Quality, Health, Safety, and Environment (QHSE) Policy

Janus Continental Group - JCG ("the Company") strives to achieve the highest performance in meeting customer requirements and expectations by being fully committed to the principles of quality, occupational health, safety and environmental performance through the application of integrated management systems for quality, occupational health, safety and environment leading to continual improvement.

This can be achieved through:

General

✓ Development and operationalization of an integrated management systems for quality, occupational health, safety and environment.

✓ Strict compliance with all specifications, laws, legislation, and other requirements relating to quality, occupational health, safety, and environment.

✓ Giving special attention to the training and awareness to develop skills for the advancement of quality management systems, environmental dissemination awareness and occupational health and safety programs.

✓ Conduct education, training, and inter-office awareness activities in order to make all the employees conscious of their roles and responsibilities regarding quality management systems, occupational health and safety issues, and prevention of negative environmental impacts.

✓ Continuous improvement for performance of quality, occupational health, safety, and environment management systems through monitoring, measuring, evaluation and auditing.

✓ Setting positive objectives and suitable work environment to enhance quality, occupational health, safety and environment management systems and periodical review to achieve these objectives and setting the foundation for new ones.

✓ Hold all levels of management and employees accountable for to quality, occupational health, safety, and the environment policy performance and empower all employees and contractors to stop any work that is considered unsafe or not in line with the policy and its procedures.

Quality

✓ Ensure that the customers' needs, and applicable statutory and regulatory requirements are determined, understood and consistently met.

✓ Develop and operate a Quality Management System (QMS) within the integrated management system which is in accordance with the requirements of the latest international industry standards.

✓ Continually improve the QMS by ensuring the risks and opportunities that can affect conformity of products and services and the ability to enhance customer satisfaction are determined and addressed and the focus on enhancing customer satisfaction is maintained.

✓ Take accountability for the effectiveness of the QMS.

✓ Ensure the quality policy and quality objectives are established for the QMS and are compatible with the Company's context and strategic direction.

✓ Ensure that quality objectives have been set and are adhered to as part of the QMS internal auditing, monitoring and management review processes in order to enhance customer satisfaction.

✓ Promote the use of a process approach and risk-based thinking.

✓ Ensure that the resources needed for the QMS are available, including training and support.

INTERNAL USE

✓ Communicate the importance of effective quality management and of conforming to the QMS requirements.
✓ Ensure that the QMS achieves its intended results.
✓ Engage, direct and support team members to contribute to the effectiveness of the QMS.
✓ Promote a culture of continuous improvement.
✓ Establish partnerships with suppliers and interested parties to provide an improved service.
✓ Ensure that the QMS has in place the following procedures to support the Company in its aim of total customer satisfaction and continuous improvement throughout its business:

  o Regular gathering and monitoring of customer feedback.
  o A customer feedback management procedure.
  o Selection and performance monitoring of suppliers against set criteria.
  o Training and development for employees.
  o Regular audit of internal processes.
  o Measurable quality objectives which reflect business aims.
  o Management reviews of audit results, customer feedback and complaints.
  o Identification and elimination of the shortcomings that causes loss of business, customers and profit.

Health and Safety
✓ Provide plant, work equipment and systems of work which are safe and without risk to health or the environment.
✓ Apply a systematic approach to health and safety management to achieve continual health and safety performance improvement including setting SMART health and safety objectives and performing regular audits and reviews.
✓ Provide all necessary equipment and adequate information, instruction, training and supervision to enable all employees and contractors to do their work safely, to avoid hazards and to contribute positively to their own health and safety at work.
✓ Hold all levels of management and employees accountable for health and safety performance and empower all employees and contractors to stop any work that is considered unsafe or not in line with health and safety policy and procedures.
✓ Mitigate all health and safety deficiencies and non-conformances identified through audits, inspections, and incident investigations as well as other sources, in a timely manner.
✓ Provide safety, protection and precautionary measures for all employees, contractors, and visitors in emergency situations and ensure trained staff issue appropriate instructions to ensure their safety and the safety of the surrounding environment.
✓ Continually improve safety and health performance by fostering a positive safety and health culture that recognizes individual contributions.
✓ Ensure consultation and participation of workers, and workers' representatives across the business on safety and health matters for sustainable resolutions.
✓ In the event of a declaration of a pandemic or epidemic by the competent authorities, provide instructions, make arrangements and advise employees as to the re-organization of business operations and steps to be taken to minimize the risk of infection.
✓ Apply this health and safety policy to all the Company's activities, operations, constructions, systems and investments.

Environment
✓ Optimum utilization of resources and equipment with the application of the latest technologies to cope with the continuing developments that lead to improvement of work performance to prevent pollution, protect the environment and prevent loss.

- ✓ Develop formal systems and procedures to identify potential impact to the environment that may be associated with the Company's operations and implement appropriate analysis for accidents to reduce their effect to the most practical extent and avoid further recurrence.
- ✓ Conduct environmental impact assessments and audits (including risk assessment, risk mitigation, and contingency planning) on a routine basis of the Company's operations to ensure compliance with applicable regulations.
- ✓ Develop and maintain environmental management programs with objectives and targets to minimize adverse environmental impacts.
- ✓ Promote the use of alternative and renewable energy where applicable.
- ✓ Work with industry bodies, governmental agencies, business partners and other concerned organizations to promote environmental care, increase knowledge and disseminate best practice.
- ✓ Encourage the Company's stakeholders to develop environmental sound processes and co-operate with other members of the supply chain, to improve overall environmental performance.
- ✓ Measure progress toward the Company's environmental goals.