

STOP WORK POLICY



QTerminals endeavors to provide a safe and healthy work environment by eliminating or minimizing hazards and associated risks through implementation of an effective risk management program.

The company authorizes all employees to STOP WORK at any point in time during operations where they have a reasonable expectation that an unsafe act or unsafe condition may result in harm to people, assets or environment.

Work supervisors are accountable for promoting the STOP WORK culture within their teams, ensuring that unsafe acts and conditions are addressed promptly, and that workers feel empowered and supported when exercising STOP WORK authority.

This policy applies to all QTerminals employees, contractors, and interested parties who access our sites and facilities.

- ▶ When a person shouts, 'STOP WORK', all employees in the area must immediately stop the work activity and make the area safe. Area supervisors will identify the cause(s) of work stoppage and ensure that work resumes only after the problem has been rectified.
- ▶ All STOP WORK occurrences must be immediately reported to onsite HSE personnel to ensure appropriate documentation, investigation, corrective actions, and lessons learned.

STOP WORK is considered a proactive measure and is strongly encouraged by the company.

QTerminals shall ensure that no punitive action is taken either directly or indirectly against any employee, contractor or visitor who has exercised in good faith the right to STOP WORK.

All employees, contractors, visitors, and business partners shall explicitly demonstrate their commitment to this policy.

Any infraction or noncompliance will result in appropriate disciplinary action

Approved By:
Group CEO
Marco Neelsen