



GROUP OCCUPATIONAL SAFETY AND HEALTH POLICY

Tanah Makmur Berhad Group (TMB) is committed to providing and maintaining a safe, healthy, and conducive working environment. The company is responsible for preventing workplace injuries and illnesses among employees, contractors, suppliers, and visitors by ensuring the consistent implementation of safety and health best practices.

This policy is established in compliance with the following laws and regulations:

- **Occupational Safety and Health Act 1994 (Act 514)**
- **Factories and Machinery Act 1967 (Act 139)**
- **Employment Act 1955 (as amended 2022)**
- **Workers' Minimum Standards of Housing and Amenities Act 1990 (Act 446)**
- Any other relevant regulations, codes, and guidelines issued by Malaysian authorities.

Policy Commitments

TMB Group enforces this policy through the following commitments:

- Ensure all agricultural and property development activities comply with relevant legal and regulatory frameworks.
- Establish and maintain appropriate occupational safety and health procedures across all workplaces.
- Deliver and implement a safe system of work through continuous education, training, and awareness programmes.
- Provide orientation, skills training, and refresher courses for both new and existing employees to ensure safe work practices.
- Investigate all workplace accidents, incidents, and near-misses to identify root causes, implement corrective actions, and establish preventive measures.
- Drive continuous improvement in occupational safety and health management systems and practices.
- Provide suitable accommodation for employees in line with the **Workers' Minimum Standards of Housing and Amenities Act 1990 (Act 446)**.
- Promote a culture of safety and wellness to create a harmonious, safe, and healthy work environment.

Reporting Channels

Employees, contractors, and stakeholders may report any safety or health concerns through the following official channels:

1. **Whistleblower e-Form:** tanahmakmurberhad.com/governance
2. **Email:** whistleblower@tanahmakmurberhad.com
3. **Hotline:** 09-5751155 (ext. 124)
4. **In-person reporting** to Group Integrity Officer (Mr. Mohd Hanif Md Noor), Safety & Health Officer (Mr Mohd. Rizal @ Azizan bin Mohd Salleh) / OSH Committee

5. **Postal submission** to: *Group Integrity Officer / Safety & Health Officer*
Bangunan Tanah Makmur, KotaSAS Avenue, Persiaran KotaSAS,
Kota Sultan Ahmad Shah, 25200 Kuantan, Pahang.

All reports will be treated confidentially, with protection under the **Whistleblower Protection Act 2010 (Act 711)**.

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke extending to the right.

YH Dato' Shahrul Nizam bin Abdul Aziz
Group Chief Executive Officer
Date: 22/8/2025