

**CYBERJAYA EDUCATION GROUP BERHAD  
(Company No. 1209985-V)  
STUDENT AND STAFF SAFETY  
POLICY**

**Definitions:**

<b>“Board” or “Directors”</b>	:	The Directors for the time being of the Company or such number of them as have authority to act for the Company.
<b>“Bursa”</b>	:	Bursa Malaysia Securities Berhad (Company No. 635998-W).
<b>“Committee”</b>	:	The Nomination and Remuneration Committee of the Company.
<b>“Company”</b>	:	Cyberjaya Education Group Berhad
<b>“LR”</b>	:	Bursa Securities Main Market Listing Requirements including any relevant practice and/or guidance notes, directives, guidelines issued pursuant thereto and any amendment, modification, supplemental to the listing requirements that may be made from time to time.
<b>“MCCG 2017”</b>	:	Malaysian Code on Corporate Governance 2017

## **1. Objective**

The Student and Staff Safety Policy (“the Policy”) sets out the Company’s commitment to providing a safe, secure, and healthy environment for all students, staff, and stakeholders across its operations, including academic, administrative, and campus activities.

## **2. Policy Statement**

The Company is committed to ensuring the safety, health, and well-being of all students and staff by fostering a culture of safety, prevention, and responsibility. The Company recognises that a safe learning and working environment is fundamental to academic excellence, operational effectiveness, and overall well-being.

The Company will take all reasonable and practicable measures to prevent accidents, injuries, health risks, and unsafe conditions, and to ensure compliance with applicable laws, regulations, and standards relating to occupational safety and health.

The Company also recognises the importance of psychological safety and is committed to promoting a respectful, inclusive, and harassment-free environment.

## **3. Principles**

The Board delegates to the Committee the responsibility to oversee the implementation and effectiveness of this Policy.

In fulfilling this responsibility, the Committee shall:

- Promote compliance with all relevant safety, health, and environmental laws and regulations;
- Ensure that adequate safety measures, procedures, and controls are implemented across all campus facilities, including classrooms, laboratories, hostels, and offices;
- Promote risk identification, assessment, and mitigation practices to prevent accidents and incidents;
- Ensure that emergency preparedness and response plans are established, communicated, and regularly tested;
- Promote awareness, training, and education on safety practices among students and staff;
- Encourage reporting of safety concerns, hazards, and incidents through appropriate channels without fear of retaliation;
- Ensure that contractors, vendors, and service providers comply with the Company’s safety standards;
- Promote psychological well-being, including prevention of harassment, bullying, and discrimination.

All activities shall be conducted with due regard to safety, health, and well-being considerations.

## **4. Measurable Objectives**

The Committee will ensure that safety practices are embedded into all operations and will establish measurable objectives which may include:

- Reducing the number of workplace and campus-related incidents and accidents;
- Increasing participation in safety training and awareness programmes;
- Conducting regular safety audits, inspections, and risk assessments;
- Improving emergency response readiness and incident management;
- Enhancing reporting and resolution of safety-related concerns;
- Promoting mental health and well-being initiatives among students and staff.

The Committee will review and recommend measurable objectives annually to the Board and monitor progress towards achieving these objectives.

## **5. Monitoring**

The Board, through the Committee, will monitor the implementation and effectiveness of this Policy on a periodic basis.

This includes reviewing safety performance, incident reports, audit findings, and compliance with safety standards, as well as ensuring continuous improvement in safety practices across the Company.

## **6. Reporting**

Pursuant to the LR and MCGG 2017, the Company will disclose relevant information on safety, health, and well-being initiatives in its Annual Report and/or Sustainability Report, including safety performance indicators and measures taken to enhance the safety of students and staff.

This Student and Staff Safety Policy was approved and adopted by the Board on 12 December 2023.