INTEGRATED MANAGEMENT SYSTEM POLICY

Quality · Health and Safety · Security · Environment · Business Continuity · Risk

GLOBE MARINE SERVICES CO. · ISO 9001:2015 | ISO 14001:2015 | ISO 45001:2018 | ISO 22301:2019 | ISO 31000:2018

Globe Marine Services Co. provides port, berth and terminal operations, stevedoring, container handling, land transport, warehousing and logistics services, repair and maintenance of port wharves and marine structures, in the Kingdom of Saudi Arabia. The long-term success of the company rests on the quality of the service we deliver, the health and safety of the people who deliver it, the protection of the environment in which we operate, the security of the cargo and assets entrusted to us, and our ability to keep operating when we are disrupted. These are one obligation, not competing ones.

Top management takes accountability for the effectiveness of the Integrated Management System and establishes this policy. It is appropriate to the purpose, size and context of Globe and to the nature and scale of our quality, environmental, occupational health and safety, security, continuity and risk profile; it supports our strategic direction; and it provides the framework for setting and reviewing the objectives of the Integrated Management System. We are committed to:

QUALITY: - ISO 9001:2015

- Meet client, statutory, regulatory, port authority and terminal operator requirements in full, on time and to the agreed service level.
- Handle and deliver cargo without damage, loss or rework, and act on client feedback and complaints.

OCCUPATIONAL HEALTH AND SAFETY: - ISO 45001:2018

- Provide safe and healthy working conditions for the prevention of work-related injury and ill health.
- Eliminate hazards and reduce occupational health and safety risks, applying the hierarchy of controls.
- Ensure the consultation and participation of workers and, where they exist, workers' representatives, at all levels of the organization.
- Uphold the right of every person to stop work that cannot be carried out safely, and protect from reprisal anyone who reports a hazard, incident or concern.

ENVIRONMENT: - ISO 14001:2015

- Protect the environment, including the prevention of pollution, and prevent releases and spills to land, water and the marine environment.
- Use energy, water and materials sustainably, reduce waste and emissions, and take account of climate change in how we plan and operate.
- Eliminate the loss of plastic pellets to the environment under Operation Clean Sweep.

SECURITY

- Protect the physical integrity of our people, the cargo and payloads in our custody, company assets and the third parties we work with, inside the port perimeter and on the road.

BUSINESS CONTINUITY: - ISO 22301:2019

- Determine our prioritized activities and the recovery objectives for each, maintain continuity and recovery arrangements at every site, and exercise and test them.
- Plan for, respond to and recover from emergency, crisis and business disruption, protecting people first.

RISK: - ISO 31000:2018

- Apply one risk management framework and one set of risk criteria, approved by top management, across quality, environmental, health and safety, security and continuity risk, so that a risk means the same thing everywhere in the system.

COMMON TO ALL FIVE STANDARDS

- Fulfil our compliance obligations, legal and regulatory requirements, port rules and license conditions, client requirements and the schemes to which we subscribe.
- Provide the people, competence, equipment, information and resources that the Integrated Management System requires;
- Continually improve the Integrated Management System and its performance.

This policy is communicated to and understood by every person working under the control of Globe, is applied by them, is displayed at our sites, and is available to relevant interested parties as documented information. It is binding on every employee, contractor and subcontractor. It is reviewed for continuing suitability at the management review and whenever the context of the organization changes materially.

Approved and issued by Top Management of GLOBE MARINE SERVICES CO.
Name: Aghareed Ehsan AbdulJawad Signature: _____ Date: _____

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