

Corporate Fleet Eco and Safety Policy

At Trans-Oil Group of Companies, we are committed to fostering a culture of safety and environmental responsibility within our fleet operations. By integrating safety and eco-friendly practices, we aim to create a fleet that prioritizes both people and the environment. This policy reflects our commitments and dedication to the well-being of our employees, the communities we serve, and the planet.

- 1. Compliance with Laws and Regulations:** All employees operating Company vehicles shall comply with national laws and regulations related to road safety and vehicle operation.
- 2. Driver Eligibility and Training:** Only authorized and trained employees shall be permitted to operate Company vehicles. Regular updated training and awareness programs covering both defensive driving practices and eco-friendly driving techniques will be provided.
- 3. Safe and Eco-Friendly Driving Practices:** We will motivate and monitor our employees to obey traffic and safety rules, practice safe driving habits and adopt eco-friendly driving techniques, contributing to both safety and environmental sustainability.
- 4. Vehicle Selection and Fleet Optimization:** We commit to selecting vehicles with lower emissions and optimizing our fleet with fuel-efficient and environmentally friendly options.
- 5. Alternative Fuels and Technologies:** We will explore and adopt where feasible alternative fuels and advanced vehicle technologies to reduce our carbon footprint.
- 6. Vehicle maintenance:** We will ensure regular maintenance to keep all Company vehicles in optimal condition, promoting safety, efficiency, and reduced emissions.
- 7. Zero Tolerance for Impaired Driving:** The consumption of substances that impair driving ability is strictly prohibited while operating Company vehicles.
- 8. Use of Mobile Devices:** Employees must not use mobile devices without hands-free capabilities while driving. Urgent communication should be addressed in a safe location.
- 9. Emergency Procedures:** Employees must follow established emergency procedures, including prompt accident reporting and seeking medical assistance when necessary.
- 10. Preventive and Corrective Measures:** All traffic violations and accidents will be investigated, preventive and corrective actions implemented to avoid reoccurrence.
- 11. Monitoring and Reporting:** Set fleet and road safety performance targets, regularly monitor and report on road safety performance and environmental impact, seeking continuous improvement opportunities.
- 12. Accountability:** Employees are accountable for adherence to this Fleet Eco and Safety Policy. Failure to comply may result in disciplinary action, up to and including termination.

As Chief Executive Officer, I am committed to the successful implementation of this Policy and to continual improvement of our fleet eco and safety performance.

Approved:

Vaja Jhashi

Chief Executive Officer