

# Continental Holdings Corporation

## Group Occupational Health and Safety Policy

Effective Date: May 16, 2017

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### Purposes and Objectives

The Group Occupational Health and Safety Policy (hereinafter referred to as "the Policy") is to stipulate the goal and the implementation principles for Occupational Health and Safety (hereinafter referred to as "OHS") within Continental Holdings Corporation and all its branches and subsidiaries (hereinafter collectively referred to as the "Company"). The Policy demonstrates CHC's commitment and determination to developing a healthy and safe workplace for employees.

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### OHS Statement

***Be Accountable for Risk Prevention,  
Enhance Occupational Health and Safety Awareness,  
Uphold Standard and Discipline, and  
Achieve the Target of Zero Incident.***

CHC is committed to safeguarding the health and safety of its employees, customers, contractors, and the public by conducting the business activities in a safe and socially responsible manner. All employees are expected to fulfill their duties in a safety and efficient manner, to excel in occupational health and safety performance, and to achieve the target of zero incident.

### Key Principles

#### ■ Implementing OHS Management System

CHC shall promote and execute full-scale OHS management. All employees must exercise OHS practices at all time, and be accountable for risk prevention and OHS related initiatives implementation and enforcement.

#### • **Abide by Regulations, Construct OHS Management System, and Advance the Standards and Results**

The OHS management must comply with the local health and safety regulations. CHC shall implement OHS management practices which meet or exceed the requirements of these regulations. Meanwhile, the Company shall establish systematic and documented standards and procedures to ensure that all practices are consistent with CHC's strategies, OHS Policy, and the "Zero Incident" target.

The Company shall proactively improve OHS competence through benchmarking and learning from the best OHS management practices on a regular basis.

- **Define OHS Roles and Responsibilities and Focus on the Management of Prevention Measures**

CHC shall establish an OHS function with clear roles and responsibilities in accordance with local regulations. All employees shall put all risk factors of potential hazards, from equipment, facilities, to services, under control, in order to prevent injuries and illnesses.

- **Effectively Achieve Goals and Continuously Enhance OHS Performance**

CHC shall establish stretched but attainable key performance indicators (KPIs), develop performance review criteria, and periodically evaluate subcontractor capabilities in OHS management. Each employee shall fulfill his/her own duty in OHS management to ensure the overall OHS objectives and goals can be achieved. The Company shall also conduct OHS related audits and assessments, provide incident investigation and an improvement plan to continuously improve and enhance the effectiveness and efficiency of the OHS Management system.

- **Building Occupational Safety Accountability and Culture**

Employees' awareness, behaviors and mindsets towards safety and occupational health are the keys to successful OHS management. Initiatives shall be engaged to raise awareness, facilitate participation, and develop a corporate culture of safety.

- **Develop OHS Knowledge Through Training and Strengthen the Awareness and Capabilities in Responding to OHS Incidents**

CHC shall continuously implement training, provide consultation and establish communications for professional development in occupational health and safety. Through the experiences accumulated and know-how acquired from internal/external training and benchmark studies, all employees should be clearly aware of the potential hazards, and should acquire more knowledge and skills to prevent incidents. At the same time, the Company shall strengthen employees' capabilities to respond to incidents, establish an effective emergency response system and internal/external reporting mechanism, as well as conduct drill exercises on a regular basis for employees to be familiar with these practices.

- **Strictly Follow the Safety Codes and Being Safety-Conscious and Accountable at All Times**

Any noncompliance of OHS rules and regulations is not acceptable at CHC. All

employees and subcontractors have the duty to understand and follow the OHS rules and regulations. All employees must remain vigilant regarding safety, and proactively manage, report, and respond to any hazardous working practices and conditions so they can be personally accountable for managing and preventing incidents from occurring.

## ■ **Promoting Healthy Employees and Workplaces**

Healthy employees are the foundation for CHC's sustainable operation and growth. Therefore, the Policy not only promotes taking precautions to prevent occupational illnesses, but also emphasizes personal health management and a healthy workplace. It aims to reduce the exposure of health risks which affect work performance and workplace safety, and to enhance the competitive edge of the Company.

### • **Create a Healthy Environment and Shape a Health and Safety Culture**

The management system for occupational health must be established. Based on the nature of business activities and employees' health conditions, the Company shall reinforce a safe and healthy workplace to support and encourage activities that lead to healthier employees and safe workplace. Hence, the health and safety culture can be rooted at CHC.

### • **Promote Occupational Health in the Workplace and Facilitate Self-Awareness and Management of Individual Health**

CHC values the importance of occupational health and is dedicated to establishing management practices around it. The Company will provide the general knowledge and information in regard to health care as deemed appropriate. It is each employee's responsibility to be aware of one's health condition and to proactively manage it.

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## **Document Information**

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