

OCCUPATIONAL HEALTH & SAFETY POLICY

We, Runaya, are committed to achieve excellence in Occupational Health and Safety management and sets a vision for businesses across the Runaya group.

This policy is applicable to all Runaya companies, including subsidiaries, joint ventures, and acquisitions, managed sites, licensees, outsourcing partners, ongoing projects, corporate offices, and research facilities. This policy is also applicable to all Runaya employees, contractor employees, business partners, suppliers, upstream & downstream value chain and others with whom Runaya does business.

This Occupational Health & Safety Policy is approved by the Senior Leadership and overseen by the ESG Team & HSE Officer.

We apply a hierarchy of controls governed by established safety standards, a thorough Hazard Identification and Risk Assessment (HIRA) process, and the identification and mitigation of potential hazards associated with all activities.

We strive to-

- Provide safe and healthy working conditions and conduct all operations safely to prevent work-related injury and ill health to persons, damage to property and maintain a work environment that prioritized the health and safety, implementing comprehensive measures and protocols to ensure occupational well-being.
- Train and offer specialized training and initiatives to promote the health and well-being of our employees, which includes round the clock support for work-life balance.
- Maintain a robust OHS Management System aligned with ISO 45001 and commit to the continuous improvement of our OHS management system
- Equip each site with a dedicated Safety Officer, ensuring oversight and compliance.
- Motivate and ensure active participation and consultation of all employees to develop and achieve organisation objectives to conduct safe working environment. Consult, engage and active participation of the entire workforce for better understanding of the Health and Safety matters.
- Implement a mandatory comprehensive 3-day safety induction program for all new employees
- This policy extends to all facets of its operations, encompassing employees, contractors, and individuals under its oversight. This policy involves establishing clear priorities and actionable plans. Protect the system by following Zero Harm, Zero Waste & Zero Discharge with 100% Adherence

- Demonstrate Leadership in taking responsibility for engaging right resources and initiatives towards the target of achieving Zero Harm.
- Set and review progress on targets, site-level action plans with the management team
- Our stakeholder engagement strategy is uniformly implemented across all operations, ensuring consistency. The stakeholder engagement policy/ procedure is applied to ALL local operations and is transparently disclosed. The strategy encompasses comprehensive guidance for stakeholder identification and prioritization, determining suitable engagement methods, and enhancing stakeholder.
- Comply with the applicable standards, procedures, contingency measures, Legal requirements, and management system to ensure operations are managed safely and ecologically sustainable manner.

The ESG Committee will review this policy annually and recommend appropriate revisions as may deem necessary.