

Health & Safety

As part of the Group's commitment towards creating a safer workplace and making Health and Safety a way of life for all of its employees, we have taken proactive steps to inculcate Health and Safety in all aspects of the working environment.

GO HOME SAFE

Our Health, Safety and Environment Division introduced a **GO HOME SAFE** programme to promote health and safety practices, and to prevent and reduce accidents at the workplace.

- Everyone has the right to go home unharmed.
- Everyone has a duty to take care of their own health and safety and others in their surroundings.
- All accident is preventable.
- To strive for an injury free workplace.
- Accident prevention
- Safety culture
- Right approach

The GO HOME SAFE Programme is based on 5 E MODELS as follows

5
Models
Education



- Develop training and capacity-building for Safety Ambassadors, Safety Promoters, Safety Spotters and Safety Enforcers that focus on nurturing a strong safety culture and eradicate unsafe acts and prevent unsafe conditions (i.e. Behaviour-Based Safety and Kiken-Yochi Training – (Hazard-Prediction Training)

Evaluation



- Streamline HSE Performance Board covering key performance indicators to improve the speed of communications and efficiency in decision-making.
- Standardisation in 'Rollcall' and "Stand Down" Session to impart lesson learned, promote preventive cultures and safety best practices.

Encouragement



- Instill safety behavior and mindset through five minutes Safety Task Assessment (STA) and adopt SiRAC (Simple Risk Assessment Control for Chemical).
- Demonstrate collective commitment and leadership through Safety Leadership Visit (SLV) by senior management

Enforcement



- Fortify a culture of compliance through implementation of Consequence Management Procedure

Engineering



- Undertake a risk-based approach through enhancement of Near Misses and Safety Observation Reporting Programme
- Design an effective personal protective equipment (PPE) programme
- Implement Safety Ambassador Programmes for Managers
- Harmonise hazard communication system by standardising safety signage
- Replicate Model Mill/Estate Safety initiatives in phases throughout the Group

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The FGV Desired Safe

Behaviours Framework

Focus Values

Everyone

Managers

Senior

Management

1. Accident Prevention

Be Safety Mindful

Promote Safety Awareness

Support Safety Program

2. Safety Culture

Report NeMSO

Encourage Engagement

Show & Share Good Example

3. Right Approach

Comply Safety Rules

Ensure Compliance

Set High Standards

One of the key focuses of FGV's OSH framework is the prevention of incidents. Year-round, we conduct audits of the various businesses and workplaces. These are the three types of audits that we undertake:

- Operational OSH audits determine workplace compliance to OSHA 1994 and other related legislation;
- Management system audits guide worksite preparation for International Standards Organisation (ISO) certification;
- The FGV HSE President's Award audit adjudicates entries vying for the award to determine winners for the various categories.

Additionally, the operational OSH audit comprises three tiers. During Tier 3 audits, Safety and Health Officers (SHOs) inspect the worksites under their charge. Tier 2 audits are conducted by the Group HSE Department, which conducts a comprehensive assessment of a company's safety, occupational

health and industrial hygiene protocol – including assessing systemic challenges, awareness level, training requirements, ground engagement and other OSH-related matters.

At its headquarters, regional centres and the various workplaces spread across the country, FGV ensures that employees and workers receive adequate and relevant training. The packed year-round training calendar focuses on imparting OSH-specific knowledge and enhancing the technical skills of OSH practitioners within the Group as well as general awareness training.

Topics range from OSH legislation, safe riding, HIRADC, Permit to Work (PTW), chemical handling, basic first aid and life support, ergonomics as well as HSE-related Management Systems. In a concerted effort to meet the legal requirement to have certified competent persons, training includes competency-based training such as Certified Environmental Professional in Scheduled Waste Management (CepSWAM), Certified Environmental Professional in the Treatment of Palm Oil Mill Effluent (CepPOME) and Certified Environmental Professional in the Operation of Industrial Effluent Treatment Systems (CepIETS) programmes organised by Environment Institute of Malaysia (EiMAS).

FGV runs various promotional programmes to further engage its employees and stakeholders on workplace safety and occupational health, with a view to cultivate a better safety culture. Among the highlights were the World OSH Day, Near Misses & Safety Observation Campaign, PATUH PPE Campaign and a variety of Safety Awareness Campaign Group-wide.

Apart from that, we have also embraced the World OSH Vision Zero based on the belief that all incidents arising from work are preventable where our employees and stakeholders are encouraged to report and react to all near misses and safety observation (Unsafe act and unsafe condition).