

## Health and Safety Policy

### Why is this a topic for Van Loon Group?

Our employees are the heart of our company. The health and safety of our employees is of paramount importance to us. Having healthy and engaged employees reduces the likelihood of absenteeism. They are more productive and happier in their work.

### Scope

This policy primarily concerns the health and safety of all Van Loon Group employees: our own and flex workers. It also applies to employees of external companies, e.g. subcontractors, working at our sites.

### Ambition

Van Loon Group's Health and Safety Policy aims to provide all employees with a healthy and safe workplace. Senior management endorses this, and promotes an open and transparent culture within the company, and provides resources to meet the requirements. Employees must feel free to report discrepancies, and be able to assume that these will be dealt with appropriately and with integrity by the company.

Van Loon Group is committed to abiding by current health and safety laws and regulations. The basis of the Health and Safety Policy is the Risk Inventory & Evaluation. We ensure that this is up to date and that discrepancies are addressed promptly, to eliminate health and safety risks as far as reasonably possible.

All managers must ensure that all legal obligations are met at all times, and that all aspects relating to health and safety are observed when issuing instructions for work to be carried out. This applies to our own employees, flex employees and employees of external businesses. Van Loon Group has the legal obligation to ensure

- Safe workplaces
- Training and education
- The provision of personal protective equipment;
- Ensure correct use.

A safe and healthy workplace is not solely the responsibility of the company and its managers but of all employees. All employees, flex employees and employees of external businesses must therefore adhere to applicable safety guidelines and instructions in their work. Employees have a legal obligation to:

- Act in a safe way
- Abide by the regulations
- Participate in training and education
- Correctly wear personal protective equipment provided

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To minimise the number of accidents, Van Loon Group employs an adequate occupational health and safety organisation and facilitates the implementation of the Health and Safety Policy. Staff representation (Joint Works Council) is involved in this implementation.

'DOC 105 Working Safely VLG' is part of this policy.

Read and approved by:

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Date: 12-06-2024



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