



International Metal and Jewelry co., Ltd.

Announcement 2019/018

Occupational Health and Safety Policies

International Metal and Jewelry Co., Ltd. is concerned for the occupational health and safety for all its employees and consider all staffs to be invaluable and most precious resources for the operation and company. Therefore, the company is willing to take all necessary precautionary measures to ensure that safety, health and well-being for all its employees are met. The organizational goal is for no accidental disruptions.

Therefore, the implementation of the following occupational health, safety and environmental assurance policies must be adhered to in conjunction with employee's main responsibilities.

The following policies are as follow:

1. The company hold work safety to be the responsibility of all employees regardless of positions and must partake in ensuring personal safety as well as safety of others.
2. The company will contribute and encourage a save environment for its facilities and operational processes. It will also provide all appropriate safety equipment to ensure the occupational health and safety for all its employees.
3. The company will act in absolute compliance with the occupational health, safety and environment policies in accordance to the rules and regulations.
4. The company will integrate human factor into the designing, planning and implementing the manufacturing process as well as machinery and equipment installations and maintenance per strictly compliance to the law and regulations. Employees are expected to participate in safety assurance activities to instill safety value.
5. Leadership from all levels are expected to lead by actions and set a good example to all employees. They must assume responsible leadership role to instruct, develop, influence employees to ensure all occupational health and safety measures are in strict compliance.
6. All employees must keep in mind at all time the safety concerns for themselves and others as well as company's assets. They must also be considerate of cleanliness and order within their work environment to ensure overall safe working conditions.
7. All employees are expected to participate and contribute to the company's occupational health and safety initiatives. The company expects inputs and active participation from all employees, their representative and invites suggestions and comments regarding occupational health, safety and environmental concerns.
8. The company will collect and measure data pertaining to occupational health, safety and environmental policies to ensure that all safety initiatives are effectively implemented. The company will integrate other pertinent rules and regulations into planning and implementation of all related systems. Related documentation concerns are operational standard, rules and regulations.

Notified all employees, Announcement issued on 31 July 2019

International Metal And Jewelry co., Ltd
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Managing Director