

江苏今世缘酒业股份有限公司
职业健康与安全政策
Jiangsu King's Luck Brewery Joint-Stock Co., Ltd.
Occupational Health and Safety Policy

江苏今世缘酒业股份有限公司（以下简称“公司”）严格遵循《中华人民共和国安全生产法》《中华人民共和国职业病防治法》《工伤保险条例》等国内健康与安全法律法规，以及国际劳工组织《职业安全与卫生及工作环境公约》（第 155 号）、《促进职业安全与卫生框架公约》（第 187 号）、ISO 45001 职业健康安全管理体系等国际标准，承诺在公司业务及价值链中保障员工的健康与安全。公司将职业健康安全视为可持续发展的核心要素，致力于预防工伤事故与职业病，构建安全、健康、人性化的工作环境，确保全体员工在身体、心理及社会层面的福祉，持续提升职业健康安全管理体系的绩效。

Jiangsu King's Luck Brewery Joint-Stock Co., Ltd. (hereinafter referred to as "the Company") strictly complies with the Work Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Regulations on Work-Related Injury Insurance, and other national health and safety laws and regulations, as well as international standards including the International Labour Organization (ILO) Occupational Safety and Health Convention (No. 155), the ILO Promotional Framework for Occupational Safety and Health Convention (No. 187), and the ISO 45001 Occupational Health and Safety Management System. The Company is committed to safeguarding the health and safety of employees throughout its business operations and value chain. Occupational health and safety are regarded as core elements of sustainable development. The Company is dedicated to preventing workplace accidents and occupational diseases, building a safe, healthy, and people-oriented working environment, ensuring employees' well-being across physical, psychological, and social dimensions, and continuously improving the performance of its occupational health and safety management system.

本政策旨在将健康与安全融入公司战略与日常运营，通过技术创新、管理升级和文化培育，致力于实现“零事故、零伤亡、零职业病”的目标，为员工、消费者和社会创造可持续价值。

This policy aims to integrate health and safety into the Company's strategy and daily operations. Through technological innovation, management enhancement, and cultural development, the Company is committed to achieving the goals of “zero accidents, zero fatalities, and zero occupational diseases,” thereby creating sustainable value for employees, consumers, and society.

一、适用范围

I. Scope of Application

本政策适用于公司的所有业务/员工以及公司监管下的承包商或个人，同时我们鼓励各

级供应商、承包商以及合作伙伴重视职业健康与安全问题，遵循本政策的各项要求。

This policy applies to all business operations and employees of the Company, as well as to contractors or individuals under the Company's supervision. The Company also encourages all levels of suppliers, contractors, and business partners to attach importance to occupational health and safety issues and to comply with the requirements set forth in this policy.

二、指导监督机构

II. Governance and Oversight

公司成立职业健康工作领导小组，制定年度计划方案，明确各部门职责，健全健康管理制度，设专项建设资金，依法签合同并缴纳保险，并将健康与安全绩效纳入首席执行官和高管的薪酬考核体系，明确健康与安全目标，并将这些目标的达成情况与首席执行官和高管的薪酬挂钩，从而激励管理层重视和提升健康与安全绩效。

The Company has established a leadership group for Occupational Health and Safety, which formulates annual plans, defines departmental responsibilities, and improves health management systems. Dedicated funds are allocated for health and safety initiatives, employment contracts and insurance are handled in accordance with the law, and occupational health and safety performance is incorporated into the performance evaluation and compensation system of the Chief Executive Officer and senior executives. Health and safety objectives are clearly defined, and their achievement is directly linked to executive compensation, thereby encouraging management to prioritize and continuously enhance health and safety performance.

三、职业健康与安全管理

III. Occupational Health and Safety Management

（一）目标

1.Objectives

公司制定量化目标，持续审视安全健康管理绩效，并咨询员工或员工代表意见以推动参与，实现工作场所“零事故目标”。

The Company sets quantitative objectives, continuously reviews occupational health and safety management performance, and consults employees or their representatives to encourage participation, with the goal of achieving “zero accidents” in the workplace.

（二）风险和危害评估

2.Risk and Hazard Assessment

公司积极开展职业病危害因素检测评价报告工作，全面检测、评价全厂区工作场所相关情况，明确职业病危害因素种类及岗位，健全管理体系。

The Company actively conducts testing and evaluation reports on occupational disease hazard factors, carrying out comprehensive assessments of all workplace conditions within the plant to identify types of occupational hazard factors and affected positions, and to improve the overall management system.

（三）行动计划

3.Action Plan

公司定期进行安全监测并基于安全风险进行评估。针对较大风险、一般风险和低风险等三类风险等级，构建安全风险分级管控和隐患排查治理双重预防机制，其中较大风险由主要负责人督导整改，一般风险由车间负责人负责督导整改，低风险由班组长负责整改，按短期、中期、长期设定量化指标，确保措施可衡量，将风险控制措施与量化目标深度绑定；根据《企业安全生产标准化基本规范 GBT 33000》要求，结合公司安全管理实际情况，分配安全投入，并优先保障较大风险领域的技术升级与防护设备采购。

The Company conducts regular safety monitoring and risk-based assessments. According to three levels of risk — major, general, and low — the Company has established a dual-prevention mechanism combining graded safety risk control with hazard identification and remediation. Major risks are supervised and rectified by the principal responsible person, general risks by workshop heads, and low risks by team leaders. Quantitative indicators are set for short-, medium-, and long-term objectives to ensure measurable actions, closely linking risk control measures with quantitative goals. In accordance with the Basic Specifications for Enterprise Work Safety Standardization (GBT 33000) and based on the Company's actual safety management conditions, safety investments are allocated with priority given to technological upgrades and protective equipment procurement in areas of higher risk.

（四）应对紧急情况

4.Emergency Response

公司针对关键工艺单元岗位的员工组织开展相应的生产作业应急演练，向生产操作员工普及应急救援步骤及急救知识，提高员工的应急反应能力和自救互救能力。

The Company organizes emergency drills for employees in key process units, providing production and operations personnel with training on emergency response procedures and first aid knowledge to enhance their emergency response, self-rescue, and mutual aid capabilities.

（五）内部检查

5.Internal Inspection

公司安全生产委员会每季度末，由公司总经理组织相关部门负责人、车间负责人进行安全生产大检查。设备和安全部每月 10 日、20 日左右组织两次集体安全检查。各生产单位每周由部门（车间）负责人组织本单位相关成员对所辖范围进行一次安全生产全面检查。

At the end of each quarter, the Company's Work Safety Committee, led by the General Manager, organizes a comprehensive safety inspection involving heads of relevant departments and workshops. The Equipment and Safety Department conducts two collective safety inspections each month, around the 10th and 20th. Each production unit, under the leadership of its department or workshop head, conducts a comprehensive weekly safety inspection within its jurisdiction.

各生产工作岗位，每天由班组长负责利用班前、班中、班后对班组使用的生产工具、设备、环境设施、员工劳保用品的穿戴、遵章守纪情况进行检查；各员工对自己本岗位所使用

的工具、设备和自身防护情况进行检查。在确认无安全隐患情况下方可操作。

At each production workstation, the team leader is responsible for conducting inspections before, during, and after each shift to check the condition of production tools, equipment, environmental facilities, employees' use of personal protective equipment, and compliance with safety regulations. Each employee must also inspect the tools, equipment, and personal protective measures used at their workstation. Operations may only begin once it has been confirmed that there are no safety hazards.

四、宣传与培训

IV. Promotion and Training

公司组织开展各种形式宣传教育活动，每年定期面向全体员工开展健康安全教育培训，增强职工安全意识和法制观念。

The Company organizes various forms of publicity and educational activities and conducts regular annual health and safety training sessions for all employees to enhance their safety awareness and understanding of legal and regulatory requirements.

五、修订与审阅

V. Revision and Review

公司每年审阅本政策，并在必要时进行修订。

The Company reviews this policy annually and revises it when necessary.