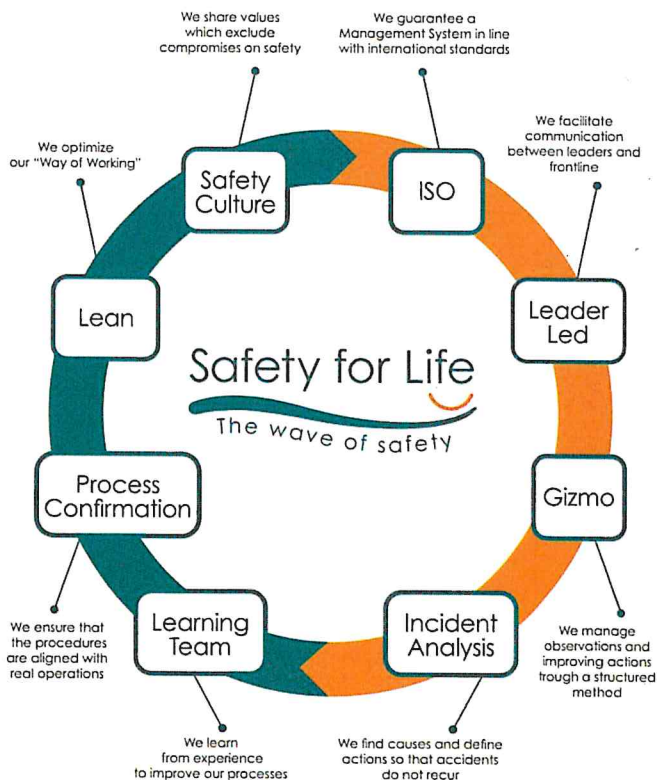# HEALTH, SAFETY AND ENVIRONMENT POLICY

Our goal is to ensure that the people of VadoGateway (employees, partner companies, contractors, communities and customers) think and act safely and with respect and environmental protection in every aspect of their day.

This vision is supported by projects such as **Go Green** and 8 integrated pillars, which guarantee the realization of **Safety for Life**.

We share values which exclude compromises on safety

We guarantee a Management System in line with international standards

We facilitate communication between leaders and frontline

We optimize our "Way of Working"

Safety Culture

ISO

Lean

Leader Led

Safety for Life
The wave of safety

Process Confirmation

Gizmo

Learning Team

Incident Analysis

We ensure that the procedures are aligned with real operations

We manage observations and improving actions trough a structured method

We learn from experience to improve our processes

We find causes and define actions so that accidents do not recur

Vado Ligure 09/03/2023

Objectives 2023

Vado Gateway is committed to:

- Strengthen and improve the culture of safety both inside the terminal and also outside with activities such as: interventions in schools and cultural associations
- Focus and attention to HSE management on contractors operating inside the Terminal
- Strengthen and improve the effectiveness of HSE processes applicable to Terminal activities
- Monitoring the culture of HSE reporting for the purposes greater prevention
- Support to cross-functional projects and activities with particular attention to change management
- Family4 Terminal: we open the terminal to families
- Go Green

This policy has been prepared in accordance with Maersk's policy

We want to be leaders of change, collaborating on the challenges and improving health, safety and the environment.

Each member of our Senior Management Team is responsible for managing all HSSE risks, so that they are clearly defined, understood and communicated, so that HSSE performance is fully integrated into business objectives and the necessary resources are made available to ensure full compliance with HSSE Policies and all legislative and contractual requirements.

All managers of Vado Gateway are responsible for:

1. Spread within the company, through a constant awareness-raising action, a culture where everyone assumes personal responsibility in the management of HSSE risks according to their role and the HSSE objectives assigned;
2. Ensure that every incident is recorded on the GIZMO system (Fatal5.com) and analyzed, in order to define and take appropriate corrective actions;
3. Learn from internal incidents and those shared by the Group, promoting Learning Teams and sharing learned lessons;
4. Ensure that all employees contribute to the programs and actions defined by the company for the protection of the environment and for the improvement of HSSE performance;
5. Ensure that procedures and operating instructions are shared with the front line and kept aligned with the operational reality, through constant process confirmation;
6. Reduce environmental impacts, with particular attention to the management of emissions produced, for the protection of the territory and the Interested Parties;
7. Conduct all activities, with regard to the health and safety of workers, and environmental protection, applying the company management system, in compliance with ISO 45001 and 14001;
8. Promote the involvement and consultation of workers and their representatives in the main company processes, with particular regard to safety prevention and continuous improvement;
9. Involve contractors and external collaborators, in the protection of health and safety at work and in environmental protection, disseminating the Policy, systems and objectives, ensuring cooperation and coordination at every stage of the contractual relationship;
10. Pursue a constant increase in health and safety performance through a punctual organization of work and the provision of adequate economic, human and technological resources;
11. Perform periodic audits and inspections on activities with the aim of measuring compliance with defined HSSE policies, procedures and objectives;
12. Identify and prevent any environmental, health and safety emergency and control any emergencies through specific plans;
13. Identify and control potential security risks by implementing specific organizational and management measures shared with the competent authorities.

Managing Director Paolo Cornetto

HSSE Manager Jari Gatti

Operation Manager Razvan Oprisan

Asset Maintenance Manager Vincenzo Pascariello

Classification: Public