OCCUPATIONAL HEALTH & SAFETY

GCI Tampa Terminal

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1 GCI OCCUPATIONAL HEALTH & SAFETY (OH&S) POLICY

1.1 ABOUT OUR CULTURE

At Gaetano Cacciatore Inc., occupational health and safety is a fundamental part of company culture and its promotion and importance are an essential value to be held by all personnel in every sector of our operations.

As a core value, we firmly believe in a safety culture that begins and ends with employees and their behaviors. GCI achieves and promotes this core value through rigorous training and instruction on occupational health and safety topics as well as the active participation and involvement of all employees in our safety program at every level.

We believe that all injuries and work-related illnesses can be prevented. In achieving this goal of "zero injuries", GCI management strives to lead by example through visible and exemplary behaviors and actions of our supervisory and managerial staff, their proactive commitment to the improvement of health and safety at our sites, and their active seeking of involvement from all employees to contribute to the achievement of health and safety related goals.

1.2 SCOPE

This Policy is issued by Gaetano Cacciatore Inc with a goal to continually improve on the GCI health and safety management system through leadership and teamwork, the standardization of methods and the sharing of best practices and guidelines across all sites within the company.

This Policy applies to all operational aspects and activities of Gaetano Cacciatore Inc, with it being understood that each site is responsible for the implementation of such practices and guidelines as integral and essential parts of its own health and safety management system.

This Policy is addressed to administrators, employees at any level and third parties working on behalf of GCI (e.g., contractors, suppliers, consultants).

1.3 ABOUT OUR COMMITMENT

We firmly believe that part of the framework for prevention of work-related incidents and illnesses is the effective implementation and maintenance of a OH&S management system in line with international reference standards and group guidelines and rules, based on the following key requirements:

- The setting of clear goals and targets related to health and safety to be reached through specific action plans following a systemic approach. *H&S is an integral part of our strategy.*

- The Demonstrating of leadership and commitment at all levels of management, starting from visible and exemplary behaviors, and promoting workers participation and awareness.

- The Establishing of accountabilities and responsibilities Everybody in the organization has a role and responsibility to aid in preventing incidents.

- The Respect of procedures and rules by all workers to guarantee health and safety of everyone. Health and Safety rules are a fundamental part of every employee's basic orientation and development.

- The effective assessment of risk in all job tasks and activities whether routine, non-routine, complex, or multi-department operations before work begins.

- The keeping of work-related safety procedures, best safe work practices, and safety controls up to date and regularly reviewed and reassessed when changes or incidents occur. H&S is an integral part of all activities, daily*.*

- Maintaining a rigorous safety training program for all tasks and promoting a culture of awareness and competency of safety hazards in individual job tasks. Health and safety is ultimately about the behavior of the individual in the work environment and this behavior needs to be fostered and encouraged routinely for a safety program to be effective.

- Learning from accidents and near misses and sharing experiences with employees. Highlighting best practices and showcasing employee achievements in safety as well. All incidents will require a full investigation and root cause analysis. It is key to share and learn from both successes and failures in the realm of health and safety.

- Identifying, assessing and observing all applicable governmental health and safety laws and standards as well as corporate guidelines and rules. This entails Regular workplace inspections and program audits to ensure compliance. Compliance with these rules and regulations is mandatory and must be constantly guaranteed at all levels of responsibility.

- Monitoring, auditing and reviewing the adequacy and effectiveness of OH&S management system as well as all procedures and performances according to reference indicators and corporate guidelines which outline KPIs for health and safety. These KPIs will be used to identify any necessary corrective measures and assign resources. The main goal of this is continuous improvement.

- Ensuring transparency and cooperation with all relevant stakeholders in areas related to health and safety.

The adoption of behaviors consistent with this Policy and guidelines is considered a relevant factor for the evaluation of individual performances of GCI leadership.