



## **QUALITY, HEALTH, SAFETY & ENVIRONMENT POLICY**

EPIC is the premier service and facility provider for oil and gas industry, comprising of an integrated customs-bonded supply base, as well as fabrication, pipe threading, plant shutdown and maintenance services. EPIC is also the leading industrial port operator for the region.

While we are committed to consistently meeting our customer's expectations, we do not compromise on quality, health, safety and environment of our customers, employees, contractors and others likely to be affected by our operations whilst continually improving our performance.

In order to support this commitment, we will:

- Develop, implement and maintain Management Systems of Quality, Health, Safety and Environment;
- Comply with applicable regulatory (local and international) and other requirements;
- Monitor, evaluate and continually improve our QHSE performance through the implementation of operational standards, training, assessments and audits;
- Set objectives, regularly review performance, specify key performance indicators and recognize excellence;
- Maintain a reporting system that allows analysis of incidents, potential incidents and non-compliances.
- Minimize our impact to the environment through pollution prevention and control of emissions, efficient use of natural resources and reduction and recycling of waste.

We realize that our policy requires efforts of each and every level of employees. We will strive to raise the awareness and enhance understanding of this policy to our employees and contractors.

A handwritten signature in black ink, appearing to read "Saabi Bin Wahab", is written over a dotted line.

(SAABI BIN WAHAB)  
Group Chief Executive Officer,  
EPIC Berhad (66667-K)

Date: 23 May 2019



## **STOP WORK POLICY**

We believe that no work is so urgent that we cannot take time to do it safely. All employees, contractors and client's personnel regardless of position, seniority or discipline have the right to intervene if in his / her opinion or judgment, such activity is deemed to be potential threat to people, property and environment.

There shall be no blame put on any person calling for a Stop Work Order even if upon investigation, the order was deemed unnecessary.

The person's right to stop work has full support from EPIC's management. When there is a doubt, as whether the work should be stopped or not, he or she should discuss with person in-charge of the work on possible hazardous act or situation.

Work that has ceased due to Stop Work Order shall not be resumed until all safety aspects are cleared to the satisfaction of the employee who initiated the order.

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(SAABI BIN WAHAB)  
Group Chief Executive Officer,  
EPIC Berhad (66667-K)

Date: 23 May 2019



## DRUG & ALCOHOL POLICY

EPIC drug & alcohol policy requires that:

- All employees or any persons entering EPIC or any of its subsidiaries area shall be free from influence of drug and alcohol;
- All persons are prohibited from using, possessing, selling, manufacturing, distributing, concealing, or transporting any prohibited substance or illicit drug paraphernalia while in or executing work for EPIC or any of its subsidiaries;
- Any employees who are aware of any change in behavior of their co-workers and have grounds to believe that person's ability to work safely may be impaired, have a responsibility to report to their supervisor for immediate action to be taken.

Any employees who commit an offence against this policy shall be liable to disciplinary action as specified by Group Human Resource (GHR).

Other persons who commit an offence against this policy shall be banned to enter EPIC or any of its subsidiaries area.

Details of this policy are provided in Drug and Alcohol Procedure.

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(SAABI BIN WAHAB)  
Group Chief Executive Officer,  
EPIC Berhad (66667-K)

Date: 23 May 2019





## **SMOKING & VAPING POLICY**

EPIC recognizes the need to create and maintain of work environment that sustains and enhances the general health and well being of its employees and visitors.

Smoking or vaping or use of other tobacco products is prohibited anywhere in EPIC or subsidiaries' premises, common areas and work areas except at gazetted smoking area.

Consistent with the spirit and intent of this policy, should irreconcilable conflicts arise between individuals who choose to smoke and those who do not, the rights of non-smokers will prevail.

Any employees who commit an offence against this policy shall be liable to disciplinary action as specified by Group Human Resource (GHR).

Details of this policy are provided in Smoking & Vaping Procedure.

A handwritten signature in black ink, appearing to read "Saabi Bin Wahab", written over a dotted line.

(SAABI BIN WAHAB)  
Group Chief Executive Officer,  
EPIC Berhad (66667-K)

Date: 23 May 2019