



Phison's Occupational Safety and Health Policy

2023.April.13 revised

Responsible unit: Department of ESH

The Company complies with the regulations of domestic and foreign occupational safety and health, commit to providing employees with a safe and healthy work environment,keep employees safety, systematic management of possible hazards in operations,shape a culture of safety,and ensure the implementation of the safety and health management plan. This policy is announced after it has been signed by the Chairman and General Manager.

Management Approach

1. Comply with laws and fulfill safety commitments

Identify safety and health regulations ,take corrective and preventive action,and fulfill social responsibility.

2. Implement risk management and reduce potential hazards.

Identify hazards, assess risk, and develop management plans to eliminate high-hazard operations.

3. Create a friendly workplace and care for the health of employees.

Reasonable allocation of work to maintain the health of employees,protect the maternity and the underage,and eradicate illegal infringement.

4. Train, consult, communicate and encourage full participation.

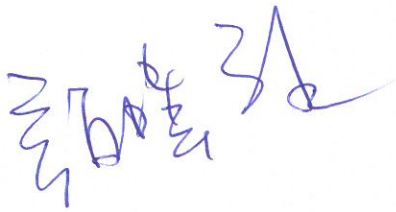
Educate safety and health knowledge, listen to the needs of employees, and make employees comply with the responsibility of safety and health.

5. Improve safety and health performance and create a safe workplace.

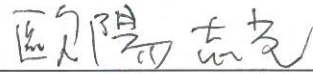
Establish and verify management systems, and monitor and improve performance.

6. Promote zero disaster and sustainable management.

Organize safety and health activities and establish transparent communication channels with stakeholders.



Chairman, Wee Kuan Gan



General Manager, AYCK