



Occupational Health and Safety Policy

(Approved by Board of Directors at the meeting held on January 27, 2024)

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OCCUPATIONAL HEALTH AND SAFETY POLICY

Objective

CGCL is dedicated to ensuring the well-being of our employees, contractors, and visitors by minimizing risks to their health and safety at work. We are committed to enhancing safety performance and preventing workplace injuries and illnesses. Recognizing the importance of collaboration among stakeholders, our policy aims to:

- Maintain a safe work environment in all offices at all times.
- Provide employees with necessary information, training, instructions, and supervision for safe work.
- Monitor the health of operational and contract employees and the conditions of their workplaces.
- Ensure that health and safety policies and procedures align with legal requirements.
- Continuously assess and enhance safety performance.
- Manage workplace health and safety risks through active engagement of all stakeholders
- Ensuring health and safety of the 'Feet on Street' employees and providing suitable benefits
- Providing employees with work from home/ flexi work hour facilities, employee health insurance policy, maternity benefit policy for employees, paternal leaves and other child care initiatives.

Applicability

- The applies to all job applicants, employees, trainees, and consultants (including individuals under direct contract with CGCL).

Guiding Principles

- Capri Global Capital Limited (CGCL) is committed to providing a safe working environment for all employees, consultants, contract staff, clients, visitors, and other stakeholders under our control or on our facilities. Our dedication to safeguarding their health and ensuring their safety and well-being is unwavering and resolute. We are approaching this commitment with zeal and perseverance. Capri Global is committed to building a strong Occupational Health and Safety (OH&S) Management system through the incorporation of rigorous safety protocols, continuous training programs, regular risk assessments, and the implementation of cutting-edge technology to ensure a secure and healthy work environment for all employees.
- At Capri Global, our policy is focused on preventing occupational illnesses and injuries while preserving the health of everyone who interacts with our business, including employees, clients, visitors, and stakeholders.
- We are dedicated to abiding by all applicable Occupational Health and Safety (OH&S) laws, regulations, legal and rules while on company property.
- We insist that all members of our team demonstrate commitment, leadership, and active participation in OH&S issues. We anticipate that every employee will

be accountable for their own safety as well as the safety of others, helping to foster a safe and secure work environment.

- We welcome open discussions and active engagement on OH&S from our staff members and contractors under our control, as well as from their representatives. Employees can openly share OH&S concerns without worrying about reprisal because to this inclusive approach.
- Our OH&S officials and supervisors regularly coach and advise employees to improve their safety-related attitudes, behavior, and ways of thinking. By leveraging a hierarchy of controls, we have developed trustworthy procedures for recognising and rating hazards, prioritising action plans, and reducing detected risks. Employees are required to report events and near-misses involving OH&S as soon as possible.
- We emphasize the safety and preservation of Capri's assets throughout their lifespan by incorporating safety considerations into our planning, decision-making, and change processes. Comprehensive Occupational Health and Safety (OH&S) awareness and training are offered to all staff members, and their proficiency is regularly evaluated.
- Furthermore, we establish OH&S objectives and targets integrated into Key Performance Indicators (KPIs) for relevant Business Units and contractor evaluation procedures. If there is any indication of a lack of dedicated commitment to safety or disregard for safety standards or protocols, immediate corrective measures are implemented.
- Management will regularly assess the OH&S policy, ensuring ongoing system enhancements and improvements. Furthermore, this policy will be communicated to all relevant parties. The Admin Head holds the overall responsibility for implementing the OHS management system

Frequency of Inspection

A formal planned inspection of the workplace shall be conducted in the line with the determined risk of the workplace. Workplace hazard inspection should also be undertaken when;

- A new hazard has been identified;
- An injury has occurred;
- Pre inspection be carried out when significant changes to the workplace Environment are planned (e.g. renovations or relocation) While acquiring new property / premises, it be ensure that there is a plan for safe evacuation, especially in case of high rise and multi-storey buildings.
- Fire safety equipment and measures are inspected periodically and the gaps observed, if any are rectified within pre-decided time lines.

Review of OHS Policy

The Occupational Health and Safety Policy will be subject to a review once in two years or earlier, if necessary. The Head of Administration will undertake this responsibility, taking into account the changing dynamics of the Occupational Health and Safety Environment within CGCL.