

Scope of services: RETEMS Logistics is a provider of International Freight Forwarding, Warehousing and Customs Clearance Services.

Our commitment: RETEMS Logistics is committed to comply with all applicable laws, standards, codes, client's needs, expectations and relevant requirements to achieve high standards protection of health, safety, security and environment. Our processes are structured into a documented Management System, which meets the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 International Standards.

We take obligation to apply in our activities to principles and methods described below:

- **Health, Safety & Environment Protection:** It is company's intention to prevent, as far as reasonably practicable, accidents, incidents, injuries and ill health to all personnel, whether directly or indirectly employed and to members of the public. Senior management, line management, supervisory staff are aware of their responsibilities in relation to protection of environment, safety, health and welfare of all personnel. Organization aims to prevent any pollutions & effects to the environment.
- **Management of Risks:** RETEMS Logistics provides risk-based management to ensure that all the risks related to health, safety, security and environment, which may directly or indirectly affect activities of our organization will be assessed, available hazards identified and effective control measures applied in order to eliminate hazards and reduce OH&S and environmental risks.
- **Continuous improvement:** We will promote the continuous improvement of our Management System through implementation of best practices and the visible leadership, commitment, involvement of the line management, consultation and participation of workers.
- **Objectives and Targets:** RETEMS Logistics will identify the objectives for HSE related issues and set the targets to achieve them for each year of operations, which will be reviewed on annual basis by senior management. Training of employees will be an integral part of the strategy to achieve the objectives.
- **Resources:** All necessary resources such an intellectual, financial, informational, assets and others will be provided by company management to achieve planned objectives and targets.
- **Interested parties:** The safety of RETEMS Logistics staff and our clients, suppliers, partners and other interested parties are most important for us. We will take all applicable measures to ensure safety of employees and other related persons.
- **External and internal issues:** Any issues that could influence the safety of people and environment such as changes in operations, working conditions, client requirements, new expectations of interested parties, staff morale and others will always be considered.
- **Responsibilities:** It is the duty of each employee comply with requirements of RETEMS Logistics HSE policy and cooperate with the management to ensure that the work place remains as safe as possible. Employees shall report to management any concerns, which may have affected the safety of our operations. Any employee who do not comply with this policy or any other safety requirements will be liable for disciplinary action. **Director** has overall responsibility for Safety within the Company. He monitors and keeps under control the effectiveness of this policy.
- **Communication:** The HSE Policy principles will regularly be communicated and available to staff at all times. To involve our customers, and any interested parties with a legitimate interest in our commitment, this Policy Statement is made available on our website www.retemslogistics.com

Director: Sema Mekhtiyev

Date: December 23, 2020

