

SUB-CONTRACTING POLICY

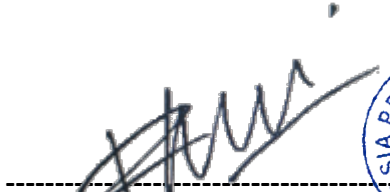
Asia Propel Sdn Bhd (AP) requires all subcontractors to fully comply to its Health, Safety and Environmental (HSE) objectives and standards. These obligations reflect AP's firm commitment to workplace safety, operational integrity, and environmental responsibility.

Subcontractors are responsible for ensuring their personnel are competent in HSE practices and are fully familiar with AP's policies, standards and procedures. Full compliance is essential to maintaining a safe and compliant working environment.

SUB-CONTRACTORS HSE RESPONSIBILITIES: -

- a) Subcontractors must establish and implement their own HSE management system as specified in the contract, or where not applicable, operate in alignment with AP's HSE management system
- b) All new subcontractor employees must complete an appropriate HSE induction before commencing work.
- c) Subcontractors must supply appropriate personal protective equipment (PPE) to their workers at no cost and ensure it is used correctly at all times.
- d) All subcontractor personnel must be informed of job-specific hazards, applicable procedures, site rules and safety measures prior to commencing work.
- e) Subcontractors are expected to attend safety meetings and actively contribute to safety-related communication and initiatives.
- f) All equipment and tools provided by subcontractors must be maintained in safe working condition and subject to routine inspection.

All applicable HSE requirements will be clearly defined in AP's contract documentation and will be monitored and verified by AP's designated HSE Personnel through regular inspections or audits to ensure effective implementation and compliance. Where specific contractual requirements are not outlined, subcontractors are required to fully adhere to AP's HSE practices and standards without exception.



MOHD FAUZI MUSTAFFA
(MANAGING DIRECTOR)

DATE : 19th July, 2025.

