

COMPLIANCE POLICY



Health, Safety and Environment (HSE) Policy

Customs Clearance, Transit & Logistics — Ex-Grand Katanga, D.R. Congo

Document Title	Health, Safety and Environment (HSE) Policy
Document Owner	CORRIDEX SARL — Management
Version	1.0
Effective Date	[DATE]
Review Cycle	Annual, or upon regulatory change
Applies To	All employees, contractors, agents, and representatives of CORRIDEX SARL

1. Purpose and Commitment

CORRIDEX SARL is committed to protecting the health and safety of its employees, subcontracted drivers, visitors, and the communities along the transport corridors and at the border posts where the Company operates, as well as to minimising the environmental impact of its activities. This Policy applies to all CORRIDEX premises, vehicles, warehousing operations, and border activities, and to all subcontracted transporters operating on the Company's behalf.

Our operations involve specific risks inherent to the logistics and customs sector: road transport over long distances, handling of industrial and sometimes hazardous cargo (sulfuric acid, reagents, mining inputs), warehouse and loading operations, and extended time at border crossings. This Policy sets the standards by which those risks are managed.

2. Roles and Responsibilities

2.1 Management

- Provide the resources, training, and equipment necessary for safe operations.
- Ensure this Policy is communicated to all employees and subcontractors.
- Review incidents and near-misses, and act on findings to prevent recurrence.

2.2 Employees and Drivers

- Follow all safety procedures and instructions without exception.
- Report hazards, incidents, and near-misses immediately, without fear of blame.
- Use personal protective equipment (PPE) as required for the task.
- Never operate a vehicle or handle cargo while fatigued, impaired, or unwell.

2.3 Subcontracted Transporters

CORRIDEX selects transport subcontractors partly on the basis of their safety record and vehicle condition. Subcontractors must comply with this Policy, or an equivalent standard, as a condition of working with CORRIDEX, and must demonstrate that drivers are licensed, vehicles are roadworthy, and cargo is properly secured.

3. Road Transport Safety

- All vehicles used for CORRIDEX shipments must undergo a basic roadworthiness check (brakes, tyres, lights, load securing) before departure.
- Drivers must hold a valid licence appropriate to the vehicle and cargo being transported.
- Driving hours must allow for adequate rest; fatigue-related incidents are treated as a serious safety failure.
- Cargo must be properly loaded, secured, and within the vehicle's rated capacity — overloading is prohibited.
- Drivers must follow speed limits and local road regulations at all times, including within border post areas.

4. Handling of Hazardous and Industrial Cargo

CORRIDEX regularly facilitates the clearance and transport of industrial commodities, including sulfuric acid, reagents, and other inputs to the mining sector. These materials require specific handling precautions:

1. Cargo must be accompanied by a Safety Data Sheet (SDS) or equivalent documentation identifying the hazards and required precautions.
2. Personnel and drivers handling hazardous cargo must be briefed on the specific risks and emergency procedures for that cargo before transport begins.
3. Appropriate PPE (gloves, eye protection, protective clothing) must be used when handling or inspecting hazardous materials.
4. Spill kits and basic emergency response equipment must be available wherever hazardous liquids are handled or stored.
5. Any spill, leak, or exposure incident must be reported immediately and addressed according to the relevant emergency procedure.

EMERGENCY CONTACT PRINCIPLE

Every shipment involving hazardous cargo must have a designated emergency contact person and basic incident response instructions available to the driver and accompanying staff before departure.

5. Warehouse and Site Safety

- Loading and unloading areas must be kept clear of unnecessary obstructions and clearly marked.
- Only trained personnel may operate forklifts or other mechanical loading equipment.
- Fire extinguishers must be available, visible, and regularly checked at all CORRIDEX premises.
- Visitors and drivers on-site must be made aware of basic site safety rules before entering operational areas.

6. Border Post Operations

Long waiting times at border crossings present specific risks, including fatigue, road safety hazards from queued vehicles, and exposure to weather. CORRIDEX staff working at or coordinating activity through Kasumbalesa, Sakania, and other border posts must:

- Ensure drivers have access to water, rest, and basic facilities during extended waits where this is within the Company's control.
- Position and park vehicles safely, away from active traffic lanes, while awaiting clearance.
- Remain alert to security risks in border areas and report any concerns to management.

7. Environmental Responsibility

- Spills of fuel, oil, or hazardous cargo must be contained and reported immediately; CORRIDEX will not allow uncontrolled discharge into soil or waterways.
- Waste generated at CORRIDEX premises (packaging, oils, damaged goods) must be disposed of responsibly and in accordance with local regulations.
- Where reasonably practicable, CORRIDEX will favour route and load planning that reduces unnecessary fuel consumption and empty-running of vehicles.

8. Incident Reporting and Investigation

All incidents, injuries, near-misses, spills, and vehicle accidents — however minor — must be reported to management without delay. CORRIDEX will investigate the root cause of any significant incident

and implement corrective action to prevent recurrence. Employees who report hazards or incidents in good faith will not face any adverse consequence for doing so.

9. Training

All employees and drivers working on CORRIDEX shipments will receive basic HSE induction covering road safety, hazardous cargo handling (where relevant to their role), and incident reporting. Refresher training will be provided periodically and whenever a new type of cargo or route introduces new risk.

10. Review

This Policy will be reviewed annually, or sooner if an incident, regulatory change, or new category of cargo handled by CORRIDEX identifies the need for revision.

Acknowledged by:

Name: _____ Signature: _____ Date: _____
