



HEALTH, SAFETY & ENVIRONMENTAL POLICY

PT. ODG Indonesia management is committed to promoting and supporting a culture where harm to our people and the environment through our work activities is unacceptable. To meet this commitment, the Company will provide healthy and safe working conditions for all employees, contractors and others associated with our business activities. Regarding the environment, we will operate in a manner that conserves natural resources, prevents harm and manages waste responsibly.

All ODG Indonesia managers, supervisors, employees and contractors have a responsibility for implementing and supporting this policy by striving to achieve zero tolerance toward hazards, incidents, non-compliance, accidents and environmental pollution.

IN ORDER TO MEET THE ABOVE REQUIREMENTS, ODG INDONESIA WILL:

- Demonstrate leadership and commitment to HSE through all its managers and supervisors covering all areas of their responsibility and others.
- Accountable for all safety aspect relating to ODG's operations, including safe guarding and preventing damages to property/ assets, tools and equipment.
- Operate in compliance with all laws and regulations related to the HSE which is our obligation as a minimum standard.
- Follow a systematic approach to HSE management system requirements through review, audit, client feedback and appropriate improvement plans, in order to achieve continual performance improvement.
- Implement Health, Safety and Environmental (HSE) management system and procedures to provide direction for establishing and maintaining a safe and healthy workplace for our people and protection of the environment, relevant to the context of the organization.
- Develop safety and environmental awareness across the Company through continuous education and training of all managers, supervisors, employees and contractors.
- Take all practical steps to eliminate hazards, reduce OHS risks and harmful environmental impacts associate with business work activities through the process of risk identification and assessment, implementation of controls and monitoring to ensure continuing effectiveness.
- Involve all employees in health, safety and environmental management through teams that support active consultation, participation and by encouraging them to report hazards and environmental concerns.
- Support engineering and process modifications that reduce the risk of injury to people, reduce pollution and waste and encourage recycling.
- Ensure all incidents and non-compliance situations are reported, recorded, and route cause identified. Where injury, illness or environmental harm occurs, or could have occurred, ensure that corrective actions are implemented.
- Where people have been injured, help them to achieve full recovery through prompt treatment, achieve rehabilitation, and participation in "Return to Work" programs.
- Measure performance (including goal setting and programs) and continuous improvements in safety, occupational health and environmental management and put processes in place to ensure systems that will be reviewed periodically in management reviews.
- Provide support and allocate resources to ensure the commitments of this policy are met.

This signed statement confirms our personal commitment and will be displayed in every ODG Indonesia workplace.



Chris Evans
President Director

Date of Endorsement: 1st Nov 2022 | Date of Policy Review: 31th Oct 2025

