

# HEALTH, SAFETY AND ENVIRONMENT POLICY



QTerminals is fully committed to protecting the health, safety, and wellbeing of our employees, contractors, suppliers, partners, and the communities in which we operate, while safeguarding the environment and contributing to sustainable development. We recognize safety as a core value and an integral part of operational excellence, and we expect everyone in our organization to demonstrate leadership and accountability for HSE. We are dedicated to nurturing a strong, proactive safety culture where every individual takes ownership to maintain a safe and sustainable workplace.

## To demonstrate this commitment, QTerminals will:

- ▶ Conduct all business activities in a safe, responsible, and socially conscious manner to prevent harm to people, assets, the environment, and surrounding communities.
- ▶ Provide and maintain a safe and healthy workplace, eliminating or minimizing hazards and risks through effective risk management, audits, and inspections.
- ▶ Foster employee engagement and safety leadership by ensuring meaningful consultation, active participation, and empowerment of workers at all levels.
- ▶ Promote mental wellbeing alongside physical safety, recognizing its importance in overall workforce health.
- ▶ Comply with all applicable health, safety, and environmental laws, regulations, standards such as ISO 14001 and ISO 45001, and international best practices.
- ▶ Prepare for and respond effectively to emergencies, ensuring robust emergency planning and crisis management capabilities.
- ▶ Require contractors, suppliers, and business partners to meet QTerminals' HSE standards and actively manage their HSE performance.
- ▶ Use resources efficiently, prevent pollution, reduce emissions, and promote waste reduction, reuse, and recycling while addressing climate change, biodiversity, and ecosystem protection.
- ▶ Integrate sustainable procurement practices into our supply chain to support long-term environmental and social responsibility.
- ▶ Ensure all employees are trained, competent, and motivated to understand and carry out their HSE responsibilities.
- ▶ Investigate incidents and occupational illnesses promptly, take corrective actions, and share lessons learned to prevent recurrence.
- ▶ Monitor performance, set measurable HSE objectives, and drive continual improvement through regular reviews, audits, and inspections.
- ▶ Allocate adequate manpower, technical, and financial resources to achieve and sustain HSE excellence.
- ▶ Effectively communicate this policy to all employees, contractors, and stakeholders to ensure awareness of their individual obligations and collective responsibility for HSE.

This policy will be reviewed as a maximum every three years to ensure its ongoing suitability, effectiveness, and alignment with QTerminals' vision, mission, and core values.

## Approved By:

Group CEO

Marco Neelsen