



Delivering your strategy.

# Health, Safety, Security and Environment (HSSE) Policy

## Our Belief

GAC Group managers and staff believe that healthy, safe, secure and environmentally sustainable work is essential for the well-being of our fellow employees and their families, our customers, visitors and all other stakeholders who encounter the Group's Shipping, Logistics and Marine services.

We believe that HSSE-related incidents can be prevented and their impact reduced through an effective HSSE Management System.

The quality of our attitudes, actions, written documents and equipment reflects the level of our commitment to HSSE in the organisation.

## Our Commitment

We are committed to achieving an effective HSSE Management System by:

- Establishing local HSSE Management Systems
- Providing and maintaining a safe, secure, and healthy working environment
- Complying with the GAC Group HSSE Management System, statutory legislation and other HSSE standards and regulations.
- Identifying, evaluating, and controlling the HSSE risks and impacts associated with our activities.
- Providing employees, customers, visitors and other stakeholders with necessary HSSE information, instructions and training
- Managing all reported HSSE issues
- Establishing measurable objectives and targets for periodic review
- Reporting HSSE performance to Senior Management
- Actively encouraging feedback for continuous improvement
- Reviewing the GAC Group HSSE Management System every year and amending when necessary, to reflect changes in legislation or our business processes.

## Our Spirit

Our goals are simple - no harm to people, no accidents, no security breaches, and no damage to the environment. Every employee at GAC is committed to getting HSSE right, the first time, every time - wherever you go.

A blue ink handwritten signature, appearing to read 'Pontus Fredriksson', is written over a light blue scribble.

Pontus Fredriksson  
Group President  
January 2023

*This policy will be reviewed annually by top management and, where deemed necessary, amended and re-issued.*