

An ICTSI Group Company

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ADRIATIC GATE CONTAINER TERMINAL d.d.
Brajdica 16
P.O.Box 129
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Croatia

MANDATORY USE OF PERSONAL PROTECTIVE EQUIPMENT

FOR

**ADRIATIC GATE CONTAINER TERMINAL d.d.
Brajdica 16, Rijeka**

Rijeka, July 2026

1. Purpose

The purpose of this procedure is to establish uniform requirements for the wearing of Personal Protective Equipment (PPE) within the container terminal area in order to protect the health and safety of all persons and to reduce the risk of injuries and accidents.

2. Scope of Application

This procedure applies to all employees, freight forwarders, agents, contractors, subcontractors, visitors, and other persons entering or staying within the container terminal area.

3. General Requirements

Wearing the prescribed PPE is mandatory in all operational zones of the terminal, in accordance with area classification and risk assessment.

4. Minimum PPE Requirements by Zone

4.1. Operational quay, quay crane area, and railway operations zone

In the following zones:

- operational quay
- quay crane working area
- areas near railway tracks and railway operations

the following PPE is mandatory:

- safety helmet
- high-visibility reflective safety vest
- protective safety footwear

4.2. Other terminal areas

In all other parts of the terminal, including entry and traffic zones not covered under point 4.1, the following is mandatory:

- high-visibility reflective safety vest
- closed-toe footwear

4.3. Clothing requirements

Within the entire terminal area, entry or presence of persons wearing the following above ankle level is not permitted:

- shorts
- skirts
- dresses

All clothing must be appropriate for the working environment and must not represent an additional safety risk.

5. Responsibilities

- All persons at the terminal are required to comply with this procedure and use the prescribed PPE.
- Managers and supervisors are responsible for implementing and monitoring compliance with this procedure.
- The HSE department is responsible for control, training, and ensuring compliance with this procedure.

6. Non-compliance and Measures

In case of non-compliance with this procedure, the following applies:

- HSE department staff have the right and authority to issue a written warning to the person responsible for the violation
- in case of repeated non-compliance with the regulations and/or serious violation of the regulations, **the staff of the HSE department has the right and authority to immediately remove any person from the terminal area**
- further measures may include temporary or permanent denial of access to the terminal and/or other disciplinary measures, in accordance with internal regulations and contractual obligations.

7. Final Provisions

This procedure is mandatory for all persons at the terminal and enters into force on the date of approval. Non-compliance is considered a violation of AGCT HSE rules.

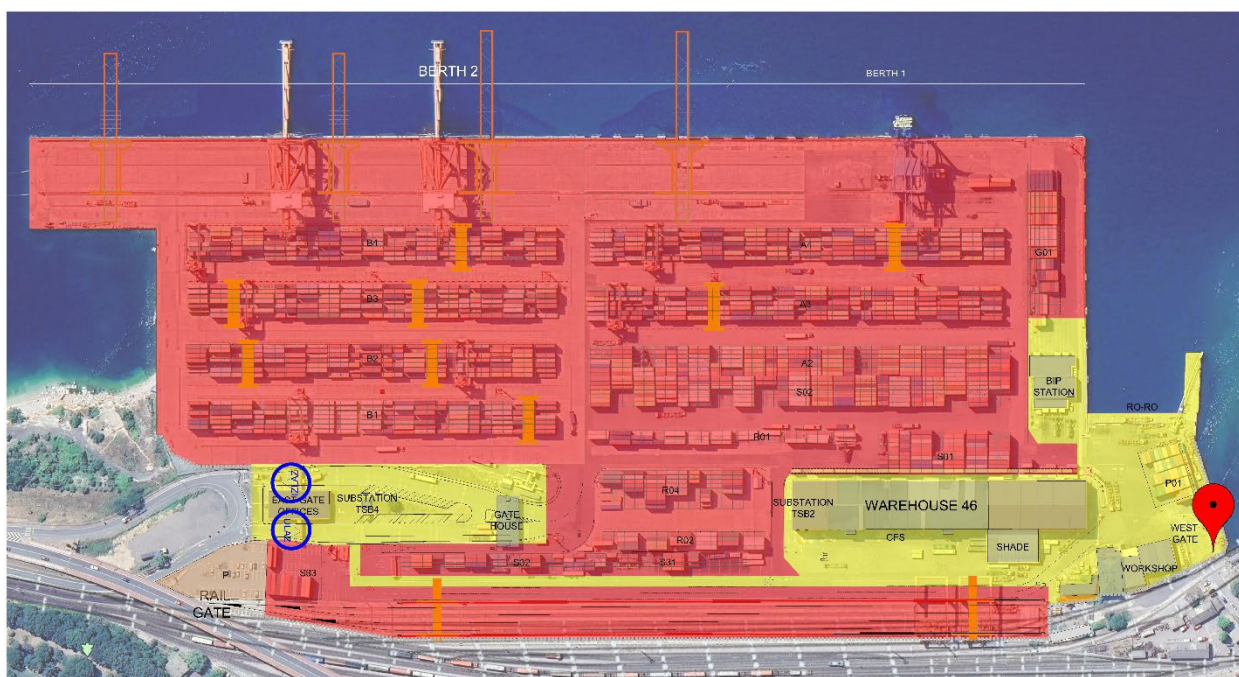
8. Terminal zone

The container terminal is divided into operational (red) and non-operational (yellow) zones.

ZAŠTITNA KACIGA - SAFETY HELMET
ZAŠTITNE RADNE CIPELE - SAFETY SHOES
REFLEKTIRAJUĆI PRSLUK - HIGH-VIS VEST

OBAVEZNA ZAŠTITNA OPREMA
MANDATORY PPE

ZATVORENA OBUĆA - CLOSED FOOTWEAR
REFLEKTIRAJUĆI PRSLUK - HIGH-VIS VEST



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U Rijeci, 01. July 2026.

Chief Executive Officer

Inigo Nunez Mendibe

Management Board member

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