

HSSE Policy Statement

Our Commitment

We commit to protect our people, our business partners, the communities we work alongside and the customers we serve, by ensuring APM Terminals (APMT) operations are carried out safely and securely with minimal impact to the environment every single day. We achieve this commitment by:

- Providing a safe, healthy, secure work environment
- Complying with relevant HSSE legal and contractual requirements, ensuring business continuity to our customers through the consistent application of effective HSSE related processes
- Ensuring that HSSE risk management is embedded across our operations and decision making to secure our sustainable growth and earnings

Our Principles

We have 3 principles that underpin our commitments:

- We lead with care
- We learn and adapt
- Our people are the experts

Our Approach



Empowering our People, where...

- They are central to our solutions
- Individual differences are considered a resource
- We engage in an open dialogue to improve HSSE



Leaders that challenge traditional thinking, by...

- Being visible and approachable at the frontline
- Collaborating to challenge and improve HSSE
- Driving HSSE campaigns and engagement



Understanding and enabling safer work, by...

- Focusing and learning from our successes
- Innovating for HSSE-smarter outcomes
- Creating space to adapt our HSSE approach to enable a safe and secure workplace



Managing critical risks and legal obligations, by...

- Complying with all legal obligations that affect our business activities
- Controlling HSSE critical risks that impact people, customers, and business resilience

Delivered Through



Our Leadership Responsibilities

Senior Management Team

Our Chief Executive Officer (CEO) is accountable to the Board of Directors for the Company's HSSE performance.

Each member of the APMT SMT is responsible for the following within his or her business area(s):

- Accountabilities and responsibilities for managing HSSE risks are clearly defined, understood and communicated
- HSSE performance is integrated into business activities
- Access to the resources needed to ensure compliance with this Policy

Our Managers and Leaders

Our Managers and Leaders have overall responsibility for HSSE across their business activities and shall:

- Provide safe and healthy workplaces by identifying, understanding, and mitigating the specific HSSE risks and requirements impacting their people which includes engagement with frontline teams
- Review the effectiveness of HSSE risk-management decisions and controls across their operations
- Ensure their people understand their HSSE responsibilities and are competent to perform their jobs safely, in a way that protects the environment
- Drive a culture where everyone takes personal responsibility for managing the HSSE risks associated with their roles, and that their performance against HSSE responsibilities is built into the job appraisal and appointment process
- Ensure that accidents and incidents are reported and investigated with appropriate corrective actions implemented and learning captured and communicated

All APMT Employees

All APMT employees shall take personal responsibility for their own health, safety and security; the health, safety and security of others; for protecting the environment; and for helping the Company continually improve its performance, reputation and business resilience. For further details see the APMM HSSE Commit Rule.



Morten Engelstoff

CEO

Note: This policy statement shall not be amended – but local entities can add supplementary text to meet local regulatory requirements.