

Quality, Health, Safety, and Environmental Policy (QHSE)

Euroports has an absolute commitment to provide a safe and healthy working environment to all of its employees, contractors, and stakeholders, while operating with the conviction that all accidents are avoidable. Euroports Holdings and its entities shall achieve this by:

- Complying with all applicable international, national, and local regulations;
 - Euroports respects various international regulations. A good example of this is ISPS (international Ship Port Security code) which falls under the SOLAS (Safety of Life at Sea) convention. This provides the framework for the minimum-security standards by we as port operators and stevedores must comply.
 - Compliance with nation and local regulations is critical in maintaining our license to operate. Failure to do so could result in fines, legal action, and even closure of the operating location.
 - Compliance comes at many levels and stages throughout our business. It is a critical part of the commercial and tender process, operational aspect, and our endeavor to be a responsible operator in the communities in which we are located.
- Ensuring all persons entering a Euroports site have the authority to stop an operation which is perceived to pose an immediate danger to life, health, the environment, or the community in which we operate;
 - We take safety very seriously at Euroports and endeavor to operate in a manner which does not put people or the environment at risk.
 - If unsafe or non-compliant work is observed to be taking place, wherein there is an elevated danger to persons or the environment, that work should be stopped, and measures taken to correct any deficiencies.
 - Euroports fully supports a stop work authority. When done for the right reasons, it can be very effective and frankly, a life could be saved in doing so. It is much better to address an issue before an incident occurs.
 - ANYONE can stop work and the work stoppage should be fully respected. Immediate reporting to the correct chain of management should take place and the concerns immediately addressed.
- Conducting risk and hazard assessments on all tasks undertaken, with the ultimate objective of eliminating (or adequately controlling and minimizing) the identified exposures which could cause harm to persons, the environment, assets, and the commodities which we handle;
 - Euroports utilizes various types of hazard and risk assessments - some which are required by local law and others which are internally developed tools.
 - Each have specific outcomes and purposes but all focus on two common elements - identification and management.
 - Risk (something that could happen, such as a fall from heights) and/or hazards (the physical aspect, such as an unprotected ledge) are identified and evaluated
 - Plans are then put in place to manage what was identified with the ultimate goal of fully eliminating the risk/hazard. If this cannot be done, then measures shall be implemented to control and minimize the risk/hazard to the greatest degree possible.

- Understanding the need for continuous improvement to maximize performance and minimize risk across all QHSE disciplines;
 - Compliance and efforts which go into safe operations take a daily effort. Risks and Hazards can change and therefore, we cannot become complacent. We must always strive to be alert and do more/do better each day.
- Ensuring optimized service delivery in alignment with all expectations of interested parties;
 - To truly be the partner of choice for maritime supply chain solutions, servicing our customers in a safe and efficient manner is critical.
 - Beyond our customer base, we also have obligations to our staff, our shareholders, and the communities in which we operate to conduct our business in such a manner which avoids disruption and optimizes our efforts in manner wherein cost and quality goes together with safety and compliance.
- Ensuring all persons entering a Euroports site have been made aware of and understands the QHSE expectations of the facility;
 - All persons who work at or visit our operating locations are obliged to complete an orientation wherein the basic rules and expectations of the site are covered. Through this, various elements are covered such as expectations around personal protective equipment, what to do in the event of an emergency, rules around smoking, and many other important points.
- Ensuring only work tasks are assigned to only properly trained individuals and carried out using only the proper equipment;
 - Training is a critical aspect of safe and compliant operations.
 - Whether done externally or internally, relevant training to the work being carried out should be completed by all workers.
 - Only those who are properly trained - and in some cases certified or qualified - shall carryout work within our terminals.
 - The right equipment to carryout work is also critical, with inspections and service of equipment being done by competent individuals.
 - Unsafe or damaged equipment should never be used and the condition of said equipment reported to management immediately.
- Identifying, analyzing, and reporting on key performance indicators;
 - You cannot improve if you do not measure. We have in place various performance indicators - both leading and lagging - which we use to gauge our performance.
 - Reporting of incidents is critical and required by all who enter into our sites.
- Following up on reported QHSE-related concerns.
 - Should deficiencies be noted or concerns needing to be addressed, this should be done with an appropriate level of priority.
 - Action management is approached in a structured manner wherein the various stages of the action (from opening to closing) is monitored.
 - Euroports is committed to ensuring the necessary resources are made available to ensure safe operations and follow through on QHSE-related concerns.

Management, employees, and contractors shall be aware of their responsibility and accountability for the QHSE performance in the areas in which they operate and understand they have an obligation to comply with all rules and standards of Euroports.

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