登高集團

TANCO HOLDINGS BERHAD

HEALTH, SAFETY & SECURITY POLICY

Dated: 26 February 2026

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Purpose and Scope

Tanco Holdings Berhad ("Tanco") and its material subsidiaries ("the Group") are committed to safeguarding the health, safety, and security of our employees, contractors, visitors, and communities wherever we operate. This Policy sets out our commitment to provide safe, secure, and healthy workplaces, prevent harm and injuries, and promote a culture of shared responsibility for health and safety across all our business activities. It shall be read in conjunction with the Sustainability Policy, Human Rights Policy, and Code of Conduct, and applies to all employees, contractors, and business partners of the Group. This Policy also supports Malaysia's national sustainability agenda and aligns with the United Nations Sustainable Development Goals (SDGs), particularly SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work).

Health and Safety

Recognising that workplace safety is fundamental to operational excellence and employee well-being, Tanco is committed to maintaining the highest practicable standards of health and safety across our operations.

- Comply with all applicable health, safety, and security laws, regulations, and standards
- Implement safe systems of work, and regularly assess workplace hazards and risks to prevent accidents, injuries, and occupational illnesses
- Integrate safety and health considerations into design, construction, and operational phases
- Establish measurable health and safety objectives and monitor performance to drive continual improvement
- Provide and maintain appropriate safety equipment, training, and emergency preparedness procedures
- Strive to prevent incidents through risk identification, hazard control, and continuous improvement in performance
- Encourage open communication, consultation, and participation of employees and contractors in improving workplace safety and well-being

Security

Tanco is committed to maintaining secure working environments that safeguard our people, assets, and information.

- Maintain effective measures to prevent theft, vandalism, sabotage, and unauthorised access at all operational sites and offices
- Protect the confidentiality and integrity of business and personal information in line with Group data-protection protocols
- Ensure all security practices respect human rights and dignity and are implemented proportionately
- Collaborate with local authorities and stakeholders to manage potential security threats or emergencies effectively

Health and Well-being

Tanco recognises that the physical and mental well-being of our employees is essential to a productive and sustainable workforce.

- Promote a workplace culture that supports mental health, physical fitness, and work-life balance
- Provide access to medical and health-related resources, including preventive healthcare initiatives
- Encourage early intervention and support for employees experiencing health-related challenges
- Raise awareness on lifestyle, occupational, and environmental health issues to strengthen overall resilience

Emergency Preparedness and Response

Tanco maintains readiness to respond promptly and effectively to emergencies to protect people, assets, and the environment.

- Develop, communicate, and test emergency response and evacuation procedures at periodic intervals
- Provide adequate training and resources for emergency preparedness
- Cooperate with authorities, contractors, and communities in responding to emergency situations
- Review lessons learned after every incident to prevent recurrence and enhance readiness

Tanco is committed to protecting the health, safety, and security of all individuals within our workplaces and communities. Through monitoring, review, collaboration, and shared accountability, we aim to achieve zero harm, strengthen safety culture, and contribute to a resilient, sustainable future.

This Policy will be reviewed periodically, in accordance with the governance procedures defined under the Sustainability Policy, to ensure its continued relevance to evolving regulatory requirements and stakeholder expectations.

Version	Date Approved	Description	Approved By
1.0	26.02.2026	Initial release	Board of Directors