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	Annex F - Leadership Commitment			Document Ref: OHSMS-05F

Purpose:	To define how top management demonstrates leadership and commitment to the OHSMS and improved OHS performance.
Scope:	This document applies to top management and all functions, departments, projects and workplaces within the OHSMS scope.
Duties & Responsibilities	(1) <u>Managing Director (MD)</u>: Is accountable for OHSMS effectiveness and leadership. (2) <u>Executive Director (ED)</u>: Oversees implementation and provides resources. (3) <u>ISO Manager (IM)</u>: Coordinates OHSMS integration, reporting and review. (4) <u>Safety and Health Officer (SHO)</u>: Advises management on OHS risks and compliance. (5) <u>Safety Coordinator (SC)</u>: Supports workplace implementation and communication. (6) <u>Site Safety Supervisor (SSS)</u>: Reinforces leadership expectations at project sites. (7) <u>Head of Department (HOD)</u>: Leads OHSMS implementation within the department. (8) <u>Project Manager (PM)</u>: Leads OHS performance and controls at project level. (9) <u>Workers and Worker Representatives</u>: Participate in consultation, reporting and improvement.
ISO Reference:	MS ISO 45001:2018 Clause 5.1

Revision History			
Revision No.	Revision Date	Originator	Description of Changes
0	01 Sept 2026	ISO Manager	Initial issue for implementation of MS ISO 45001:2018 Clause 5.1

Abbreviation & Definition	
ED	Executive Director
HOD	Head of Department
IM	ISO Manager
MD	Managing Director
M&E	Mechanical and Electrical
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

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Step	Activity	PIC	Reference
1	<u>Accountability and Direction</u> 1.1 Accountability The MD shall retain accountability for preventing work-related injury and ill health and for providing safe and healthy workplaces. 1.2 Strategic Direction Top management shall ensure the OHS policy and objectives support the Company's strategic direction, operational risks and M&E activities.	MD / ED	OHSMS-05; OHSMS-05G
2	<u>OHSMS Integration</u> 2.1 Business Processes OHSMS requirements shall be integrated into tendering, design coordination, procurement, project planning, construction, testing, maintenance and servicing. 2.2 Management Decisions OHS risks, legal obligations and worker needs shall be considered when approving resources, schedules, methods, equipment and organisational changes.	MD / ED / IM / HOD / PM	OHSMS-06; OHSMS-08
3	<u>Resources and Support</u> 3.1 Resources Top management shall provide competent personnel, time, finance, equipment, PPE, training and specialist support required for effective controls. 3.2 Management Support Managers and supervisors shall be supported in demonstrating leadership within their functions, projects and areas of responsibility.	MD / ED / HOD / PM	OHSMS-07

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Step	Activity	PIC	Reference
4	<u>Communication and Culture</u> 4.1 Importance of Effective OHSMS Top management shall communicate the importance of effective OHS management and compliance with OHSMS requirements. 4.2 Desired Culture Leadership shall promote a culture of hazard reporting, safe work, shared responsibility, learning and continual improvement. 4.3 Intended Outcomes Top management shall direct and support workers so that the OHSMS achieves its intended outcomes and improves OHS performance.	MD / ED / IM / SHO / HOD / PM	OHSMS-05; OHSMS-07N
5	<u>Worker Protection and Participation</u> 5.1 Protection from Reprisals Workers who report hazards, incidents, risks or improvement opportunities shall be protected from retaliation. 5.2 Consultation and Participation Top management shall establish processes for consultation and participation and remove barriers that discourage worker involvement. 5.3 Stop-Work Support Workers shall be supported when stopping work where they reasonably believe an imminent and serious danger exists.	MD / ED / SHO / HOD / PM	OHSMS-05I; PD-S-PRO-01
6	<u>Risk Control and Improvement</u> 6.1 Risk-Based Leadership Top management shall support hazard elimination and risk reduction through the hierarchy of controls, particularly for electrical, lifting, work-at-height and commissioning activities. 6.2 Continual Improvement Management shall promote improvement through objectives, inspections, incident learning, audits, performance evaluation and management review.	MD / ED / SHO / HOD / PM	OHSMS-06J; OHSMS-09; OHSMS-10

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Step	Activity	PIC	Reference
7	<u>Safety and Health Committee Support</u> 7.1 Committee Functions Top management shall support the establishment, resources and effective functioning of the Safety and Health Committee. 7.2 Follow-Up Committee recommendations and unresolved OHS matters shall be reviewed and acted upon by responsible management.	MD / ED / SHO / HOD / PM	PD-S-PRO-01
8	<u>Demonstration and Review</u> 8.1 Leadership Evidence Leadership commitment shall be demonstrated through decisions, workplace engagement, resource approvals, communications and timely action on significant OHS matters. 8.2 Review Top management shall review OHSMS performance, changing risks and improvement needs during management review and other leadership meetings. 8.3 Records Relevant decisions, approvals, communications and review outcomes shall be retained as documented information.	MD / ED / IM / SHO	OHSMS-09U

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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