

# **King's Town Bank Occupational Health and Safety Policy**

## **Article 1 Purpose**

King's Town Bank (hereinafter referred to as "the Company") is committed to maintaining workplace safety and health and preventing work-related injuries. In accordance with the International Labour Organization's "Occupational Safety and Health Convention," the Ministry of Labor's "Occupational Safety and Health Act," and the ISO 45001 Occupational Health and Safety Management System, the Company has established the "King's Town Bank Occupational Health and Safety Policy" (hereinafter referred to as "this Policy") to guide compliance.

## **Article 2 Scope**

1. This Policy applies to all employees and dispatched personnel at the Company and its subsidiaries.
2. This Policy also applies to contractors and visitors at the Company's workplace.

## **Article 3 Authority and Responsibility**

The President is responsible for overseeing occupational health and safety matters, while the Human Resources Department is the executing unit. Additionally, an "Occupational Health and Safety Management Review Meeting" is established, consisting of department heads, employee representatives, and the Human Resources Department. This meeting is responsible for setting objectives and strategies, facilitating communication and coordination, and holding annual meetings to review the actual situation and implementation effectiveness.

## **Article 4 Management Principles**

1. Adhere to domestic and international labor standards and regulations, with the highest goal being to create a workplace with "zero disasters, zero accidents, and low risk."
2. Identify occupational health and safety risks through regular surveys, self-inspections, and diverse communication channels, considering key indicators such as work type, operational conditions, and health impacts.
3. Develop and implement different action plans and schedules based on the results of risk identification and the levels of risk, prioritizing improvements for higher-risk issues.

4. Conduct regular reviews to track the implementation and outcomes of improvement measures, ensuring the effectiveness of the continuous improvement of the occupational health and safety management system.
5. Provide necessary occupational health and safety education and training for workers based on the specific requirements of different workplaces to prevent disasters.

#### **Article 5 Implementation and Revision**

This Policy will be implemented following approval by the Board of Directors. Delegation of authority to amend is approved by the President.

Approved at the 30th meeting of the 16th Board of Directors on August 12, 2024.