
1. POLICY STATEMENT

We-Mix Global Ltd. (“the Company”) fully acknowledges its legal, ethical, and corporate responsibility to ensure the health, safety, and welfare of employees, contractors, clients, visitors, and all others who may be affected by our operations or activities.

The Company recognises that the quality, integrity, and value of the services and products we deliver are inextricably linked to our ability to operate safely and responsibly, in accordance with applicable legislation, international standards, and best practice.

This policy sets out the Company’s commitment to prevent harm, manage risk, and continually improve occupational health and safety performance across all business operations.

2. OBJECTIVES

In pursuit of these commitments, the Company aims to:

1. Provide sufficient financial, human, and operational resources to effectively plan, implement, control, monitor, and continuously improve the Health & Safety Management System (HSMS).
2. Maintain safe and suitable workplaces, including safe access, egress, and emergency procedures.
3. Ensure safe systems of work and equipment, minimizing the risk of accidents, injury, or work-related ill health.
4. Ensure the safe handling, storage, transportation, and use of hazardous substances in compliance with applicable legal and international requirements.
5. Provide comprehensive information, instruction, and training, ensuring employees and contractors are competent to perform their duties safely.
6. Maintain access to competent professional advice on occupational health, safety, and environmental matters.
7. Promote active consultation and communication with employees, contractors, clients, visitors, and other stakeholders on all health and safety matters.
8. Conduct regular audits, evaluations, and reviews of the HSMS and health & safety objectives to ensure continuous improvement and compliance with international standards such as ISO 45001 and local regulatory requirements.

3. MANAGEMENT RESPONSIBILITIES

3.1 Board / Director Level:

The Managing Director holds ultimate responsibility for the health, safety, and welfare performance of the Company, ensuring alignment with corporate strategy, compliance obligations, and international best practices.

3.2 Senior Management Level:

The Health, Safety, Environment & Quality (HSEQ) Manager is responsible for day-to-day oversight, implementation, and continuous improvement of the Health & Safety Management System across all Company operations.

3.3 Enterprise & Operational Managers:

Enterprise Managers and other senior managers are accountable for managing health, safety, and welfare within their respective operations, ensuring compliance with this policy and applicable standards.

3.4 General Management & Supervisory Staff:

All management personnel are responsible for enforcing this policy, monitoring compliance, and supporting a culture of safety throughout the organisation.

4. EMPLOYEE RESPONSIBILITIES

All employees are required to:

- Cooperate fully with the Company to ensure health and safety commitments are met.
- Take reasonable care for their own health and safety and for the safety of others affected by their actions.
- Avoid reckless or intentional misuse of any equipment, system, or facility provided for health, safety, and welfare purposes.
- Report all hazards, incidents, and safety concerns promptly through the appropriate channels.

5. COMPLIANCE AND CONTINUOUS IMPROVEMENT

We-Mix Global Ltd. is committed to:

- Complying with international standards (ISO 45001), local legislation, and industry best practices.
- Integrating risk management, ESG, and compliance principles into operational decision-making.
- Conducting regular internal audits, inspections, and risk assessments to monitor health and safety performance.
- Providing ongoing training, awareness programs, and competency development for all employees.
- Fostering a safety culture where continuous improvement is encouraged and health & safety objectives are embedded in daily operations.

6. POLICY REVIEW

This Health & Safety Policy is reviewed annually or sooner if required by regulatory, operational, or strategic changes. Updates will be communicated to all employees, contractors, and relevant stakeholders.

7. APPROVAL

Signed on behalf of **We-Mix Global Ltd.**



Managing Director

Date: 05/09/24