

## Health and Safety Policy

### PURPOSE OF THIS POLICY

At Girteka, safety is not merely a priority – it's a core value ingrained in our culture. We are dedicated to fostering a physically and psychologically healthy workplace environment across all settings, including our own sites, client locations, and on the road. Our commitment to safety goes beyond mere monitoring; we adopt a proactive approach to ensure the well-being of all individuals involved in our operations.

### OUR COMMITMENT

Girteka's leaders are obligated to lead by example, demonstrating unwavering commitment to safety in all their actions and decisions. Each member of our team is responsible for their own safety and contributes to creating a secure environment for their colleagues. This necessitates strict adherence to safety regulations and exercising care to prevent accidents. We continuously enhance our occupational health and safety management system by taking a forward-thinking approach and identifying and eliminating all hazards.

### ACHIEVING OUR COMMITMENT

To ensure the effectiveness of our Health and Safety policy, Girteka Group has established the following arrangements:

- **Leadership:** Responsible for setting the tone for safety, demonstrating commitment, and providing necessary resources for the implementation of health and safety measures.
- **Employees:** are responsible for their own safety and that of their colleagues, adhering to safety regulations, and promptly reporting any safety concerns.
- **Safety Officers:** Designated safety officers oversee the implementation of health and safety policies, conduct risk assessments, and ensure compliance with safety standards.
- **Subcontractors:** working with Girteka Group should follow with our health and safety policies and standards.

In addition, we are committed to:

- Conducting regular risk assessments to identify hazards and implement control measures.
- Providing comprehensive health and safety training to all employees and subcontractors.
- Establishing clear procedures for reporting, investigating, and addressing health and safety events.
- Striving to set the standard in logistics practices by surpassing health and safety legislation requirements.
- Enforcing a zero-tolerance policy towards alcohol and intoxicant abuse in the workplace.
- At Girteka Group, safety is a shared responsibility, and we are committed to creating the safest possible working environment for all. We will continuously review and improve our health and safety practices to ensure the well-being of our employees and stakeholders.

The Girteka Group Executive Board is responsible for establishing this policy and for monitoring and reviewing health and safety performance of Girteka Group and its subsidiaries. The Chief Executive Officer is accountable for implementing this policy.

CEO Name <b>CEO</b> <b>Jeroen Eijnsink</b>	Signature 	Date <b>2024. 04. 26</b>
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