to preventing injury and ill health to all our staff.

Management Endorsement :

Ron Mao		01st Jan 2026
(Name)	(Signature)	(Date)

职业健康与安全政策

实沛私人有限公司的政策是安全地执行所有工作以实现无事故的运营。在所有活动中，始终将健康与安全放在首位。我们将努力鼓励员工吸收一种文化，使所有员工都重视对安全工作实践的承诺，同时支持*SGSecure*议案。

职业健康与安全政策声明和目标

✓ 我们的目标是通过为安全和健康提供足够的资源来**实现零工作场所事**:

- 我们将通过识别，评估并以及努力消除危害(包括恐怖主义造成的危害)为员工，分包商和访客提供安全健康的工作条件以预防与工作有关的伤害和疾病。
- 我们将通过不断审查我们的紧急情况准备和业务连续性计划，来确保在无法预知的情况下(例如病毒大流行危机)中保障员工的安全和福利。
- 我们将提供培训,技能增强并监督在公司工作的每个人，以确保他们对安全的工作惯例/反恐措施有正确的认知和理解,并会认真遵守。
- 我们将就职业健康与安全问题(包括风险评估)进行咨询并让员工参与其中，并征求他们的建议以不断改进。
- 我们将使每位员工,分包商和访客都意识到他们在遵守安全保障方面的责任。
- 我们将尽一切努力遵守并执行职业健康与安全法律的要求和其他相关要求。
- 我们将实现我们的承诺，且不断提高我们的风险管理系统的有效性来保障员工的安全与健康。

Management Endorsement :

Ron Mao		01st Jan 2026
(Name)	(Signature)	(Date)