



皇城集团

WANG-ZHENG BERHAD

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OCCUPATIONAL HEALTH & SAFETY POLICY

Wang-Zheng Berhad and its subsidiaries (collectively referred to as “Wang-Zheng” or “the Group”) place the highest priority on the health, safety, and well-being of all individuals involved in our operations. We are committed to creating and maintaining safe, healthy, and compliant workplaces across our manufacturing, warehousing, and distribution facilities. This Policy applies to all employees, contractors, subcontractors, vendors, and other relevant stakeholders engaged with Wang-Zheng.

To achieve this, Wang-Zheng is committed to:

- Adhere to all applicable legal and regulatory requirements, as well as other obligations that relate to occupational health and safety (“OHS”) hazards within the personal care and hygiene products manufacturing and distribution industry.
- Prevent work-related injuries, ill health, and potential contamination risks by systematically identifying, assessing, and controlling OHS hazards across production lines, storage areas, and logistics activities.
- Enhance OHS standards by adopting industry best practices, leveraging advanced production technologies, and continually improving workplace safety protocols in alignment with our sector’s needs.
- Provide regular training, audits, and safety programs to improve knowledge of safe work practices, raise awareness of OHS risks (e.g., handling of raw materials, machinery operation, and hygiene standards), and foster a safety-first culture among all employees and partners.
- Encourage active involvement, consultation, and participation of employees, contractors, and suppliers in OHS initiatives to build a collective sense of responsibility for workplace safety.
- Establish measurable OHS objectives and targets integrated into the Group’s management systems to ensure accountability and continuous improvement.
- Allocate the necessary resources, including safe equipment, personal protective equipment (PPE), and trained personnel, to effectively implement and sustain OHS practices.
- Regularly review and update the OHS Management System to ensure its continued suitability, adequacy, and effectiveness in protecting the health and safety of our workforce and stakeholders.

Mr. Hui Ching Chi

Executive Chairman

Date: 1 September 2025