 HAESAERTS <small>MEMBER OF ALTREA LOGISTICS</small>	Registered document	25.10.2005
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“SHEQ” MANAGEMENT STATEMENT

Dear partner, dear stakeholder,

Since 2019, Haesaerts Intermodal has been a part of A-Logistics, which was called the ALTREA Group in 2022. Haesaerts enters into operational synergies with the other members of the group as much as possible, but remains responsible for its own activities and their overall quality.

When it comes to safety, health, environment or quality we are often bombarded with slogans. At Haesaerts Intermodal we try to translate these slogans into deeds, without losing sight of the quality and efficiency of our services. For an SME, it is not obvious to keep up with or even overtake the major petrochemical companies, our customers, in the field of *HSE (Health, Safety and Environment)* without exceeding budget and/or overloading staff.

All our transport activities are focused on a maximal use of the most economical, ecological, qualitative and safe transport modi rail / ship. Transport by road must be done as safe as possible.

Haesaerts always keeps the **CEFIC guidelines and brochures** at hand (f.e. <http://www.cefic.org/Industry-support/Transport--logistics/Best-Practice-Guidelines1/General-Guidelines-/>) and has undersigned the ECTA Responsible Care Commitment 2025.

In the first instance, the management places the emphasis on strict compliance with all applicable legislation. All changes are closely monitored.

We like to see all commitments as stated here below as much as possible implemented in the policies and practices of all our subcontractors. We select them accordingly as our preferred partners. They must also subscribe to these commitments and apply them as much as possible in the implementation of their activities.


Engagements towards Safety, Health, Environment, Quality and Security may not only be implemented from legal requirements, but from a sense of responsibility towards personnel, clients and the whole society. These engagements can not only be realised by the management alone, but need the support and cooperation of all he personnel, clients and subcontractors.

Everyone who works for Haesaerts Intermodal, whether as an employee or subcontractor, must accept their responsibility when it comes to HSE. The management therefore asks everyone to report near-misses (near accidents) and any other hazardous situations and undertakes to take the necessary measures and report back to the personnel and the co-makers.

Haesaerts **commits** to an ongoing improvement of its services and operations. Special attention goes to the quality terms of ISO and the guidelines and questionnaires of SQAS. The company is also continuously involved in study projects of recognized organisations and industrial partners s.a. CEFIC, FEBETRA, VIL, TVL, EPCA, ECTA, RESPONSIBLE CARE, etc.

We believe that all injuries, accidents, safety and environmental incidents are avoidable. Therefore, we strive for an accident and incident free workplace. An endeavour in which we want to involve everyone, drivers, workers, employees, and also you as subcontractors.

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Ensuring optimal health, safety and quality and protecting the environmental preservation is an endeavour that has top priority not just during working hours, but also outside them.

Protecting people, guarding and protecting high value and hazardous products against loss, theft and damage, securing important information of the customer and the product are a top priority. Therefore it is important that our containers, equipped with GPS, are always parked in a safe place and never left unattended (disconnected) on a public road.

The company's engagement is to deliver at all times the promised quality according to the prescriptions and agreements and to communicate reasonably about the execution of an order is highly appreciated.

From the drivers of co-makers, we ask that they always adopt a defensive driving style with respect to other road users and especially in poor weather conditions and that the driving style is focused on the limitation of fuel consumption. Also that they make use of safety equipment. By this we mean the seatbelts, blind spot cameras, the PPE (personal protection equipment) which very often make the difference between life and death. We also ask that they respect the speed limits and driving and rest periods. Make a regular control of the condition of the PPE. The use of seatbelts and the respect for speed will be controlled by the national police.

We also emphasize the importance of the legal safety instructions and instructions specific to certain products and customers. In particular, the High Consequence Dangerous Goods, Chapter 7, point 5 (p 67 of the basic ADR course) concerning safe parking, we also want to emphasize again.

For your own safety and that of others, we suggest the following rules regarding the use of mobile phones – use phones while driving only if you have a hands-free set and keep the duration of the conversation to a minimum. Scientific studies have shown that using a mobile phone while driving severely disrupts concentration. Do not use your mobile phone in hospitals, at petrol stations, refineries and chemical plants during loading/unloading or aircraft.

For your safety and the safety of others, we suggest the use of mobiles as follows:

While driving: ONLY pick up calls if you dispose of a carkit and keep the discussion as short as possible.

Not permitted: to surf on the internet, send SMS, to go on facebook, whatsapp or use any other mobile app during moving.


Improving road safety and reducing road accidents are key objectives for our co-makers. To increase road safety and reduce road accidents, Haesaerts Intermodal has invested in a BBS programme, as described in the **CEFIC/ECTA Behaviour Based Safety Guidelines**, brochures and documents. The Transport Manager organises the BBS trainings on a fixed frequency and sets clear targets. Due to the continuous nature of this training program the behaviour of our drivers will be guided towards safer driving. A safer driving behaviour not only leads to a reduction in the number of accidents, but also has a positive economic effect. Costs (maintenance, insurance premiums) are reduced by adopting a safer and more economical driving style. We ask you as co-maker to also include this in your driver training. Also other useful driver trainings, often organized by the customer, are mandatory to include in the driver training program.

Out of concern for the environment our drivers are also given "eco-proactive driving" training, you are also recommended to do this.

Not only by the drivers and co-makers but also within the company, an environmentally aware attitude is adopted and energy-saving solutions are sought.

From the full staff we require constant vigilance in the workplace (loading and unloading locations, terminals, ...), and that they are alert to danger. That they know and obey the general and special safety instructions, for example, during the handling of hazardous

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products. The message is: be critical not just of others but also of yourself when it concerns SHE and report hazardous situations. Use the PPE (personal protection equipment) if required.

Also other employees shall be asked to follow strictly all safety requirements. A good knowledge of all SHE regulations helps.

Especially of the staff in our planning department, we ask that they adapt their driver assignments to the statutory driving and rest periods, both for our own drivers and those of co-makers.

We also ask everyone to refrain from the use of alcohol and other drugs during working hours, regardless of the newly amended law on this. This is so that you will not be an unnecessary risk to yourself and others. It goes without saying that the possession or sales of alcohol or drugs in the workplace or elsewhere where activities are carried out on behalf of the company are strictly prohibited. The company has published a policy statement about the use of drugs and alcohol. We demand that you as a co-maker also comply with this.

The theft or destruction of Haesaerts property (equipment, IT, ...) is strictly prohibited. The company management has programmes and taken concrete measures to secure our property and the goods of customers. To this end, access to company premises and buildings is secured (alarm) and the trucks are equipped with a satellite tracking system with which, in case of risk the vehicle can be immobilised by an alarm centre. All containers are equipped with a GPS system.

External access to all data on the shipments and products transported is protected by an implemented IT-security program.

A digitalization plan is also being drawn up for the group.

Safeguarding the integrity of high value and hazardous products against loss by intentional destruction or theft, and proprietary information given into the custody of a logistic service provider is essential.

Potential SHEQ risks are inventoried and analysed. On the basis of these analyses is an adequate prevention policy is drawn up. Because we bear a large share of the responsibility in the event of an accident, everyone is asked to cooperate actively in seeing and reporting hazards.

Full CONFIDENTIALITY on our business operations is asked of every employee.

For the protection of health and general well-being at work, an external service for protection at work has been appointed. A JAP and GPP are active.


For each employee, a yearly training scheme is published. The scheme is evaluated each year.

The follow-up of non-conformities, near-misses and accidents is very important and is described in a separate process description. Specific registered documents and a tool in the TMS system are a big help. The subsequent corrective and preventive actions will be communicated to all stakeholders within the requested timeslots, caring for the health and safety of our own employees as well as the employees and staff of our clients and partners. The trend analyses of the calamities are evaluated yearly in the SHEQ board meeting.

Special and/or additional customer-specific requirements (including security) cannot be included here but will be communicated, subject to special instructions, manuals and suchlike, to all concerned, including all subcontractors.

Haesaerts Intermodal will always choose for the most ecological intermodal transport modi. All drivers will attend the (refresh) training Eco-driving.

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Also in the office, an active green policy is active. We will try to apply for the most ecological and energy saving solutions. Think of the well-being of yourself and of the others ! We strive for the most sustainable services to our clients and require the same of our suppliers and partners. We will propose our client always the most ecological possible logistic solution and provide him of data on our sustainable realizations and progresses. Haesaerts is also investing in a TMS module to make CO2 emission calculations correctly. These calculations are not only made out of ecological necessity, but also act as a lever to advise our customers towards synchromodal transport.

We strive to provide the most sustainable services to our customers and demand the same from our partners and suppliers. We propose to our customer the most sustainable and ecological solution and provide him with the necessary data regarding our achievements and progress in sustainability.

The "eco-proactive driving" training is imposed on the drivers. An environmentally conscious attitude is adopted not only by the drivers, but also within the company are energy-saving solutions sought. To this end, an active green policy has been launched. These are themselves very obvious comments, but we still advise you to take a moment to think about this in function of your own well-being and that of others.

We build on a stable long-term relationship with our customers and work on continuous improvement. Delivering quality is a main goal, if we want to safeguard a long-term relationship with our clients and if we focus on an ongoing improvement of our service quality. Our company disposes of measurable quality goals to monitor performances to guarantee at all times a delivery according to the requirements of the client. In case of calamity, an open and direct communication is a top priority. Each employee makes effort to support improvements.

Within the context of SHEQ, we always ask our employees to go a bit further than the "usual". After all, "whoever tries to achieve what he can achieve, will ultimately not achieve the latter either." SHEQ must be a philosophy of life, something that permanently governs our actions. The management feels to some extent responsible for communicating this philosophy. They will do everything within their power to transfer this sense of responsibility to its staff and its subcontractors by means of awareness-raising campaigns and training.

Ethic business operations are also an important pillar for the providing of qualitative services as well. In this regard, Haesaerts Intermodal has issued a **CSR policy** and CSR charter (business partners). The policy has been translated into concrete instructions against bribe & corruption, child labor, forced or involuntary prison labor, instructions conflict of interest, fraud, instructions fair trading, instructions anti-discrimination and minimum wages. Yearly evaluations and comments on CSR-issues make part of the Annual Direction Meeting and Report on SQAS&S.


The company will safeguard the principles of healthy and safe work conditions, physically as mentally and watch the human rights of its employees. A confident is appointed at the External Service for Health and Welfare at Work. The company also disposes of a personal data policy (GDPR). All employees receive the privacy clauses as an addendum in the company's labour regulations or as part of the labour regulations.

One final consideration. There is no economic interest that has more value than our safety, our health or our environment.

Director
Luc Haesaerts



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These statements are updated regularly.
They are provided on each (new) employee and are to find in the toolbox communication.
They are also available on simple request of any stakeholder on hard copy or electronically.

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