



弗迪电池
FinDreams Battery

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Occupational Health and Safety Management Policy



让人们无忧无虑地使用电池

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FinDreams Battery (hereinafter “We” or “the Company”) has always been committed to the corporate mission of “let people to use batteries without worry” with a highly responsible attitude towards society and employees by harmonizing safety and development. The company is dedicated to building a healthy, safe, and sustainable enterprise that provides reassurance to society and security to employees.

1.Objectives

The company always aims for “zero accidents” and “zero fatalities” as its operational targets. Based on severity of injuries, fire incident levels, and other key indicators, the company establishes annually refined KSI (Key Safety Indicators) and KFI (Key Fire Incidents) targets. It establishes six red-line indicators, including fatal occupational accidents, administrative penalties, and public incidents, along with twelve overall process management objectives. Regular analysis and reviews of target achievement are conducted to achieve dynamic risk management.

2.Organizational Responsibilities

The company has established a Safety Production Committee, with the General Manager serving as the committee director and divisional vice presidents as deputy directors. Major department heads are committee members, responsible for coordinating and resolving safety and development issues within the company. The Secretary-General of the committee is the Director of the Risk Management Center (RMC), with the committee office located in the RMC Safety Management Department. The company follows the PDCA principle in safety management, continuously improving safety performance.

The company emphasizes a “Safety in All Operations” approach, establishing a comprehensive safety production responsibility system from top to bottom. All levels of management and employees sign safety production responsibility agreements, ensuring accountability and full participation in safety management. Safety performance and fulfillment of safety responsibilities are integrated into employee performance evaluations, establishing supervisory and assessment mechanisms to reinforce overall safety responsibility.

3.Engagement of All Employees

The company has implemented a “Safety Three Things” mechanism, emphasizing safety awareness, promotion, and personal action plans to achieve a visible leadership role. All employees are encouraged to participate in safety management, and a platform for reporting risks and hazards, as well as the “Safety Tech Enjoy” initiative, fosters a culture of continuous improvement and collaboration.

4.Resource Allocation

The company continues to increase investments in funds and human resources for occupational health and safety management to enhance professionalism and efficiency. Currently, the company has over five hundred safety management personnel, with a professional certification rate of approximately 30%, increasing yearly. In response to the specific risks of the battery industry, a Fire Research Institute has been established,

focusing on fire and safety engineering research in power battery fields. Additionally, the company is actively exploring EHS digitization to build a foundation for safety management and enhance data-driven decision-making capabilities.

5.Capacity Development

Emphasizing employee safety skills, the company implements a three-tiered education program for new employees, as well as regular training sessions for key staff and safety personnel. Safety skill labs are set up at each plant to conduct regular safety and fire drills, improving employee safety and initial emergency response capabilities. The company has also established a safety check-in platform covering all employees, providing daily safety knowledge quizzes and periodic accident case studies and warning videos to enhance overall safety competence.

6.Systematic Management

In accordance with national regulations, the company has established a dual preventive system for Risk hierarchical control and hazards investigation and control, conducting regular risk assessments for activities, products, or services to identify hazards and evaluate risk levels, and formulate control measures. The company actively explores the use of safety technologies to enhance the inherent safety levels of technology, materials, equipment, and processes. In terms of hazard investigation and control, the company conducts integrated, special, seasonal, holiday, and routine inspections to identify hazards. Following the “designated personnel, designated time, designated correction” principles, strict measures are implemented for rectification, standard monitoring, and accountability assessment to ensure closed-loop hazard remediation.

7.Employee Health

The company places a high value on the physical and mental health of employees, advocating for the development of healthy corporate cultures in all factories. We implement a series of employee health promotion initiatives, establish a comprehensive health management mechanism, and conduct yearly employee health management plans. Providing a safe and hygienic working environment and labor conditions, essential personal protective equipment is provided and regular industrial disease hazard identification is carried out. Dynamic monitoring, evaluation, publicity of occupational disease risk factors, and timely remediation of problematic areas are conducted to safeguard the health rights of all employees.

8.Stakeholder Safety

We prioritize the safety of every stakeholder by implementing localized management practices for on-site visitors. From pre-qualification audits to selecting safety-capable partners, signing safety agreements, maintaining management rules, and supervising safety measures through to performance evaluations, we aim to ensure that all stakeholders can enter and work securely.

9. Emergency management

The company according to the production safety Accident emergency plan management Measures and risk assessment results to form an emergency plan system, equipped with special

Part-time emergency team and sufficient emergency materials and equipment, each production unit to carry out emergency training and exercises in a variety of ways to improve the emergency level of all staff. At the same time, actively explore the use of mechanization, information, automation and intelligent means to

strengthen the accuracy, sensitivity and effectiveness of the monitoring and monitoring system, improve the emergency response efficiency of the system, ensure the initial emergency response capacity, and reduce the consequences of accidents.

10. Accident management

The company attaches great importance to accident management and establishes 13131 accident rule, that is, 1 hour report, 3 hours containment, 1 day cause investigation, 3 days to complete the preparation of accident report, and 1 month closed loop to ensure that the cause of the accident is deeply analyzed, accident responsibility is correctly handled, and accident lessons are drawn from one another. At the same time, we should pay attention to the management of attempted incidents, establish a positive pulling mechanism for attempted incidents, report attempted incidents through performance incentives, and adhere to management in advance and catch small and early accident signs.

We will give full play to the results of years of experience in the field of lithium batteries, and fully provide all relevant parties with lithium batteries from manufacturing to delivery

From disposal to disposal, the safety approach of the whole life cycle is recommended to help "let people use the battery without worry!"

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FinDreams Battery Co., Ltd.