

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 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 risk management and design for safety that minimize/treat the risks at their sources;
- Allocate sufficient resources to support this policy and ensure that fit for purpose facilities and equipment will be provided to workers to enable them to work safely;
- Enhance the awareness and competence of employees in occupational health and safety through provision of tailored training, specific information and ongoing supervision;
- Foster a total safety management culture through visible felt leadership, positive communications and dialogue, and the consultation and involvement of employees in decision-making process;
- 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 of any ignorance of 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
20 August 2022

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.



Vincent Yu

Chief Executive Officer

20 August 2022

DRIVING SAFETY POLICY

Alliance Construction Materials Limited (Alliance) recognizes the threat of injuries and other damages from road traffic incidents that may have from vehicle transportation. We are committed to improving 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:

- 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;
- 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;
- 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.



Vincent Yu

Chief Executive Officer

20 August 2022

WORKPLACE HYGIENE POLICY

Alliance Construction Materials Limited (Alliance) is committed to providing a safe and healthy working environment to our employees, contractors and any person who require to work in our sites. It is important that a high level of hygiene is maintained at all times and is particularly important during a public health crisis such as the COVID-19.

In implementing this workplace hygiene policy, we will:

- Ensure effective and adequate ventilation in all workplaces that minimize the risk of infectious disease;
- Provide adequate hand washing and other hygiene facilities at convenient places in all sites;
- Provide employees with personal hygiene facilities as necessary such as surgical masks and hand sanitizer, and to implement workplace hygiene measures such as the social distancing, body temperature monitoring for employees and visitors...etc. for preventing the spread of infectious disease;
- By implementing the 5S management system to maintain a high standard of tidiness and cleanliness in all sites;
- 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 aligned with Alliance's Business Continuity Plan and the guidelines from health authorities.



Vincent Yu

Chief Executive Officer

20 August 2022

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:

- Carry out assessment to ensure only qualified contractors with up-to-standard safety and health performance will be engaged;
- Evaluate the risk assessment and the safety work plan/method statement that is submitted by the contractor before the work commences to ensure the workplace, work methods, plant and equipment, substances and materials that are provided 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 of 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.



Vincent Yu

Chief Executive Officer

20 August 2022