

HEALTH, SAFETY & ENVIRONMENT POLICY

At Tristar, **Safety is Our Foundation and Everyone's Responsibility.**

We are committed to conducting our operations in a manner that safeguards the health and safety of our personnel, contractors, clients and the communities where we operate, while minimizing our environmental impact.

This policy applies to all Tristar employees, subcontractors and visitors at any Tristar-controlled facility or operation.

Our Commitment:

Tristar shall:

- Maintain a safe and healthy work environment in compliance with applicable international standards including ISO 45001, ISO 14001 and the ISPS Code.
- Promote a culture of personal accountability, leadership and active participation in HSSE by all employees and stakeholders.
- Prevent injury and ill health by implementing robust risk assessment and hazard control procedures.
- Protect the environment by minimizing emissions, waste and resource consumption throughout our operations.
- Integrate HSSE considerations into all business decisions, operational planning and service delivery.
- Ensure all employees and contractors are competent and trained for the tasks they perform.
- Monitor HSSE performance, conduct regular audits and seek continuous improvement.
- Investigate all incidents and near-misses, promote open reporting and apply lessons learned.

Tristar Leadership is Accountable

Management is committed to ensuring the effective implementation of this policy by allocating adequate resources and maintaining oversight of HSSE systems, targets, and compliance.

As individuals, we are each responsible for **working safe, acting safe and leading safe – every day.**



Cristobal Schlaubitz
CEO Tristar Inc.

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0	18/11/2025	Benjamin Hilly	Cristobal Schlaubitz

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