



## SAFETY AND HEALTH POLICY

**Duopharma Innovation Sdn. Bhd.**, will conduct its operations in a manner that ensures safety and health protection of all people involved in its research and development activities.

We consider the proactive management of safety and health risks to be a key element of our long term business success. It is our policy to manage and operate in a manner that consciously safeguard the safety and health our employees and their families, customers, visitors and any member of the public who may be affected by our operations.

In conformance with this Policy, the company will:

- Comply with all relevant regulatory and local legislation and will take appropriate measures deemed necessary to ensure compliance.
- Provide safe and healthy working environment and implement system and procedures to ensure compliance to legislative requirements and Company's SHE Standard
- Empower and hold line managers and immediate supervisors responsible for the safety and health of their subordinates by ensuring strict adherence to applicable procedures
- Ensure that all plant, equipment and substances and processes have relevant operating procedures for safe operation, maintenance and use
- Anticipate, recognize and evaluate safety and health risk factors that potentially affect employees and the public, and implement appropriate measures to eliminate, control or minimize such risk
- Maintain as far as practicable the achievement of zero reportable accident rates at the workplace
- Require all employees to exercise personal responsibility for their own safety and that of the others who may be affected by their acts or omission

A handwritten signature in black ink, appearing to read "Leonard Ariff Abdul Shatar".

Leonard Ariff Abdul Shatar  
Group Managing Director  
Endorsed : 2nd April 2019