

## Occupational Health & Safety

Decorient regards safety as an extremely important priority for the company. It is our commitment to conduct our business in the best way to safeguard the health, safety, welfare and wellness of all people who may be affected by the activities of the company including third parties. We firmly believe that all accidents are preventable. Current health and safety legislation and regulatory instruments will always be complied with, wherever the company is active.

To achieve the above aims, Decorient will:

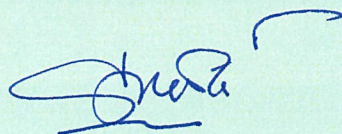
- Provide a maintained, effective occupational health and safety management system that meets or exceeds all identified applicable standards including regulatory and client requirements
- Provide a safe working environment and safe system of work through design, construction, operation and maintenance of all plant, equipment and facilities
- Identify hazards, assess risks and, where reasonably practicable, eliminate or reduce risk to an acceptable level with the process being carried out by competent persons, and in tandem identify opportunities that may be used to facilitate continuous improvement
- Provide such information, instruction, training and supervision, as is necessary to enable the safe performance of our people carrying out activities at the company's behest
- Provide adequate arrangements for the engagement of the workforce on our project and workplaces, and continuously reinforce the levels of responsibility and accountability in the organization
- Ensure that all incidents are investigated by competent persons with a view to identifying clear corrective actions
- Provide a platform for employees, subcontractors and suppliers to raise issues relative to health, safety, welfare and wellness and commit that no punitive actions will be taken against any worker who raises a concern and be receptive to all issues raised
- Actively promote the 'Your Safety is My Safety' program and ensure it becomes embedded in the organization

Our system is certified to ISO 45001:2018

Every employee has an obligation to take reasonable care for their safety and for the safety of other people who may be affected by their actions or omissions. They are also obliged to co-operate with their employer in respect of matters concerning health and safety. The involvement and co-operation of employees at all levels is essential for the effective implementation of this policy. This policy will be reviewed periodically to ensure its continuing relevance, effectiveness and adequacy as per the scope of the organization.

President Director

Decorient Partaya Indonesia

A handwritten signature in blue ink, appearing to read 'Arjoto', with a stylized flourish extending from the end.

Ir. Arjoto Wisanto, MSc.

October 5<sup>th</sup>, 2023