

HEALTH, SAFETY & ENVIRONMENT POLICY

As a leading player in the provision of **integrated logistics solutions**, covering port and rail operations, international transport, customs clearance, as well as logistics and supply chain services for numerous sectors, **Africa Global Logistics (AGL) places Health, Safety and Environmental Protection at the heart of its strategy and activities.**

OUR AMBITION:

Go beyond regulatory compliance by positioning these topics as fundamental pillars of our corporate culture and by deploying a **strong, shared HSE culture aimed at Zero Accident.**

OUR VISION:

Aware of the risks and impacts related to its operations, AGL considers the **prevention of accidents, harm to health, and environmental impacts** as a **shared responsibility** between the Management, managers, and all employees. We promote **vigilance, active listening, and continuous dialogue** to strengthen collective commitment, and worker consultation & participation.

AGL deploys, maintains, and continuously improves an **HSE management system** compliant with **ISO 45001** and **ISO 14001** standards, as well as with legal and regulatory requirements in all the countries where it operates. We integrate **international best practices** and encourage **innovation** to anticipate emerging HSE challenges.

OUR HSE COMMITMENTS:

1 *Monitoring our risks and our environmental footprint*

- Systematic **assessment of risks** and **environmental impacts**, supported by regular monitoring and audits.
- Active involvement of employees and their representatives in **HSE programs**.
- Strengthening health and safety prevention through **regular training** and **awareness campaigns**.
- Prevention of pollution, optimization of waste and resource management, and adoption of innovative solutions to reduce our ecological footprint.
- Contribution to combating climate change by **reducing Greenhouse Gas (GHG) emissions** and adopting **clean technologies**.
- Preparation, testing, and continuous improvement of **emergency plans**, with analysis and sharing of lessons learned.

2 *Developing and promoting a culture of prevention*

- Exemplary involvement of managers in promoting best practices.
- Engagement of employees through participatory tools and dedicated expression channels.
- Rigorous compliance with HSE requirements by all: employees, contractors, and visitors.
- Sharing our HSE values with clients, partners, and subcontractors through contractual commitments and awareness.
- Promotion of sustainable development and systematic reporting of **Near Misses** and unwanted events, with follow-up on corrective and preventive actions.

3 *Continuously improving HSE performance*

- Definition of clear and measurable objectives.
- Regular evaluation of results, transparent communication, and implementation of corrective actions based on HSE indicators analysis.

AGL commits to mobilizing the necessary **human, technical, and organizational resources** to implement this policy.

Each of us must take all necessary precautions to protect ourselves and our colleagues. All employees have the right and the duty to stop work when facing a serious and imminent danger and to immediately inform their Management.

Every **manager** is responsible for the implementation and monitoring of this policy within their operational scope.



Philippe LABONNE

President

Puteaux, December 22nd 2025