

	Myanmar Awba Group			
	Occupational Health and Safety Policy			
	BU & Dept	Group HSE Dept	Document No.	GRP-POL-005-HSE-02-2026
	Approved By	Group CEO	Version	V2-15052026
	Issued By	Process & Policy Dept	Effective Date	15-05-2026

Myanmar Awba Group ('Awba') is committed to providing a safe and healthy workplace for all employees, on-site contractors, service providers and visitors across all its operations, including industrial sites, fertilisers warehouses, distribution centres, while promising its quality, reliability, competitiveness and profitability.

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

Our primary objective is to prevent work-related injuries and ill health by eliminating hazards and reducing OHS risks.

Our Values are

- Safety as a Core Business Function - We embed occupational health and safety into the heart of every business process.
- Empowerment through Competency – Cultivating excellence through continuous health and safety education.
- Collaboration – Fostering collective ownership and shared responsibility for a safer workplace.

To achieve our health and safety vision and values,

Awba will establish, implement, maintain and continually improve an occupational health and safety management system, consistent with ISO 45001 Standards.

Our Core Commitments are:

- Compliance Obligations - Fulfil complaint obligations including but not limited to all applicable Myanmar legal and regulatory requirements, international guidelines and international standards.
- Hazard Elimination and Risk Reduction - systematically identify, assess and manage OHS hazards and risks associated with our operations. We utilize the hierarchy of controls to proactively eliminate hazards through design stage, Standard Operating Procedures (SOPs), and a robust Work Permit System.
- Worker Participation and Consultation – Promote worker Participation and consultation by providing the necessary time, resources, and platforms for workers to contribute in OHS matters without fear of reprisal.
- Hazardous Material Stewardship - Total exclusion of WHO Class 1a (Extremely Hazardous) and 1b (Highly Hazardous) products from our portfolio.
- Competence and Training: Assign competent HSE teams at corporate and plant-levels. We ensure all personnel are equipped with the necessary training, monitoring, and appropriate Personal Protective Equipment (PPE) to perform their roles safely.
- Emergency Preparedness and Response: Implement a comprehensive Emergency Preparedness and Response Plan at all sites (especially in the event of an agrochemical spill), including a life and fire safety firefighting system and procedures.
- Investigating and Reporting: All work-related incidents, near misses, and non-conformities to determine their root causes. Awba commits to implementing timely corrective actions and communicating lessons learned to prevent recurrence and improve the overall safety system.

Myanmar Awba Group Co., Ltd.

No.95-A, Kyaik Wine Pagoda Road, 8th Miles, Mayangone Township, Yangon, The Republic of Union of Myanmar.
Tel : (+95-1) 663536, (+95-1) 663399 Fax : (+95-1) 655763 Website : www.awba-group.com

- **Continuous Improvement:** Measure performance using both leading indicators (training, audits, engagement) and lagging indicators (injury frequency and severity). We conduct annual OHS audits to monitor progress and implement corrective actions.
- **Stakeholder Accountability:** Maintain a transparent reporting process by publishing OHS Key Performance Indicators (KPIs) in annual sustainability reports. We are committed to resolving community grievances regarding OHS matters through a timely and responsive Grievance Mechanism. Encourage, through its technical services (agronomists), safe use of agro-chemical products by its end-users.

The policy will be made available, communicated, understood and displayed in English and Myanmar languages at all operating sites and sales centres. 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 Executive officer (CEO) hereby adopts this policy.

Thadoe Hein

Chairman and Group Chief Executive Officer (GCEO)

Myanmar Awba Group

Revision History

Review Period	Version	Revision Date	Status
Every 12 months	V-02	14-05-2026	Active