



EMPLOYEE HEALTH, SAFETY, AND WELFARE

Betrimex strives to cultivate a workplace where safety, health, and well-being are upheld, and where every employee feels respected, supported, and empowered to reach their full potential. Betrimex's efforts focus on four key areas



Comprehensive healthcare scheme



Safe and healthy working conditions



Occupational safety and health



Employee benefits and support systems



Improve quality of life

Improving work environment, enhancing health care and welfare initiatives, and facilitating the comprehensive development of every employee, are all ongoing priorities at Betrimex. Guided by the philosophy that “employees are the cornerstone of the Company’s sustainable growth,” Betrimex actively listens to employee feedback, regularly evaluates program effectiveness, and implements timely adjustments to best meet evolving needs.

99%

employees participating in healthcare programs^(*)

100%

employees participating in welfare programs^(*)

5 days

Total workdays lost due to a single work-related injury

01

Work-related injury recorded during the year

^(*) Assured indicators



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Betrimex is firmly committed to ensuring a safe and healthy work environment for all employees. This commitment is demonstrated through strict compliance with international labor safety standards (such as those set by ILO and OSHA) as well as applicable Vietnamese regulations. Betrimex also conducts regular inspections and maintenance of labor tools, machinery, and equipment to minimize the risk of work-related injuries.

COMMITMENT AND POLICY TO HEALTH, SAFETY, AND WELFARE MANAGEMENT

- Implement consistent submission of reports to regulatory authorities on Labor environment monitoring, Occupational health and safety performance, Work-related injuries, and Management of equipment subject to strict occupational safety requirements.
- Convert all relevant guidelines, regulations, and procedures into training videos, including:
 - Personal hygiene control and employee health management.
 - Procedure for handling, reporting, investigating, and documenting work-related injuries.
 - Safe chemical handling and usage protocols.
 - Permit issuance procedures for high-risk tasks.
 - Emergency preparedness and response.
 - Management of equipment subject to strict occupational safety requirements.

Currently, Betrimex is operating a network of 20 trained safety and first-aid officers representing different departments. This dedicated team convenes monthly to promptly identify non-conformities and propose corrective measures.





RISK IDENTIFICATION, ASSESSMENT, AND MANAGEMENT

Betrimex implements a comprehensive approach to identifying, assessing, and managing occupational safety risks across all work environments, including factories, office spaces, and raw material areas:

Conduct monthly risk assessments in each operational area in compliance with the requirements of management systems, namely ISO 45001:2018 and ISO 14001:2015.		
Risk	Hazards	Control measures
Risk associated with mechanical and electrical equipment operations	<ul style="list-style-type: none">Hand entrapment, hair entanglement, thermal burns, and electrical shocks during maintenance or misuse.	<ul style="list-style-type: none">Employee training, guidelines on safety operation and maintenance of machinery and equipment, guarding of hazardous components, interlocking safety systems, and strict adherence to maintenance schedules.
Risk associated with chemical handling and disinfection	<ul style="list-style-type: none">Skin or eye exposure to corrosive/irritating substances, chemical spills.	<ul style="list-style-type: none">Proper use of personal protective equipment, chemical safety training, clear labeling and classification of chemicals, and established incident response procedures.
Risk associated with slips and falls in production areas	<ul style="list-style-type: none">Wet or obstructed floors, insufficient hazard signage.	<ul style="list-style-type: none">Placement of warning signs, effective management of internal traffic flow, routine hygiene inspections, and water control procedures in production areas.
Fire and explosion risk	<ul style="list-style-type: none">Gas leaks, electrical short circuits, and unsafe storage of flammable materials.	<ul style="list-style-type: none">Installation of comprehensive fire protection systems (central control panels, smoke and heat detectors, automatic extinguishing systems, wall-mounted firefighting tools), regular fire safety audits, and routine fire drill training.
Environmental compliance risk	<ul style="list-style-type: none">Discharge levels exceeding regulatory limits, odor emissions, and improper handling of hazardous waste.	<ul style="list-style-type: none">Continuous automatic monitoring of wastewater, engagement of licensed waste treatment providers, staff training on waste management, and regular internal audits in compliance with ISO 14001..

Apply advanced technologies to monitor working conditions and provide early warnings of potential risks.		
Technology	Description	Key benefits
Sensors and safety thresholds on machinery	<ul style="list-style-type: none">Machinery is equipped with temperature, pressure, speed, and vibration sensors connected to Programmable Logic Controllers (PLCs).	<ul style="list-style-type: none">Prevent fire, explosion, and equipment failure; avoid injuries caused by machinery operating beyond safe parameters.
Presence sensors and safety interlocks in hazard zones	<ul style="list-style-type: none">Magnetic switches and photoelectric sensors are installed in high-risk areas such as filling, packaging, and fast-moving mechanical zones.	<ul style="list-style-type: none">When maintenance doors are opened or unauthorized presence is detected:<ul style="list-style-type: none">- Automatically stop machines to ensure safety.- Activates on-site flashing lights and audible alarms to immediately warn personnel.
Workplace temperature-humidity monitoring system	<ul style="list-style-type: none">Environmental sensors continuously track temperature, humidity, and air quality in production and storage areas.	<ul style="list-style-type: none">Send real-time alerts to responsible staff via mobile notificationsAutomatically adjust air conditioning or localized ventilationProtect employee health and product consistency.



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EMPLOYEE OCCUPATIONAL SAFETY RIGHTS

At Betrimex, the occupational safety rights of employees are fully protected, including::

- Employees are entitled to a minimum 30-day notice prior to any significant change related to their jobs.
- 100% of new employees complete occupational health and safety training programs before commencing work.
- 100% of employees in production areas are supplied with full personal protective equipment.
- Betrimex provides 24/24 medical support and first aid at the workplace, and maintains direct contracts with hospitals offering ambulance services to ensure rapid responses in all emergencies. A network of 18 first aid cabinets is strategically placed throughout the production areas to enable Betrimex's team of safety and first-aid officers to quickly detect and respond to on-site health incidents.

WELFARE POLICIES AND HEALTH PROMOTION ACTIVITIES

At Betrimex, employee welfare is always a key area of focus, supported by comprehensive welfare policies. Betrimex believes that investing in welfare policies helps enhance the quality of life for employees and drive sustainable development for the company.



FUTURE DIRECTION

Betrimex remains committed to continuously improving our policies and programs to enhance employee well-being and work environment, and ensure both the company and the community are well-positioned for sustainable development.

Support health and well-being

- 99% of employees participate in annual health check-ups.
- 100% of employees are covered by social health insurance, 24/24 accident insurance, and Bao Viet Healthcare health insurance.
- Financial support for employees facing critical illnesses.
- Access to sports and fitness clubs to improve physical wellness.
- A welcoming work environment that encourages dialogue and emotional support.



Financial support

- Performance-based salary and bonus systems aligned with revenue outcomes.
- Seniority bonuses to honor long-term commitment.
- Allowances for childcare, meals, phone usage, and transportation.
- Emergency hardship fund.

Quality of life enhancements

- Housing and travel support for employees living far away from home.
- Regular team bonding activities, including teambuilding events and annual company trips.
- Educational support for employees' children through scholarships and family insurance policies.
- A wide range of cultural, artistic, and sports activities.
- Special celebration and recognition programs for milestones such as public holidays, weddings, childbirth, funerals, and birthdays (including 1 paid birthday leave day per year).

