

PSA PENN TERMINALS HSSS POLICY

*At the heart of Penn Terminals
lies a strong, unwavering commitment
to provide our people with a safe, secure, and healthy
workplace, and to promote sustainable development
in the communities we operate in.*

*As an industry leader, we will continually upgrade our
Health, Safety, Security, and Sustainability (HSSS)
practices, our performance, and be an
exemplary corporate partner on HSSS matters.*

KEY PRINCIPALS OF GROUP HSSS POLICY

Our commitment to HSSS defines how we operate

- ◆ All PSA companies, contractors, and joint-ventures under our operational control manage HSSS in line with this policy
- ◆ They comply with all applicable legislations and regulations
- ◆ PSA gives due consideration for HSSS issues in all commercial, business, and operational decisions
- ◆ All necessary HSSS measures are entrenched in our corporate policies, procedures, programs and practices
- ◆ HSSS performance forms a part of staff's appraisal and rewards systems
- ◆ We promote a culture where our employees share our commitment towards HSSS
- ◆ PSA continually improves on its HSSS performance through its HSSS management framework

PSA PENN TERMINALS



PSA GROUP HSSS POLICY

At the heart of PSA lies a strong, unwavering commitment to provide our people with a safe, secure, healthy work place & to promote sustainable development in the communities we operate in.

As an industry leader, we will continually upgrade our HSSS practices & performance & be an exemplary corporate partner on HSSS matters.

OUR COMMITMENT

1. All PSA companies, contractors & JVs under our operational control manage HSSS in line with this policy
2. They comply with all applicable legislations & regulations
3. PSA gives due consideration for HSSS issues in all commercial, business & operational decisions
4. All necessary HSSS measures must be entrenched in our corporate policies, procedures, programs & practices
5. HSSS performance forms a part of staff's appraisal & rewards system
6. We promote a culture where our employees share our commitment towards HSSS
7. PSA continually improves on its HSSS performance through its HSSS management framework

[Signature]
Jason Norbut
 COO

[Signature]
Javier Garcia
 Head of Marine Operations

[Signature]
John Brennan
 CEO

[Signature]
Kelly Burns
 Head of Customer Service

[Signature]
Michelle Meyer
 CCO

[Signature]
Thomas Nusspichel
 Head of Maintenance

[Signature]
Roy Divalerio
 Head of Terminal Operations

[Signature]
Steven Coppens
 CFO

[Signature]
Hemali Joshi
 Head of Human Resources

[Signature]
Paul Hughes
 Head of IT

[Signature]
Harris Griffin
 Head of Labor Relations & Safety

[Signature]
Victor Mendez
 Head of Warehousing

[Signature]
Lauren Kinky
 Head of Health Safety Security Sustainability

[Signature]
Delisha Pellot
 Controller

OUR STAKEHOLDERS

[Signature]
[Signature]
[Signature]
Susan Wilkinson
[Signature]
J. Brwell
[Signature]
Ray Anderson
[Signature]