



WORKPLACE HEALTH AND SAFETY POLICY

Gallant Venture Ltd and its subsidiaries (the “Group”) is committed to providing a safe and healthy work environment for all employees in accordance with the relevant statutory requirements.

Health and Safety

The responsibility for managing health and safety rests with the department heads, directors and Management of the respective business units. Every employee also has an important responsibility to support this commitment of health and safety in the workplace.

Management shall:

- Ensure the business complies with all legislation relating to health and safety in countries of operation
- Eliminate or minimise all workplace hazards and risks as far as is reasonably practicable
- Provide information, instruction and training to enable all employees to work safely
- Supervise employees to ensure work activities are performed safely
- Consult with and involve employees on matters relating to health, safety and well-being
- Provide appropriate safety equipment and personal protective equipment
- Provide a suitable injury management and return to work program

Employees shall:

- Take reasonable care for their own health and safety
- Follow safe work procedures, instructions and rules
- Participate in safety training
- Report health and safety hazards
- Report all injuries and incidents
- Use safety equipment and personal protective equipment as instructed

In our Singapore corporate office, the Group Administration Department works closely with the office building’s Operations Department to conduct regular in-building inspections – noise, humidity, temperature, air quality, dust, safety and fire hazards etc to ensure a safe, healthy and conducive workplace and environment. Fire drills are carried out on regular basis and all employees are expected to participate. Automated External Defibrillator (AED), first aid boxes and fire extinguishers are available in the office premises.

Well-being

The Group offers a variety of benefits to help our workforce stay healthy to manage both work and family demands. This includes outpatient coverage and medical insurance to our employees.

In Singapore corporate office, the Group Recreation Committee organises a variety of events to promote cohesion amongst our employees, ranging from exercise sessions, nature walks to festive celebrations.

Our goal is to provide a safe and healthy work environment that is free from workplace injury and illness. This will only be achieved through the participation, co-operation and commitment of all employees in the workplace.