

Nobel Design Holdings Ltd Health, Safety and Welfare Policy

Purpose and Scope

Nobel Design Holdings Ltd (the “**Company**”) views as of utmost importance the health, safety and welfare of its employees and customers.

As part of its Health, Safety and Welfare Policy (the “**Policy**”), the Company fully accepts its responsibilities not to endanger its employees and other members of the public, and is committed to the creation and maintenance of a positive health and safety culture throughout the Company.

The Company endeavours to ensure that insofar as reasonably practicable, its operations and services will be conducted in such a manner as to prevent harm, injury or damage to persons, plant, materials, property and the environment. Continuous improvement in health safety and welfare standards is also promoted.

The Policy covers the Group's operations in all countries where it operates.

Policy

The Company will take reasonable measures in discharging its responsibility under the Policy, including:

1. Providing a safe and healthy working environment to all employees;
2. Protecting the safety of members of the public when they are physically present at the Company's premises or are otherwise affected by the Company's activities;
3. Undertaking risk assessments and implementing new procedures to address areas of deficiency;
4. Providing and maintaining a safe working system, including in the handling of plant and equipment;
5. Providing the necessary information, instructions, training and supervision to enable employees to work safely by recognising and minimising hazards;
6. Co-operating with employees in the appointment of safety representatives; and
7. Providing suitable and sufficient welfare facilities.

Health and safety is the direct concern of employees at all levels, and each employee should be responsible for his own safety, the safety of his fellow employees, and that of any other person affected by the Company's operations and activities. Employees also have the duty to co-operate with the Company to enable it to carry out its responsibilities. The Company looks to every employee to maintain continuous safety awareness and be alert to existing and potential hazards.

The Company will provide information and guidance to all employees on their health and safety duties and responsibilities, as well as and the organisational arrangements necessary to discharge them. This information and guidance will be brought to the attention of all employees.

Governance

The Board provides oversight for the Policy, while the Human Resource department is primarily responsible for the implementation of the Policy. The Policy will be reviewed annually and any material change must be approved by the Board.

Communication of Policy

The Policy shall be communicated to the Company's stakeholders, including but not limited to its employees, shareholders, suppliers, business partners and customers. The Policy shall be published on Company website, which is accessible by the public.

Reporting of Health, Safety and Welfare Policy Violations

Any suspected breach of this Policy will be referred to the Human Resource department for investigation and assessment.