



Safety, Health & Environment Policy Statement

The Management of Boss Freight Terminal Limited places great importance on the safety, health, and welfare of its employees, visitors, and contractors, as well as the protection of the environment, across all operations.

Our commitment focuses on eliminating hazards that may harm people or damage property, preventing occupational diseases, reducing environmental impacts, and promoting safe, healthy, and comfortable working conditions.

We shall maintain a Safety, Health & Environment (SHE) program that conforms to legal requirements and industry best practices. Our goals are zero occupational accidents, injuries, diseases, and zero major environmental incidents.

Our Safety, Health & Environment (SHE) program shall focus on:

- Full compliance with, and where possible surpassing, the requirements of the Occupational Safety & Health Act (OSHA) 2007, the Environmental Management and Coordination Act (EMCA) 1999, and all other relevant regulations.
- Implementing, monitoring, and reviewing SHE objectives that guide our performance.
- Promoting proactive management of SHE practices, empowering employees, and encouraging their active participation in SHE matters.
- Encouraging employee consultation and participation in SHE programs including hazard reporting, environmental stewardship, safety committees, and decision-making processes.
- Planning, implementing, reviewing, and improving SHE performance through audits, inspections, and risk assessments
- Embedding environmental management practices in operations, including pollution prevention, waste minimization, spill prevention, and responsible resource utilization.
- Ensuring the provision and maintenance of PPEs and work equipment, enforce permits for high-risk tasks, and promptly investigate incidents and implement corrective actions.
- Continual improvement of the Occupational Health & Safety Management System (OHSMS)

We recognize that responsibilities for Safety, Health & Environment are shared:

- Management is accountable for leadership, provision of resources, continual improvement of the SHE program, and ensuring a safe and environmentally responsible workplace.
- All employees are responsible for fostering the right safety and environmental attitudes, complying with SHE requirements, reporting hazards, and ensuring that all operations are conducted with full regard for their own safety, the safety of others, and the protection of the environment.

This Policy will be made available to all stakeholders, monitored closely, and reviewed periodically to ensure it remains relevant and effective in line with legislative & organizational requirements.

24.11.2025

DATE

Twalib Hatayan

CHIEF EXECUTIVE OFFICER

SIGNATURE