

## Corporate Occupational Health & Safety Policy

At Trans-Oil Group of Companies, we strongly believe that people are our most valuable asset. Providing a safe and healthy working environment is a core obligation for us. We are committed to run our operations responsibly, by implementing robust measures to mitigate risks and enhance our Occupational Health and Safety (OH&S) standards. Our aim is to achieve a workplace environment free from accidents and occupational diseases, while meeting the expectations and requirements of our customers and business partners. This belief is deeply embedded within our culture, and extends universally across all Company operations and sites, encompassing not only our employees, but also contractors, visitors and anyone impacted by our business-related activities.

To achieve this commitment, Trans-Oil Group of Companies will:

- Conduct all activities in compliance with applicable legal and regulatory requirements, and other OH&S requirements to which the Company subscribes;
- Establish and implement OH&S management systems in compliance with ISO 45001 standard, and other relevant industry standards in all its operations;
- Audit OH&S management systems, procedures and processes in order to assess performance against internal and external applicable OH&S standards and requirements;
- Commit to independent third-party certifications of OH&S management systems, procedures and performance in all crushing plants;
- Set annual and long-term OH&S objectives for all operations, aligned with Company goals, measure results, review performance on a regular basis, and take appropriate actions to ensure ongoing compliance with all applicable standards and requirements, and foster continuous improvement;
- Identify, evaluate and address risks associated with workplace processes and working environment through the implementation of effective control measures;
- Provide a framework to prevent fatalities, injuries and occupational diseases;
- Investigate the root causes of work-related injuries and ill health, and take action to prevent recurrence;
- Manage OH&S incidents in a manner that protects its assets, employees, contractors, customers and the public, as well as the Company's reputation;
- Provide clearly defined roles and responsibilities, develop employee OH&S competency through effective training and leadership at all levels within the Company to ensure that employees, contractors and visitors understand and commit to effective implementation of OH&S policies and practices;
- Engage with and empower employees in matters concerning health and safety within the workplace, fostering their participation, feedback, and contributions to continuously improve OH&S practices and reduce workplace risks;
- Incorporate OH&S strategies into the business planning process to guarantee that the management of OH&S risks remains an inherent and integrated component of its operational framework;
- Be transparent and communicate, whenever is necessary, OH&S commitments, requirements, performance and lessons learned from accidents internally, to all employees, and externally customers, contractors, visitors and other stakeholders that may be affected by the activity of the Company.

As Chief Executive Officer I am committed to this OH&S policy and to continuous improvement of our OH&S performance. Responsibility for the successful implementation of this policy belongs to every Trans-Oil Group of Companies employee at each level and function within the Company.

Approved:

**Vaja Jhashi**

Chief Executive Officer