

COMPANY POLICY

EMS Chartering, member of German Ems Group, has been successfully transporting goods by sea since 1984. We have our own fleet of seagoing vessels and access to the tonnage of long-standing partners. In order to ensure the best performance and to develop prime transport solutions, we focus on our customers' needs and offer our expert advice. We handle each and every transport individually and make sure that break bulk, bulk and project cargoes safely reach their destination.

Our company policy (comprising quality, environment and occupational health and safety (OH&S) topics) aims providing long-term safe and health friendly working environment, long-standing customer and suppliers relationship and satisfaction, ongoing improvement and development, optimal dealing with the natural resources, as well as growth of the Company.

Many years of experience, dedicated, duly trained and skilled employees, safe and health friendly working environment, examined and proven suppliers, conscious handling of the natural resources and internal and external parties defined within the context are the basis for business achievements and the related optimal provision of services to our customers.

Furthermore, the following principles have been established to be successful on the market and withstand the competition:

➤ **Compliance with Legislative Regulations and Other Requirements**

We undertake to adhere to all applicable legal obligations (laws and regulations) and other requirements to the best of our knowledge and belief.

➤ **Continuous improvement**

To this effect, our operations, processes, procedures and threats are continually valued, optimized and continually improved to reduce the risk of business disruption in the service provision process, to minimize hazardous situations and accidents at work, and enhance the environmentalism.

➤ **Creation of Safe and Healthy Work Environment**

We undertake to provide the safe and healthy work environment, as well as to avoid the work-related injuries, accidents and/or occupational diseases based on providing our services and the risks and opportunities arisen and defined relating to the risks and opportunities for the occupational safety and health in the context and due to the objectives of our Company. Moreover, we undertake to avert the thread and minimize the OH&S risks, by developing and providing safe and ergonomic work equipment, workplace and job processes, as well as to take organizational and technical measures (to replace the processes, operations or equipment, where necessary) and to provide free and appropriate personal protective equipment (PPE).

➤ **Environmental Protection**

We undertake to comply with the compliance obligations on the basis of the services provided by us, as well as our corporate context, to protect environment, reduce the environmental load and affect it, to strengthen or form the environmentalism of our staff (including employees), to use wisely the resources, to facilitate the sustainability and continuously review and improve the environment protection measures, as well as our environmental aspects. Based on this, we have developed an appropriate barge concept for our customers to save fuel and reduce the negative impact on our environment by increasing the transport capacity/handling volume per transport.

➤ **Development and Preservation of Knowledge**

Our employees should provide the goal-oriented education and further education (internal and external) to solidify the already acquired knowledge, get additional knowledge and retention of the knowledge within the Company.

➤ **Provision with the necessary Resources**

We undertake to use best judgment of the necessary resources for the occupational safety and health protection, the service provided, as well as the sustainability (*environmentalism*) and to provide it in sufficient quantity.

➤ **Avoidance of Mistakes / The Use of the Lessons Learned from Mistakes**

To avoid mistakes is fundamentally more important than to eliminate mistakes. Mistakes admitted in the past working operation are the essential experience and help us to optimize our working operations in the future. Continuously evolving our processes, we work over the process to develop our operations to avoid from mistakes as far as possible.

➤ **Risk and Opportunity Management**

The Company' management (with the employees involved) continuously defines, identifies, makes analysis and values the risks and opportunities, as well as the resulting minimization or elimination of risks and the measures on the growth of opportunities at our Company.

➤ **Compliance with our ethical principles ("Code of ethics and conduct")**

Our employees and we are committed to complying with our ethical principles, in particular respect for persons of any origin, respect for human rights, anti-corruption (anti-bribery) and data protection guidelines. We do not tolerate discrimination of any kind (including age, religion, origin, gender, color, race, nationality), child labor in any form, harassment and abuse in the workplace. Our business partners are also obliged to comply with our ethical principles accordingly. Possible violations (internal or external) must be reported to us immediately.

The principles (the guidelines) establish the framework of our Company management' s defined, introduced and evaluated operational and strategic quality, environmental and OH&S objectives to be able to provide the high-quality customized services, simultaneously adhering to the necessary environmental aspects and OH&S requirements.

The Company' management is responsible for the introduction, implementation, maintenance, further development (ongoing improvement) of the integrated management system (IMS) and the efficiency and is *accountable* with respect to the system.

This IMS is binding upon all employees of our Company and is applicable to all our employees / workers, because only if it is used by each employee / worker without limit, it is possible to provide a high-quality customer-oriented service, adhering to the required environmental aspects and OH&S requirements.

This company policy is made known and available to all employees without limit, and where necessary, is transferred at the disposal of the relevant stakeholders. The company policy will come into effect at the date when signed by the Company' management.

The company policy applies to the entire company of EMS Chartering GmbH & Co. KG (all locations).

Date: 01/2025

Agnieszka Acar
Managing Director