

Employee Safety - Policy

Why is this a theme for Van Loon Group?

Our employees are the heart of our organization, and their safety is therefore our top priority. A safe working environment not only contributes to their well-being but also helps reduce absenteeism and turnover.

Scope

This concerns the safety of all employees working at Van Loon Group locations. This includes our own employees on the payroll, flexible workers, and employees of external companies working at our locations.

Workers employed in our value chain (upstream or downstream) fall outside this scope.

Our policy

The goal of our safety policy is to ensure a safe working environment for all our employees. Management supports this and fosters an open and transparent culture in which employees can report deviations, with the assurance that these will be handled carefully and with integrity. Van Loon Group provides the right tools to make reporting unsafe situations accessible and thereby prevent accidents. Everyone who starts work in the morning must be able to return home safely at the end of the day in the same condition. The Risk Inventory & Evaluation forms the basis of our Safety and Health Policy. We ensure that this remains up-to-date and that deviations are addressed promptly to minimize (social) safety and health risks as much as possible.

Stakeholders

When formulating our objectives, we analyzed historical data to establish ambitious yet realistic goals. These are aligned with employee representatives on the Joint Central Works Council (GOR). Additionally, we regularly inform our employees and other relevant stakeholders about the set goals and their progress. We achieve the greatest impact together with our employees.

Monitoring process

Progress on our objectives is monitored by centrally registering all accidents, near misses, and hazardous situations. The SHE manager reports periodically on progress against these objectives. The collected data is evaluated to implement targeted safety improvements and adjust policy where necessary. In addition, performance is discussed quarterly to allow for timely adjustments.

External standards

- ESRS S1 – Own staff
- OECD Guidelines
- UNGPs on Business and Human rights
- Declaration of the International Labour Organization (ILO)

Material Impacts, Risks and Opportunities

Safety comes first in everything we do. We work safely, or we don't work at all.

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Additional policy information

DOC 105 - Working Safely

DOC 107 – Dealing with alcohol and drugs

Person highest responsible for the implementation of the policy: SHE Manager

Signed for Van Loon Group

Name: Robert van Ballegooijen

Function: CEO

Date: 7-5-2026

DocuSigned by:

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