STRAITS ORTHOPAEDICS

OCCUPATIONAL SAFETY AND HEALTH POLICY

Straits Orthopaedics (Mfg) Sdn Bhd wants to generate a good Occupational Safety and Health practice to ensure that all employees are able to work without any injuries or pain. This policy applies to all entities and operational sites under the Group's control, including all Malaysia manufacturing sites and any subsidiaries or acquired companies.

This policy is issued in English. In the event of any inconsistency or ambiguity arising from translation or interpretation, the English version shall prevail. Employees who are uncertain about the application of this policy to a specific situation are encouraged to seek guidance from their supervisor or Management before acting.

Occupational Health and Safety Target: Our quantitative target is to achieve and maintain less than three (3) reportable work-related accident cases annually by 2028, while upholding our commitment to zero work-related fatalities.

- Ensure all Managers and employees are given proper training and responsible to prevent any injuries or disease which is related to work.

- Ensure all operation in Straits Orthopaedics strictly follow all related Occupational Safety and Health policies.

- Handle any Occupational Safety and Health system including preparation of accurate information and continual improvement through development of Occupational Safety and Health practice.

- Collaborate in any health improvement programs that contribute towards productivity, safety and health of employees.

- Inform all suppliers and contractors about our expectations in Occupational Safety and Health policies and wants them to strictly follow all the practice.

- Support employee career development and training by providing access to relevant skills development programmes, regular performance reviews, and individual development plans, so that employees can grow professionally while working safely.

POLISI KESIHATAN DAN KESELAMATAN PEKERJAAN

Straits Orthopaedics (Mfg) Sdn Bhd akan mewujudkan amalan keselamatan dan kesihatan dan persekitaran pekerjaan yang akan memastikan pekerja tanpa kecederaan dan kesakitan. Polisi ini terpakai kepada semua entiti dan tapak operasi di bawah kawalan Kumpulan, termasuk semua tapak pembuatan Malaysia dan mana-mana anak syarikat atau syarikat yang diambil alih.

Sasaran Kesihatan dan Keselamatan Pekerjaan: Sasaran kuantitatif kami adalah untuk mencapai dan mengekalkan kurang daripada tiga (3) kes kemalangan berkaitan kerja yang boleh dilaporkan setiap tahun menjelang 2028, sambil mengekalkan komitmen kami terhadap sifar kematian berkaitan kerja.

- Memastikan para pengurus dan pekerja diberi latihan dan bertanggungjawab untuk menghalang kecederaan dan penyakit yang berkaitan dengan pekerjaan.

- Memastikan operasi Straits Orthopaedics mematuhi dengan peraturan-peraturan kesihatan dan keselamatan pekerjaan yang berkaitan.

STRAITS ORTHOPAEDICS

OCCUPATIONAL SAFETY AND HEALTH POLICY

- Mengendalikan sesuatu sistem pengurusan keselamatan dan kesihatan pekerjaan yang termasuk penyediaan informasi yang tepat terhadap aspek-aspek keselamatan dan kesihatan operasi dan memelihara peningkatan amalan kebetulan berterusan.

- Menyokong program peningkatan kesihatan yang akan menyumbang kepada produktiviti, kesihatan dan kesejahteraan pekerja.

- Memberitahu pada pembekal, rakan niaga dan kontraktor tentang jangkaan kesihatan dan keselamatan pekerjaan kami dan memerlukan mereka untuk mengikuti amalan pengurusan kesihatan dan keselamatan pekerjaan yang teguh.

- Sokongan pembangunan kerjaya dan latihan pekerja dengan menyediakan akses kepada program pembangunan kemahiran yang berkaitan, semakan prestasi berkala, dan rancangan pembangunan individu, supaya pekerja boleh berkembang secara profesional sambil bekerja dengan selamat.

Approved by:

Scott Gareiss
Chief Executive Officer
1 Sept 2025