



Ahlers Logistics

Environment, Health and Safety Policy

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Effective Date: 01/05/2026

Owner: Operations department

Review Cycle: Annual

Introduction

Ahlers Logistics provides state-of-the-art logistics solutions in supply chain management, warehousing, factory logistics, projects and machinery logistics, secured transport, trade logistics, after-sales services and data analytics.

We operate on an asset-light model so part of our Environmental, Health and Safety (EHS) responsibilities are shared with third-party providers and facility operators. We ensure that all partners adhere to our EHS standards through contractual agreements and regular audits.

Compliance framework

We are committed to comply with all applicable EHS laws, regulations and permits as well as to develop and implement high standards based on customers' requirements. We regularly connect with customers to gather requirements and discuss any issues or improvement suggestions.

We require all subcontractors and warehouse partners to comply with applicable EHS regulations through our supplier code of conduct and in our contracts.

Where we are involved in warehousing activities but not the primary responsible, we uphold the warehouse EHS policies and procedures. We make them known to all our employees and on-site visitors and ensure they receive the necessary training.

Health and Safety

We conduct all activities with safety as the highest priority, regardless if it is an office day, an on-site visit or an active operation. We protect employees' health, environment, premises, customers goods and brands.

We collaborate with facility owners to uphold safety standards in rented warehouses. This includes fire safety measures, emergency exits, hazardous material handling procedures, and ergonomic practices to protect workers and assets.

In our offices we have standards and protocols for each individual office. Fire extinguishers and evacuation plans are in place and tested through regular drills. Upon onboarding all employees are familiarized with these protocols and practices and they receive a written outline.

In certain regions, public alert systems may require employees and visitors to take protective action. When an official alert signal is issued ("alarm signal"), all individuals present must immediately follow the locally established emergency instructions and proceed to the designated safe area or shelter indicated in the site-specific evacuation diagrams. Managers are responsible for ensuring that employees and visitors are informed of these procedures and for coordinating the safe and orderly movement of their teams during such alerts.

All employees —whether they work in the office or are assigned to warehouses— receive information on how to use personal protective equipment during onboarding. They receive clear instructions to use this equipment whenever they visit warehouses, terminals, production facilities or similar sites, even if such requirements are not upheld or enforced at those locations.

Failure to follow standard safety protocols and instructions will lead to consequences in line with the severity of the breach.

We are committed to safeguarding the health and well-being of all employees, contractors, and visitors.

We maintain ergonomic practices in all offices and provide guidance on posture and workstation setup during onboarding. Employees receive a written outline of health and safety protocols as part of the onboarding process, including emergency exits, fire safety, and evacuation procedures.

Each office is equipped with a first aid kit, and a key number of employees are trained on first aid response. In our larger office, an AED device is present.

We are conscious about mental health and have clear guidelines on safeguarding the work-life balance throughout our organization. The Belgian management is offered specific training courses on mental health and mental health awareness.

Incident reporting and investigation

All incidents and near-misses in third-party locations (whether our employees or contractors are directly involved, witnessed an incident or are just aware that 'something happened') must be reported to the country managers. They will collaborate with facility owners to address root causes and prevent recurrence. For completeness the standard reporting template is attached to this policy.

We aim for zero incidents, however we have intentionally chosen not to set a specific numerical target for incident reporting. This approach ensures that employees and contractors feel encouraged to report all incidents transparently, without fear of missing a target or underreporting to meet a quota. Our priority is to foster a culture of openness and continuous improvement, where every incident is seen as an opportunity to learn and enhance our safety practices.

Care for the environment

This policy is aligned with our internal corporate climate strategy and net-zero targets, ensuring consistency with international climate standards. Key target is to be climate neutral in our own operations by 2029.

We focus on the areas where we can make a meaningful impact on the environment. Our approach translates as follows:

Our own operations

- We implement waste sorting practices in all offices, and employees receive clear instructions during onboarding.
- We monitor water and energy consumption in our offices and strive for continuous improvement through awareness and efficiency measures.
- We are resource-minded in our office and think about the materials we use. Record-keeping is done in a digital way.
- We apply responsible procurement principles, favouring suppliers with strong environmental credentials and regularly assessing them. Care for the environment and climate awareness are embedded in our supplier code of conduct and contract terms.

Due diligence and risk assessment

- We conduct an annual review of non-material topics, including:
 - o Cross-checking our office and warehouse locations against biodiversity-sensitive areas.
 - o Evaluating exposure to climate-related risks and ensuring compliance with environmental regulations.
- We maintain transparency on hazardous substances, even though our operations do not involve manufacturing or asset ownership.

Customer engagement and services

- We support our customers' climate ambitions by calculating the carbon footprint of executed services. We collaborate on low-carbon logistics solutions through our Scope3 reduction program.
- Upon request, we provide additional data such as air emission data and breakdowns of the greenhouse-gas emission calculations.
- We promote circularity and resource efficiency in packaging and transport solutions wherever feasible.

Monitoring, continuous improvement and policy governance

We track EHS performance as part of our overall ESG-reporting framework, using key performance indicators (KPIs) and require regular reporting from partners. Feedback mechanisms are in place to gather input from employees and partners, which informs policy updates and procedural enhancements.

This policy is reviewed annually by the human resources, operations team and sustainability team and approved by the management committee. The final signature is provided by the CEO.

Questions or suggestions regarding this policy may be directed to the operations team whom will liaise with the other teams.

Signed,

A handwritten signature in blue ink, appearing to be 'DVB', written over a horizontal line.

Dave Van den Bos
Chief Executive Officer

Incident reporting form

Initial incident or near-miss information / Первинна інформація про Near Miss - incident				
Дата, час /Date and time		Incident ID		
Місце/ Place of incident		To be filled in by reporter		
Ім'я особи, що повідомляє/name reporter		Incident ID		
Посада/ Job title of reporter		To be filled in by reporter		
Опис / Incident Description		To be filled in by reporter		
Outcome of the root cause Analysis/Аналіз кореневих причин				
Issue statement				
Why 1/ Чому 1	Why 2 / Чому 2	Why 3 / Чому 3	Why 4 / Чому 4	Why 5 / Чому 5
Describe the problem clearly. Ask "why" repeatedly until an underlying cause is found.				
Corrective actions/Корегуючі дії		Responsible/Відповідальний	Due Date/Дата виконання	Status/ Статус виконання

Signatures

Reporter _____ Country representative _____