



## **HSEQ policy**

D to D is committed to an incident-free workplace, every day, everywhere. Our performance depends on our ability to continually improve the quality of the services we provide to our clients, while protecting people and minimizing the impact on the environment. DTOD requires an active commitment to HSEQ from all our people and our contractors in all work activities. Line managers are responsible and accountable for ensuring compliance with all HSEQ policies and procedures and this Corporate HSEQ Policy. We will always communicate openly on HSEQ issues with our stakeholders and share with them our experience and knowledge of successful HSEQ initiatives.

## **Policy implementation**

The Company has an HSEQ Committee which oversees all HSEQ matters. This Committee is chaired by the Chief Operating Officer and establishes procedures and guiding principles as it deems necessary to carry out the Company HSEQ policy. The Company has established and maintains assessment, self-evaluation and audit programs to monitor the Company's compliance with this Policy.

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## **Health Policy**

D to D Logistics Private Limited manage business activities to keep health risks to a minimum. We provide a healthy working environment with the appropriate level of surveillance and support. We provide expert medical support to our people to ensure that appropriate health examinations and preventative medicines are provided.

D to D Logistics Private Limited promote good occupational health by ensuring compliance with regulatory requirements and by providing clear guidance and information through our health principles.

## **Health principles**

- Work according to applicable health laws, codes and regulations
- Promote and maintain a positive health culture
- Provide and maintain healthy working conditions
- Consult our people on matters affecting their health
- Assess and control the health risks arising from our work activities
- Strive to prevent work-related ill health

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## **Safety Policy**

D to D Logistics Private Limited operates a risk management approach to our activities whereby we identify hazards, assess the associated risks and then work to eliminate the hazards or reduce the risks to a tolerable level.

Everyone who observes an unsafe situation or who feels it is not safe to continue with a task has a duty to intervene and stop the job. Such intervention will always be supported by DTOD's Management.

We are convinced that encouraging safe behavior and highlighting the importance of personal safety as a way of life will help to create a work environment where our people are safe and secure.

Our safety culture and management are supported by the D to D Logistics Private Limited safety principles which include all safety training.

### **D to D Logistics Private Limited safety principles**

- Work according to applicable safety laws, codes and regulations
- Promote and maintain a positive safety culture
- Review every incident and implement actions to prevent future occurrence
- Assess and control any safety risks arising from our work activities
- Consult our people on matters affecting their safety
- Provide and maintain safe work equipment and places of work
- Control, use and store hazardous substances safely



## **Environmental Policy**

D to D Logistics Private Limited always conducts our business in a way that considers the environment and which aims to keep any negative impact to a minimum. This policy is managed by close attention to achieving regulatory compliance and continually improving our environmental performance through careful selection of consumables and working practices designed to reduce waste, energy consumption and emissions.

Awareness of the impact that our activities may have on the environment and the management of measures to control such impacts is encouraged through our environmental principles.

## **Environmental principles**

- Work according to applicable environmental laws, conventions, protocols and regulations
- Promote and maintain a positive environmental culture
- Manage our activities to eliminate or reduce any potential negative environmental impact
- Consider sustainability an important element in the way we do business
- Use planning, design and risk assessment to avoid and reduce environmental risk; environmental aspects and registered work are assessed on worksites and projects

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## **Quality Policy**

We committed to deliver high quality and effective services that contribute to a better future for diversified needs and demands of our customers and society. This commitment is driven by our corporate mission to become the world's preferred supply chain logistics company, and by our values and behaviors under management initiatives. We further committed to ensure continuous customer satisfaction by rendering cost-efficient specialized logistics services through:

## **Quality principles**

- Meeting or exceeding Quality Objectives and performance indicators as well as upholding and complying with the rules and regulations of the Company.
- Compliance with all customer requirements, statutory, and regulatory requirements.
- Continual improvement of the Quality Management System through effective implementation, process audit and review.



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## **Compliance with relevant legislation**

D to D Logistics Private Limited standards comply with all applicable laws and regulations in the countries where we operate.

## **Risk Management**

D to D Logistics Private Limited strives to mitigate the impact of any foreseeable hazards, which may endanger health, safety and the environment, or could affect the quality of products and services it provides. This will be achieved through formal risk assessments as required per Company Policies and Procedures.

## **Training**

D to D Logistics Private Limited is committed to provide training and development needs as appropriate for each individual's duties and responsibilities – this will always include HSEQ training. Line managers are responsible for ensuring that appropriate training is given and individual competency evaluation is conducted as per the Company's standards.

This policy will be regularly reviewed to ensure on going suitability. This is critical to the continuous success of our business as it allows us to optimize our Company performance and adds value for all our stakeholders.

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