HEALTH & SAFETY POLICY

ZEN TECHNOLOGIES LIMITED

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Occupational Health & Safety Policy of Zen Technologies Limited:

1. Introduction and Purpose

At **Zen**, we are committed to the well-being and safety of our employees, contractors, visitors, and all stakeholders. This OHS (Occupational Health and Safety) Policy outlines our unwavering dedication to creating and maintaining a safe and healthy working environment. Our mission is to prevent accidents, injuries, and occupational illnesses while promoting a culture of responsibility, awareness, and continuous improvement.

2. Scope

This policy applies to all individuals engaged in work-related activities within the premises of Zen including employees, contractors, suppliers, visitors, and any other parties connected to our operations.

3. Responsibilities

Top Management: It is the responsibility and accountability of our top management to set the tone for OHS system, providing leadership and allocating resources to support our commitment.

Managers / Supervisors: Managers / Supervisors are responsible for implementing and enforcing OHS policies, conducting safety meetings, and ensuring that all employees are aware of and adhere to safety regulations.

Employees: All employees are expected to take personal responsibility for their safety and the safety of their colleagues. This includes reporting hazards, following safety guidelines, and participating in safety training and programs. Employees are responsible for following all procedures, working safely, and, wherever possible, improving safety measures.

Safety Committees/Representatives: Any designated safety committees or representatives will actively participate in promoting and improving safety practices within the company.

4. Compliance with Laws and Regulations

Zen is dedicated to adhering to all applicable OHS laws, regulations, and industry standards. We will continuously monitor and update our policies and procedures to ensure compliance with evolving legislation.

5. Risk Assessment and Management

We are committed to identifying, assessing, and mitigating risks to OHS. This includes regular risk assessments, hazard identification, and implementing control measures to reduce risks.

6. Training and Awareness

All employees will receive comprehensive training to ensure awareness of OHS procedures and potential hazards. Regular training sessions will be conducted to keep employees informed about evolving safety practices.

7. Incident Reporting and Investigation

Our policy encourages all employees to promptly report near-misses, accidents, and injuries. Thorough investigations will be conducted to determine root causes and prevent recurrences.

8. Emergency Response

We have established procedures for responding to emergencies, including fire evacuation, medical emergencies, and critical incidents. All employees must familiarize themselves with these procedures.

9. Safety Inspections and Audits

Regular safety inspections and audits will be carried out to identify and rectify safety hazards. Employees are encouraged to participate in these initiatives and report any safety concerns.

10. Consultation and Participation of employees

Top Management supports consultation and participation in the OHS program by all employees and provides proper equipment, training, and procedures.

11. Safety Communication

We will maintain open and effective communication channels to ensure employees are well-informed about safety matters. Regular safety meetings, newsletters, and notices will be used to disseminate information.

12. Continual Improvement

Zen is committed to a culture of continual improvement in health and safety practices. We will regularly review our policies and procedures to identify areas for enhancement.

13. Review and Revision

This Health and Safety Policy will be periodically reviewed and revised by top management to reflect changes in circumstances, laws, or regulations. Any necessary updates will be communicated to all interested parties