



Environment, Health, and Safety (EH&S) Policy

SingPost Group is committed to positively influence EH&S outcomes wherever we operate. We build our EH&S culture upon mutual care, trust and respect, where EH&S becomes a commonality in everyone's thoughts and actions. Through the exchange of ideas, best practices and proactive actions at early risk management, we seek to have safety considerations be part of what we do at the workplace, everyday.

In support of this EH&S policy, we will:

- Provide safe and healthy working conditions by eliminating hazards and reducing risks to prevent and mitigate against work-related injury and ill health.
- Identify EH&S hazards and control EH&S risks, placing the highest priority on those which can cause the most serious harm to people, environment, or community by implementing timely and adequate controls.
- Seek to utilise natural resources, water, and energy with an objective to optimizing operational and economic efficiency whilst aiming to reduce any impact on the environment.
- Drive EH&S ownership across the organization by proactively coaching our employees to identify and control EH&S risks at the workplace and providing training, resources and tools to address these EH&S risks.
- Consult and encourage the participation of employees, business partners, supply chain, workers representatives and customers in achieving our EH&S objectives by reporting all EH&S incidents and raise any concerns for mitigation to prevent incidents and drive continual improvement in EH&S performance.
- Obtain feedback to advance effective approaches towards continual EH&S improvement.
- Set objectives and measurable targets for continual EH&S performance improvement. Measure and monitor, assess and audit our EH&S performance; meet legislative and regulatory requirements that govern our business activities and continually improve our EH&S management system and performance.
- Respond in a timely and appropriate manner if an EH&S incident does occur; report, investigate and learn from incidents, make corrections and taking corrective actions to prevent recurrence.
- Promote a culture in which all employees understand their EH&S obligations reporting all EH&S incidents, raise any concerns they may have and carry out their roles and responsibilities with EH&S considerations.

We encourage employees to report any safety concerns or violations. Employees can report concerns through our safety reporting system or through the whistle-blowing channel.