

# **Kuaishou Occupational Health and Safety Policy**

## **I. Background and Objective**

Beijing Kuaishou Technology Co., Ltd. (“Kuaishou” or the “Company”) is devoted to enhancing the standard and performance of its health and safety management. This policy provides the commitments and obligations of Kuaishou to protect the rights and interests of employees for occupational health and provide a safe working environment, and declares that Kuaishou strictly abides by the national and local laws, guidelines, regulations and policies in respect of health and safety.

## **II. Scope of Application**

This policy shall be applicable to all employees of Kuaishou (including part-time employees).

## **III. Commitments and Obligations**

1. The Company is devoted to enhancing the occupational health and safety management system and further improving the effectiveness of occupational health and safety management;
2. The Company shall provide the necessary staff, financing and resources for the development of the occupational health and safety management system, and further improve the occupational health and safety management system to enhance the performance of occupational health and safety;
3. The Company shall conduct safety risk identification and inspections of the workplace from time to time to ensure timely rectification of all potential safety hazards and provide employees with a safe and healthy working environment;
4. The Company shall provide suitable labor protection tools to employees according to their positions as required, and implement effective management measures for occupational hazards;
5. The Company shall organize safety promotion, education and training to further enhance the safety awareness of employees and strengthen their abilities to prevent and handle safety incidents;
6. The Company shall review its health and safety management measures regularly, and evaluate the performance of occupational health and safety in a timely manner for continuous improvement;
7. In respect of all health and safety emergencies, the Company shall take actions for proper handling according to the emergency mechanism.

#### **IV. Supplementary Provisions**

The Company shall review this policy periodically and make amendment as and when necessary. This policy was firstly published to stakeholders in January, 2023.