

厦门建发钢铁集团有限公司
职业健康与安全政策
Xiamen C&D Steel & Iron Group Co., Ltd.
Occupational Health and Safety Policy

1 目的 Purpose

厦门建发钢铁集团有限公司（以下简称“建发钢铁集团”或“本集团”）以“开拓新价值，让更多人过上更有品质的生活”为使命，将安全与员工健康置于首位，致力于最大限度降低经营运营全过程中的职业健康与安全风险，保障职工的职业健康安全，特制定本规定。

Xiamen C&D Steel & Iron Group Co., Ltd. (hereinafter as “C&D Steel & Iron Group” or “the Group”) adheres to the mission of “To exploit new value for more people to live a superior life”, places safety and employee health first, and is committed to minimizing occupational health and safety risks throughout the entire course of business operations, so as to safeguard employees’ occupational health and safety. For this purpose, the Group has formulated this policy.

2 适用范围 Scope

本政策适用于建发钢铁集团及所属全资和控股公司，各单位可根据其实际情况制定相应的职业健康与安全政策，并需与本政策保持一致。

This Policy applies to C&D Steel & Iron Group and its wholly-owned and holding companies. Each unit may develop its own occupational health and safety policy based on its actual circumstances, provided that such policy remains consistent with this Policy.

3 相关措施 Measures

3.1 本集团严格遵守业务发展所在国家与地区关于健康与安全的相关法律法规。

The Group strictly complies with the relevant laws and regulations concerning health and safety in the countries and regions where it operates the business.

3.2 本集团设立安全委员会作为本集团安全生产管理机构，总经理为安全委员会主任；各经营单位根据经营情况设置安全生产管理机构或配备安

全生产管理人员。

The Group has established a Safety Committee as its safety production management organization, with the General Manager serving as Chair of the Safety Committee. Each operating unit sets up a safety production management organization or assigns safety production management personnel according to its operational conditions.

- 3.3 本集团参照 ISO45001 等国际标准，健全完善职业健康与安全管理体系，识别、评估及管理业务发展过程中的职业健康与安全风险，构建安全风险分级管控和隐患排查治理双重预防机制，并定期开展安全监督检查与管理评审。

The Group refers to international standards such as ISO 45001 to establish and improve a comprehensive occupational health and safety management system, which includes identifying, assessing, and managing occupational health and safety risks in the business development process. The Group establishes a dual prevention mechanism for safety risk grading control and hidden danger inspection and rectification and regularly conduct safety supervision inspections and management reviews.

- 3.4 本集团建立健全“党政同责、一岗双责、齐抓共管、失职追责”的工作机制，明确安全生产主体责任；制定安全生产工作计划，明确工作目标、工作方针、实现路径、考核目标；逐级签署安全生产责任书，并制定实施安全考核方案，将安全绩效纳入管理层绩效考核，提高管理层人员的责任感。

The Group has established and improved the working mechanism of “the party and government share responsibilities, dual responsibilities for one post, collective management with joint efforts, and accountability for dereliction of duty”, clearly defining the main responsibility for safety production. The Group has developed a safety production plan and clarified work goals, guiding principles, implementation ways, and assessment targets. The Group has signed safety production responsibility letters at all levels and formulated safety assessment plans, linking safety performance to management performance evaluations and enhancing the sense of responsibility among management personnel.

- 3.5 本集团制定安全生产事故、自然灾害事件应急预案，并定期组织演练。

The Group formulates emergency plans for safety production accidents and natural disaster events, and regularly organizes drills.

3. 6 本集团为员工提供安全、健康的工作环境，建立合理的作息制度；实行职业健康咨询制度，为员工提供疾病预防、职业健康保护等咨询服务，避免职业病的危害；为员工提供定期的心理健康测试，避免职业压力对职工心理健康的影响，保障员工的身心健康与安全。

The Group provides a safe and healthy working environment for employees, builds up a reasonable work scheduling system. The Group introduces an occupational health consulting system and offers employees counseling services on disease prevention and occupational health protection to prevent the hazards of occupational diseases. The Group conducts regular psychological health tests for employees to mitigate the impact of work-related stress on their mental well-being, ensuring the physical and psychological health and safety of employees.

3. 7 本集团面向员工及承包方等利益相关方组织开展职业健康与安全倡议与培训活动，建立良好的健康与安全文化氛围，落实日常健康与安全管理工作。

The Group organizes occupational health and safety initiatives and training activities for stakeholders such as employees and contractors, establishes a positive health and safety culture, and implements daily health and safety management practices.

4 生效 Effective Date

4. 1 本政策经本集团管理层审议通过，由本集团管理层负责监督实施。

This policy has been reviewed and approved by the Group's management, which is responsible for the oversight of its implementation.

4. 2 本政策自公布之日起生效。

This policy shall come into effect from the date of its publication.

英文版为中文版政策的翻译件，如与中文版存在不一致的，以中文版内容为准。

The English version serves as a translation copy of the Chinese version of the policy. In case of any inconsistencies between the English and Chinese versions, the Chinese version shall prevail.

厦门建发钢铁集团有限公司
Xiamen C&D Steel & Iron Group Co., Ltd.
2026 年 月 日
XX XX, 2026