



俊和建築工程有限公司

CHUN WO CONSTRUCTION & ENGINEERING CO., LTD.

OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT

Chun Wo Construction & Engineering Co., Ltd. (CWC&E) has established an effective Occupational Health and Safety Management System conforming to the F&U (SM) Regulation and ISO 45001:2018 requirements. Our goal is to prevent injury, ill health and continual improvement in OH&S management, to ensure the occupational health, safety and welfare of all persons working on site are maintained at high standards and to take all reasonably practicable measures to protect the general public from our operations. Safety should be given first priority over all other concerns.

Compliance with the statutory and contractual requirements shall be regarded as the minimum standard of occupational health, safety and welfare at all times. CWC&E is committed to providing adequate and appropriate resources to implement this Policy; and to continuously improving its occupational health and safety performance through regular safety trainings, inspections, monitoring and safety audits. Implementation of Occupational Health & Safety Management System and accidents prevention are the prime responsibility of management and employees at all levels. While our ultimate aim is the elimination of all accidents, our immediate target is an Accident Frequency Rate of less than 0.15 per 100,000 manhours in 2026 (4.5 reportable accidents per 1,000 workers).

All employees and sub-contractors, regardless of their status, found uncooperative or negligent in the implementation of CWC&E's Safety Policy or Directives following a recorded warning will be subject to disciplinary action, which may include summary dismissal.

CWC&E's Safety Department is responsible to advise and assist management, project and operation staff on the understanding, implementation and maintenance of CWC&E's Occupational Health & Safety Management System and to provide information and training therewith so that they are competent to carry out their duties and responsibilities.

Sub-contractors are required to comply with this Policy and Safety Manual by the implementation of like procedures within their own organizations.

This Policy is to be communicated to all employees and actively pursued by CWC&E's Board of Directors, its management and all supervisory and safety personnel. All project and operation staff are responsible to the Director for the implementation of this Policy. The Company has assigned the Compliance Leader to be responsible for overall coordination and implementation of the Policy.

Workers or their representatives will be appointed as the member of Corporate Safety Management Committee (CSMC). They are encouraged to provide suggestions and recommendations contributing to health and safety aspects. The CSMC will review this policy, safety target and performance of the system annually or whenever necessary in the light of experience, current regulations and legislations.

William, Luk Wai Lam
Deputy Chief Executive Officer

Date: 2 January 2026