

## The Noatum Maritime management policy

Noatum Maritime is a conglomerate of companies providing port, maritime and logistics services, with activities including Liner shipping agency, Consignment, Tramp, Projects, Freight forwarding, Customs agency, Terminals and Warehousing.

Noatum Maritime has an integrated management system covering quality, the environment, health and safety at work, corporate social responsibility, food safety and its role as an authorised economic operator in customs procedures and physical security for our business transactions. As such, we guarantee the safety of goods, people's health and safety, we provide services according to the requirements of our clients, the legislation and other requirements in the fields of management included within the scope of this policy.

### 1. Planning

**Management system:** Our Management has allocated the resources necessary to maintain the integrated management system.

**Commitments:** Noatum Maritime is committed to comprehensive continuous improvement that results in the prevention of pollution, compliance with legislation and other framework agreements, compliance with agreements with customers, compliance with ethical and social codes, physical and customs security in the supply chain, and food safety.

**Objectives:** Improvement targets are set based on the information generated by the system using the established indicators and the other parameters defined in the processes.

### 3. Testing

**Follow-up:** Management control parameters are established in order to analyse and improve our processes and activities.

**Incident management:** We have systems in place for identifying and recording all types of incidents, so that they can be analysed and immediate solutions can be identified, by determining corrective actions.

The Management at Noatum Maritime has declared that compliance with the requirements outlined in this documentation is mandatory, and it is every employee's responsibility to comply with this policy.

### 2. Implementation and operation

**Competence, training and awareness-raising:** All the different processes within the field of human resources must be carried out, including recruitment, performance appraisal, training and awareness-raising, based on each role within the organization.

**Management:** All personnel in the organization must be aware of and carry out their work in accordance with the definitions in the management system.

**Documentation of the management system:** The system documentation is reviewed, including this policy, on a systematic basis to adapt to the working environment of Noatum Maritime at all times.

### 4. Action

**Continuous improvement:** We believe that promoting continuous improvement in our processes is a key factor in ensuring the company's continuity.

**Communication:** internal communication is continuous and fluid, highlighting the effects of the organisation's operations, policy and objectives at all times.