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Ho Chi Minh City, 15 September 2020

About enhancing the implementation of Occupational Safety and Health (OSH), improving working conditions and protecting the environment.

To: Subsidiary companies – Viet Nam Rubber Group.

Pursuant to the Law on Occupational Safety and Health dated June 25, 2015;

Pursuant to the Government's Decree No. 39/2016/ND-CP dated May 15, 2016, detailing several articles of the Law on the Occupational Safety and Health;

Pursuant to the Official Letter No. 257/CSVN-LĐTL dated February 6, 2020 of the Viet Nam Rubber Group on guiding the implementation of the Occupational Safety and Health Plan 2020;

Pursuant to the Decision No. 21/QĐ-HĐQTCSVN dated February 10, 2020 of the Viet Nam Rubber Group on approving the inspection and internal check plan 2020.

Through actual inspection at some subsidiary companies on labor and wages, labor contracts, and occupational safety and health, the Viet Nam Rubber Group (the Group) found that some subsidiary companies did not pay attention to Occupational Safety and Health, improvement of working conditions, and environmental protection; articles and contents in the Plan of Occupational Safety and Health were approved by the Group but the implementation level was low or not yet implemented.

To strengthen the work of occupational safety and health and especially to comply with the issues related to public health in the sustainable forest development program (committed to FSC), the Group requires subsidiary companies to do the following:

- Annually, report on the implementation of hazardous waste treatment in the previous year and make a budget estimate for hazardous waste treatment of the plan year into the Occupational Safety and Health Plan for the Group's approval, agreement;

- Increase the mobilization of employees to participate in the periodic health check, especially those who do heavy, hazardous, dangerous and extremely heavy, hazardous or dangerous occupations with periodic health check 2 times/year;

- Carry out the working environment monitoring (in addition to the environmental monitoring according to the Law on Environmental Protection) to make the working environment sanitation dossiers as prescribed in Clause 3

Article 5 of Decree No. 39/2016/ND-CP and as a basis for implementing hazardous in-kind allowances for employees as well as implementing measures to improve working conditions for workers (strengthening the cooling system, detoxification, light, working posture...);

- Pay attention to increasing the collection and handling of fertilizers, plant protection products, and toxic chemicals immediately after using so as not to affect the workers' health and the living environment of local people;

- Seriously comply with the regulations on hazardous waste treatment according to the Government's Decree No. 38/ND-CP dated April 24, 2015; Circular No. 36/2015/TT-BTNMT dated 30/6/2015 of the Ministry of Natural Resources and Environment on hazardous waste management and documents regulating, guiding hazardous waste treatment issued by the Viet Nam Rubber Group

The Group requires subsidiary companies to strengthen occupational safety and health, improve working conditions, and protect the environment under the direction of this Official Letter; ensure compliance with the Law on Occupational Safety and Health, the Law on Environmental Protection, and public health standards in the sustainable forest development program (committed to FSC) of the Viet Nam Rubber Group. *Handwritten signature*

Recipients:

- As above;
- Chairman (to report);
- Save: Administration Department, Labor-Salary Department.



Huỳnh Văn Bảo