

Alcohol and Drugs policy

Why is this a theme for Van Loon Group?

Van Loon Group feels responsible for the safety, health, and well-being of its employees. The use of alcohol and drugs, as well as the effects and/or side effects or improper use of medication, can have serious consequences. This applies to both the company and the employee(s). Especially in a hectic work environment - with rolling stock and rotating machinery, alcohol and/or drug use can cause damage and injury. The employer is held jointly responsible for this. The Working Conditions Act also requires, in the care for safety and health, that the employer take measures to avoid risks that may arise from the use of alcohol, drugs, and/or medication.

Scope

This primarily concerns all employees of Van Loon Group, both permanent and flex workers. Additionally, this also applies to employees of external companies operating at our locations.

Our policy

People who are under the influence of alcohol, drugs, and/or medication function less effectively and can pose a danger to others and/or themselves. Moreover, working with people who are under the influence is often difficult for colleagues, but also for customers, for example.

Employees who have a problem with alcohol and/or drugs often also experience social problems. Our policy is therefore not only aimed at combating the use of these substances (from the perspective of safety, productivity, and image). We also focus on educating our employees and supporting those who struggle with them.

Our alcohol and drug regulations (**DOC 107 Handling alcohol and drug use**) are aimed at providing clarity to all employees. These regulations specify the rules that apply regarding the use of alcohol, drugs, and medication before or during working hours. They also clarify how employees and supervisors must act if alcohol or drug use is detected.

Sanctions policy

Employees who are under the influence of or in possession of alcohol and/or drugs at the start or during work will be summarily dismissed. Van Loon Group maintains a zero-tolerance policy in this regard. Employees who are struggling with signs of addiction but do not use alcohol and/or drugs at work or at the start of work are given the choice to accept help for a specified period.

They are referred to the company doctor.

Signed for Van Loon Group

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