



FAMAX TECHNOLOGY (M) SDN. BHD. (200601028954 (748710-K))

Removal From Imminent Harm Policy

Policy Statement

Famax (M) Technology Sdn. Bhd. is committed to ensuring workers' safety, health, and well-being. We encourage the immediate withdrawal of any worker from conditions that pose an imminent risk of serious injury or death.

Based on this commitment, we shall:

1. Immediately removed any worker who is exposed to an imminent danger from the hazardous environment without fear of retaliation, discrimination, or loss of employment.
2. Provide information and training on hazard identification, emergency response, and rights related to imminent danger situations to all workers.
3. Establish and maintain an effective reporting mechanism for imminent danger.

Definition of Imminent Danger

Imminent danger is defined as the conditions or practices in the workplace where a danger exists which could reasonably be expected to cause death or serious physical harm either immediately or before the control of such danger, through normal procedures, would otherwise be required. The following conditions must be met before a hazard becomes an imminent danger:

- There must be a threat of death or serious physical harm which means that part of the body can be severely damaged that it cannot be used or cannot be used very well
- The threat must be immediate or imminent that it could cause death or serious physical harm to employees within a short time before it could be investigated.
- For health hazards, an atmosphere is defined as immediately dangerous to life or health ("IDLH") as defined by the Department of Occupational Safety and Health ("DOSH").
- Other hazards and situations as determined by hazard assessments.

Non-Retaliation

All workers shall be protected from unfair consequences and discrimination, such as dismissal or demotion from exercising their rights to remove themselves from imminent danger.

Lee Chie Siang
Managing Director
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