

贵州茅台酒股份有限公司

职业健康安全政策

Kweichow Moutai Co., Ltd.

Occupational Health and Safety Policy

一、背景和目标

I. Background and Objectives

贵州茅台酒股份有限公司（以下简称“公司”）坚持“员工是最宝贵的财富”，坚持“安全第一、预防为主、以人为本、防消结合”的工作原则，强化职业健康安全风险管控和过程控制，切实维护公司员工、供应链中受雇人员、营运业务社区及其他利益相关方的健康权益。

Kweichow Moutai Co., Ltd. (hereinafter referred to as “the Company”) adheres to the principle that employees are the most valuable asset and upholds the work principles of putting safety first, remaining prevention-oriented and people-centric, and combination of prevention and elimination. The Company strengthens occupational health and safety risk management and process control to safeguard the health rights and interests of the Company’s employees, employees in the supply chain, operational business-related communities, and other stakeholders.

二、适用范围

II. Scope of Application

本政策适用于贵州茅台酒股份有限公司及其在境内外的所有分子公司，包括全体员工。本政策中所指“员工”包括公司签署正式劳动合同的员工及第三方派遣工。我们倡议供应商、经销商在内的所有业务伙伴遵守本政策。

This policy applies to Kweichow Moutai Co., Ltd. and all its branches and subsidiaries, both domestically and internationally, including all employees. The term “employees” in this policy includes employees who have signed formal labor contracts with the Company and third-party dispatch workers. We require that all our business partners, including suppliers and contractors, adhere to this policy.

三、涉及的法律法规

III. Relevant Laws and Regulations

本政策广泛参考国家有关职业健康安全相关法律法规及国际公约而制定。包括《中华人民共和国职业病防治法》《中华人民共和国安全生产法》《中华人民共和国劳动法》《中华人民共和国突发事件应对法》《生产安全事故应急条例》《生产安全事故应急预案管理办法》《工作场所职业卫生管理规定》《贵州省安全生产条例》等。

This policy has been formulated with extensive reference to national laws and regulations concerning occupational health and

safety, as well as international conventions. These include the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Work Safety Law of the People's Republic of China*, the *Labour Law of the People's Republic of China*, the *Emergency Response Law of the People's Republic of China*, the *Regulations on Emergency Response to Work Safety Accidents*, the *Measures for the Administration of Contingency Plans for Work Safety Accidents*, the *Provisions on the Administration of Occupational Health at Workplaces*, and the *Regulations of Guizhou Province on Work Safety*, among others.

四、相关承诺

IV. Commitments

1. 公司按照职业健康安全管理体系 ISO45001 标准，建立完善职业健康安全管理体系，每年度组织体系内外部审核认证，确保职业健康安全体系运行有效。

1. In accordance with the ISO 45001 standard for occupational health and safety management systems, the Company establishes and perfects the occupational health and safety management system, and organizes annual internal and external audits and certifications, to ensure the effective operation of the occupational health and safety system.

2. 公司按照上述法律法规规定，建立完善《贵州茅台酒股份有限公司职业健康管理规定》《贵州茅台酒股份有限公司安全生产和消防工作责任制管理规定》《贵州茅台酒股份有限公司岗位安全生产责任制》《贵州茅台酒股份有限公司职业病危害防治责任制》《贵州茅台酒股份有限公司安全生产隐患排查治理管理规定》《贵州茅台酒股份有限公司生产安全事故应急预案》《贵州茅台酒股份有限公司安全生产绩效评定管理规定》等内部制度性文件，规范职业健康安全管理程序，明确从公司主要负责人、中级管理人员到基层每名从业人员、每个操作岗位的职业健康安全责任，并纳入绩效管理，持续提升改进，全面提高公司全员职业健康安全素养、职业健康安全管理水平，全面保障员工职业健康安全。

2. In accordance with the aforementioned laws and regulations, the Company established and refined the following internal regulatory documents: the *Regulations of Kweichow Moutai Co., Ltd. on Occupational Health Management*, the *Regulations of Kweichow Moutai Co., Ltd. on Work Safety and Fire Prevention Responsibility System Management*, the *Kweichow Moutai Co., Ltd. Position-specific Work Safety Responsibility System*, the *Kweichow Moutai Co., Ltd. Occupational Disease Hazard Prevention Responsibility System*, the *Regulations of Kweichow Moutai Co., Ltd. Work Safety Hazard Investigation and Management*, the *Kweichow*

Moutai Co., Ltd. Work Safety Accident Emergency Plan, and Regulations of the Kweichow Moutai Co., Ltd. Work Safety Performance Evaluation Management. These regulations aim to standardize occupational health and safety management procedures, clearly define occupational health and safety responsibilities from the Company's top executives and middle management, down to every employee and every operational position, and incorporate them into performance management for continuous improvement, aiming to comprehensively strengthen all employees' awareness of their occupational health and safety and the overall occupational health and safety management level of the Company, and ensure the occupational health and safety of all employees.

3. 公司董事会下设的战略委员会作为健康与安全实践的最高执行机构，负责职业健康与安全的战略方向、绩效表现和相关风险管理，明确授权并参与制定工作场所安全目标。此外，公司设立安全生产管理委员会，对公司的安全生产、职业健康工作进行监督、指导和考核；设立职业健康与安全工作小组及员工大健康管理领导小组，负责贯彻落实员工健康与安全事务。

3. The Strategy Committee under the Company's Board of Directors acts as the supreme executive body for health and safety practices. It is responsible for the strategic direction, performance, and risk management relating to occupational health and safety, with

an explicit mandate and involvement in setting workplace safety objectives. In addition, the Company establishes a work safety management committee to supervise, guide, and evaluate the Company's work safety and occupational health work. An occupational health and work safety working group and a leading group on employees' health management are set up to manage matters relating to employees' health and safety.

4. 公司是贵州省安全生产风险分级管控和隐患排查治理“双控”体系建设的示范企业，我们严格按照国家、贵州省法律法规要求，持续开展风险辨识，消除各类安全隐患，为员工打造良好的安全生产工作环境，保障员工的健康与安全。

4. As a model enterprise in building the “dual control” system for work safety risk classification control and hazard investigation and management in Guizhou Province, Kweichow Moutai, in strict accordance with the requirements of national and provincial laws and regulations, conducts risk identification to eliminate various safety hazards, to create a good work safety environment for employees, thereby ensuring their health and safety.

5. 公司检测职业病危害，向员工告知检测结果。组织召开职业病防治会议，研究制定职业病危害防治措施，不断改进作业现场职业病危害防治设备设施。按规定为员工提供与岗位相适应的劳动保护用品，杜绝或减轻职业危害影响，保障员工职业健康。

5. The Company conducts occupational disease hazard tests and informs its employees of the results. It organizes meetings on occupational disease prevention, develops measures to prevent and control occupational disease hazards, and improves facilities for occupational disease hazard prevention and control at work sites. It provides employees with protective gear suitable for their positions, to eliminate or mitigate occupational hazards, thereby ensuring employees' occupational health.

6. 公司定期组织员工进行岗前、岗中、离岗职业健康体检，并建立员工职业健康监护档案。

6.The Company regularly organizes pre-job, on-the-job, and post-job occupational health check-ups for employees and establishes occupational health monitoring records for them.

7. 公司根据国家职业健康安全有关标准规范，制定各作业岗位安全操作规程，并严格开展现场管理，要求员工严格按照安全操作规程开展作业，作业时规范佩戴劳动防护用品，严厉杜绝违章操作，保障员工作业现场职业健康安全。

7. In accordance with national occupational health and safety standards, the Company develops safe operating procedures for various positions, strictly implements on-site management, and requires employees to strictly follow these procedures, wear protective gear during operations and avoid any violations of safety

regulations, to ensure occupational health and safety at work sites.

8. 公司结合不同岗位职业健康安全风险与管理需求，针对性开展职业健康安全三级（公司级、车间部门级、班组科室级）宣教培训，并定期组织公司主要负责人、安全管理人员、职业健康管理人员开展管理资格证取证、审证培训，增强员工职业健康安全意识，提升职业健康安全管理水平，营造良好的职业健康安全文化。

8.The Company combines occupational health and safety education and training at three levels (Company-wide, department, and team/office) based on the different risks and management needs of various positions, regularly organizes training for the Company's principal leaders, safety management personnel, and occupational health management personnel to obtain and renew management qualification certificates, in a bid to enhance employees' awareness of occupational health and safety, improve management levels, and foster a positive occupational health and safety culture.

9. 公司按照国家应急相关法律法规要求，建立事前预防、事中控制、事后处理应对机制，组织建立应急处置队伍，强化应急物资储备，制定完善应急预案，常态化开展应急演练，保障员工生命健康和公司财产安全。

9.In accordance with national emergency-related laws and regulations, the Company establishes a mechanism for pre-incident

prevention, in-incident control, and post-incident response, mobilizes efforts to build emergency response teams, strengthens emergency material reserves, develops and improves emergency plans, and conducts regular emergency drills, to ensure the health and safety of employees and the security of the Company's property.

10. 公司建立完善职业健康安全相关的商业伙伴生态圈准入、动态评价和淘汰规则，优先选择有职业健康安全良好表现的商业伙伴合作。

10.The Company establishes and improves rules for the admission, dynamic evaluation, and elimination of business partners in its occupational health and safety ecosystem, and prioritizes cooperation with business partners that demonstrate excellent performance in occupational health and safety.

11. 公司每年度制定职业健康安全工作目标指标，定期跟踪进展，持续改进完善。

11.The Company sets annual occupational health and safety objectives and indicators, regularly tracks progress, and continuously improves and perfects its processes.

五、附则

V. Supplementary Provisions

公司最少每年一次检视本政策，并根据国家法律法规、国际公约等变化情况进行修订。

The Company reviews this policy at least once a year and revises it according to changes in national laws and regulations, as well as international conventions.