



Health, Safety and Environmental (HS&E) Policy Statement

Ports America is committed to providing a safe and healthy workplace for employees, contractors and visitors and to minimizing any adverse environmental impact during the performance of its business.

All employees are responsible for helping manage HS&E matters in acceptance of their individual responsibilities as conditions of employment and are critical to the success of this policy. The “Business Principles” below shall be incorporated into every employee’s daily work routines:

Leadership

Management personnel shall be required to provide visible leadership to ensure all employees understand our core values that:

- All injuries and accidents are preventable.
- No environmental damage is acceptable.
- Nothing is more valuable than the health and safety of our employees.

Safety Standards

Established safety standards shall be incorporated into every job and shall be regularly communicated to all employees. Accidents shall be fully investigated with results to include methods to eliminate similar future incidents and learnings for all.

Behavior and Supervision

All employees are responsible for the success or failure of our company as it relates to safety performance. Each employee, contractor, and visitor are expected to participate in our program to identify and correct unsafe behaviors and/or conditions.

Support and Services

Ports America shall:

- Perform regular internal audits to assess the effectiveness of existing management systems and business practices.
- Develop and deliver appropriate HS&E training for all staff at all levels.
- Ensure HS&E implications are considered in all business decisions.
- Provide aggressive HS&E targets to ensure continuous improvement.

Matt Leech, President and CEO

January 1, 2024

Date