

## CONTRACTOR HEALTH & SAFETY CONTROL POLICY

Alliance Construction Materials Limited (Alliance) recognizes its moral and legal responsibility to provide a safe and healthy workplace for contractors, sub-contractors and employees of contractors engaged to work at Alliance's sites. This commitment extends to ensuring that work performed by contractors does not place the organization or local community at risk of injury, illness, environmental or property damage.

When engaging contractor to work for us, we will :

- Collaborate with contractors with “Zero Harm Workplace” as foundation for planning and operations;
- Carry out assessment to ensure only qualified contractor with up-to-standard safety and health performance will be engaged;
- Evaluate the risk assessment and the safety work plan/method statement that submitted by the contractor before the work commence to ensure the workplace, work methods, plant and equipment, substances and materials that provide by the contractor will not place at risk the health and safety of the site workers and others;
- According to the nature and scale of the works, and the risk assessment results to put in place safety management control program and necessary safety and health measures/rules for controlling the site activities, ensuring the Company's safety and health policy, rules and regulations and applicable safety and health legislations are complied;
- Ensure all site workers are fully inducted the site safety and health rules and requirements and only competent workers will be allowed to work on site;
- Provide necessary assistance to contractors for the implementation site safety management control program/measures and fulfillment of all site safety and health requirements.

This policy works in conjunction with Alliance's Health & Safety Policy that must be observed by all participating contractors.

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Vincent Yu  
Chief Executive Officer  
1 February 2024

## DRIVING SAFETY POLICY

Alliance Construction Materials Limited (Alliance) recognizes the threat of injuries and other damages from road traffic incidents that may have form vehicle transportation. We are committed to improve the safety of our employees, contracted drivers and third parties with the ultimate goal of minimizing road traffic incidents.

In conducting our business, Alliance will :

- Implement driving safely management programs such as pre-start vehicle check by drivers, regular wheel nut re-torque and inspection, drivers' fatigue management, truck loading monitoring and control, etc. for prevention of incidents;
- Promote defensive driving attitude and driving techniques to all drivers for prevention of traffic incidents due to negligence of drivers or other road users;
- Ensure all company owned and contracted vehicles are licensed according to legislation, well maintained, in good running conditions, and are suitable for the purpose;
- Ensure our directly employed drivers and contracted drivers are competent drivers holding valid license for the vehicles to be driven, and are properly inducted the safety requirements for their driving duties;
- Demand our drivers to observe all driving rules and legislations at all times and are expected to drive in a safe and responsible manner to maintain a good driving record; the management is responsible for reviewing drivers' driving records and to take suitable remedial actions to rectify any unsafe or irresponsible driving;
- Provide our drivers necessary health/medical or other supports so that no driver will operate a vehicle when his/her ability to do so safely has been impaired by illness, fatigue, injury or prescriptive medication;
- Have Zero tolerance to impaired driving (drunk/drug) by our drivers;
- Prohibit the use of hand-held communication devices by drivers when driving, and will enforce the fasten seat-belt rule;
- Record driving incidents and analyze them with a view to identifying causes and defining possible measures to prevent their reoccurrence;
- Engage professional institution for provision of driving safety training and promotion to drivers that supports the implementation of this policy.

This policy is binding for all Alliance members and will be reviewed once every two years to ensure its continuing suitability.

A handwritten signature in black ink, appearing to read 'Vincent Yu'.

Vincent Yu  
Chief Executive Officer  
1 February 2024

## GOOD HOUSEKEEPING POLICY

Alliance Construction Materials Limited (Alliance) has established and implemented the 5S Good Housekeeping Program that supports our Integrated Management System as we believe that “clean site is a safe site”, and that 5S can improve performance of our operations and enhance the corporate image. We demand strong leadership from workplace leaders to drive operational excellence and we see tidiness of workplace as an indicator for leadership of the workplace leaders.

The 5-S's are : - Structurize, Systematize, Sanitize, Standardize, and Self-discipline.

The objectives of Alliance's 5S Good Housekeeping Program are :

- Creating a clean and tidy working environment for our employees that supports our health and safety goal of a “Zero Harm Workplace”;
- Fostering a positive HSE culture through workers' involvement in workplace improvement;
- Improving the productivity by workplace organization and the application of other visual management aids which reduces wasted time searching for information or materials; and
- Minimizing consumption of operating resources.

We will allocate adequate resources for the implementation of this policy and will ensure the competence of our employees for the 5S good housekeeping practices.

Every Alliance member has a duty to maintain a clean and tidy workplace and must work together for the creation of a zero harm working environment.

A handwritten signature in black ink, appearing to read 'Vincent Yu'.

Vincent Yu  
Chief Executive Officer  
1 February 2024

## HEALTH & SAFETY POLICY

Alliance Construction Materials Limited (Alliance) is engaged in the production and supply of aggregates and ready mixed concrete for the construction industry. While carrying out our business, Alliance acknowledges that the provision of a safe and healthy work environment for employees, contractors and any persons who may be affected by our operations is not just a moral and legal obligation but also a prerequisite for us to achieve our primary mission of striving for operational excellence. We see health and safety as our core value which supports the well-being of employees and our sustainable business success.

In conducting our business, Alliance is committed to :

- Set “Zero Harm Workplace” as our ultimate health and safety management goal;
- Establish and review annually our health and safety objectives and targets that promote continual improvement of our health and safety performance;
- Adopt proactive resources to support this policy, ensure that fit for purpose facilities and equipment will be provided to workers to enable them to work safely and maintaining healthy physically & emotionally;
- Enhance the awareness and competence of employees in occupational health and safety through provision of tailored training, specific information and ongoing supervision;
- Utilize technology and Smart Site Safety System to enhance efficiency of health and safety management and safety assurance;
- Encourage employees to work in safety manner through visible-felt leadership, safety conversations, and awarding safety achievements;
- Provide necessary assistance to the contractors and suppliers to enable them to work at high health and safety standards;
- Enforce strictly the health and safety rules and legal and regulatory compliance in our workplaces and to take prompt actions to remove any identified risks or potential hazards;
- Measure the health and safety performance through regular audit and review, and to identify opportunities for continual improvement.

This Policy is binding for all Alliance members and will be reviewed once every two years to ensure its continuing suitability.

All managers and supervisors are responsible to ensure, within their respective level of control, the health and safety of employees, contractors and visitors to the workplace.

Employees are responsible for working in a safe manner to prevent injury to themselves, fellow workers and other persons. Alliance shall have ZERO tolerance to any ignorance to company safety rules. All employees are empowered to challenge and report any unsafe acts they see or perceive, and to put a task on hold where there are inadequate safety measures or unclear work processes.

Alliance will integrate health and safety to business consideration and decision-making process. We will make all effort to foster a positive health and safety culture within the organization.



Vincent Yu  
Chief Executive Officer  
1 February 2024

Next review : 2026

## Smoke-Free Workplace Policy

### 1. Introduction

Alliance Construction Materials Limited is committed to providing a safe, healthy, comfortable and productive workplace for all its employees and visitors. Health hazards related to smoking impact both the smoker and the non-smoker who is exposed to secondhand smoke. In order to maintain a safe and healthy working environment for all employees and visitors, smoking is strictly prohibited within all company premises.

### 2. Definition of Smoking

Smoking in the context of this policy is defined as the “act of lighting, smoking or carrying a lighted or smoldering cigar, cigarette or pipe of any kind”.

### 3. Scope

The Smoke-Free Workplace Policy applies to all persons, at all times, in company premises, vehicles and events including but not limited to the following :

- All areas of buildings and sites occupied by company employees at work;
- All company-sponsored conferences, meetings and events on or off company premises;
- All vehicles and mobile equipment owned or leased by the company;
- All full time, parttime and temporary employees;
- All visitors (including customers and vendors) to company premises;
- All contractors and consultants and/or their employees working on company premises;
- All student interns and work experience students.

Compliance with the smoke-free workplace policy is mandatory for all employees and persons visiting the company, with no exceptions. Any employee's non-compliance with the policy will result in disciplinary action.

Managers and supervisors are responsible for ensuring that employees under their direction are aware of the policy and comply with it and for taking appropriate action to correct non-compliance.

A handwritten signature in black ink, appearing to read 'Vincent Yu'.

**Vincent Yu**  
Chief Executive Officer  
1 February 2024

## WORKPLACE HYGIENE POLICY

Alliance Construction Materials Limited (Alliance) is committed to provide a safe and healthy working environment to our employees, contractors and any person who require to work in our sites. We recognize the critical importance of maintaining a high level of hygiene at all times to safeguard the health and well-being of all individuals involved.

In implementing this workplace hygiene policy, we will :

- By implementing the 5S management system to maintain a high standard of tidiness and cleanliness in all sites;
- Provide adequate hand washing and other hygiene facilities at convenience places in all sites;
- Provide employees with personal hygiene facilities as necessary and to implement workplace hygiene measures for preventing the spread of infectious disease;
- Ensure effective and adequate ventilation in all workplaces that minimize the risk of infectious disease
- Educate employees the concepts and practices of workplace hygiene and to demand all site personnel to follow all workplace hygiene rules and measures that include the personal hygiene practices;
- Define all Alliance's sites as "smoke-free" workplace and will enforce the no-smoking rule.

This workplace hygiene policy will be reviewed regularly and updated as necessary to remain align with Alliance's Business Continuity Plan and the guidelines from health authorities.

A handwritten signature in black ink, appearing to read 'Vincent Yu'.

Vincent Yu  
Chief Executive Officer  
1 February 2024