



SAFETY AND HEALTH POLICY

- **SAFETY IS THE FIRST PRIORITY**

At QES, we firmly believe that Safety and Health is a key aspect in developing a sustainable future. Success can only be achieved through people. Hence, it is the mission of QES Group to always ensure the safety, health and wellbeing of all employees, contractors, customers, clients and any person involved with the Group.

This Safety and Health Policy shall be applicable and binding to all QES Group of Companies.

- **REGULATORY COMPLIANCE**

At QES, we will ensure that all Safety and Health laws including laws of other countries in which we operate in are adhered and enforced upon all employees, contractors, customers, clients and any person involved with the Group.

- **RISK ASSESSMENT**

All identified work or activities performed at QES or by our employees will be assessed for any potential hazards and evaluated of the potential risks. We will continue to review as required to prevent any unwanted accidents or incidents that can result in unfavorable losses.

- **PREVENTIVE MEASURES**

QES will allocate the required resources into ensuring all preventive measures are implemented to address the risks identified. In QES, we seek a PROACTIVE approach towards our safety practices and we ensure that all measures are implemented in the best practices within our capabilities.

- **ORGANIZATION AND INVOLVEMENT**

QES understands that safety and health cannot be achieved without the cooperation and involvement of its employees. Hence, we have established local safety and health organizations which include safety and health professionals to advise all level of employees from management to execution.

QES believes that the top and senior management plays a key role in ensuring a safe and healthy work environment. Hence, our leaders and managers of all levels are held accountable for managing the workplace safety and health. The responsibility of safety and health extends from the top management to all employees ensuring all safety and health standards are adhered to.

In QES, employees are reminded that the safety of him/herself and others' is a collective responsibility.

- **TRAINING AND EDUCATION**

Information and knowledge are vital to provide all employees with a greater understanding of the safety and health requirements at QES. An effective training and education can ensure that employees are equipped with the knowledge of adhering all safety and health standards.

- **CULTURE THROUGH PROMOTION**

Communication is a vital tool in creating awareness among employees of QES on our safety and health requirements and standards. A strong culture in Safety and Health can be achieved through awareness among QES employees. We ensure that all new or existing Safety and Health standards, programs, initiatives, and this policy is communicated effectively to all of our employees.

- **EMERGENCY PREPAREDNESS**

QES ensures that we are constantly prepared for all forms of emergencies, to protect lives and properties but also to ensure operational continuity, regulatory compliance, and an effective risk management. Through fostering a proactive safety culture and preparing for diverse emergencies, QES will enhance our resilience and capabilities to handle crisis efficiently.

- **CONTINUOUS IMPROVEMENT THROUGH MONITORING AND EVALUATION**

We constantly monitor and evaluate our safety and health performances to determine the need for improvements and we constantly adapt on the concept of continuous improvement. All of our safety and health standards and practices are reviewed from time to time to ensure a safe and healthy workplace for our employees.