

Sinochem HK Health and Safety Policy

As the offshore financing platform and a key overseas asset holding company of Sinochem Holdings, Sinochem Hong Kong (Group) Company Limited (“Sinochem HK” or the “Company”) has always put the safety of employees in the first place, focusing on the control of the source of occupational disease hazards, continuously improving the workplace environment and working conditions of employees, and promoting the occupational health awareness of all employees through the management measures of “Prevention, Control, Management and Education”, to effectively protect the occupational health of employees. The Company is committed to creating a healthy and safe environment for its stakeholders, including employees, customers, suppliers, partners and communities.

Purpose

The Company has formulated and released this policy with a view to ensuring effective management to reduce health and safety risks in business operations, and to safeguarding the physical and mental health of employees.

Scope of Application

This policy applies to all employees (including informal employees such as contractors, interns, and rehired retirees) of Sinochem Hong Kong (Group) Company Limited and its affiliates, as well as employees, contractors, tenants and visitors involved in business operations. This policy is communicated to the Company’s business partners and other stakeholders, including business associates, related companies, contractors, suppliers, etc., who are required to comply with the relevant requirements.

Policy

1. The Company strictly abides by national and regional laws, guidelines and regulations on occupational health and safety.
2. The Company identifies, assesses and manages occupational health and safety risks arising during production and business operations, and regularly conducts inspections, assessments and reviews, regarding it as part of the Company’s health and safety management methods. The Company also actively identifies unsafe working methods or operations, and monitors such operations to ensure its health and safety policies and systems are effectively implemented and meets actual needs.
3. The Company offers a healthy and safe working environment, and takes effective protection and care measures for high-risk positions and vulnerable groups such as elderly, pregnant or disabled people to ensure the health and safety of employees, customers, suppliers, partners and other stakeholders.

4. The Company establishes and improves the occupational health and safety management, appraisal and reward and punishment mechanisms, regularly assesses the fulfillment of occupational health and safety targets, and incorporates occupational health and safety performance into the performance-based remuneration system for managers at all levels.

5. The Company organizes a diverse range of occupational health and safety training, education and cultural activities for all employees, suppliers and contractors, and encourages every employee, supplier, contractor and other partners to report potential hazards promptly, stop unsafe practices and put forward improvement suggestions.

6. Carry out Sinochem Holdings' HSE leading strategy and FORUS system, provide healthy and safe working conditions for employees, provide customers with green and safe products and services, create benefits for shareholders, create greater value for society, and achieve sustainable business development.

7. The Company evaluates contractors' health and safety performance and conducts risks assessment at least once a year.

8. Contractors' health and safety standards and reporting requirements are the same as those for formal employees. The Company ensures implementation through reviewing and auditing.

The Company will review and update this policy from time to time or at least every three years.

Should there be any discrepancy between Chinese and English versions, the Chinese version shall prevail.