

OCCUPATIONAL SAFETY AND HEALTH POLICY

Reszon Diagnostics International Sdn Bhd is engaged in the manufacturing and distribution of in-vitro diagnostic (IVD) rapid test kits for infectious disease detection, drug of abuse and pregnancy screening, point-of-care testing devices as well as health monitoring devices. In line with our commitment to innovation and quality in the diagnostics sector, we place the highest priority on providing safe and healthy working conditions for all employees, contractors, visitors, and stakeholders associated with our operations.

We are dedicated to preventing work-related injuries, occupational illnesses, and harmful exposures within laboratory, production, warehouse, and office environments, while fostering a proactive safety and health culture across the organisation.

Our commitments include:

Compliance & Standards

Fulfilment of all applicable occupational safety and health (OSH) laws, regulations, and standards, including compliance with the Occupational Safety and Health (Amendment) Act 2022, ISO 45001:2018 requirements, and customer social responsibility audits.

Safe Work Systems

Establishment and implementation of safe work procedures, laboratory safety protocols, biosafety practices, and emergency response plans that are regularly reviewed to reduce operational risks.

Contractor & Third-Party Safety

Ensuring the safety and health of contractors, service providers, and visitors through site inductions, supervision, and enforcement of Reszon's OSH requirements.

Facilities & Equipment Safety

Provision and maintenance of facilities, machinery, diagnostic production equipment, tools, and systems of work that are, so far as practicable, safe and without risk to health, supported by regular inspections and preventive maintenance.

Resources & Support

Allocation of sufficient resources—time, trained personnel, and budget—to ensure, as far as practicable, the safety, health, and welfare of employees and all persons on site.

Objectives & Continual Improvement

Setting measurable OSH objectives, monitoring performance indicators, and carrying out audits, reviews, and continual improvements to strengthen our OSH Management System in line with ISO 45001:2018.

Training & Awareness

Providing relevant, updated information, training, and supervision to employees and contractors to promote a culture of safety and health awareness throughout Reszon's operations.

Risk Management

Conducting regular risk assessments and hazard identification exercises (HIRARC) to evaluate and control risks related to chemical, biological, ergonomic, psychosocial, electrical, and physical hazards within laboratories, production areas, and warehouses.

**Right to Refuse Unsafe Work**

Recognising that workers who reasonably believe there is imminent danger at work have the right to withdraw from unsafe conditions after notifying their supervisor, without penalty.

Emergency Preparedness

Maintaining and routinely testing emergency preparedness procedures, including fire drills, chemical spill responses, biosafety incidents, first aid readiness, and evacuation plans.

Consultation & Participation

Promoting consultation and participation of employees and their representatives through OSH Committees, open communication channels, and feedback mechanisms in accordance with ISO 45001 and the OSH (Amendment) Act 2022.

Reszon is committed to safeguarding not only the health and safety of our people but also the integrity of our diagnostic products and the trust of the healthcare communities we serve.

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