RISK MANAGEMENT POLICY

At **Airland Logistics** we demand a safe, disciplined and reliable workplace for our staff.

Purpose

Airland Logistics is committed to safeguarding the health, safety, environment, and wellbeing of our people, clients, partners, and communities. This Risk Management Policy sets out our approach to identifying, assessing, and controlling risks across all operations, ensuring compliance with applicable HSE legislation, global standards, and the values of our organisation.

Scope

This policy applies to all **Airland** employees, contractors, consultants, labour hire personnel, visitors, and volunteers worldwide. It extends to digital operations, supply chain partners, and subcontractors engaged in Airland activities.

Policy Statement

Airland recognises that proactive risk management is fundamental to operational excellence, business resilience, and sustainable growth. We commit to:

- Complying with all relevant HSE and ESG laws, regulations, and standards.
- Embedding a culture of safety, accountability, and continuous improvement.
- Protecting against physical, environmental, and psychosocial risks.
- Ensuring safe and ethical procurement, design, and supply chain practices.
- Applying leading frameworks including ISO 45001, ISO 31000, and ISO 14001.
- Leveraging digital tools to monitor, report, and respond to risks in real time.

A hazard is defined as a source of potential harm to a person's health, safety and welfare in the workplace. Risk is the potential chance of harm from an identified hazard. It is measured in terms of the likelihood of exposure to the hazard and the resulting consequences.

HSE Risk Management Process

Airland applies a three-stage risk management process to control and eliminate hazards:

1. Identification of Hazards and Risks

We identify risks through:

a.) Proactive Risk Reviews: Ongoing assessment of foreseeable HSE and operational hazards.

b.) Incident and Hazard Reporting: Mandatory reporting of accidents, injuries, illnesses, near misses and cybersecurity incidents through Airland's digital reporting platform.

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Incident and hazard reporting assists **Airland** to identify existing or potential hazards and the adequacy of existing control methods. It also assists in developing potential controls.

c.) Workplace Inspections & Digital Monitoring: Regular inspections, combined with technology (e.g., IoT sensors, AI-driven monitoring) to detect risks early.

d.) Workplace Risk Audits: Annual audits benchmarked against global standards, reviewed by the Safety, Quality, Risk & Environment (SQRE) Committee and **Airland** management.

e.) Safe Design & Procurement: Risk analysis embedded in the lifecycle of design, procurement, construction, operations and decommissioning of products, assets and processes.

f.) Consultation & Engagement: Employees, contractors, and stakeholders are consulted on risk issues. Feedback is encouraged via the HSE portal, town halls and committee forums. **Airland** understands and accepts its obligation to consult with employees, managers and contractors, as well as all other persons with obligations under HSE laws.

The **Airland** Safety, Quality, Risk and Environment Committee and HSE Committees will provide employees with a reasonable opportunity to provide input when identifying or assessing hazards or risks to health or safety; and making decisions about:

- Measures to be taken to control those risks;
- Adequacy of facilities for the welfare of employees;
- Procedures for resolving HSE issues in the workplace;
- Monitoring of employees' health;
- Providing information and training to employees;
- Any proposed changes to a workplace that may affect employees' health or safety.

2. Assessment of Hazards and Risks

Airland will assess those hazards identified to determine the HSE risks. The following factors will be taken into account:

- Likelihood of occurrence
- Potential severity and harm
- Frequency/duration of exposure
- Human factors (training, capability, wellbeing, fatigue)
- Environmental and community impact
- Cybersecurity and data protection risks in logistics systems

3. Control of Hazards and Risks

When assessment and prioritisation of the identified hazards has been completed, **Airland** will work to eliminate or manage and control each hazard.

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Airland recognises that elimination of hazards and risks is the best result, but where this is not reasonably practicable, we will look to minimise risk by preventing or reducing the exposure to hazards and risks so far as is reasonably practicable.

Airland applies the hierarchy of controls:

1. Elimination – remove the hazard entirely (preferred).
2. Substitution – replace hazardous processes or materials with safer alternatives.
3. Engineering Controls – barriers, mechanical aids, automation, and technology solutions.
4. Administrative Controls – safe work procedures, job design, rotation, and training.
5. Personal Protective Equipment (PPE) – last line of defence.

Where elimination is not reasonably practicable, we minimise risks as far as is reasonably achievable, taking into account knowledge, technology, and proportional cost.

Responsibilities

Employees, Contractors & Consultants must:

- Actively participate in risk management processes.
- Follow safe work procedures and training.
- Take reasonable care of their own health and safety, and that of others.
- Report hazards, incidents, or near misses immediately.

Airland Management & SQRE Committee must:

- Provide resources, training, and systems to support effective risk management.
- Monitor and review risks on an ongoing basis.
- Ensure compliance with laws, regulations, and Airland standards.
- Promote a strong safety culture aligned with ESG values.

Continuous Improvement

Airland commits to:

- Regularly reviewing and updating this policy in line with global standards and industry best practice.
- Incorporating digital innovation to improve risk management (e.g., AI-based hazard prediction, digital twins, predictive analytics).
- Embedding sustainability principles into all decisions, ensuring safe operations that minimise environmental impact.
- Transparent reporting on HSE and ESG performance across all global operations.

Jan Jensen
Group CEO
Airland Logistics
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