



HEALTH, SAFETY AND ENVIRONMENTAL POLICY

Reefer Terminal is committed to protect its people, partner Companies employees, communities and customers with the aim to ensure that operations are carried out in accordance and assurance of health, safety and environmental protection.

Reefer Terminal's goal is to ensure that people of the Company think and act safely and respecting environment in every side of their day.

Our main commitment is about:

- Providing a safe and healthy work place;
- Respecting all the HSSE legal and contractual requirements, ensuring business continuity through the efficient HSSE policies application to all the processes;
- Ensuring the risk management and the sustainable development of the activities.

Our approach is based on "put people at the center", on their direct concern in an open dialogue about HSSE's themes, enhancing differences and skills.

We want to be leader of change, cooperating on challenges and improving health, safety and environment.

Every member of our Senior Management Team is responsible of the management of all the HSSE risks, from their definitions to their understanding and communication, so that HSSE performance are fully integrated in the business goals and the resources needed to ensure full compliance with HSSE policies and with all the requirements are made available.

All the managers and Reefer Terminal's responsible have the responsibility to:

1. Spread throughout the Company, with a constant awareness-raising action, the concept that everyone has to take personal responsibility in the HSSE risk management, according to his role and to the assigned HSSE goals;
2. Ensure that every incident is recorded on GIZMO system (Fatal5.com) and analyzed, with the aim to define and adopt the suitable corrective actions;
3. Learn from the internal incidents and from those shared by the Group, promoting Learning Team and lesson learned sharing;
4. Ensure that all the employees contribute to the programs and the actions about environment protection and the improvement of the HSSE performance;
5. Ensure that the procedures and the operative instructions are shared with the blue collars and lined up to the operative reality, thanks to the continuous process confirmation;
6. Lead all the activities, with a focus on environment, applying the company management system, compliant with ISO 14001;
7. Lead all the activities, with a focus on health and safety, applying the company management system, compliant with ISO 45001;
8. Reduce the environmental impact, with a focus on emission management, in order to conserve the land and the Stakeholders;
9. Privilege the use of the best available technology in the making of its own Company's goal;
10. Help to reach the decarbonization goals defined by Maersk Group with the ambitious project to reach "NET ZERO GHG EMISSIONS" by 2040, through the transport emissions reducing and Terminal's activities;

Reefer Terminal S.p.A.

Banchina Raffaello Orsero SNC - Porto Vado
17028 Bergeggi (SV) - Italy
P.Iva e CF: 00635840093
REA: SV - 81485
T +39-019-28911
F +39 019 2891560

Classification: Internal

11. Develop and implement training and awareness-rising programs of its own staff about the environment preservation, health and work-safety in order to make each worker aware about the effects and the consequences linked to his activity;
12. Develop professional skills and the commitment to operate in compliance with prevention and protection procedures at all company levels, with training and information;
13. Seek the complete satisfaction of the needs and expectations of the Stakeholders;
14. Develop actions, projects, guidelines and procedures for the environment preservation, health and safety, both for workers and communities, sharing them with the Stakeholders such as employees, collaborators, contractors, trade unions, institutions, citizens, etc.
15. Promote the active participation and collaboration of all the Stakeholders with the awareness that this is important for the reaching of security and environmental preservation goals;
16. Use equipment and materials which present features in conformity with the actual safety legislation, even through a constant update of the technologies used and the best scientific knowledge.
17. Promote the engagement and the consultation of workers and their leaders in the main Company's process, with regard for the safety prevention and the continuous improvement;
18. Promote workers participation in risk evaluation, prevention and protection measures, in the training programs, information and training, in the communication process, in preparation and response to emergency, according to legislation and the management system;
19. Involve contractors and external collaborators for health, safety work and environment preservation, spreading the Policy, systems and goals, ensuring cooperation and coordination in each step of the contract;
20. Follow the constant health and safety performance increase, through a timely work organization and the availability of suitable economical, human and technological resources;
21. Conduct periodical audit and inspections about activities with the aim of measure the compliance to policy, procedure and HSSE defined target;
22. Identify and prevent any environmental, health and safety emergency and control eventual emergencies with specific plans;
23. Identify and rule the potential safety risks, improving specific organizational and management measures shared with the relevant authorities.

The present policy is part of the Company effort towards the environmental sustainability, health and safety preservation and it is an inner feature of the strategies, processes and daily activities. In order to guarantee its continuous adequacy and efficiency, the policy is regularly reviewed and revisioned – as a rule in the context of the Direction review – so that new Direction's intentions and changes are incorporated.

Vado Ligure, 16/08/2022

Managing Director
Paolo Cornetto

