HSQE POLICY

Revision: 02
Date: 12.12.2022

UNIATLANTICO Group along with all of its sub-branches, has implemented a comprehensive HSQE Policy that aims to foster a company culture of prioritizing the well-being of employees, safeguarding business operations, and protecting the environment. The policy is closely aligned with the company's mission and values, which include:

SAFETY	**INTEGRITY**
QUALITY	**COMMUNICATION**
SUSTAINABILITY	**DIVERSITY AND INCLUSION**
INNOVATION	**FLEXIBILITY**
RELIABILITY	**PEOPLE-CENTRICITY**

The **HSQE Policy** is composed of ten guiding principles, each with a specific focus to:

1. Customer satisfaction we are committed to providing our customers with high-quality transport solutions that meet their needs and exceed their expectations. We strive to deliver exceptional customer service and build strong, long-term relationships with our customers based on trust, respect, and open communication.

2. Workspace safety providing a safe and healthy work environment for all our employees and visitors. We prioritize the prevention of accidents, injuries, and illnesses by ensuring compliance with all relevant laws and regulations, identifying and managing workplace hazards, and promoting a culture of safety awareness and continuous improvement. We also strive to provide adequate training, resources, and support to enable our personnel to perform their work safely and efficiently. By maintaining a safe workspace, we demonstrate our commitment to the well-being and satisfaction of our employees and create a foundation for sustainable growth and success.

3. Environment protection is at the heart of our operations. We are committed to promoting environmentally friendly behaviors among our personnel onboard and onshore and minimizing our impact on the environment. This includes zero tolerance to water and air pollution, training our employees to reduce greenhouse gas emissions and actively pursuing GSG reduction initiatives. By continuously improving our environmental performance, we strive to safeguard the environment for future generations.

4. Law compliance in scope of all applicable environmental, health, and safety regulations. The company adheres to all local, national, and international codes, guidelines, and rules regarding occupational health and safety, environmental protection, and other maritime and non-maritime requirements.

5. Preventing incidents, accidents, damages, and other hazardous occurrences immediately by analyzing, identifying, and overcoming the root causes. Including proactive approach by Stop Work Authority (SWA), which grants all internal and external employees the right and duty to stop any activity or task that is considered unsafe or may lead to an uncontrolled HSE hazard or effect quality standards.

6. Professionalism continuous identification and addressing the training needs of employees to develop, understand, and apply relevant skills, methods, or tools.

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7. Efficiency and performance are the key factors that the company competes on in order to retain its existing customers and attract new ones. To achieve this goal, the company must focus on retaining its existing customer base while simultaneously devising strategies to attract new customers. By prioritizing these two objectives, the company can establish a competitive advantage and ensure long-term success in its industry.

8. Innovation & Technologies play a crucial role in the industry, impacting all aspects of a company's activities, from stakeholder relations to customer experiences. By embracing the latest technological advancements, companies can optimize their operations, enhance their products and services, and remain competitive in the market. Therefore, our company is committed to implementing innovative solutions to continuously improve our business processes, deliver high-quality services, and provide exceptional customer experiences.

UNIATLANTICO Group defines safe and efficient operations to achieve superior performance in tailor-made transport services for bulk, heavy-lift and project shipping all over the globe. In order to achieve our health, safety, environmental, and quality objectives, we place great emphasis on ensuring that our HSQE Management System adheres to the highest industry standards, including the stringent requirements of DIN ISO 9001, DIN ISO 14001, and DIN ISO 45001.

The HSQE Management System is a comprehensive system for training and ongoing support, which ensures that all employees understand and embrace our HSQE Policy. Through regular audits, assessments, and evaluations, we continuously monitor and enhance our HSQE Management System to ensure that it remains effective and aligned with our goals and objectives. This commitment to excellence is communicated and implemented throughout all levels of the organization.

STANDARDS MATRIX

Standards	Purpose	Areas Covered
DIN ISO 9001	Quality Management	Leadership, Customer Focus, Process Management, Improvement, Measurement
DIN ISO 14001	Environmental Management	Environmental Policy, Planning, Implementation, Monitoring
DIN ISO 45001	Occupational Health and Safety Management	Hazard Identification, Risk Assessment and Management, Training, Communication, Performance Evaluation

These international standards, developed by the International Organization for Standardization (ISO), provide a framework for organizations to implement effective management systems for quality, environmental, health, and safety. They are recognized worldwide and used by organizations of all sizes and industries to improve their operational efficiency, reduce risks, and enhance their reputation and stakeholder trust.

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Component of HSQE Policy	Information Content
Policy Objective	To foster a company culture that prioritizes employee well-being, safeguards business operations, and protects the environment
Mission and Values	Safety, Integrity, Quality, Communication, Sustainability, Diversity and Inclusion, Innovation, Flexibility, Reliability, People-centricity
Guiding Principles (10)	1. Customer Satisfaction
	2. Workspace Safety
	3. Environment Protection
	4. Law Compliance
	5. Incident Prevention
	6. Professionalism
	7. Efficiency and Performance
	8. Innovation & Technologies
	9. Safe and Efficient Operations
	10. Adherence to Industry Standards
Key Focus of each Principle	1. Providing high-quality transport solutions, exceptional customer service, and building strong customer relationships.
	2. Providing a safe and healthy work environment, ensuring compliance with all relevant laws and regulations, identifying and managing workplace hazards, promoting safety awareness and continuous improvement.
	3. Promoting environmentally friendly behaviors, minimizing the company's impact on the environment, zero tolerance to water and air pollution, and pursuing greenhouse gas reduction initiatives.
	4. Adhering to all local, national, and international codes, guidelines, and rules regarding occupational health and safety, environmental protection, and other maritime and non-maritime requirements.
	5. Analyzing, identifying, and overcoming the root causes of incidents, accidents, damages, and other hazardous occurrences immediately, proactive approach by Stop Work Authority (SWA).
	6. Continuous identification and addressing of the training needs of employees to develop, understand, and apply relevant skills, methods, or tools.
	7. Focusing on retaining existing customer base, while simultaneously devising strategies to attract new customers to establish a competitive advantage and ensure long-term success.
	8. Implementing innovative solutions to continuously improve business processes, deliver high-quality services, and provide exceptional customer experiences.
	9. Defining safe and efficient operations to achieve superior performance in tailor-made transport services for bulk, heavy-lift and project shipping all over the globe.
	10. Ensuring that the HSQE Management System adheres to the highest industry standards, including the stringent requirements of DIN ISO 9001, DIN ISO 14001, and DIN ISO 45001.
Management System	A comprehensive system for training and ongoing support, regular audits, assessments, and evaluations to monitor and enhance the HSQE Management System's effectiveness and alignment with goals and objectives.
Communication and Execution	Communicated and implemented throughout all levels of the organization