



QUALITY, HEALTH, SAFETY, SECURITY & ENVIRONMENT POLICY

EFFECTIVE 1ST AUGUST 2024

Our Policy

At Brunei Fertilizer Industries Sdn Bhd (BFI), we are driven to sustainably produce best in class quality products while ensuring no harm to our people, the environment or the communities in which we operate.

Pursuit of Excellence

We pursue optimised Quality Health Safety Security & Environment (QHSSE) performance through the fostering of an organisational culture of operational excellence and continuous improvement to raise the bar on internal standards in all our activities combined with the adoption of Industry Best Practices.

Commitment

At BFI we are committed to:

- Maintaining a Safe, Secure and Healthy workplace for all workers, prioritising their well-being and ensuring their safety at all times;
- Creating continuous value for our customers by delivering the highest levels of quality products, inspiring confidence in our product;
- Practicing product stewardship that sustainably protects the environment and supports conservation efforts to mitigate the effects of climate change;
- Ensuring compliance with all applicable laws and regulations, as well as BFI QHSSE Management Standards, and any other QHSSE requirements that BFI subscribes to, to uphold the highest standards of ethical conduct and legal responsibility;
- Integrating Management Systems into our activities to effectively manage risks, enhance performance, and consistently deliver on our commitments to quality, health, safety, security, and environmental stewardship;
- Having Workers Consultation and Participation on various matters related to QHSSE performance towards achieving our pursuit of excellence;
- Create an organisational culture of operational excellence in a safe, healthy workplace through continuous learning and improvement.

Responsibilities

- All workplace incidents and injuries are preventable and rigorous assessment and management of HSSE risks, robust crisis and emergency response capabilities plus comprehensive safety training of our employees are integral to our operations and future planning;
- Compliance to applicable laws and regulations aligns with BFI's Code of Conduct Principles applicable to all BFI Employees that embeds compliance to ethical and safety standards;
- Our Management shows particular active leadership, commitment and involvement in achieving QHSSE Objectives;
- Under the QHSSE Policy, BFI's Major Accident Prevention System includes design of our production facilities with a focus on effective process safety to ensure reliable operations while minimising the possibility of incidents;
- Integration of product stewardship and sustainability principles into our plant design and production processes that actively protect the environment, strives to reduce waste, supports biodiversity and addresses the release of any harmful gases;
- Operational excellence is supported by management systems that involve checks and feedback loops for continuous learning leading to continuous improvement of QHSSE processes;
- In continuously striving to produce new products to anticipate and exceed customers' needs, supply chains are monitored and managed to secure business continuity.

Management Commitment

BFI Management is united in maintaining and upholding the QHSSE Integrated Management System.

This QHSSE Policy is communicated across the organisation and applies to all Employees and Parties associated with BFI.

Every employee is responsible for understanding, implementing and upholding the QHSSE Policy.

Dr. Harri Kiiski
Chief Executive Officer

Nur Raihan Rosli
Acting Deputy Chief Executive Officer

Kelvin Low Teck Swee
Chief Finance Officer

Pg Hj Muhammad Ibrahim Pg DP Hj
Abu Bakar
Head of Operations

Yasser Mohammed
Head of HSSE

Jormasnizar Jormasie
Head of Talent Management

Satyajit Mahapatra
Head of Technical

Nur Afiatul Simaa Hj Ahmad Kumpoh
Head of Supply Chain Management

Moustafa Menisy
Acting Head of Maintenance