

Policy HHLA PLT Italy S.r.l. Quality, Environment and Safety

The primary objective of HHLA PLT ITALY S.R.L. (hereinafter referred to as HHLA PLT) is the sustainable development of the company in the territory in which it operates, becoming a reference point in the port sector on a national and international level with regard to Health and Safety for its workers and respect for the environment, placing customer satisfaction as the ultimate goal of our activities.

HHLA PLT considers Quality, Environment and Safety aspects central to all its business activities, identifying and reducing potential risks to people, the ecosystem and the business.

HHLA PLT has defined the following guidelines:

- ❖ Promote a workplace that fosters and encourages the health and productivity of employees in a pleasant and accident-free environment;
- ❖ Continuously improve the efficiency and sustainability of the company's activities and services, resulting in more efficient consumption of fuel, energy, water and waste to landfill;
- ❖ Determine and review internal and external factors relevant to the company's goals, also considering the impact of climate change;
- ❖ Meeting the requirements of customers, whether external and/or internal, by offering products and services that enhance customer satisfaction.

All those working for HHLA PLT, including contractors, suppliers, collaborators, temporary employees shall:

- ❖ Know and understand this Policy and comply with HHLA PLT's HSEQ standards;
- ❖ Comply with all HSEQ laws, regulations, policies and standards;
- ❖ Participate in the continuous improvement of the integrated management system.

To this end, the company constantly strives to:

- ❖ Promote the protection of health, the environment and the use of renewable resources by implementing the best available technologies wherever possible;
- ❖ Regularly monitor company operations taking into account the guidelines expressed in this Policy;
- ❖ Ensure that all tasks and responsibilities relating to the environment, health and safety and quality are always defined at all levels;
- ❖ Ensure that the awareness and skills of all workers are increased in order to significantly reduce risks to the environment, health and safety and quality by consulting their employees and the RLS. In particular, all the company's workers will be authorised to suspend their activities if their continuation may cause harm to people, the environment or the quality of services and to inform their supervisor, without fear of repercussions;
- ❖ Pursue continuous improvement of its environmental, safety and quality performance, communicating it all stakeholders and consulting workers;
- ❖ **Monitor and manage risks and opportunities.**

It is the responsibility of each employee to ensure safety at work, to adhere to this Policy and to report practices or conditions that are inconsistent with the spirit of this Policy or that pose recognised or unacceptable risks to the health of people, the environment or that may compromise the quality of services provided. Each HHLA PLT leader shall promote within the work environment, a climate that enables employees to practice the principles contained in this document and actively support the implementation of this Policy.

The company will periodically review this document in the face of changes in legislation, context, organisation, and the results of internal and external audits.

This Policy is disseminated and applies to all the activities of HHLA PLT, its staff and those working on behalf of the organisation, and is available to all interested parties.

Antonio Barbara

CEO HHLA PLT Italy S.r.l.