

# PAVILION

REAL ESTATE INVESTMENT TRUST

*Managed by  
Pavilion REIT Management Sdn Bhd*

## **OCCUPATIONAL SAFETY AND HEALTH POLICY**

Effective Date: 07 October 2024

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## **1 Introduction**

Pavilion REIT Management Sdn Bhd is committed to prioritising the safety and health of all individuals associated with its operations, including employees, contractors, tenants, shoppers, community, and other stakeholders, where practicable. We believe in creating a workplace environment free from recognized hazards and strive to uphold this commitment in all our endeavors.

## **2 Scope**

This policy applies to all employees, contractors, and stakeholders involved in Pavilion REIT's operations. To foster a culture of compliance, the policy will be shared with suppliers, partners, and consultants to demonstrate best practices. Additionally, we encourage our stakeholders, including employees, suppliers, contractors, and tenants, to adopt similar values as outlined in this policy.

## **3 Commitment to Occupational Safety and Health**

Pavilion REIT is committed to protecting the safety and health of all members of the organization and others who may be affected by our work. We are dedicated to:

- **Protecting safety and health**

Ensuring a safe and healthy work environment for all employees and stakeholders by adhering to the highest standards of Occupational Safety and Health.

- **Preventing incidents**

Preventing work-related fatalities, disabilities, injuries, ill health, diseases, property and environmental damage, and near misses through proactive safety management.

- **Compliance with legislation**

Strict adherence to relevant national laws, including the Occupational Safety and Health Act 1994 and other applicable regulations and requirements to which the organization subscribes.

- **Employee consultation and participation**

Ensuring that employees and their representatives are actively consulted and encouraged to participate in all elements of the Occupational Safety and Health Management System (OSHMS).

- **Continuous improvement**

Committing to the ongoing improvement of the OSHMS to enhance safety and health performance across all operations.

#### **4 Compliance**

Pavilion REIT adheres strictly to the Occupational Safety and Health Act 1994 and its associated regulations. These regulations cover critical areas such as workplace safety standards, chemical exposure limits, noise control, and the management of hazardous substances. The Occupational Safety and Health Legislation Addendum outlines the specific regulations under this Act that are pertinent to our operations. This approach ensures that our compliance with occupational safety and health laws remains aligned with current legal standards.

#### **5 Integration into Business Operations**

Our commitment to Occupational Safety and Health is integrated into our everyday business decisions and operations:

- **Work Procedures**

Safety considerations are embedded in all work procedures, ensuring that occupational safety and health are key factors in operational decisions.

- **Responsible Materials Acquisition**

We prioritize purchasing materials and equipment that meet safety standards, reflecting our commitment to reducing risks associated with workplace hazards.

- **Business Decision Making**

Occupational safety and health is a core criterion in our business decision-making processes, influencing everything from project planning to daily operational practices.

- **Supply Chain Management**

We work closely with our suppliers, partners, and consultants to ensure that they align with our safety standards, thereby cascading our commitment to OSH throughout the supply chain.

## **6 Worker Participation and Communication**

The participation and consultation of workers, including their representatives where applicable, are essential to the successful development and implementation of an effective OSH policy. Pavilion REIT fosters a culture of open communication and collaboration, ensuring that OSH hazards and risks are effectively identified and addressed through cooperative efforts.

## **7 Health and Safety Commitment**

We prioritize the well-being of our staff, tenants, and customers by adhering to the highest standards of Occupational Safety and Health. This commitment is reflected in our ongoing efforts to maintain a safe and healthy workplace, free from recognized hazards.

## **8 Employee Responsibilities**

All Pavilion REIT employees are expected to adhere to this OSH Policy by:

- **Complying with OSH regulations**

Ensuring that all activities are conducted in full compliance with relevant OSH laws and regulations.

- **Reporting incidents**

Promptly reporting any safety incidents, near misses, or potential risks to the appropriate authorities within the organization.

- **Participating in safety programs**

Actively engaging in initiatives aimed at improving occupational safety and health performance within the workplace.

## **9 Review Process**

This OSH Policy will be reviewed at least once every two years by the Asset Manager of Facilities Management, Deputy CEO, CEO, or Safety and Health Committee (SHC). Any amendments must be approved by the Deputy CEO or CEO. The Occupational Safety and Health Legislation Addendum will be reviewed and updated as necessary to ensure ongoing compliance with the latest OSH legislation.

## **10 Occupational Safety and Health Legislation Addendum**

The following regulations and orders under the Occupational Safety and Health Act 1994 are applicable:

- a) Occupational Safety and Health (Construction Work) (Design and Management) Regulations 2024
- b) Occupational Safety and Health (Plants Requiring Qualification Certificates) Regulations 2024
- c) Occupational Safety and Health (Licensed Persons) Order 2024
- d) Occupational Safety and Health (Noise Exposure) Regulations 2019
- e) Occupational Safety and Health (Classification, Labelling and Safety Data Sheet of Hazardous Chemicals) Regulations 2013
- f) Occupational Safety and Health (Notification of Accident, Dangerous Occurrence, Occupational Poisoning, and Occupational Disease) Regulations 2004
- g) Occupational Safety and Health (Use and Standards of Exposure of Chemicals Hazardous to Health) Regulations 2000
- h) Occupational Safety and Health (Prohibition of Use of Substances) Order 1999
- i) Occupational Safety and Health (Safety and Health Officer) Order 1997
- j) Occupational Safety and Health (Safety and Health Officer) Regulations 1997
- k) Occupational Safety and Health (Safety and Health Committee) Regulations 1996
- l) Occupational Safety and Health (Employers' Safety and Health General Policy Statements) (Exception) Regulations 1995