

SHEQ COMMITMENT

The Van Gansewinkel Groep commitment to Safety, Health, Environment and Quality

We continuously strive toward a sustainable society. We play an important role in building a sustainable future by the very nature of our industry and business operations. The characteristics of our services ensure that Corporate Responsibility is an integral part of the Van Gansewinkel Groep's DNA and, as a company operating so prominently in a sector where critical steps are being made toward a cleaner world, we are very aware of our social obligations and responsibilities.

With this commitment to safety, health, environment and quality, we want to make it clear to all of our stakeholders - employees, customers, shareholders and society alike - that respect for people and the environment is paramount in managing our operations and it ensures a way of working which is of vital importance to us. With regard to safety, health, environment and quality, we always want to improve our performance and processes, applying the latest techniques, knowledge and expertise. We will implement this commitment in a coherent and measurable way throughout the Group.

Safety, first and foremost

We will ensure the welfare of our employees, create good working conditions and provide reliable equipment. We want everyone who works for us to get home safe and sound, each and every single day.

We believe that every accident or serious incident, as well as occupational illness and environmental incidents, are preventable, and that is our objective - to prevent them all. In advance, we will map the health and safety hazards for every activity. We will take sufficient measures to limit risks to an absolute minimum. We will maintain all our facilities and vehicles to be consistently safe and secure and in compliance with all relevant legal requirements. We will be well prepared for potential emergencies and will support local communities in emergency preparedness and response.

Customer focused cooperation

We will always explore tailored solutions for customers, large and small, that connect seamlessly with specific business processes. We express our customer focus by a sincere interest and involvement in our customers' business operations. Our aim is always to exceed customers' expectations.

Reducing our own and our customers' environmental footprints

We want to prevent the creation of waste: less waste is good not only for our customers, but also for society as a whole. We will use all our combined knowledge, expertise and enthusiasm to limit waste at source and early waste development through final product or service lifecycle; and/or recycle in the most efficient and effective way.

We will actively develop separation and recycling processes for waste materials so that less is incinerated, reducing both CO₂ emissions and new raw materials being extracted from the earth. Our vision is 'waste no more.'

For all of these, we use Cradle-to-Cradle (C2C) principles as our guideline.

We will continue to invest in the latest technologies to reduce our environmental impact and will, at the very least, meet the relevant legal requirements.

Honest and transparent waste stream management

Without exception, we will adhere strictly to all legal and regulatory requirements when waste streams are entrusted to us. We will guarantee transparent handling, processing and final destination. For these, we have all the necessary permits and certificates and we will ensure that any future activities we develop also conform. We impose the same requirements on our partners and suppliers. We will communicate openly and honestly whenever a question is asked of us.

Craftsmanship with passion

We will promote the individual craftsmanship of our people by investing in focused education and training. We aim to stimulate personal growth and development and encourage cooperation. To this end we will invest regularly in new equipment and training for all of our employees.

We will train management in people-focused leadership to ensure that those at the very heart of our operations – our people – are given the best direction.

Management and employee accountability

The Board of Directors remains informed of important developments in the areas of safety, health, environment and quality. They will make sure that management systems are working well and that the rules are being respected. The Board of Directors will ensure that people and resources are deployed to meet these requirements.

Management across the Group will ensure that its employees are aware of this commitment and will educate, train and motivate personnel to make the commitment happen.

Every Van Gansewinkel Groep employee, permanent or temporary, is responsible for complying with this commitment as well as all applicable laws and regulations. This is an important condition of employment contracts.

We will measure overall progress and report regularly and to the public.



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