



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

The Aertssen Group strives to excel in the areas of quality, safety, health and the environment. We also strive to continuously improve the well-being of all stakeholders.

The main principles and objectives in all the activities of the Aertssen Group are:

- Respect for the AERTSSEN corporate values. They reflect the DNA of the **Aertssen** Group: **Agility, Entrepreneurship, Reliability, Transparency, Solution Driven, Safety, Ecological and Networking**.
- Striving for the highest level of quality in all our work in accordance with the requirements, instructions, standards and the applicable laws and regulations.
- Continually improving the effectiveness of our QESH management system and taking on risks and opportunities.
- Safety first, always, and everywhere! Safety should be more than an obligation. It should become second nature. We boost this mindset through 'Driven by Safety' campaigns. And we are very ambitious: we go for zero losses in terms of incidents and accidents, material loss and reputation damage.
- Ensuring a safe and healthy work environment to prevent work accidents and incidents, and continuous assessment of potential hazards and risks to remove and reduce them.
- Every employee has the right and the obligation to stop work immediately if it cannot be carried out safely.
- Applying and continually adjusting the principles of well-being to ensure that everyone feels good in his/her job. Alternative work can be (temporarily) arranged if necessary.
- 'Close the loop with sustainable products': Focus on the use of renewable energy sources, reduction of our CO2 emissions and investment in sustainable initiatives. In this way we protect nature and the environment.
- 'Grow together with our employees': Building on human capital by investing in people and training, and by pursuing a pleasant work atmosphere in which respect for colleagues and other people's property is essential.

We achieve these objectives through consultation, participation, and communication of and with our employees and their representatives. We also foster an atmosphere of open collaboration, in which we communicate with and help each other. Situations and incidents are reported and discussed in a climate of trust.

We attach great importance to our QESH values, which will always take precedence over business targets. This policy statement is supplemental to the Code of Conduct and should not be viewed as a mere formality: it must be part of everyone's way of acting and thinking during (and outside) working hours.

All staff and stakeholders of the Aertssen Group are expected to understand and promote these policy documents and their associated principles, and to actively contribute to their compliance.

Stabroek, 09/01/2023

Aertssen Yves - Co-CEO