WNC Occupational Safety and Health Policy

■ Create a healthy and safe work environment for employees, contractors, visitors, partners and other personnel.

■ Comply with international standards, local laws and other regulations in signed agreements related to occupational safety and health.

■ Establish and maintain an ISO 45001 occupational safety and health management system, regularly conduct risk identification and formulate concrete short-, mid-, and long-term goals and action plans to achieve the goal of zero incidents.

■ Implement workplace health management systems and educate employees on how to prevent occupational injuries and illness. Adopt a "zero tolerance" principle towards workplace harassment, especially sexual harassment.

■ Provide employees with appropriate training courses, communication channels and participation mechanisms to reinforce occupational safety and health performance awareness and accountability while optimizing communications and cooperation with all stakeholders.

Jeffrey Gau

President and CEO

August 2024