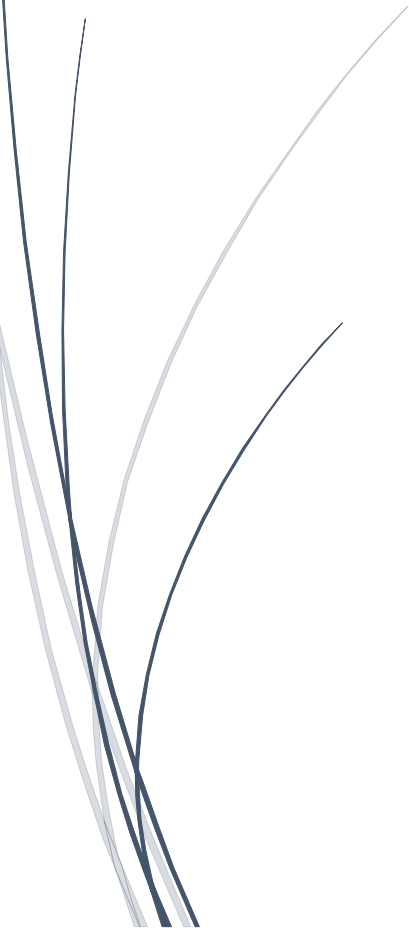


A blue arrow pointing to the right, positioned to the left of the company name.

EPACK Durable Limited

Occupational Health & Safety Policy



Purpose

EPACK Durable Limited ("Company") believes that the future of the consumer durable industry lies in innovation, quality manufacturing, and responsible operations. We are committed to providing safe, reliable, and environment-friendly products to our customers.

EPACK Durable recognizes that its integrated manufacturing operations can pose risks of injury and ill health to its workforce. The Occupational Health & Safety Policy (OH&S) is framed to guide the organization in identifying, assessing, managing, and continuously improving health & safety performance across all its facilities.

Scope

This Policy applies to all manufacturing facilities of the Company and its subsidiaries, employees, contract workers, officers, agents, and all persons or entities acting on behalf of the Company, including those engaged through supply chain and value chain partnerships.

Occupational Health & Safety Policy Statement

EPACK Durable is committed to providing a safe, healthy, and dignified work environment for all its employees, contract workers, and on-site personnel. We firmly believe that all occupational injuries, illnesses, and work-related incidents are preventable through disciplined systems, proactive risk management, and a culture of safety ownership at every level of the organization.

The OH&S Policy is anchored in the following commitments:

- Embed safety as an organizational value
- Strive to achieve zero lost-time injuries and occupational illnesses
- Drive continuous improvement through industry-leading OH&S practices

For achieving the above objectives, EPACK Durable will:

- a) Comply with applicable OH&S laws, regulations and other obligations.
- b) Provide a safe and healthy workplace across all manufacturing facilities by deploying sound engineering controls, safe operating procedures, & appropriate personal protective equipment's.
- c) Systematically identify, assess, and control hazards arising from manufacturing processes.
- d) Promote a positive safety culture through effective training, communication, consultation, and active participation of employees and contract workers.
- e) Prevent accidents, injuries, ill health, and occupational disease by eliminating hazards at source and reducing OH&S risks through the hierarchy of controls. OHS centres are established at each plant location, with tie-ups with nearby hospitals to ensure prompt medical attention and emergency support when required.
- f) Uphold human rights principles in all health and safety practices, ensuring that safety standards apply equitably.

- g) Promote a proactive safety culture through structured training, toolbox talks, safety audits, participation of workers in hazard identification, and open consultation mechanisms.
- h) Establish, implement and maintain necessary systems as per ISO 45001:2018 standard and build organizational capacity.
- i) Maintain robust crisis and emergency management systems across all facilities.
- j) Ensure OH&S considerations are embedded in supplier and contractor selection and management.
- k) Display OHS policy to all location of companies such as plants, warehouses and Subsidiary Companies.
- l) Continually improve the workplace safety and strengthen the OH&S Management System.

Communication

The Policy will be communicated to all departments, supervisors, & personnel, including permanent employees, contract workers, and on-site third-party staff, across all facilities.

Implementation

The Policy shall be implemented through documented procedures, standardized work practices, and established management systems. Clear roles and responsibilities for achieving the policy objectives shall be defined across the organizational structure, and regular training and capacity-building programs shall be conducted to ensure effective implementation.

Review & Update

This Policy shall be reviewed periodically to assess its suitability, adequacy, and effectiveness and to ensure its continued relevance. The Board of Directors of EPACK Durable Limited shall have the authority to amend, modify, or update this Policy, as may be necessary, from time to time. This Policy shall remain valid and in force on an ongoing basis from the date of its approval and shall continue to remain effective unless revoked by the Board of Directors.

Version Control

Version	Description	Date
Version 1	Occupational Health & Safety Policy	August 11, 2026