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APPROVED
by the Board of Directors
of the Company on 26 April 2022


Chairman of the Board of Directors

GLOBALTRANS INVESTMENT PLC
Health and Safety Policy

Maintaining a safe workplace is paramount to Globaltrans' (together with its subsidiaries hereinafter – the "Group") corporate culture and ultimately to the success of its business. We are committed to upholding the highest standards of occupational health and safety protection. The Group strives to embed a zero-harm culture through our ongoing commitment to raising awareness and taking proactive steps and preventive measures to protect the health, safety and well-being of our greatest asset – our employees.

In order to deliver on this commitment and promote a culture of zero harm the Group will:

- Look after its employees and clients and provide a safe working environment for them;
- Ensure all employees are competent and well trained to do their job;
- Monitor, assess and review relevant health and safety risks and make changes as needed;
- Continuously review and improve the Group's health and safety performance;
- Ensure compliance with all applicable legislation, regulations and other requirements;
- Raise awareness, provide relevant information and adequate training opportunities for all employees to prevent future incidents in the workplace;
- Engage with the workforce frequently and encourage their participation and contribution to the high standards of occupational health and safety set out in this policy;
- Maintain emergency procedures (including workplace evacuation), fire protection and security systems to protect the employees;
- Promptly report incidents, carry out safety investigations, take corrective action and prevent recurrences;
- Ensure the use of employee feedback to identify strengths and weaknesses of the health and safety culture and take appropriate action;
- Involve the senior management team in health and safety communication and improvement activities, including regular updates;
- Encourage our suppliers to commit to similar principles in relation to health and safety work practices and activities;
- Review the effectiveness of health and safety management, including this policy;
- Provide periodic reports on progress in tackling health and safety matters.

Health and safety is everyone's responsibility. The Group expects its employees to participate in fulfilling the objectives and requirements of this policy.

The Group may review and revise the policy to ensure that it remains consistent with Globaltrans' objectives and responsibilities.