



HR Announcement No. HRA 24/2024

Policy on Safety and Occupational Health for Employees at Risk from Pesticide Use

The Company acknowledges the safety and occupational health of employees. Therefore, we mandate that employees exposed to pesticides undergo annual cholinesterase testing. In the event of any irregular results, the supervisor will take the following actions:

1. Transfer the employee promptly to a position that does not involve exposure to pesticides.
2. Inform the Human Resources Manager and Safety Officer about the list of employees with irregular results on the cholinesterase test.
3. Investigate the causes of excessive pesticide exposure of the employee.
4. Compare the test results after one year of job transfer and consider transferring back to the same position.
5. Hold a training session on working with pesticide procedures before commencing the job.
6. Monitor the performance of these employees, particularly regarding adherence to work instructions and wearing Personal Protective Equipment. In cases of non-adherence, the supervisor shall issue a warning immediately.

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