



OCCUPATIONAL HEALTH and SAFETY POLICY

At Cathay, we are committed to ensuring the *safety, health, and wellbeing* of our employees, contractors, visitors, and others who may be affected by our operations. We devote ourselves to *preventing* work-related injuries and illnesses, meeting or exceeding our legal and other obligations, and *continuously improving* our safety management system.

This policy outlines the Cathay Group's primary objectives for Occupational Health and Safety (OHS), requiring each company under its management control to incorporate its principles into every aspect of their business operations.

All employees, contractors and third parties engaged by Cathay Group companies or acting on our behalf are required to comply with this policy while working at our locations or carrying out activities related to our operations. They are required to *report* any health and safety concerns or incidents and shall *comply* with all health and safety procedures and directives as set forth by Cathay.

To provide a safe and healthy working environment, Cathay is committed to:

- Providing a safe working environment.
- Considering OHS in the design, planning and conduct of all business activities
- As a minimum, complying with all relevant OHS legislation, standards and codes of practices.
- Embedding OHS in the design, planning and conduct of all business activities.
- Employing risk management strategies to proactively identify, assess, monitor, and control hazards associated with change and potential risks.
- Providing adequate resources to meet OHS goals and targets set in business plans.
- Ensuring all employees and contractors have the training, skills, knowledge and resources to carry out all work activities safely.
- Developing and maintaining plans and procedures to respond to potential emergency situations.
- Actively engaging our employees in decision-making processes related to OHS.
- Conducting safety inspections and audits with a view to identifying unsafe practices or activities and ensuring compliance with this policy.
- Implementing proper systems to encourage incident reporting (including contractors) and in-depth analysis of incidents for relevant lessons learnt across all operations.
- Protecting the health and safety of our customers by promoting the responsible use of our products and services.
- Carrying out health surveillance of employees where necessary to detect ill-health effects at an early stage.
- Promoting the general health and wellbeing of our employees through provision of information and facilitating their access to relevant resources.
- Establishing and monitoring OHS key performance indicators.
- Requiring contractors, where appropriate, to demonstrate an equivalent level of commitment to OHS.
- Seeking continuous improvement in OHS management systems practices to match changes in community expectations, business performance, scientific knowledge and technology.
- Effectively communicating OHS policies to all employees and contractors.

Ronald Lam
Chief Executive Officer | January 2026.

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The Hub

