CHILLON
TRADING LIMITED

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Policy Statement on Health and Safety

CHILLON TRADING LIMITED is committed to providing a safe and healthy working environment for all employees and visitors to its office premises, in accordance with the Occupational Safety and Health Ordinance (Cap. 509) and RJC Code of Practices (COP) 2024 Provision 24, meeting the higher of applicable law or RJC requirements where a difference exists.

Risk identification and management. CHILLON TRADING LIMITED will regularly review its office operations to identify sources of health and safety risk, and implement appropriate controls informed by applicable law, worker feedback, and best practice. Workers have the right to raise or stop work in situations they believe pose an uncontrolled hazard, without penalty.

Chemical and material safety. Where cleaning materials or other chemicals are used on-site, they will be appropriately labelled, stored, and used in a manner that protects employees from exposure, consistent with the Occupational Safety and Health Regulation.

Fire and emergency preparedness. The Company will maintain fire safety measures in compliance with the Fire Services Ordinance (Cap. 95), including accessible fire exits, extinguishers, and periodically tested evacuation procedures, and will provide access to basic first-aid provisions and trained first-aid personnel on-site.

Worker conduct. Workers shall not be under the influence of, or abusing, drugs, alcohol, or other illegal substances during working hours.

Injury compensation. Employees who sustain work-related injuries or illnesses shall be compensated in accordance with the Employees' Compensation Ordinance (Cap. 282).

Training and communication. Employees will receive relevant health and safety induction and training, including emergency procedures, in a format and language they understand. Health and safety concerns may be raised through the Company's grievance mechanism or directly with management.

Review. Management will review the effectiveness of this policy and associated controls at least annually, and take corrective action where gaps are identified.

CHILLON TRADING LIMITED.

Date: 05/01/2026