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Policy on Security, Safety, Health, Environment and Quality

Our goal is to provide our customers with high quality service while safeguarding the security, safety, health, and environment of our employees, the public, customers and their valued products. This requires a culture that supports continuous improvement of all activities and processes.

STC has implemented and will constantly measure an integrated management system that ensures compliance to SHE&Q requirements and industry best practices while maintaining an emphasis on supplying our customers and shareholders with low cost/high value service.

STC believes that continuous improvement and strong quality processes are vital factors in achieving SHE&Q goals. For this reason, we support the objectives of international standards and programs, such as ISO 9001, ISO 22000 (HACCP/GMP), ISO 28000, C-TPAT, AEO and SQAS/IMPCAS.

In all cases we strive to ensure that our activities are in accordance with all local, national and international requirements and regulations. We monitor new requirements to ensure our services meet these conditions where applicable, and we strive to exceed the applicable governmental rules and regulations to ensure optimum protection of products and information, complete control of our activities and company-wide focus on continuous improvement in Security, Safety, Health, Environment, Quality and Food Safety.

In implementing our SHE&Q policy we adopt, implement and stimulate the use of behavior based techniques. We feel that Behavior Based Safety is not only important for our vendors in the field but that our staff has a great contribution to a successful implementation in our offices and depots / cleaning stations.


STC has formed a global SHE&Q Team that monitors and advises the management on general SHE&Q performance in each region and SHE&Q goals are met. Specific attention is given by specific teams as the Food Safety Team.

In order to measure our accomplishments we annually define objectives and process improvement teams to improve our performance. In addition we measure our performance by statistics and kpi's.

We expect each STC employee to be fully committed to the implementation of our SHE&Q Management System and to contribute daily to the continuous improvement of all company processes. Improper behavior will be monitored by management and if necessary disciplinary actions will be taken. We feel that management should lead by example.



Hans Augusteijn
President
Stolt Tank Containers BV

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SHE&Q Policy Guidelines

STC's SHE&Q Policy Guidelines have been established with continual improvement as the foundation for ensuring that our long-term goals are met. We apply standards and programs such as ISO 9001, ISO 22000 (HACCP/GMP), ISO 28000, SQAS/IMPCAS as part of this policy. Furthermore developments are monitored at other organizations such as ITCO, CEFIC, ECTA, IRU, EFTCO, IMO and USDOT and will be incorporated into our programs where we deem applicable.

The following **QUALITY** guidelines have been established:

- To meet our customer requirements and expectations in all activities while ensuring all laws and regulations are adhered to globally. To diligently monitor our service levels through internal audits and reviews with the goal improving our processes and service.
- To create systems and processes which allow us the flexibility to supply service under pre-defined procedures and to continuously train and develop our employees to improve their overall knowledge and customer service levels.
- To promote continual improvement of our business processes and in our service through teamwork and a collaborative approach on a global basis and by constantly working to improve internal communication and cooperation.
- To integrate our continual improvement culture with our vendors, partners and suppliers to improve the overall quality of our service while controlling costs.
- To support a company culture of creativity and innovation. To work with integrity and to continuously strive for excellence.

To address **ENVIRONMENTAL** issues we have established the following guidelines:


- To comply with all applicable legislation and regulations in each operating region and in each of our businesses.
- To strive to prevent pollution and environmental risks.
- To maintain strong and positive relationships with Government Authorities, regulatory agencies and local communities in which we operate.
- To encourage implementation of Responsible Care programs within our organization as well as for our selected Vendors.

The **SAFETY** and **HEALTH** of our staff and public are high priorities. The following guidelines have been established to address these concerns:

- To prohibit the use of drugs or alcohol during work hours.
- To provide our employees with safe and productive workplaces and to provide ongoing training to prevent accidents and injuries in all of STC's activities.
- To ensure our vendors and service providers adhere to the same high standards as applied by STC.
- To implement programs aimed at improving employee skills and experience, their well being and to provide support services in times of need.
- To encourage implementation of Behavior Based Safety (BBS) programs both internal as with used vendors.

SAFETY is a primary consideration for all STC transportation, handling and storage related activities. We work diligently to ensure that the following guidelines are followed:

- To ensure that all cargo movements comply with all international and local regulations for the safe movement of cargo and all activities associated with the operation of the depots / cleaning stations.
- To determine that all suppliers have valid permits and licenses for their services and that all personnel are trained and in compliance with international, local and STC regulations.
- To support participation in international safety organizations.

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To ensure the safety of all **FOOD** and **FEED STUFF** the following guidelines have been established:

- We are fully aware of our position in the food chain. In the total supply chain we are responsible for the safe transport of liquid food and feed products. During loading, transport and unloading we respond to the expectations and needs of its customers and end consumers.
- To meet our customer requirements and expectations regarding food and feed safety and hygiene in all activities while ensuring all food safety related laws and regulations are adhered to globally.
- To comply with the general requirements regarding personal hygiene.
- All food and feed equipment must be clean, dry and odorless.
- At all times the food and feed safety during any stage of depot / cleaning station activity and transport is safeguarded.
- A Food Safety Team (HACCP Team) is established to perform HACCP risk assessments for all relevant processes and initiate the required instructions and control measures.
- Food Safety Awareness Training is part of all employees package when daily activities involve the transport of food grade products.

SECURITY is a high priority in all STC activities:

- To protect employees and property against deliberate or accidental destruction or theft.
- To adhere to additional security measurements in accordance with local regulations and customer requirements.
- Customer information is considered confidential and will be protected.
- Our vendors and suppliers must have active and viable security plans in place to protect our customers' products, information and equipment.
- IT systems and infrastructure are secure and well maintained with active security programs to protect data. The AEO and C-TPAT assessments help to adhere to these Standards on security.
- Promotion of security principles in Behavior Based Safety (BBS) awareness.

The success of our Security, Safety, Health, Environment & Quality policy depends on the requirement that all employees within the organization need to be fully committed to the successful and full execution of this policy. We expect all employees, our vendors and agents to comply with all applicable regulations, participate and pro-actively contribute to making this policy and the SHE&Q Management System work.

We seek an open dialog with our stakeholders, our vendors and our customers concerning our policy, principles, goals and objectives. Experiences from non-conformances are used as input for training development. However, customer information always will be considered as confidential.

We will strive to be an ethical and socially responsible organization and will pursue excellence in all our activities. The **CSR** principals are adhered to and STC is constantly improving the four topics of Social, Environment, Ethics and sustainable Supply Chain. Our organization can be recognized as one of the top scoring companies in the field of Logistical Service Providers.

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