HEALTH SAFETY AND ENVIRONMENT POLICY

Our Commitment is expressed by the following:

Through responsible operations, effective risk management, and environmental stewardship, we are committed to protecting the health and safety of our employees, contractors, customers, and other people affected by our activities while minimizing environmental impacts.

The HSE Policy

Radical Synergy Sdn Bhd provides underground utility construction, electrical interconnection, civil, mechanical, and engineering services. As part of our commitment to responsible business practices and continual improvement, the company is committed to:

1. **Compliance**
   To comply with all applicable occupational safety and health, environmental, statutory, regulatory, client, and industry requirements governing our operations.

2. **Safe Working Environment**
   To provide and maintain a safe and healthy workplace by identifying hazards, assessing risks, implementing appropriate controls, and preventing accidents, injuries, and work-related ill health.

3. **Competent Workforce**
   To provide appropriate information, instruction, training, supervision, and personal protective equipment to ensure employees and workers are competent to perform their duties safely and responsibly.

4. **Environmental Protection**
   To minimize environmental impacts arising from our activities through proper waste management, pollution prevention, responsible use of resources, and protection of the surrounding environment.

5. **Emergency Preparedness**
   To establish and maintain appropriate emergency response arrangements for incidents such as fire, accidents, electrical hazards, spills, and other foreseeable emergencies.

6. **Continual Improvement**
   To continually improve our HSE performance through monitoring, inspection, risk assessment, incident investigation, corrective action, and regular review of our HSE practices.

This HSE Policy reflects our commitment to protecting people, the environment, and the communities in which we operate.

All employees of Radical Synergy Sdn Bhd are required to understand, implement, and support this policy in their daily operations.

RADICAL SYNERGY SDN BHD 1177722-A

ASRUL ASHADI BIN MOHAMAD
Managing Director
Date: 2 January 2026