Purpose:	To monitor, measure, analyse and evaluate OHS performance, compliance, internal audit results and management review outcomes.
Scope:	This document applies to all Company functions, departments, projects, workers, contractors and subcontractors within the OHSMS scope.
Duties & Responsibilities	(1) Managing Director (MD): Accountable for reviewing OHSMS performance and effectiveness. (2) Executive Director (ED): Oversees performance evaluation and follow-up actions. (3) ISO Manager (IM): Coordinates monitoring, audits and management review. (4) Safety and Health Officer (SHO): Evaluates OHS performance, compliance and control effectiveness. (5) Safety Coordinator (SC): Collects workplace data and monitors assigned indicators. (6) Site Safety Supervisor (SSS): Maintains site inspection and performance records. (7) Head of Department (HOD): Reviews departmental results and implements actions. (8) Project Manager (PM): Reviews project performance and closes identified gaps. (9) Internal Auditors: Conduct objective audits and report findings. (10) Workers and Worker Representatives: Provide feedback and participate in performance reviews.
ISO Reference:	MS ISO 45001:2018 Clauses 9.1, 9.2 and 9.3

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 9

Abbreviation & Definition	
DOSH	Department of Occupational Safety and Health Malaysia
HOD	Head of Department
IM	ISO Manager
KPI	Key Performance Indicator
MD	Managing Director
OHS	Occupational Health and Safety
OHSMS	Occupational Health and Safety Management System
PIC	Person in Charge
PM	Project Manager
SC	Safety Coordinator
SHO	Safety and Health Officer
SSS	Site Safety Supervisor

Step	Activity	PIC	Reference
1	<u>**Monitoring, Measurement, Analysis and Evaluation**</u> **1.1 Evaluation Framework** The Company shall determine what shall be monitored and measured, the methods to be used and the criteria for evaluation. **1.2 Timing and Responsibility** Monitoring frequency, responsible PIC, reporting arrangements and retention of results shall be defined. **1.3 Reliable Results** Methods shall provide valid and reproducible results suitable for evaluating OHSMS performance and effectiveness.	IM / SHO / HOD / PM	OHSMS-09S; OCS-S-PRO-01
2	<u>**OHS Performance Monitoring and Measurement**</u> **2.1 Performance Indicators** Monitoring shall include: (a) Progress toward OHS objectives and completion of action plans. (b) Incidents, near misses, unsafe conditions, inspections and worker feedback. (c) Operational control, contractor, training and emergency-preparedness performance. (d) Legal compliance, occupational exposure and health surveillance where applicable. **2.2 Monitoring Equipment** Measuring equipment shall be suitable, maintained and calibrated or verified where required.	SHO / SC / SSS / HOD / PM	OHSMS-09S; OCS-S-REC-ITAR; PD-S-REC-HMR

Step	Activity	PIC	Reference
3	**<u>Analysis and Evaluation</u>** **3.1 Data Analysis** Performance data shall be analysed for trends, recurring issues, control weaknesses and opportunities for improvement. **3.2 Performance Evaluation** Actual results shall be compared with objectives, legal requirements, operational criteria and previous performance. **3.3 Reporting** Significant results, adverse trends and overdue actions shall be reported to responsible management and affected functions. **3.4 Action** Unsatisfactory performance shall result in investigation, correction, corrective action or revised planning as appropriate.	IM / SHO / HOD / PM	OHSMS-09S; OCS-S-REC-ITAR
4	**<u>Evaluation of Compliance</u>** **4.1 Compliance Programme** Compliance with applicable legal requirements and other requirements shall be evaluated at planned intervals. **4.2 Evaluation Methods** Evaluation may include inspections, document reviews, licence checks, interviews, audits, submissions and regulator feedback. **4.3 Compliance Status** The Company shall maintain knowledge of its compliance status and retain documented evaluation results. **4.4 Non-compliance** Non-compliance shall be corrected promptly and reported to authorities or interested parties where required.	IM / SHO / SC / SSS / HOD / PM	OHSMS-06K; OCS-S-PRO-03; OCS-S-REC-CER

Step	Activity	PIC	Reference
5	**<u>Internal Audit Requirements</u>** **5.1 Audit Purpose** Internal audits shall determine whether the OHSMS conforms to Company requirements and MS ISO 45001:2018 and is effectively implemented and maintained. **5.2 Audit Programme** The audit programme shall consider process importance, OHS risks, legal requirements, previous results and organisational changes. **5.3 Audit Frequency** Audits shall be conducted at planned intervals with higher-risk or poorly performing areas audited more frequently where necessary.	IM / Internal Auditors	OHSMS-09T; QSA-S-PRO-02; QSA-S-REC-IQAP
6	**<u>Internal Audit Conduct and Follow-up</u>** **6.1 Auditor Selection** Auditors shall be competent, objective and independent of the activity being audited where practicable. **6.2 Audit Preparation and Conduct** Audit scope, criteria and methods shall be defined and evidence shall be obtained through interviews, observation and record review. **6.3 Reporting** Audit findings and conclusions shall be reported to relevant management and retained as documented information. **6.4 Corrective Action** Responsible managers shall correct nonconformities and complete corrective actions without undue delay.	IM / Internal Auditors / HOD / PM	OHSMS-09T; QSA-S-REC-IQAC; QSA-S-REC-IQAR

Step	Activity	PIC	Reference
7	**<u>Management Review Inputs</u>** **7.1 Review Frequency** Top Management shall review the OHSMS at planned intervals to confirm continuing suitability, adequacy and effectiveness. **7.2 Review Inputs** The review shall consider: (a) Status of previous actions and changes in context, interested parties and legal requirements. (b) OHS Policy, objectives, incidents, monitoring results and compliance performance. (c) Worker consultation, audit results, risks, opportunities and resource adequacy. (d) Communications, trends and opportunities for continual improvement.	MD / ED / IM / SHO / HOD / PM	OHSMS-09U; QSA-S-PRO-03
8	**<u>Management Review Outputs and Follow-up</u>** **8.1 Review Decisions** Management review outputs shall include decisions on OHSMS effectiveness, improvement opportunities, changes and resource needs. **8.2 Action Assignment** Each action shall have a responsible PIC, completion date and monitoring arrangement. **8.3 Communication and Records** Relevant outputs shall be communicated to workers and responsible functions and meeting records shall be retained. **8.4 Follow-up** The IM shall monitor action completion and report overdue or ineffective actions to Top Management.	MD / ED / IM / SHO / HOD / PM	OHSMS-09U; QSA-S-REC-MRMM

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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