

HEALTH, SAFETY AND ENVIRONMENTAL POLICY



At PAL COOLING HOLDING, we are committed to conducting our business in a manner that facilitates continual improvement and delivers HSE performance consistent with our commitment to corporate citizenship, social responsibilities and sustainability.

In order to accomplish this goal, all employees at PAL shall work closely with all other stakeholders to:

- Comply with applicable regulations and other HSE requirements to which the company subscribe.
- Institutionalize, respect and follow operations that safeguard health, protect the environment and conserve valuable materials and natural resources.
- Continually enhance the skills and competence of our co-workers, employees and contractors to effectively involve them in ensuring and participating in sound HSE practices.
- Provide safe and healthful workplace, free of occupational injury and illness and ensure that personnel are adequately trained and have appropriate safety and emergency equipment.
- Integrate the HSE management system into our business planning, decision-making, performance tracking and review process to ensure we continually improve our HSE performance.
- Promote HSE culture in the organization with consultation and participation of Employees.

This Policy shall be communicated to all employees and contractors and made available to all interested parties.

JANUARY 2025

CHIEF EXECUTIVE OFFICER
PAL COOLING HOLDING