

SAFETY, HEALTH AND ENVIRONMENTAL POLICY

“IRIS’s vision is to ensure the safety and health of all workers by setting and enforcing safe standards, adopting a safe work culture and proactive environment that complies with regulations.

IRIS provides training, establishes partnerships with legal authorities and encourages continuous improvement of safety and health in the workplace.”

IRIS values the safety and health of our employees, customers, contractors and protection of the environment. We are guided by our goals for a safe and healthy workplace. Environmental issues are entrenched in our business.

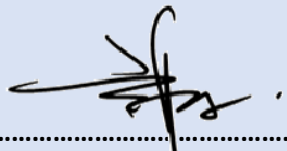
IRIS is accountable to our employees for compliance with safety, health and environmental (SHE) requirements and continual improvement objectives with appropriate targets to their function. IRIS provides equivalent health, safety and environmental protection for our employees and the communities in which we operate.

Our Objective will cover:

1. Prioritize and integrate safety issues into our strategic business plans and allocate necessary resources to ensure successful implementation of our action plans.
2. The establishment and maintenance of an effective SHE risk assessment process to identify hazards, environmental impacts, establish risk levels and implement appropriate controls that minimize risk to employees, contractors, visitors and the environment.
3. The education, training and motivation of employees to conduct their activities in an environmentally responsible, safe and healthy manner.
4. The provision of awareness training and the conduct of medical examinations or surveillance in accordance with the legislation and other requirements.
5. The establishment of effective two-way communication channels for employee consultation and feedback on SHE matters.
6. The sharing of SHE performance with employees, contractors, suppliers and other stakeholders.
7. The reduction of chemical and hazardous waste generation and safe handling in aspect of transportation and disposal of such waste.
8. The conservation of energy and natural resources through the efficient use of materials, recycling and other appropriate methods.
9. The establishment and maintenance of contingency plans for dealing with incidents and emergencies which could adversely affect the environment or the safety and health of the employees and local community.

The Management, with the consultation from Occupational Safety and Health Committee, is responsible towards the continuous development of the policies involved and to ensure employees abide by all programs and regulations.

Tarikh : 9th February 2023


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Chia Jen Wen
Acting Chief Executive Officer