

## **Sino-Ocean Group Policy on Occupational Health and Safety Management**

Sino-Ocean Group values the concept of “health”, and always puts health and safety first. The "Sino-Ocean Group Safety Work Implementation Measures" and other internal policies specify the responsibilities and normative requirements for the safety management system, safety risk management and control, accident hidden danger investigation, safety incident handling and investigation, safety education and training. The Group is committed to the following:

- Strictly abide by national and regional laws, guidelines and regulations on health and safety;
- Provide a safe and healthy working environment to ensure the health and safety of all employees (including full-time employees, labor dispatch employees, part-time employees, interns, business outsourcing personnel, etc.), customers, suppliers, partners and other related stakeholders;
- Ensure the physical and mental health and safety of related workers, organize various health activities and safety trainings towards employees and contractors, conduct daily health and safety management with its performance monitored;
- Identify, evaluate and manage business safety risks and hidden dangers, and conduct regular review and monitoring;
- Establish safety management targets, lower the rate of production safety accidents, and realize zero work-related deaths and zero significant safety accidents or more severe ones;
- Integrate and prepare various safety measures in advance. In case of health and safety emergencies, take timely action and handle them properly based on the emergency mechanism;
- Implement an accountability mechanism for safety accidents, actively promote occupational health and safety management and strengthen the sense of responsibility of management personnel; as well as link health and safety performance to performance evaluation and work compensation of relevant business unit executives and other responsible persons;
- Create a work culture that values health and safety;

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- Inform suppliers, contractors and partners of this policy, and ask them to comply with the requirements accordingly;

This policy is updated every three years. It can be reviewed and updated as appropriate when necessary.