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	Context Of Organization			Document Ref: OHSMS-04

Purpose:	To define how the Company determines, reviews and maintains its organisational context under MS ISO 45001:2018 so that the OHSMS achieves safe and healthy workplaces, prevents injury and ill health and supports continual improvement.
Scope:	This document applies to all corporate functions, departments, projects, workers, contractors and subcontractors involved in the supply, installation, maintenance and servicing of M&E systems in Malaysia and overseas.
Duties & Responsibilities	(1) Managing Director (MD): Accountable for the OHSMS and provision of adequate resources. (2) Executive Director (ED): Oversees OHSMS implementation and performance. (3) ISO Manager (IM): Maintains OHSMS documentation and coordinates reviews. (4) Safety and Health Officer (SHO): Evaluates OHS implications and recommends appropriate controls. (5) Head of Department (HOD): Implements and monitors OHSMS requirements within the department. (6) Project Manager (PM): Implements and monitors project-specific OHS requirements and controls. (7) Workers and Worker Representatives: Participate in consultation, hazard reporting and continual improvement.
ISO Reference:	MS ISO 45001:2018 Clauses 4.1, 4.2, 4.3 and 4.4

Revision History			
Revision No.	Revision Date	Originator	Description of Changes
0	01 September 2026	ISO Manager	Initial issue for implementation of MS ISO 45001:2018 Clause 4 including Amendment 1:2024 climate action changes.

Abbreviation & Definition	
BIM	Building Information Modelling
DOSH	Department of Occupational Safety and Health Malaysia
HIRARC	Hazard Identification, Risk Assessment and Risk Control
HSE	Health, Safety and Environment
M&E	Mechanical and Electrical
OHSMS	Occupational Health and Safety Management System
PESTLE	Political, Economic, Social, Technological, Legal and Environmental analysis
PIC	Person in Charge
PPE	Personal Protective Equipment
SHO	Safety and Health Officer
ST	Suruhanjaya Tenaga or Energy Commission Malaysia
SWOT	Strengths, Weaknesses, Opportunities and Threats analysis

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Step	Activity	PIC	Reference
1	<u>Context of the Organisation and Company Profile</u> 1.1 Company Profile (a) The Company is a Bursa Malaysia listed M&E engineering and contracting organisation that supplies, installs, tests, commissions, maintains and services M&E systems in Malaysia and overseas. (b) Its operations are supported by management, engineers, competent persons, SHO personnel, supervisors, workers, suppliers and subcontractors. 1.2 Operational Sectors (a) The Company undertakes 132 kV and 33/11 kV substations, manufacturing plants, industrial and green plants, utility infrastructure, commercial and residential developments, service and maintenance works and data centres. (b) Key exposures include electrical energy, work at height, lifting, excavation, confined spaces, hot work, chemicals, construction plant and testing or energisation. 1.3 Organisational Capability (a) The Company maintains competent leadership, technical personnel, SHO resources, supervision and specialist support appropriate to its work. (b) Project controls include HIRARC, method statements, permits, electrical safety rules, emergency plans and client requirements. 1.4 Strategic and OHSMS Context (a) Top Management shall consider governance, finances, project portfolio, technology, competence, contractor reliance, safety culture and geographic coverage when making business decisions. (b) Adequate resources and safety-critical controls shall be maintained during tendering, planning, restructuring, investment and entry into new markets.	MD / ED / IM	OHSMS-01; OHSMS-04B; OHSMS-04E
2	<u>External and Internal Issues Affecting the Company</u> 2.1 Determination of Issues (a) The Company shall determine issues that can affect the intended outcomes of the OHSMS.	MD / ED / IM / SHO	OHSMS-04B; OHSMS-06J; OHSMS-06K; OHSMS-09U

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	(b) External issues shall be reviewed using PESTLE and shall include: (i) Government policy, economic conditions, workforce trends, technology and legal changes. (ii) Climate, severe weather, supply-chain conditions, client expectations and overseas requirements. (c) Internal issues shall be reviewed using SWOT and shall include governance, resources, competence, culture, communication, contractor control, organisational knowledge and OHS performance. 2.2 Climate Change (a) The Company shall determine whether climate change is relevant to its OHSMS as required by ISO 45001:2018/Amd 1:2024. (b) Relevant effects such as heat stress, flooding, lightning, high winds and haze shall be addressed through HIRARC, work planning, weather limits and emergency arrangements. 2.3 Monitoring and Review (a) ISO Manager (IM) shall coordinate an annual review and an additional review following significant legal, organisational, technological, operational or environmental change. (b) Results shall be recorded in Annex B and considered when reviewing scope, objectives, risks and opportunities, legal requirements, controls and management review inputs.	MD / ED / IM / SHO	OHSMS-04B; OHSMS-06J; OHSMS-06K; OHSMS-09U
3	<u>Needs and Expectations of Workers and Other Interested Parties</u> 3.1 Identification of Interested Parties (a) The Company shall identify workers and other interested parties relevant to the OHSMS and determine which needs and expectations are legal or other requirements. (b) Relevant parties include: (i) Employees, non-managerial workers, worker representatives, contractors and subcontractors. (ii) Clients, consultants, designers, suppliers, regulators and emergency services. (iii) Utility owners, investors, insurers, certification bodies, communities, occupants and overseas authorities.		

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	3.2 Workers (a) Workers expect safe working conditions, competent supervision, suitable equipment, consultation, welfare facilities and freedom to report hazards or stop unsafe work in good faith. (b) These needs shall be addressed through consultation, HIRARC, training, permits, health surveillance where applicable, reporting and corrective action. 3.3 Clients and Business Partners Contract and project requirements shall be reviewed before acceptance and incorporated into project planning, high-risk work controls, incident reporting and emergency coordination. 3.4 Regulators and Public Authorities The Company shall meet applicable registration, notification, competent-person, inspection, safe-work and record requirements of DOSH, ST, CIDB, BOMBA and other authorities. 3.5 Investors, Insurers and Communities The Company shall support sound governance, protect people and assets and control community impacts such as traffic, noise, dust, fire, access and service interruption. 3.6 Climate-Related Requirements Relevant climate-related requirements from clients, workers, regulators, investors and insurers shall be evaluated and addressed.	MD / IM / SHO / Process Owners	OHSMS-04C; OHSMS-05I; OHSMS-06K
4	<u>Legal and Other Requirements</u> 4.1 Applicable Requirements (a) The Company shall identify, access and keep current the laws and requirements applicable to its hazards, OHS risks and operations. (b) Applicable requirements may include: (i) Occupational Safety and Health Act 1994 and applicable regulations including the Construction Work (Design and Management) Regulations 2024. (ii) Electricity Supply Act 1990, Electricity Regulations 1994, CIDB, fire, environmental, employment, social security and local authority requirements.	LRO / SHO / IM / PM	OHSMS-06K; OCS-S-PRO-03; OCS-S-REC-LR; OCS-S-REC-CER

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	(iii) Applicable host-country laws for overseas projects. 4.2 Technical, Client and Corporate Requirements Utility rules, client specifications, contracts, facility rules, insurance conditions, standards, manufacturer instructions and corporate policies shall be incorporated into relevant controls. 4.3 Compliance Evaluation (a) The Legal Requirements Officer and Head of SHO shall maintain the legal register, communicate changes and evaluate compliance at planned intervals. (b) Noncompliance shall be corrected promptly and significant matters shall be reported to Top Management.	LRO / SHO / IM / PM	OHSMS-06K; OCS-S-PRO-03; OCS-S-REC-LR; OCS-S-REC-CER
5	<u>OHSMS Certification Scope</u> 5.1 Scope Determination The scope shall consider relevant issues, interested-party requirements, work activities and the Company's authority to control or influence OHS performance. 5.2 Certification Scope Statement PROVISION OF SUPPLY, INSTALLATION, MAINTENANCE AND SERVICING OF MECHANICAL AND ELECTRICAL SYSTEMS. 5.3 Organisational and Operational Boundaries The OHSMS applies to included offices, projects, workshops, stores, temporary facilities and overseas operations and covers workers and outsourced activities under the Company's control or influence. 5.4 Availability and Review The scope shall be maintained as documented information, made available as appropriate and reviewed following material organisational or operational changes.	MD / ED / IM	OHSMS-01; OHSMS-04D
6	<u>Applicability of ISO 45001 Requirements</u> 6.1 Applicability (a) No applicable MS ISO 45001:2018 requirement is excluded from the defined OHSMS scope. (b) The scope shall not omit activities that can affect OHS performance or avoid legal and other requirements.	MD / ED / IM / SHO	OHSMS-04D; PD-S-PRO-07

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	6.2 Outsourced Activities (a) Outsourced design, testing, lifting, scaffolding, civil work, commissioning, maintenance and specialist services shall remain under appropriate control or influence. (b) Controls shall reflect risk, legal responsibility, technical complexity and contractor capability. 6.3 Overseas Operations (a) Overseas projects shall comply with host-country laws, client rules and the Company's minimum OHSMS requirements. (b) Where requirements differ management shall document the lawful standard that provides effective protection.	MD / ED / IM / SHO	OHSMS-04D; PD-S-PRO-07
7	<u>Occupational Health and Safety Management System and Its Processes</u> 7.1 Establishment of the OHSMS The Company shall establish, implement, maintain and continually improve the OHSMS and integrate it into business and project processes. 7.2 Process Inputs and Outputs (a) Inputs include context, requirements, contracts, designs, competence, hazards and previous performance. (b) Outputs include policy, objectives, HIRARC, project controls, permits, records, emergency arrangements, audits and corrective actions. 7.3 Sequence and Interaction (a) OHSMS processes extend from tender and design through procurement, mobilisation, installation, testing, energisation, commissioning, handover, maintenance and close-out. (b) Supporting processes include Human Resources, training, finance, IT, document control, purchasing, legal compliance and governance. 7.4 Criteria and Control (a) Process owners shall define responsibilities, resources, methods, criteria and documented information required for effective control. (b) Controls may include competent supervision, HIRARC, work instructions, permit-to-work, LOTO, inspections, monitoring, emergency preparedness and management of change.	MD / ED / IM / SHO / Process Owners	OHSMS-04E; OHSMS-07N; QSA-S-PRO-01

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	7.5 Monitoring and Improvement (a) The Company shall monitor OHS indicators, compliance, critical controls, worker feedback, incidents, audits and corrective actions. (b) Process owners shall correct deviations, determine causes, verify corrective-action effectiveness and pursue continual improvement.	MD / ED / IM / SHO / Process Owners	OHSMS-04E; OHSMS-07N; QSA-S-PRO-01
	7.6 Documented Information (a) OHSMS documents and records shall be approved, revision controlled, protected, accessible, retained and disposed of securely. (b) Safety-critical drawings, switching programmes, settings, permits and isolation records shall receive enhanced verification and control.		

Verified By: Name: Eng Choon Leong Appointment: Executive Director Date: 01 September 2026	Approved By: Name: Amos Haw Chee Seng Appointment: Managing Director Date: 01 September 2026
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