



## **QHSSE POLICY**

GCA is a family owned haulage and logistics company serving industry. Its ambition is to provide efficient and innovative solutions to its customers while respecting the safety of people, property and the environment.

The QHSSE management system is the cornerstone of the business. It allows the implementation of this objective at all levels and in all areas of the company. It serves as a reference and guide for employees, allows performance to be measured and improved. The QHSSE management System must be comprehensive and practical.

To do so, the company trains individuals and raises awareness along the entire chain. It is the involvement, vigilance and desire for continuous improvement of each individual that will allow the objective to be achieved.

### **HEALTH, SAFETY, SECURITY**

- Strive towards "zero accidents", by recording, analysing and implementing preventive or corrective actions.
- Apply "zero" tolerance policy to alcohol and drugs.
- Ensure compliance with all laws and regulations applying to our activities.
- Grant, in collaboration with all employees, the resources for training, qualification, PPE, equipment, and necessary feedback for risk prevention or the implementation of corrective actions.
- Motivate, reward good behaviour, sanction poor behaviour.

### **QUALITY OF OUR SERVICES**

- Knowing and understanding customers' need.
- Translate them in a simple and understandable way.
- Train all employees in these requirements and GCA's procedures.
- Control the quality of service of our subcontractors and our suppliers.

### **SUSTAINABLE DEVELOPMENT AND CSR**

- Reduce greenhouse gas emissions and pollutants through 5 core values:
  - Eco-driving,
  - Compensation for greenhouse gas emissions (photovoltaic panels, planting trees...)
  - The development of multimodal rail-road and barge-road transport services,
  - A fleet of greener vehicles (LNG, hydrogen, electric), and innovative technical solutions (on-board computers, tyres, virtual reality...),
  - Promote individual initiatives to reduce carbon footprint.
- Promote equal opportunities and respect human rights.
- Apply an HR policy to retain and motivate our employees.
- Treat each of our business relationships fairly and transparently in order to protect the all parties against fraudulent or unfair practices.

This QHSSE policy illustrates our culture and our values, including, surpass oneself, respect, humility, teamwork and transmission of knowledge.

It allows the improvement of skills and thus contributes to the development of the employees. It ensures the solidity of the company and its sustainability.

I am counting on all of you to implement it and apply it on a daily basis in each of your actions.

**Delphine André**