

Synergy Professionals OHS Achievements and improvement.

- * One Million Man Hours without LTI. And counting.
(Between October 2020-September 30, 2022)
- * No major incident
- *

September 30, 2022

Content.



Introduction.

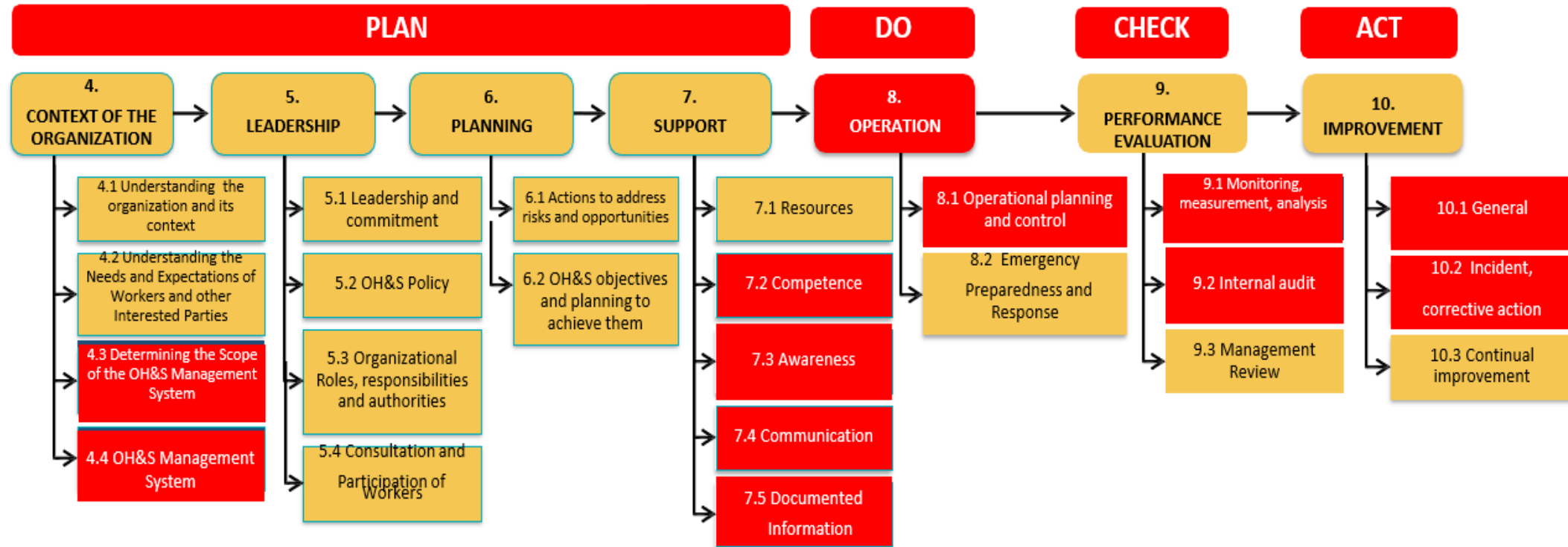
- This presentation highlight the status of Occupational Health and Safety performance of Synergy Professionals as at September 30,2022.
- SPG takes serious commitment to provide a safe and healthy environment for its workforce. This is demonstrated in the commitment specified in the health and safety Policy, through the resources invested in employees and work environment, providing the best of safety equipment, internal and external OHS Training, work environment Improvements, and inspections of equipment etc. And cultivating a positive and vibrant safety culture with a continual improvement mindset towards health and Safety.

- Synergy Professionals is committed to the continuous improvement of our OHS operations while developing the skills and expertise of its employees and ensuring the full participation and cooperation of workers in the implementation of OHS management system. We uphold the corporate values of integrity, accountability, quality, collaboration, diversity and innovation in relation to health and Safety.
- OHS leadership is the responsibility of the top management, and employee participation is a vital component in our OHS efforts. Through the implementation of the OHS Management System, we are able to identify and eliminate, or minimize work hazards.

Our OHS Strategy

Accountability through Leadership	Build a positive Safety Culture	Collaborate with Procurement	Develop OHS Capabilities	Sharing and Learning	Robust Governance and Assurance
• Top Management is involved in implementing OHS Policy & Procedures. Senior Managers engaged in OHS Tours	• Full implementation and monitoring of OHS tenets and allocation of adequate resources for policy implementation.	• Implementation of the Procurement OHS Standards. • OHS Plan in place for all High Risk activities.	• OHS Training for all those involved in High Risk Activities.	• Put a Communication plan for OHS in place • Mirror Best Practices adopted from other markets	• Monitoring program for all high risk activities. • Audit program of internal activities and key operations.

Our OHS Strategy



OHS is integrated into all functional areas at SPG.

Alignment of the OHSMS with strategic direction

Top Management make key decisions and direct the organisation at the highest level.



Strong OHS Leadership & Worker Participation @ Synergy Professionals.

Strong Leadership from the Top

- a. visible, active commitment and from Senior Managers
- b. establishing effective downward' communication systems and management structures.
- c. integration of good health and safety management with business decisions

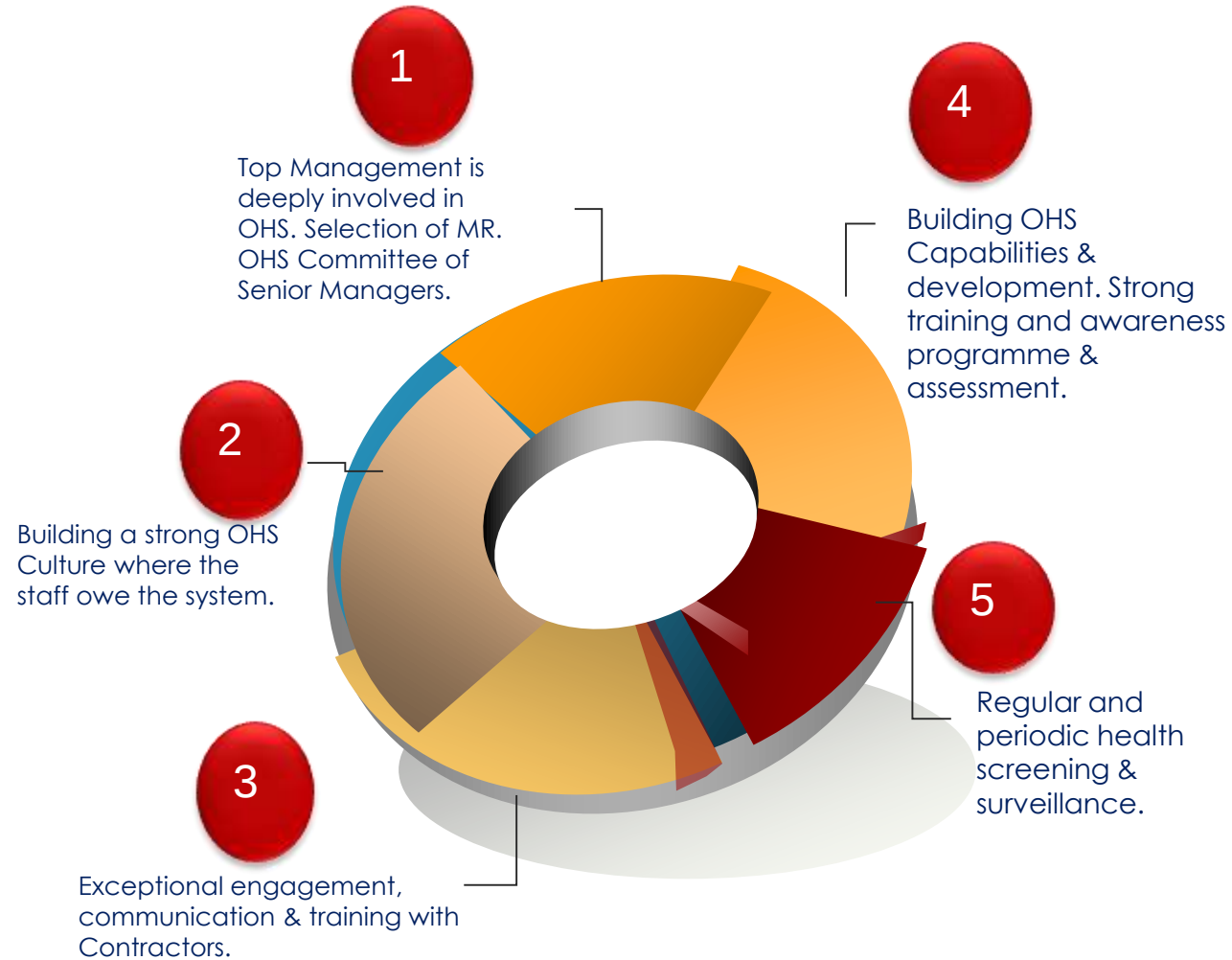
Worker Involvement

- a. engaging the workforce in the promotion and achievement of safe and healthy work conditions
- b . effective 'upward' communication
- c. providing high quality OHS Training and Awareness.

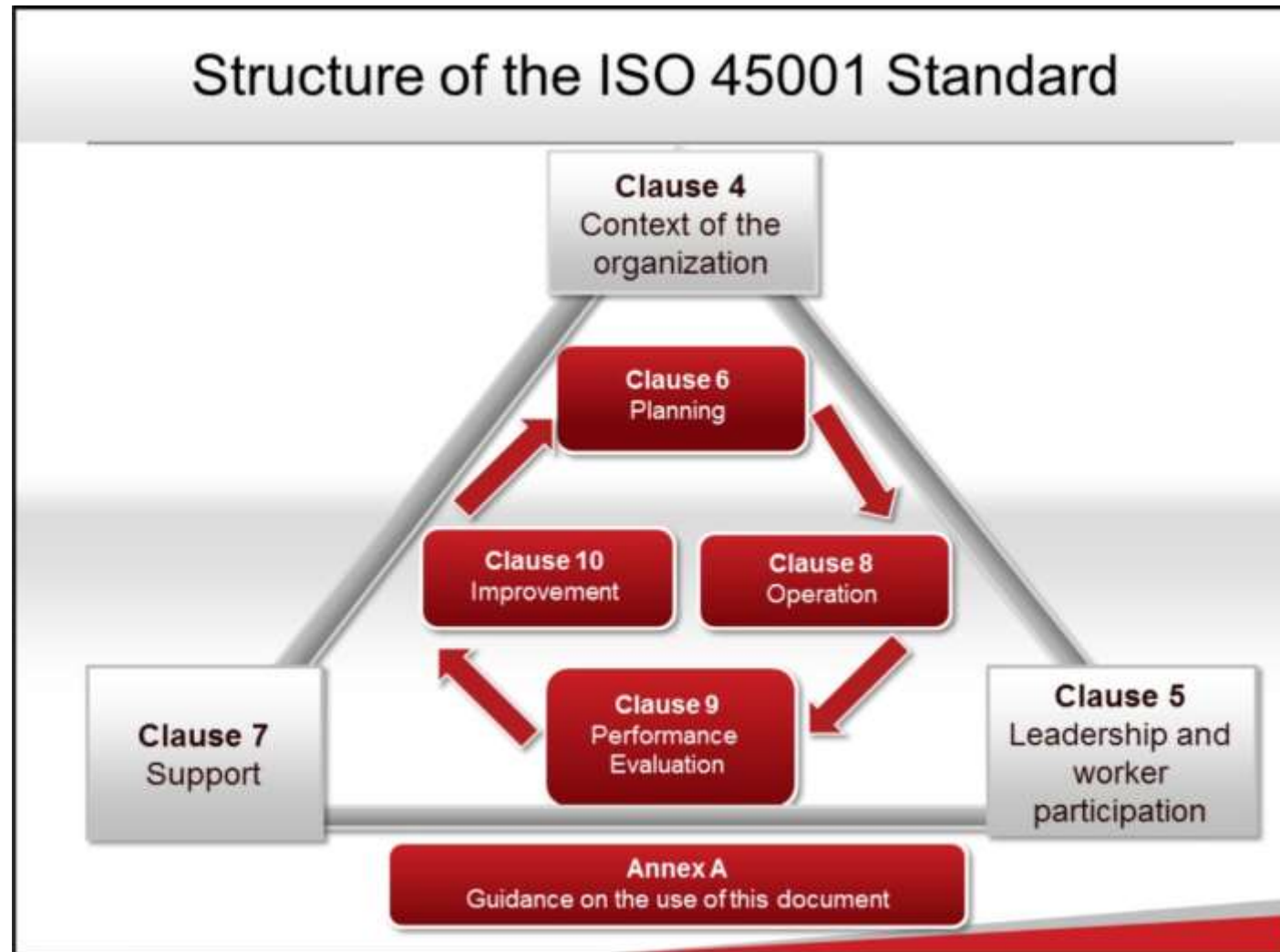
Assessment and Review

- a. identifying and managing health and safety risks
- b. accessing (and following) competent advice.
- c. monitoring, reporting and reviewing performance.

Our OHS Strengths



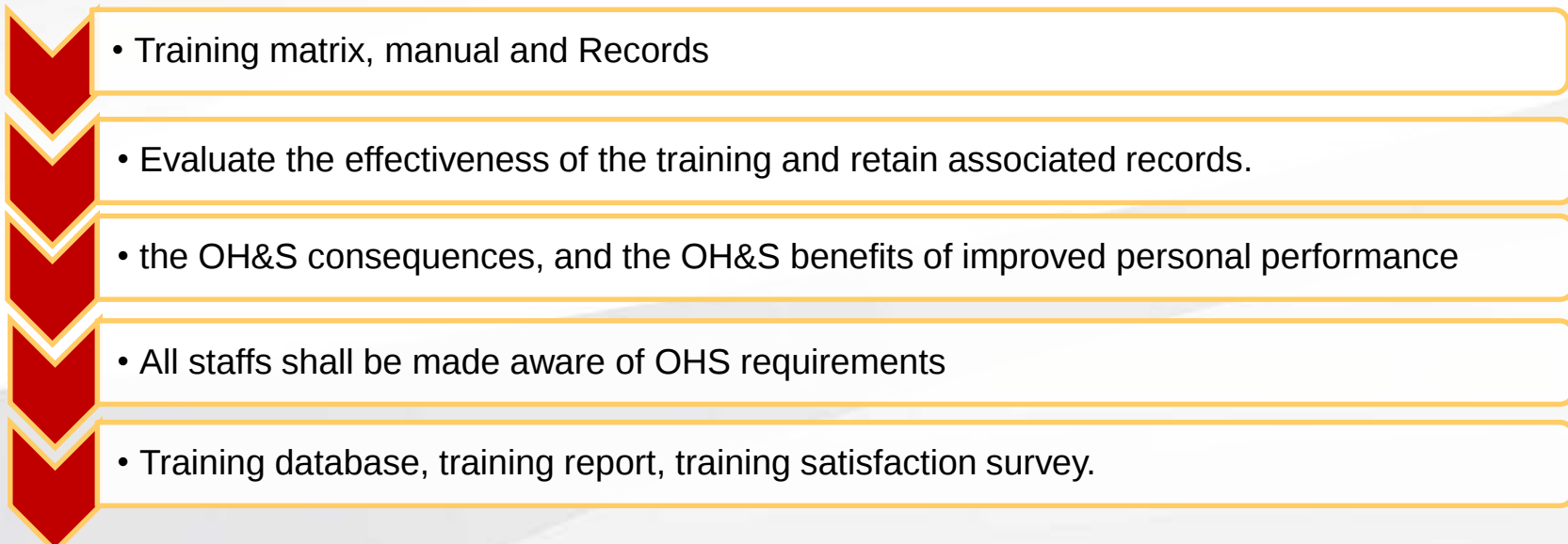
Synergy Professionals Is ISO Certified.



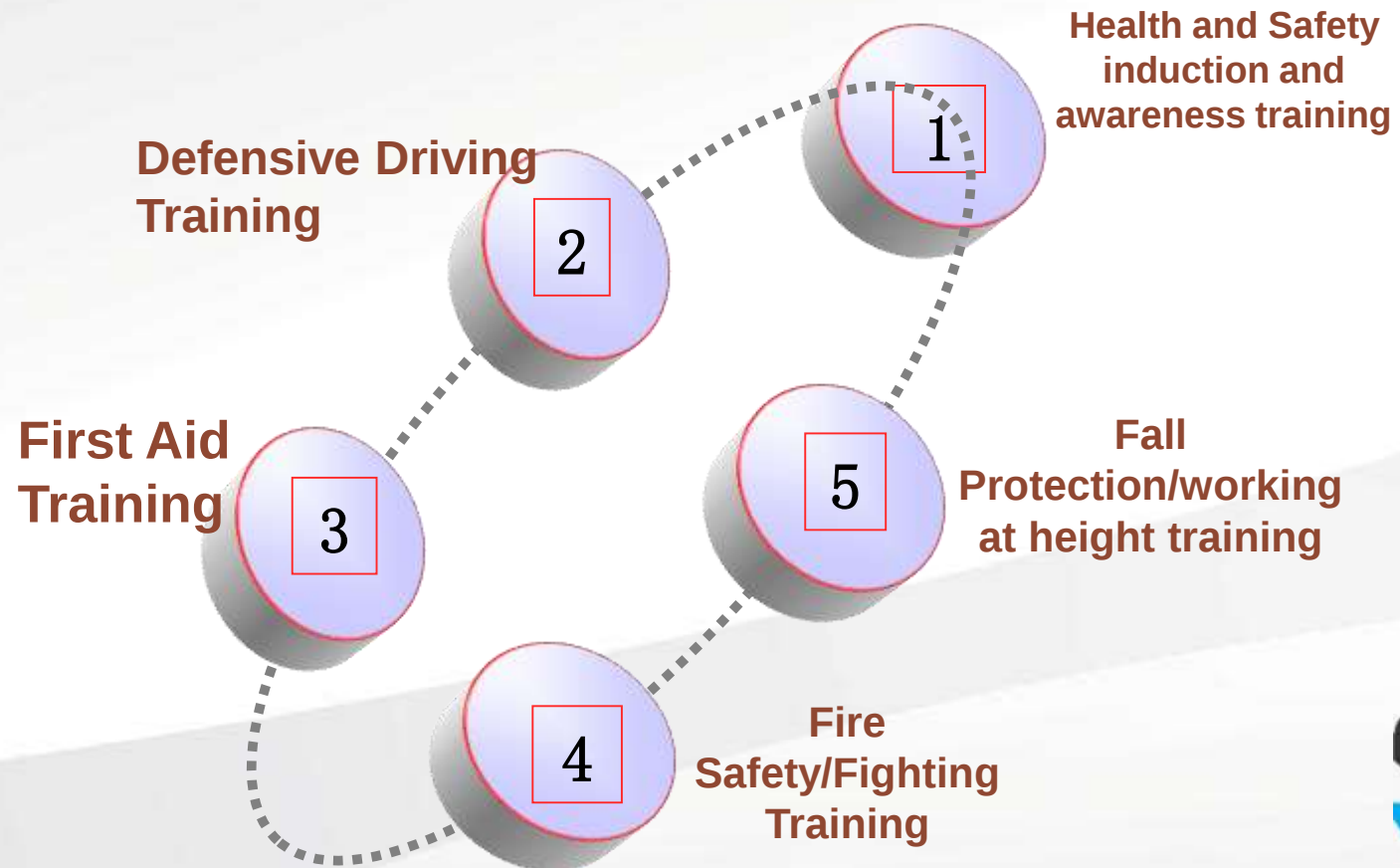
Competence, Training and awareness

There is a Procedure in place to ensure that all persons under the control of SPG performing tasks that can impact on Health and Safety are competent on the basis of appropriate education, training and experience and associated records maintained.

The Procedure identifies training needs associated with Synergy Professionals Occupational Health and Safety risks and its OH&S management system. And provide training and take other actions to meet these needs, evaluate the effectiveness of the training and retain associated records in the form of a Training data base.

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- Training matrix, manual and Records
 - Evaluate the effectiveness of the training and retain associated records.
 - the OH&S consequences, and the OH&S benefits of improved personal performance
 - All staffs shall be made aware of OHS requirements
 - Training database, training report, training satisfaction survey.

Training successfully delivered.



OHS Regular programme and campaign



OHS regular programme and campaign

Management review and reports; Top Management receives periodic OHS performance reports (Weekly and monthly) for the objectives, programs and initiatives implemented. The periodic reporting and reviews ensure that top management are kept abreast with OHS performance and involved through providing proper direction to ensure that the management system and processes are aligned with SPG's corporate strategy.

OHS Inspection; OHS Officers perform real time OHS inspections to ensure unsafe acts, unsafe conditions and improper environmental practices are minimized if not eliminated. OHS Officers highlight not only the actions, conditions and practices requiring immediate action and improvement but also the good and positive practices to emphasize and encourage management and staffs to continue the implementation of the good and positive practices.

OHS regular programme and campaign

Participation & Consultation;

Regular participation and consultation with employees conducted by OHS Department and Management in matters affecting their occupational health and safety, involvement in hazard identification, risk assessment and determining controls, incident investigation and setting of objectives and programs related to health, safety and environment.

OHS Instruction and PTW System.

All activities and operations related to projects, maintenance works, stores, workshops or even office administrative works, formal, documented and controlled OHS Instructions are provided to ensure consistent implementation of approved safety practices to prevent occurrence of accidents. In the third quarter of 2022 there were over 150 documented PTW issued and deployed in specific areas of application. These work instructions were periodically reviewed (minimum of 2 years) to ensure continuous suitability and applicability.

OHS regular programme and campaign

House keeping programme;

Synergy Professionals' highly values housekeeping as it is a cornerstone of efficiency, productivity, maturity and discipline of the organization. "A place of everything and everything in its place" is constantly being communicated to all employees. Housekeeping is a major task for all employees. Effective implementation is ensured and measured through regular and spot inspections, audits, induction awareness and training.

Signages;

Employment of safety signages as a method of communicating hazards and warnings to an employer in order to keep them safe, Boosts safety consciousness amongst employees, Highlights necessary safety information, fewer workplace pay-outs and

Health and Safety Objectives & Programme

Objective	Target	Method Programmes	Responsibility	Status
Maintain Incident Frequency Rate at Zero	100%	Ensure ONLY trained and competent performs engage in high risk activities.	Sam	Achieved.
		Stringent adherence to Permit to work (PTW) system.		
		Establish Safe Operating Procedures for all work activities.		
		Ensure Suitable & appropriate PPEs are used .		

Health and Safety Objectives & Programme

Objective	Target	Method Programmes	Responsibility	Status
Increase Senior management involvement in OHS activities and site tour. Get Top Management involved in implementing OHS Policy.	Top Management OHS meeting at least once a month. One OHS site tour within a month.	Make Health and performance a KPI issue for all Managers and Supervisors.	Jonas Landor	On-going.
		Ensure Accountability through Leadership. Accountability is critical component of a proactive safety culture.		
		Set up Management review meeting.		
		Set up OHS committee and Site Audit programme for Senior management team.		
Corrective Action	Attain 90% percent incident and corrective actions close out rate. Achieve 15% Reduction from Reported Hazard	Compile complete record of potential hazardous situation and incidents on site with photographic evidence	OHS Team	On-going
		Communicate these incidents/hazards in the weekly report. Share with relevant persons concerned for resolution		
		Follow up to ensure all incidents are documented and resolved in a timely manner.		
		Publish all resolved hazards and incidents on site.		
		Maintain OHS dashboard containing all outstanding and unresolved corrective actions.		

Health and Safety Objectives & Programme

Objective	Target	Method Programmes	Responsibility	Status
Fatality	Maintain zero fatality rate from Dec. 2021 to Dec. 2022	•Site Audit programmes	Sam	Achieved
		• PPE inspection on Climbing equipment		
		• Enforcement OHS Policy on all high risk activities driving, Working at Height, electricity, hot work, confined space etc.		
		•Identify potential hazards and carry out risk assessment		
Increase % of staff receiving OHS awareness Training, First Aid Training, Fire Fighting Training and Defensive Driving Training.	85% by Dec 2022	• Collect staff list and job description from HR Dept	Sam	Achieved
		•Draw up a flexible training plan, consult staff of their availability and give suitable alternative time slots		
		•Maintain training database and publish the training status by mail routinely		
		•Implement punishment to employees and contractors who fail to attend the training without a good reason		
		•Evaluate Effectiveness of training by conducting post training on site and office		

OHS Strategy

Objective	Target	Method Programmes	Responsibility	Schedule
Conduct health Surveillance	Complete 90% for all Staffs by Dec, 2022	Make Arrangement with Health Insurance Company	Sam/HR	Achieved
		Schedule programme with staff and communicate dates		
		Enforce exercise by implementing awareness campaign and highlighting the immense benefits of health surveillance.		
Identify hazards on all activities and reduce risk levels	From High(15) in January 2021 to low(3) in Dec,2022	Identify the risk	OHS Team.	Achieved
		Determine who might be affected and how		
		evaluate the risk		
		Determine control measures		
		Draw up action plan		
		communicate results to all staff		
Zero Legal OHS Non-Compliance from Government/Third Party	Zero compliant by Dec 2022	implement plan and close out actions	Sam	On-going
		Implement OHS Policy stringently.		
		Organise training, meeting, seminars and communicate OHS requirements		
		Define disciplinary action, communicate action to staff and implement action on offenders		
		Call regular OHS meeting with clients/customers		

OHS Objective/targets & programme 2022



Strive to complete & pass second ISO45001 Surveillance Audit



Systematically reduce the risk exposure of identified risk



Build safety leadership competency through senior management training



Achieve 90% incident and corrective action close out rate



Emphasize Legal Responsibilities of Senior Managers

Objectives/targets & programme 2022



Zero lost time incident



Zero OHS legal non-compliance from Government/third party



Deploy proactive risk management and periodic risk review



100% delivery of major OHS training



Review of Employee OHS handbook

The background of the slide is a close-up photograph of green leaves, showing the intricate vein patterns. A solid black rectangular box is centered on the slide, containing white text and quotation marks.

“Health, Safety,
Environment Care
does not happen by
accident.
Do not be safety
blinded, be safety
minded!”