

# Sustainability Report

## Occupational Safety & Health



Related  
UNSDGs:



### WHY IS THIS IMPORTANT?

The issue of occupational safety and health (OSH) is of significant importance to Protasco, particularly as the Group is engaged in construction operations. Maintaining a strong OSH performance is crucial, as even a single incident has the potential to cause substantial disruptions at construction sites. Such disruptions can adversely affect project completion, leading to challenges in revenue recognition. Furthermore, the Group's reputation may be compromised, affecting its ability to secure future construction-related projects, obtain financing, and may expose it to punitive measures such as fines and other sanctions from authorities. There is also the potential for adverse effects on workers and the local community, something that Protasco, as a responsible corporate citizen, strives to avoid at all costs.

Beyond project sites, workplace safety and health are also prioritised due to their potential to disrupt current operational performance and impact operating costs.

### OUR APPROACH

Protasco places significant emphasis on robust Health, Safety, and Environment (HSE) practices as outlined in its regulated OSHE Policy. This policy is applicable to all employees on-site, including third-party workers, and is in alignment with the guidelines set forth by the DOSH and the EQA. The objective is to ensure that all necessary training, protective equipment, and other safeguards are provided to facilitate the safe execution of work on our projects.

Within the Maintenance Division and Property Development & Construction Segment, the Traffic and Safety department conducts Hazard Identification, Risk Assessment, and Risk Control (HIRARC) for each scope of work and site. This process aids in recommending the appropriate project safety plan before the commencement of work.

Beyond ensuring the safety of employees and project continuity, worksite safety is fundamental for the well-being of the public and the environment. Therefore, our safety practices also adhere to all relevant DOE guidelines to prevent adverse impacts on the environment and the surrounding community.

The HSE committees for both the Maintenance segment and the Property Development and Construction segments meet quarterly to review the execution of safe work practices and suggest enhancements as needed. Within these segments, all HSE issues are reported to the relevant Senior Management in accordance with their OSH Policy governance.

As a step forward, the Group has underscored the significance of Safety & Health by formulating the OSHE Policy, affirming its dedication to prioritising a mindset shift to establish an OSH culture across all BUs, irrespective of the business sector, as long as it employs more than 40 staff. With this policy in effect, all BUs are anticipated to conduct their quarterly meetings, audits, and training sessions. To ensure compliance with DOSH requirements, the Board oversees the process through KPIs set under one of its materiality considerations.



## Sustainability Report

### OUR PERFORMANCE

#### Health and safety trainings

In FY2023, a total of 225 participants were given various trainings on health and safety standards and the Table below provides a 3-year comparison of the training provided.

Details	FY2023		FY2022		FY2021	
	Employees	Contractors	Employees	Contractors	Employees	Contractors
Trained on health and safety standards	838	N/A	N/A	N/A	N/A	N/A
No. of training and awareness on safety & health	39	N/A	35	N/A	N/A	N/A

It is important to highlight that data for contractors was not previously recorded, but this will now be addressed and reported in future updates.

#### Work-related injuries

As a Group, we are dedicated to prioritising a mindset shift towards fostering a culture of workplace (OSH) through education, awareness, and training. We are committed to continually enhance the effectiveness of our OSH practices and improving environmental performance. Our employees are provided with awareness training to ensure during the 8 hours work with us they are safe and healthy from all aspects.

Through an ongoing improvement initiatives and progress monitoring, the Group is pleased to report zero fatalities recorded during operations. All BUs under the Group will continue to enhance their safety and health related processes and reporting mechanisms to ensure comprehensive data coverage.

OSH Details	FY2023		FY2022		FY2021	
	Employees	Contractors	Employees	Contractors	Employees	Contractors
Total Hours Worked	1,401,944	6,961,624	9,499,524	N/A	8,154,956	N/A
Number of Fatalities	0	0	0	0	0	0
Number of Lost Time Injuries	0	0	0	0	0	0
Incident Rate ("LTIR")	0	0	0	0	0	0
Occupational diseases rate (COVID + or any other diseases)	77	N/A	357	N/A	169	N/A
Absenteeism rate - headcount	N/A	N/A	N/A	N/A	N/A	N/A

**Note:**

For FY2022 and FY2021, previous reports combined the total hours worked by both employees and contractors. However, starting from FY2023, the data has been separated between employees and contractors, as depicted in the table above. The total hours worked, combining both employees and contractors, amount to 8,363,568. As for number of fatalities, lost time injuries and incident rate, Maintenance, Property Development and Construction reported as zero cases for FY2022 and FY2021 under the contractor's category. Moving forward, we intend to adopt a more inclusive approach by incorporating both employees and contractors in our data collection, as outlined in the Bursa's Illustrative Sustainability Report guidebook.