



# 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, and sustainable work environment.
- Protect the environment from pollution which resulted from organization activities.
- Complying with relevant HSSE legal and contractual requirements (labor law No. 12 – 2003, environmental law No. 4 – 1994 & its amendment No. 9 - 2009), ensuring business continuity to our customers through the consistent application of effective HSSE related processes.
- 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 four basic principles guiding our approach:



### OUR PEOPLE ARE THE EXPERTS

- Our frontline people are key to uncovering the HSSE risks they face in their daily work.
- Together, we create a safe space to speak up and learn about challenges, risks and even mistakes – without fear of judgement.
- We build solutions by challenging assumptions and learning about the reality of work.



### WE LEAD WITH CARE

- Leaders in APMT don't rely on assumptions about what support our frontline people need.
- Instead, we stay connected with the frontline to learn about what makes safe and secure work difficult to achieve.
- We then provide them with what they need to make safe and secure work easier.



### WE LEARN AND ADAPT

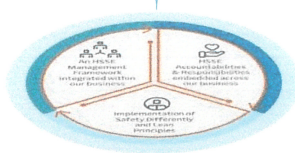
- HSSE risks are a reality in our industry, where things can easily go wrong.
- Therefore, we don't wait for incident to happen before we learn and improve.
- We stay ahead of the risk by learning from normal work successes and mistakes.
- We adapt by setting up proper controls and safeguards to reduce and manage serious consequences before anything goes wrong.



### WE ARE RESILIENT

- We plan for disruptions in the supply chain and ensure we have backup capability for resources critical to our operations.
- We constantly monitor the global supply chain to identify potential or actual disruptions.
- When disruptions happen, we know how to activate backup plans and keep cargo moving with minimal customer impact. We learn from every incident to improve backups.

### Delivered Through



## Safety for Life



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## Our Leadership Responsibilities

As part of our leadership responsibilities, we are committed to monitor and act on any potential causes daily. We do that as part of our daily management process, where we measure the daily performance of Safety, Quality, Delivery and Cost (SQDC, in order of priority). This enables us to identify problems as soon as they occur and initiate necessary measures immediately.

### Executive Leadership Team

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

- Accountabilities and responsibilities for managing HSSE risks are clearly defined, understood, and communicated.
- HSSE performance is integrated into business activities.
- Access to 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 health 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 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 APMT HSSE Commit Rule.

**Keith Svendsen**  
APMT CEO

**Keld Christensen**  
CEO

**Hesham Nagy**  
Head of HSE

**Mahmoud Ayoub**  
COO

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