



CROSS ROADS TRANSPORTATION · OPERATING POLICIES

Load Securement Policy

Aligned with EN 12195-1:2010 (securing forces), EN 12195-2/-3 (web lashings and chains), the European Best Practice Guidelines on Cargo Securing for Road Transport, the IMO/ILO/UNECE CTU Code, the Saudi Traffic Law and TGA weight and dimension rules

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L1-CRT-IMS-007	02	October 2026	October 2027	1 of 1	Public

Cross Roads Transportation moves many types of cargo across the Kingdom of Saudi Arabia. Inadequately secured cargo can shift, fall or destabilise the vehicle, causing rollovers, cargo damage, spills and injury or death to drivers and other road users. For us, **Load Safety = Road Safety**.

Management is committed to:

- Provide vehicles, trailers and certified restraint equipment suitable for the cargo, and trained drivers and loaders.
- Plan every load with the consignor and customer, so that weight, dimensions and restraint method are agreed before loading.
- Make line managers, dispatchers and supervisors accountable for load securement; the load check is a mandatory part of every pre-trip departure call.
- Audit load securement in the field, investigate every load-related incident and share lessons learned.

Load Securement Rules

1. No vehicle moves until the load is secured and the Load Securement Checklist is completed and signed.
2. Use only certified chains, binders and straps clearly marked with manufacturer, grade and Working Load Limit / Lashing Capacity; never use unmarked equipment.
3. Apply restraint sufficient to withstand 0.8 g forwards and 0.5 g sideways and rearwards, using matched devices (e.g. 10 mm chain with 10 mm binder).
4. Inspect securing equipment before each use and withdraw damaged items; replace web straps six months after first use (no recertification).
5. Position loads per the Load Securement Procedure: low and centred, within axle-load and gross-weight limits, with no overloading and protruding loads marked.
6. Assess critical loads (heavy, long, wide or high) in advance, with a securing plan, permits and escorts where required.
7. Carry no cargo or loose items in the driver's cab; every truck carries sufficient chains, binders and straps.
8. Re-check the load after the first 10 km (especially on rough roads), at each stop and at least every 2 hours of driving.
9. **STOP and REPORT** any non-compliance immediately; drivers have the authority to refuse an unsafe load.

This policy is implemented through the Load Securement Procedure MR-ISP-024, is communicated to all drivers, loaders and contractors, and is reviewed annually at management review.



Abdul Rahman Muhayaa

Chief Executive Officer

Cross Roads Transportation · October 2026



CROSS ROADS TRANSPORTATION · OPERATING POLICIES

Anti-Bribery & Corruption Policy

Aligned with ISO 37001:2025 Anti-Bribery Management Systems, the Saudi Anti-Bribery Law, Oversight and Anti-Corruption Authority (Nazaha) requirements, the UN Convention against Corruption and UN Global Compact Principle 10

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L1-CRT-IMS-008	02	October 2026	October 2027	1 of 1	Public

Cross Roads Transportation has **zero tolerance for bribery and corruption**. This policy applies to all employees, managers, owners and anyone acting on our behalf, including agents, consultants, subcontracted carriers and other business partners.

Top management is committed to:

- **No bribery** – never offer, promise, give, request or accept anything of value to improperly influence a public official or a private person, including kickbacks.
- **No facilitation payments** – prohibited regardless of size, including to speed up customs clearance, permits, inspections or traffic matters. A payment made only under threat to personal safety must be reported at once.
- **Gifts and hospitality** – only modest, infrequent and transparent; never cash or cash equivalents; recorded in the Gifts Register and approved above the set threshold.
- **Donations and sponsorships** – only to legitimate organisations, never to individuals or to influence a decision, with prior CEO approval and full records.
- **Conflicts of interest** – declared on hiring, annually and whenever they arise; public officials or their relatives are never hired to obtain an advantage.
- **Business partners** – risk-based due diligence, anti-bribery clauses in contracts, monitoring of activities and payments, and training for higher-risk partners.
- **Books and records** – all payments are reasonable for the service, properly approved and accurately recorded; no off-book accounts or false entries.
- **Fair business** – compete fairly, avoid collusion and support anti-money-laundering controls.
- **Speak up** – report concerns confidentially or anonymously through the company reporting channel or to Nazaha; no one suffers retaliation for a report made in good faith.
- **Anti-bribery function** – the designated function (HR Manager) assesses bribery risks annually, runs training, monitors compliance and reports to top management; internal audits verify that controls work.
- **Consequences** – violations lead to disciplinary action up to dismissal, termination of contracts and referral to the competent authorities.

This policy is communicated to all employees and business partners, is available to interested parties through the company website, and is reviewed annually at management review, or sooner if laws or risks change.



Abdul Rahman Muhayaa

Chief Executive Officer

Cross Roads Transportation · October 2026



CROSS ROADS TRANSPORTATION · OPERATING POLICIES

Hazardous Materials Transportation Policy

Aligned with the UN Recommendations on the Transport of Dangerous Goods (Model Regulations), ADR principles, GHS safety data sheets, ISO 45001 and ISO 14001, TGA and Civil Defense requirements, and the Saudi Waste Management Law (MWAN)

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Cross Roads Transportation recognises the significant risks that hazardous materials and hazardous waste pose to people, communities and the environment. We manage their transport within our integrated management system to protect our employees, contractors, customers and the public, and we comply with local regulations and customer requirements.

Top management is committed to:

- **Acceptance** – accept dangerous goods only when correctly classified (UN number, class, packing group), packed, marked, labelled and documented; refuse non-compliant loads.
- **Approved vehicles and tankers** – suitable for the class, inspected and maintained, with emergency shut-offs, fire extinguishers, spill kit and required safety equipment.
- **Placards and documents** – correct placards and plates on every vehicle; transport document, 16-section SDS and emergency instructions carried in the cab.
- **Segregation** – never load incompatible classes together or with food; no unauthorised passengers.
- **Competent people** – dangerous-goods training for drivers, loaders and supervisors, with periodic refreshers and approved chemical-handling PPE.
- **Journey management** – approved routes and times avoiding residential areas and city centres, IVMS monitoring, and no unattended parking in populated areas.
- **Hazardous waste** – transported only under a valid MWAN licence, with waste transport documents and notified routes.
- **Emergency response** – maintain and drill an Emergency Response Plan; contain spills and notify Civil Defense, the client and relevant authorities without delay.
- **Incident learning** – report and investigate every incident, near miss and release, and act to prevent recurrence.

Responsibilities

- **Managers and supervisors** – provide suitable vehicles, equipment and PPE; enforce legal and customer HAZMAT requirements and journey management.
- **HSE team** – advise on risk assessments, keep incident records, run training and inspections, and audit the Emergency Response Plan.
- **Drivers, employees and contractors** – follow this policy and procedures, use PPE correctly and report any hazard immediately.

This policy is communicated to all employees and contractors involved in hazardous materials transport and is reviewed annually at management review.



Abdul Rahman Muhayaa

Chief Executive Officer

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