

## 职业健康与安全政策

为规范华润三九职业健康监督管理，预防、控制和消除职业危害，保障各单位员工的职业健康合法权益，依据《职业病防治法》《工作场所职业卫生管理规定》等有关法律法规、标准，特制定本政策。

本政策适用于公司的全部员工以及公司监督下的承包商或个人，我们提倡各类供应商响应本政策核心理念，建立和完善职业健康安全管理体系。

### 职业健康与安全承诺

- ✓ 本公司承诺遵守运营所在地适用的 EHS 法律法规，以及国际上、相应国家和地方适用的行业标准和要求。
- ✓ 本公司承诺将职业健康与安全风险管理和评估纳入所有业务流程中，制定有效的行动计划和优先事项，持续地提升我们应对风险的管理水平及职业健康与安全绩效表现。
- ✓ 本公司承诺设定职业健康与安全定量目标，定期根据目标和指标检查和跟进我们的进展，持续完善职业健康与安全管理体系。
- ✓ 本公司承诺秉承开放沟通的态度，考虑内部和外部利益相关方的反馈建议，让所有员工参与到安全责任中来，并对供应商的职业健康与安全管理体系进行监督。

### 职业健康管理基本要求

存在或产生职业病危害的有关单位应严格遵守国家关于职业病防治的法律法规和政策标准，依法依规开展职业病防治工作并接受职业健康主管部门的监督管理。

有关单位须按照国家法律法规和上级职业健康管理要求并结合本单位生产、工艺、设备设施等，制定适合本单位的职业健康管理制度、防治计划和符合职业健康要求的操作规程，确保管理制度、防治计划和操作规程具有针对性、科学性和有效性。

存在或产生职业病危害的有关单位应按照职业病防治法律法规和公司 EHS 组织体系建设有关要求设置或指定职业健康管理机构，配备职业健康管理专、兼职人员，负责本单位的职业病防治和管理工作。

有关单位必须将职业健康管理和职业病危害预防工作纳入教育培训计划。将职业健康培训纳入职业病防治规划、年度计划和岗位责任体系，健全培训档案，真实记录培训内容、培训时间、培训科目及考试情况等内容。

工作场所存在国家《职业病危害因素分类目录》所列职业病危害因素时，应当按照《职业病危害项目申报办法》及时、如实向所在地卫生健康主管部门申报职业病危害项目并接受卫生健康主管部门的监督检查。

有关单位必须依法参加工伤保险。存在高毒作业或其他职业病危害风险严重的生产经营单位，可投保职业病相关保险。

有关单位应组织开展职业病危害因素辨识和排查工作，建立职业病危害因素、接触危害岗位等管理台账；针对主要职业病危害因素、重点作业环节、重点岗位采取有力措施，预防和减少职业病发生。

有关单位负责人和监督管理机构应开展有效的监督检查工作，在日常检查、临时抽查、专项检查等工作中，将职业健康作为重要内容，同时部署、同时检查、同时总结。对于检查发现的问题和隐患，应督促整改。

有关单位应将职业健康管理工作的开展情况纳入绩效合同并进行考核评价。

### 建设项目职业健康管理

存在或产生职业危害的建设项目应优先采用有利于保护从业人员健康的新技术、新工艺、新设备和新材料，限制使用或淘汰职业危害严重的技术、工艺、设备和材料，从源头上控制和消除职业病危害因素。

公司各单位在新建、改建、扩建工程项目和技术改造、技术引进项目（以下统称建设

项目)时,应执行国家建设项目有关职业健康的相关规定,做好职业病危害预评价、职业病防护设施设计专篇、职业病危害控制效果评价、职业病防护设施竣工验收的申报、审核、备案等工作。

存在或产生职业危害的建设项目应严格执行职业病防护设施“三同时”的规定,确保职业病危害防护设施与主体工程同时设计、同时施工、同时投入生产和使用

#### 职业危害告知管理

有关单位应严格遵守职业健康行政主管部门职业病危害告知与警示标识管理规范要求,结合所在行业特点,明确职业病危害告知事项、内容和形式,规范本单位职业危害告知工作。

#### 生产过程中的职业危害控制

有关单位应加强工作场所职业危害防治工作,为员工提供符合法律、法规、规章和标准的工作环境和条件。

#### 职业健康监护管理

有关单位应当明确从事职业危害岗位人员的工作任职要求,严禁存在职业禁忌症的人群、对职业病危害因素敏感的人群以及法律规定的其它需特殊保护的人群从事有职业危害的相关工作。有关单位应当加强对接触职业危害员工的健康监护管理,委托有职业体检资格的机构,开展岗前、岗中、转岗、离岗、应急等职业健康体检工作,并将体检结果书面如实告知员工。

#### 职业健康档案管理

存在或产生职业危害的有关单位应建立健全职业健康管理档案,定期检查、汇总、更新本单位职业健康管理信息,职业健康管理档案主要包括建设项目职业病防护设施“三同时”档案、职业健康管理档案、职业健康宣传和培训档案、职业病危害因素监测与检测评价档案、岗位职业危害评估档案、单位职业健康监护管理档案、个人职业健康监护档案、职业危害事故档案以及法律法规要求的其他资料文件等。

#### EHS 治理

公司董事会对该政策的执行承担监督责任。为建立健全公司 EHS 管理组织架构,明确 EHS 委员会设置原则及其职责,为公司各单位 EHS 工作的正常开展提供组织保障,按照国家规定,实行公司一把手 EHS 负责制的原则。公司 EHS 委员会由总裁、副总裁、EHS 保障机构与监督机构负责人、各单位主要负责人组成。主任由总裁担任,副主任由分管副总裁担任,执行副主任由 EHS 管理部负责人担任。

EHS 委员会的日常办事机构为 EHS 委员会办公室,办公室主任由 EHS 管理部门负责人兼任,EHS 委员会办公室设置在 EHS 管理部门。各级 EHS 委员会职责

审核本单位的重大 EHS 方针、政策、制度等,加强 EHS 体系建设,并协调解决相关问题;审核、下达 EHS 工作计划与目标;研究、部署、指导协调本单位的 EHS 工作,并组织进行考核与评价;协调内、外部资源,组织做好事故应急准备、救援、调查处理等工作;定期组织召开 EHS 委员会会议,回顾与分析 EHS 形势,及时协调、解决 EHS 工作中重大问题;研究部署、指导协调本单位 EHS 工作。

#### 各级 EHS 委员会办公室职责

EHS 委员会办公室是 EHS 委员会的常设办事机构,具体负责 EHS 委员会的日常工作;负责跟进 EHS 委员会会议讨论决定事项的落实情况;协助 EHS 委员会主任组织召开 EHS 委员会会议,协调、解决 EHS 工作中重大问题;协助 EHS 委员会主任开展年度 EHS 工作计划与目标的考核与评价;完成 EHS 委员会其它相关事务。

公司的职业健康与安全重点提升项目及关键绩效于每年度环境、社会及管治(ESG)报告中披露接受相关方的监督、建议和评价。

Occupational Health and Safety Policy

In order to standardize the occupational health supervision and management of China Resources Sanjiu, prevent, control and eliminate occupational hazards, and safeguard the legitimate rights and interests of employees at all levels in terms of occupational health, this policy is formulated in accordance with relevant laws, regulations and standards such as the "Law on the Prevention and Control of Occupational Diseases" and the "Regulations on the Administration of Occupational Health in the Workplace".

This policy applies to all employees of the company, as well as contractors or individuals under the supervision of the company. We advocate that all kinds of suppliers respond to the core concept of this policy and establish and improve the occupational health and safety management system.

#### Occupational Health and Safety Commitment

The company commits to complying with the applicable EHS laws and regulations in the place of operation, as well as the applicable industry standards and requirements at the international, national and local levels.

The company commits to integrating occupational health and safety risk management and assessment into all business processes, formulating effective action plans and prioritization, and continuously improving our risk management level and occupational health and safety performance.

The company commits to setting quantitative occupational health and safety goals, regularly checking and following up on our progress according to the goals and indicators, and continuously improving the occupational health and safety management system.

The company commits to maintaining an open communication attitude, considering the feedback and suggestions of internal and external stakeholders, involving all employees in safety responsibilities, and supervising the occupational health and safety management of suppliers.

#### Basic Requirements for Occupational Health Management

The relevant units where occupational disease hazards exist or are generated shall strictly abide by the national laws, regulations, policies and standards on the prevention and control of occupational diseases, carry out the prevention and control of occupational diseases in accordance with laws and regulations, and accept the supervision and management of the occupational health administrative department.

The relevant units shall formulate occupational health management systems, prevention and control plans and operating procedures that meet the requirements of occupational health in accordance with national laws and regulations, the requirements of superior occupational health management, and in combination with the production, processes, equipment and facilities of their own units, so as to ensure that the management systems, prevention and control plans and operating procedures are targeted, scientific and effective.

The relevant units where occupational disease hazards exist or are generated shall set up or designate occupational health management institutions in accordance with the laws and regulations on the prevention and control of occupational diseases and the relevant requirements for the construction of the EHS organization system of China Resources Sanjiu, and equip full-time and part-time occupational health management personnel to be responsible for the prevention and control and management of occupational diseases in their own units.

The relevant units must incorporate occupational health management and the prevention of occupational disease hazards into the education and training plan. Incorporate occupational health training into the plan for the prevention and control of occupational diseases, the annual plan and

the post responsibility system, improve the training archives, and truthfully record the content of training, training time, training subjects and examination results.

When there are occupational disease hazard factors listed in the "Classification Catalogue of Occupational Disease Hazard Factors" of the state in the workplace, the occupational disease hazard projects shall be reported to the local health administrative department in a timely and truthful manner in accordance with the "Measures for the Declaration of Occupational Disease Hazard Projects" and accept the supervision and inspection of the health administrative department.

The relevant units must participate in work-related injury insurance in accordance with the law. Production and operation units with high-toxic operations or other serious occupational disease hazard risks can insure against occupational disease-related insurance.

The relevant units shall organize the identification and screening of occupational disease hazard factors, and establish management ledgers for occupational disease hazard factors, positions exposed to hazards, etc.; take effective measures for the main occupational disease hazard factors, key operation links and key positions to prevent and reduce the occurrence of occupational diseases.

The persons in charge of the relevant units and the supervision and management institutions shall carry out effective supervision and inspection work. In daily inspections, temporary spot checks and special inspections, occupational health shall be taken as an important content, and shall be deployed, inspected and summarized simultaneously. For the problems and hidden dangers found in the inspections, they shall urge for rectification.

The relevant units shall incorporate the implementation of occupational health management work into the performance contract and conduct assessment and evaluation.

#### Occupational Health Management of Construction Projects

For construction projects where occupational hazards exist or are generated, new technologies, new processes, new equipment and new materials that are conducive to protecting the health of employees shall be preferentially adopted, and technologies, processes, equipment and materials with serious occupational hazards shall be restricted from use or phased out, so as to control and eliminate occupational disease hazard factors from the source.

When the units at all levels of the company carry out new construction, reconstruction, expansion of engineering projects and technological transformation and technology introduction projects (hereinafter collectively referred to as construction projects), they shall implement the relevant national regulations on occupational health for construction projects, and do a good job in the declaration, review, filing and other work for the pre-evaluation of occupational disease hazards, the special design of occupational disease protection facilities, the post-evaluation of the control effect of occupational disease hazards, and the completion acceptance of occupational disease protection facilities.

For construction projects where occupational hazards exist or are generated, the regulations on the "Three Simultaneities" of occupational disease protection facilities shall be strictly implemented to ensure that the occupational hazard protection facilities are designed, constructed and put into production and use simultaneously with the main project.

#### Management of Informing about Occupational Hazards

The relevant units shall strictly abide by the requirements of the management norms for the informing and warning signs of occupational disease hazards of the occupational health

administrative department, clarify the items, contents and forms of informing about occupational disease hazards in combination with the characteristics of the industry they are in, and standardize the work of informing about occupational hazards in their own units.

#### Control of Occupational Hazards in the Production Process

The relevant units shall strengthen the prevention and control of occupational hazards in the workplace and provide employees with a working environment and conditions that meet laws, regulations, rules and standards.

#### Management of Occupational Health Surveillance

The relevant units shall clarify the job requirements for personnel in positions exposed to occupational hazards, and strictly prohibit people with occupational contraindications, people who are sensitive to occupational disease hazard factors and other people who need special protection as stipulated by law from engaging in relevant work with occupational hazards. The relevant units shall strengthen the management of health surveillance of employees exposed to occupational hazards, entrust institutions with the qualifications for occupational physical examinations to carry out occupational health physical examinations before taking up a post, during the post, when changing posts, when leaving the post and in emergency situations, and truthfully inform employees of the physical examination results in writing.

#### Management of Occupational Health Archives

The relevant units where occupational hazards exist or are generated shall establish and improve the occupational health management archives, regularly check, summarize and update the occupational health management information of their own units. The occupational health management archives mainly include the "Three Simultaneities" archives of occupational disease protection facilities for construction projects, occupational health management archives, occupational health publicity and training archives, monitoring, detection and evaluation archives of occupational disease hazard factors, post occupational hazard assessment archives, unit occupational health surveillance management archives, personal occupational health surveillance archives, occupational hazard accident archives and other materials and documents required by laws and regulations.

#### EHS Governance

The Board of Directors of the company shall bear the supervision responsibility for the implementation of this policy. In order to establish and improve the organizational structure of the company's EHS management, clarify the setting principles and responsibilities of the EHS committee, and provide organizational guarantee for the normal development of the EHS work of the units at all levels of the company, in accordance with national regulations, the principle of the person in charge of the company assuming the responsibility for EHS shall be implemented. The EHS committee of the company is composed of the president, vice presidents, the heads of EHS support and supervision institutions, and the main persons in charge of the units at all levels. The director is the president, the deputy director is the vice president in charge, and the executive deputy director is the head of the EHS management department.

The daily office of the EHS committee is the EHS committee office. The director of the office is concurrently held by the head of the EHS management department. The EHS committee office is set up in the EHS management department.

#### Responsibilities of EHS Committees at All Levels

Review the major EHS policies, systems, etc. of their own units, strengthen the construction of the

EHS system, and coordinate and solve related problems; review and issue EHS work plans and goals; study, deploy, guide and coordinate the EHS work of their own units, and organize assessment and evaluation; coordinate internal and external resources, and organize to do a good job in accident emergency preparation, rescue, investigation and handling; regularly organize the convening of EHS committee meetings, review and analyze the EHS situation, and timely coordinate and solve major problems in the EHS work; study, deploy, guide and coordinate the EHS work of their own units.

#### Responsibilities of EHS Committee Offices at All Levels

The EHS committee office is the permanent office of the EHS committee and is specifically responsible for the daily work of the EHS committee; responsible for following up the implementation of the matters discussed and decided at the EHS committee meetings; assist the director of the EHS committee to organize the convening of EHS committee meetings, coordinate and solve major problems in the EHS work; assist the director of the EHS committee to carry out the assessment and evaluation of the annual EHS work plan and goals; complete other related affairs of the EHS committee.

The company's key improvement projects and key performance indicators in occupational health and safety are disclosed in the annual Environmental, Social and Governance (ESG) report to accept the supervision, suggestions and evaluation of relevant parties.