



DELEUM

HEALTH, SAFETY AND ENVIRONMENT POLICY

DELEUM BERHAD and its subsidiaries (“DELEUM”) are committed to Occupational Health, Safety and Environment excellence while conducting its businesses. As part of our shared values, DELEUM believes and recognises the right of every employees, contractors and sub-contractors and their employees as well as third parties to work in a healthy and safe environment.

In line with its commitment, DELEUM applies the following practices to identify and manage occupational hazards and risk which may affect all personnel’s health and safety, which may result in property damage or environmental pollution:

1. Prevention of injuries and ill health by eliminating hazards and reducing Occupational Health, Safety and Environment risks appropriate to the purpose, size and context of the organization and to the specific nature of its Occupational Health, Safety and Environment risks and opportunities;
2. Prevention of pollution by conducting environmental aspect and impact assessment followed by implementation and monitoring of environmental programs.
3. Complying with legal and other requirements that are applicable to its operations, products and services.
4. Monitoring, reviewing and continually improving HSE performance through management by objectives.
5. Providing necessary resources, information, training, supervision as well as getting consultation and participation of workers related to Occupational Health, Safety and Environment matters.
6. Providing and maintaining facilities and systems of work so far as is practicable, safe and without risks to health.
7. Ensure emergency preparedness and response plan and contingency plan is in place to deal with emergencies.
8. Continuous improvement of Occupational Health, Safety and Environment management system through regular performance monitoring and evaluation of its effectiveness.

The collective responsibility of Occupational Health, Safety and Environment management shall rest on all employees and contractors who perform work and/or business for or on behalf of DELEUM.

DELEUM requires all such parties within its premises to adhere to this policy at all times.

RAMANRAO BIN ABDULLAH
GROUP CHIEF EXECUTIVE OFFICER
17 MARCH 2026