



Myanma Awba Group

Occupational Health & Safety Policy



Myanma Awba Group ('Awba') commits to providing a safe and healthy workplace for its employees, on-site contractors, service providers and visitors at all its operations (industrial sites, fertilisers warehouses, distribution centres). This commitment will be promoted through a safety-aware culture, workplace risk assessment and the application of safety working practices and equipment to all its operations¹.

To achieve these Occupational Health and Safety (OHS) objectives, Awba will develop and implement an occupational health and safety management system, consistent with ISO 45001 Standards, to continually improve its OHS performance².

- The OHS performance requirements applying to the OHS Management System will include, among others, all applicable Myanmar legal and regulatory requirements, IFC Performance Standards, World Bank Group General and Sector-Specific (e.g. pesticide manufacturing, formulation and packaging), and FAO International Code of Conduct on the Distribution and Use of Pesticides;
- Awba will identify, assess and manage the OHS hazards and risks associated with its operations through the adoption of a systematic workplace risk assessment, including the preparation of a comprehensive OHS management plan, as defined in the Environmental Impact Assessment Study (ESIA) and/or ESHSE audits;
- Awba will develop and implement a comprehensive OHS management system, including OHS Standard Operating Procedures and Working Permit System to proactively eliminate workplace hazards through plant design and prevent near miss, injuries, occupational diseases and fatalities. In case of accident, Awba will undertake an Incident Investigation Report, including recommended corrective actions;
- Awba will assign a competent ESHSE team at corporate and plant-level to ensure effective and timely implementation of annual OHS targets, Management Plan, Standard Operating Procedures (SOPs), Working Permit System, and, as needed, OHS Corrective Action Plans;
- OHS coordination committees will be established at all Awba industrial facilities (Piti Pyae Zone and Hmawbi Agricultural Input Complex), as well as fertiliser warehouses;
- All OHS requirements will be strictly enforced for Awba staff, contractors' workers, service providers and visitors through training, monitoring and provision of appropriate Personal Protective Equipment (PPE);
- Awba will measure and communicate its OHS performance through the establishment of leading OHS indicators (e.g. training, employee audits and observation, near misses, safety meetings, facility housekeeping, participation in safety committees, overall employee engagement in safety, equipment/machinery maintenance) and lagging indicators (e.g. injury frequency and severity, OSHA recordable injuries, lost work days, worker's compensation cost). The OHS Key Performance Indicators

¹ Scope: this policy shall be enforced in all wholly owned and/or controlled Awba operations, including industrial facilities, fertiliser warehouses, distribution centres.

² As a responsible agri-chemical company, Awba will not purchase, store, use, manufacture, or trade in agro-chemicals products which fall under the World Health Organisation's recommended Classification of Pesticides by Hazard Ia (extremely hazardous) or Ib (highly hazardous). For agri-chemicals products which fall under WHO Class II, Awba will define and implement appropriate controls on manufacture, procurement, or distribution and/or use of these products.



(KPIs) will be publicly released within an annual Awba sustainability/EHS report and will be disseminated to local stakeholders and published on its website;

- Awba will encourage, through its technical services (agronomists), safe use of agro-chemical products by its end-users;
- The EHS team will conduct annual OHS audits to monitor, measure and recommend any corrective actions to continuously improve its OHS performance;
- Awba will implement a comprehensive Emergency Preparedness and Response Plan at all its operations (especially in the event of an agro-chemical spill), including a life and fire safety firefighting system and procedures;
- Awba will encourage its staff members and customer towards continuous improvement of its OHS performance;
- Awba will proactively resolve community grievances relating to any matter that is alleged to constitute a breach of existing OHS rules in a timely and duly responsible manner. As needed, Awba will establish a Community Health Monitoring Committee.

The policy will be made available and displayed at all operating sites and sales centres, translated in local language. Awareness sessions will be conducted to train all Awba employees, contractors, service providers and visitors. Every employee in Myanmar Awba Group has the responsibilities for the effective implementation of this OHS policy.

The Group HSE committee and the Board of Directors of Myanmar Awba Group will play a leadership role in the implementation of this policy through the establishment of annual OHS objectives, allocation of budgetary provisions for the implementation of the OHS management and monitoring plans, and training, and annual review of the effectiveness of the OHS Management System and its performance.

On behalf of the Awba Group Board of Directors, the Awba Chief Operating officer (CEO) hereby adopts this policy.

A handwritten signature in purple ink, appearing to read 'Thadoe Hein', with a long horizontal flourish extending to the right.

Thadoe Hein
Chairman and Group Chief Operating Officer
(GCEO),
Myanmar Awba Group Chief Operating Officer
(CEO)