



KAORI HEAT TREATMENT CO., LTD.

Occupational Safety and Health Policy

Kaori Heat Treatment Co., Ltd. prioritizes the safety and health of employees and on-site workers. Through the participation of all employees and diligent supervision at all levels on occupational safety and health management, the company is committed to continuous improvement and systematic operations. Our focus is on reducing risk of occupational disasters, ensuring a high-quality safety environment, and working towards the goal of zero disasters and sustainable development.

Our company's policies and commitments are as follows:

1. **Comply with occupational safety regulations; Ensure safety and health.**
2. **Cherish workers' lives; Enhance safety awareness.**
3. **Prioritize workplace discipline; Promote workplace safety and health.**
4. **Implement independent management; Strengthen auditing and inspection.**
5. **Provide adequate guidance and communication; diligent training and awareness.**
6. **Continuously review and improve; Strive for sustainable development.**

This policy is formulated and implemented by the company's top management in accordance with operational risks and applicable regulatory requirements, as well as issues of concern to employees and stakeholders, and is submitted to the chairman of the board for signature. The same will apply in case of revisions.

This policy is also promoted and made public to all employees and stakeholders.

Chairman : **C.H. Wu**