

Occupational Safety and Health Policy Statement

INTRODUCTION

At SCIB, we place the highest priority on the safety, health, and well-being of our employees, contractors, and stakeholders. We firmly believe that safeguarding lives and preventing harm are fundamental to our long-term success and sustainability. As a responsible organization, we are committed to cultivating a proactive safety culture and integrating Occupational Safety and Health (“OSH”) into all aspects of our business operations.

OBJECTIVE

This Policy outlines SCIB’s commitment to providing and maintaining a safe, healthy, and secure working environment. It supports our goal of achieving “Zero Harm” and guides our practices in identifying, managing, and eliminating workplace risks while promoting the mental, physical, and social well-being of our people.

SCOPE

This Policy applies to:

- All SCIB employees, including full-time, part-time, probationary, temporary, contract staff, and interns;
- Directors and officers of the Company;
- All subsidiaries, joint ventures, and entities under SCIB’s operational control; and
- Suppliers, contractors, service providers, and third parties performing work on behalf of SCIB.

COMMITMENTS

SCIB is dedicated to creating, maintaining, and continuously improving a safe and healthy working environment. Our commitment is demonstrated through the following actions:

- Providing visible and accountable leadership that champions OSH across all levels of the organization;
- Promoting values, mindsets, and behaviours that empower every individual to take responsibility for safety and lead by example;
- Supporting the physical, mental, and social well-being of our people in an inclusive and safe workplace;
- Fostering open communication, engagement, and participation from employees, contractors, subcontractors, vendors, and other stakeholders in all OSH initiatives;
- Allocating adequate resources, including supervision, training, equipment, and facilities to ensure a safe and healthy environment;
- Providing the necessary training and development for our employees to enhance their awareness and encourage the adoption of effective OSH practices;

- Ensuring that all accidents, including significant near-miss incidents, are reported and investigated promptly to identify root causes and ensure that lessons learned are communicated and implemented across the Group; and
- Establishing OSH key performance indicators, monitoring progress, and driving continuous improvement in health and safety standards.

ZERO HARM COMMITMENT AND RISK MANAGEMENT

In line with our commitment to “Zero Harm,” SCIB will strive to:

- Eliminate or mitigate hazards at every operational stage wherever reasonably practicable;
- Proactively identify, evaluate, and manage risks and opportunities associated with our operations, products and services;
- Comply with all applicable laws, regulations, and internal OSH standards;
- Regularly measure, monitor, and review our OSH Management System, performance, and objectives to ensure ongoing improvement; and
- Integrate OSH considerations into business planning and decision-making at all organizational levels.

ROLES AND RESPONSIBILITIES

Every stakeholder is responsible for promoting and advancing OSH within SCIB. The following outlines the roles and responsibilities at all levels in supporting and promoting OSH across the organization:

- **Board of Directors**
Provide oversight, approve policy updates, and ensure alignment with the Group’s strategic direction.
- **Senior Management**
Integrate OSH principles into business operations and lead by example in cultivating a safety-first culture.
- **Health & Safety Officer / OSH Committee**
Drive the implementation of the OSH Policy, monitor compliance, and support continuous improvement initiatives.
- **Managers and Supervisors**
Ensure team members understand and comply with safety procedures, and promote accountability at all levels.
- **All Employees**
Take personal responsibility for safety, comply with OSH rules, report hazards, and support a proactive safety culture.
- **Contractors and Suppliers**
Are expected to comply with SCIB’s OSH standards. Compliance is subject to monitoring, evaluation, and review.

IMPLEMENTATION OF THIS POLICY

SCIB is committed to effectively communicating this Policy to all employees and relevant stakeholders across the Group. As part of the onboarding process, all new employees will be introduced to the contents and expectations outlined in this Policy.

Managers at all levels are responsible for ensuring that their team members understand, internalise, and comply with the Policy in their daily roles and responsibilities. All employees must be treated fairly and with respect, regardless of gender, age, race, religion, cultural background, ethnicity, or disability.

SCIB upholds a zero-tolerance approach to discrimination, harassment, bullying, or victimisation. Any breach of this Policy may result in disciplinary action, including termination of employment, following a thorough inquiry conducted in accordance with the Group's Human Resource Policy on misconduct.

REVIEW

The policy statement shall be periodically reviewed and updated by the Risk Management & Sustainability Committee ("RMSC"), taking into consideration the needs of the Group and any developments in rules and regulations that may affect the roles and responsibilities of the Board, and submit the policy statement to the Board of Directors for approval.

APPROVAL

This policy was approved by the Board of Directors on **28 May 2025**.