

3. QHSE Policy

The Quality, Health, Safety and Environmental Policy of The Company is as follows:

Scope: Quality, Health, Safety and Environmental (QHSE) Policy

Responsible: Management

Policy

The Company is a fuel supplier. The Company supplies bunker fuels, lubricants and related products and services for vessels worldwide. Thanks to our geographical coverage and in-depth local knowledge, we are considered a global yet local bunker supplier.

We are committed to **high standards of corporate governance and conduct** our business in a responsible manner complying with the legislation governing the areas in which we operate. We are committed to be a socially and environmentally responsible company focusing greatly on staff development, health and safety, and the external environment.

As part of our corporate governance commitments, we have taken steps to ensure sufficient focus and action. These steps include the adoption of a code of conduct and the implementation of a compliance program.

Management, employees and subcontractors at all levels are committed to quality, customer satisfaction, safety, protection of the environment and to continuously improved operations and systems in all we do. To this end, we implement a QHSE Management System according to ISO 9001:2015, ISO 14001:2015 and ISO DIS 45001:2017. Management reviews the system on a regular basis.

We build and maintain a quality, healthy and safe working environment, supplying our staff at all levels with the means, resources and backing to perform their duties. We treat everyone with respect.

We will comply with all legal requirements applicable to our operations. We will follow rules and requirements from our clients, charterers, IMO, insurers and class.

We systematically and vigilantly monitor all relevant operating processes. We evaluate internal monitoring results as well as external input from industry groups, clients, press or auditors and always consider how we can improve our management system

We communicate in an open, timely and factual manner. We employ a non-blame culture as there is no better way to learn as an organization.

We encourage anybody to report any deficiency regarding quality, health, safety and environment

We use clearly defined objectives and targets to fix our QHSE position and plot the course ahead. We are truly committed to zero defects, accidents and spills, and to the prevention of pollution.

We educate our staff in accordance with our training policy, continuously improving staff knowledge and awareness about the importance of quality, safety and respecting the environment in their daily work.

Management and employees will **lead by example** in all QHSE related issues.

Management reviews the QHSE policy during management review meetings to determine the policy's continuing suitability for our organization.

We ensure that our QHSE policy is **communicated and understood** at all levels of the organization through documented training, regular communication, and reinforcement during annual employee performance reviews.

This policy, effective May 29th 2017, applies to The Company and to all staff thereof. It explicitly applies to any person working on behalf of us in any capacity, for example subcontractors, service technicians and visitors. We communicate the policy to all staff.

Any employee having questions or suggestions regarding this policy should contact their line manager or the QHSE Manager (see the organizational chart available on USTC-Net).

Signed by

Claus Bulch Klausen (CEO)



Date: May 5th, 2019