POLICY

Quality, Health, Safety, Environmental and Security

Palma Logistics is committed to the highest standards of Quality, Health, Safety, Environment, and Security (QHSES) for our employees, business partners, and all other stakeholders. At Palma Logistics, social responsibility is the driving force behind this commitment. We strive to meet and exceed the expectations of our stakeholders through our unwavering dedication to QHSES.

We believe that our success is built on earning the trust of our stakeholders through certified integrity and proven performance as a reliable custodian of assets and a responsible protector of the environment in all the services we provide.
Continuous improvement in the services we provide is driven by our commitment to achieving and sustaining the following ultimate goals:

- No injuries and no work-related illness
- No environmental incidents
- No damage to clients or their property
- 100% customer satisfaction
- Increased energy efficiency
- No violations of confidentiality, integrity and availability of information

To achieve the ultimate goals mentioned above, the following are committed provisions of this policy:

- Responsible and accountable management
- Framework for setting QHSES objectives
- Culture of active participation and consultation of employees
- Utilization of Stop Work Authority
- Corporate discipline
- Respect for all human beings and the surrounding environment
- Suitable controls to eliminate and or reduce identified health, safety, environmental, and information security risks
- Fair treatment of and cooperation with our business partners and other interested parties
- Information on and resources for investing in energy-efficient products and services

As a company operating to global standards, we respect the authority of every local jurisdiction in which we operate. This means we are committed to complying with all applicable local laws and regulations. Where there is any conflict between local legislation and Palma Logistics' policies or regulations, the more stringent requirements shall apply.

To safeguard the above, we are dedicated to developing, maintaining and continually improving our Integrated Management System (IMS) with controlled processes to ensure the highest QHSES standards.

This policy first took effect in June 2023 and is reviewed annually.

Carimo Riziuane
CEO
Palma Logistics Ltd.
Palma, Mozambique, December 2025,

PL-POL-0001 – Quality, Health, Safety, Environment and Security (QHSES) Policy - UNCONTROLLED DOCUMENT WHEN PRINTED