



## AERTSSEN GROUP POLICY STATEMENT WITH REGARD TO QUALITY, SAFETY, HEALTH AND THE ENVIRONMENT (QESH)

At Aertssen Group, we are committed to maintaining high standards in quality, safety, health and environmental sustainability. Our focus is on the well-being of our employees, clients and the community, with a continuous drive for improvement and long-term sustainability.

**Safety** is our top priority. Through our 'Driven by Safety' campaigns, we promote a culture of safe work practices, aiming for a workplace free of incidents or material damages. Every employee has the right and responsibility to stop work if safety is compromised. We continuously evaluate and mitigate risks to ensure a secure working environment.

In terms of **quality**, we meet both customer expectations and legal requirements. By constantly improving our QESH management system, we minimize risks and seize opportunities. Proper preparation is key, which is why we invest in training and education to ensure that employees always follow established procedures.

**Continuous improvement** is at the heart of our approach. We encourage employees to report incidents and propose improvements, enabling us to prevent future incidents and enhance our operations.

**Health** is an essential component of our policy. We aim to create a healthy working environment by regularly assessing hazards & risks and adjusting our wellness policy as needed. We offer adapted work options to safeguard the well-being of our employees to the fullest extent.

When it comes to the **environment**, we are committed to sustainable operations. We minimize our ecological footprint by using renewable energy, reducing or recycling waste and lowering our CO2 emissions.

**Training and development** are key pillars of our QESH policy. We invest in our employees' growth through targeted training programs, continuous education and regular consultations.

We achieve our QESH objectives through **consultation, participation and communication** with our employees and their representatives. We ensure a confidential environment where everyone feels comfortable reporting and discussing situations and incidents.

This QESH policy serves as a guideline for our daily activities and every employee plays an active role in its implementation. It complements our "Code of Conduct" and must be an integral part of our everyday behavior, both on and off the job. We expect all employees and stakeholders to understand, support and actively contribute to the adherence of these policies, ensuring that they always take precedence over economic interests.

Stabroek, 09/11/2024

Aertssen Yves - Co-CEO

