



HEALTH AND SAFETY POLICY



01/10/2024

CAT[®] Lift Trucks

Cat® Lift Trucks is a brand of Caterpillar Inc. that stands for durability, performance and innovation in the material handling sector. Cat Lift Trucks collaborates with Mitsubishi Logisnext Europe B.V., (MLE further in this document), the official licensee tasked with producing and marketing Cat forklifts and warehouse equipment throughout Europe, Africa, CIS and the Middle East.

1. INTRODUCTION

At Mitsubishi Logisnext Group (hereinafter referred to as “MLE”), the health and safety of our employees, contractors, customers, and members of the public are of utmost importance. We are dedicated to fostering a safe and secure environment, protecting people and property from unnecessary risks. This commitment is essential to our company’s mission and aligns with our Environmental, Social, and Governance (ESG) responsibilities.

2. SCOPE

This policy applies to all personnel working for, or on behalf of, MLE, including those in the value chain, contractors, customers, and any members of the public who enter working areas controlled by MLE. It extends to all MLE sites, and any sites operated by other parties where MLE personnel are present.

Local policies should be developed to address specific local requirements, provided they align with the principles outlined in this document. All entities where there is physical work in a workshop should have appropriate Health and Safety measures in place, as outlined in this policy.

3. Commitment to Safety

3.1. HEALTH AND SAFETY POLICY

We expect all entities with physical work in the workshop to have an appropriate Health and Safety Policy in place.

3.2. RISK MANAGEMENT

All entities should prioritize the regular assessment of potential health and safety hazards across all operations. By conducting thorough risk assessments, risks that may arise are identified and addressed. Preventative measures and controls are then implemented to mitigate these risks effectively. Additionally, comprehensive emergency response plans should be in place and up to date, including regular drills and updates to ensure preparedness in case of any emergencies.

3.3. REGULATORY COMPLIANCE

MLE adheres strictly to all local health and safety regulations in each country where we operate. We expect all entities to continuously monitor regulatory changes and adjust policies and practices to ensure compliance with current legal standards. This proactive approach aids to maintain high health and safety benchmarks.

3.4. TRAINING AND AWARENESS

We expect all our entities to provide comprehensive health and safety training to all employees and management. This training is supplemented by ongoing education through workshops, seminars, and communication campaigns to reinforce the importance of health and safety in the workplace. We also promote a culture of transparency and trust, encouraging employees to report hazards and near-misses without fear of reprisal.

3.5 WORK-LIFE BALANCE AND WELL-BEING

MLE is dedicated to promoting the well-being of its employees by supporting work-life balance through measures that facilitate personal and family reconciliation, ensuring a healthy equilibrium between work and personal life. Additionally, MLE implement policies that support digital disconnection, allowing employees to recharge and maintain a clear boundary between work and personal life.

3.6. CONTINUOUS IMPROVEMENT

To enhance the effectiveness of our health and safety efforts, we establish key performance indicators (KPIs) to measure performance. Our practices are regularly reviewed and updated based on feedback, audits, and new insights. We conduct regular audits and inspections to ensure adherence to our health and safety policy, identifying areas for improvement and implementing necessary changes.

All entities will report on a regular basis regarding the achievement of the KPI's.

3.7. EMPLOYEE RESPONSIBILITIES

All employees in the value chain, at every level, are expected to adhere to legal requirements by conducting themselves in full compliance with the law and applicable health and safety procedures, whether at an MLE site or another party's site. They must avoid exposing themselves or others to unacceptable safety risks at any time. Also, employees must report any incidents they are directly involved in or witness to their managers, local Compliance, or the Whistleblowing helpline without delay.

3.8. COLLABORATION WITH PARTNERS

MLE expects all entities we work with to maintain their own Health, Safety, and Quality policies in place, in accordance with local laws and regulations. We encourage collaboration to ensure high safety standards throughout the value chain.

4. POLICY REVIEW

This policy will be reviewed and updated regularly to ensure its continued relevance and effectiveness in promoting a safe and healthy work environment.

