



**ZHULIAN CORPORATION BERHAD**

**Company No. 199701000031 (415527-P)**

**(Incorporated in Malaysia)**

# **OCCUPATIONAL HEALTH AND SAFETY POLICY**

**1. Introduction**

Zhulian Corporation Berhad and its subsidiaries (“the Group”), engaged in the manufacturing, marketing, distribution, and multi-level marketing (MLM) of plated jewellery, nutritional supplements, personal care, and household products, is committed to providing a safe, healthy, and productive working environment. We are dedicated to ensuring that our operations safeguard the health, safety, and welfare of our employees, independent distributors, contractors, suppliers, visitors, and members of the public who may be affected by our business activities.

**2. Policy Statement**

The Group recognises that occupational health and safety is a shared responsibility. We are committed to preventing workplace injuries, occupational illnesses, and accidents by implementing effective safety and health management practices across all levels of the organisation.

We are committed to:

**Hazard & Risk Management**

- Identifying, eliminating, or controlling hazards and reducing occupational health and safety risks to the lowest practicable level.
- Conducting regular risk assessments and workplace safety inspections.

**Legal & Regulatory Compliance**

- Complying with all applicable occupational safety and health laws, regulations, standards, and other requirements relevant to our operations in Malaysia and abroad.

**Safe Infrastructure & Equipment**

- Designing, constructing, maintaining, and operating our facilities, machinery, and equipment in accordance with recognised safety standards and best practices.

**Training & Competency**

- Providing adequate information, instruction, training, and supervision to ensure that all employees and independent distributors are competent in their tasks and aware of occupational health and safety risks and controls.

**Emergency Preparedness**

- Establishing and maintaining effective emergency response plans and procedures to respond to incidents and accidents promptly and efficiently.

**Consultation & Participation**

- Encouraging active involvement of employees and independent distributors in occupational health and safety decision-making, hazard identification, risk reporting, and continuous improvement initiatives.

**Incident Reporting & Investigation**

- Promptly reporting, investigating, and addressing all workplace incidents, near-misses, and hazards to prevent recurrence and strengthen organisational learning.

**Continuous Improvement**

- Monitoring occupational health and safety performance, setting measurable objectives, and continually improving the effectiveness of our occupational health and safety management system.

**3. Scope & Applicability**

This policy applies to:

- All employees, management, and directors of Zhulian Corporation Berhad and its subsidiaries.
- All independent distributors, contractors, suppliers, and visitors present at any of the Group's premises.
- All operational sites including manufacturing plants, distribution hubs, offices, and any events organised by the Group.

**4. Responsibilities**

- Management: Provide leadership, allocate sufficient resources, and ensure accountability for implementing and maintaining this policy.
- Employees & Distributors: Comply with safety procedures, use personal protective equipment (PPE), and report hazards or unsafe practices.
- Contractors & Suppliers: Adhere to the Group's occupational health and safety requirements while operating on Group premises.

**5. Communication & Review**

- This policy shall be made accessible via the Group's corporate website and clearly displayed at all operational sites.
- Regular training and awareness programmes shall be conducted to ensure comprehensive understanding and compliance.
- The policy shall be reviewed annually or as required to ensure its continued relevance, adequacy, and effectiveness.

**6. Commitment to ZERO Harm**

Zhulian Corporation Berhad and its subsidiaries are dedicated to achieving ZERO accidents and ZERO occupational illnesses. We firmly believe that all incidents are preventable and that the responsibility for safety is shared by everyone in the organisation.

**Approved by:**

Danny Teoh  
Chief Executive Officer  
Zhulian Corporation Berhad  
Date: 22 October 2025