

Chia Hsin Cement Group

Occupational Health and Safety Program

Management System Elements	Description
Risk and hazard assessment	<ul style="list-style-type: none"> Hazard identification and risk assessments are conducted in various operations, considering both physical and psychological stressors
Prioritization and integration of action plans with quantified targets	<ul style="list-style-type: none"> Action plans and targets are set based on hazard identification and risk assessments, prioritizing high-risk hazards. Control measures and corrective actions are planned to reduce risks to the lowest practical level.
Integration of actions to prepare for and respond to emergency situations.	<ul style="list-style-type: none"> Comprehensive emergency action plans have been developed to handle incidents such as fires, natural disasters, and accidents. These plans include specific strategies, procedures, and processes for various emergencies. Emergency response drills are conducted to ensure employees are familiar with protocols, and the results of the drills are used for assessment and continuous improvement.
Mechanism for Reduction/Prevention of health issues and risks	<ul style="list-style-type: none"> Annual 100% free of charge Health Checkups scheduled to promote employee health monitoring. Contract medical personnel to assist employees in health checkup report analysis, as well as, monitor and promote physical and mental well-being. Contract psychological clinic to provide employee assistance program. Designated staff are sent to receive professional training, to ensure necessary competencies such as first aid, CPR, and AED treatment in times of emergency. Continuously monitor and assess the progress of occupational health and safety risk prevention.
Internal Audit/Inspection	<ul style="list-style-type: none"> Internal audits of the occupational health and safety management system are conducted on a regular basis to ensure the effectiveness of the occupational health and safety management system and its compliance with relevant regulations and standards. Analyze and improve based on the audit results to reduce the risk of accidents and elevate the level of safety management.
Occupational accident, disease, and health investigation procedure	<ul style="list-style-type: none"> Follow official guidelines and procedures to handle incidents of occupational accidents and injuries. Follow official incident investigation and handling procedure guidelines to identify the cause of an incident; conduct disaster analysis and establish countermeasures to prevent recurrence of the incident; track and verify the implementation of correction suggestions to avoid recurrence of the incident.
Occupational health and safety training	<ul style="list-style-type: none"> Various 100% free of charge health and safety education and training programs are provided or conducted throughout the year, improving employees' knowledge and skills for health and safety.

	<ul style="list-style-type: none"> • Designated staff are sent to receive professional training, to ensure necessary competencies in times of emergency.
OHS criteria introduced in procurement and contractual requirements	<ul style="list-style-type: none"> • Prior to procurement of goods and reception of services, Suppliers are asked to sign the 「Supplier's Commitment to Corporate Social Responsibilities」 amongst other commitments to ensure compliance with the occupational health and safety laws and regulations and the safety and health related regulations formulated by the Company