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Van Loon Group

Employee health and well-being - Policy

Why is this a theme for Van Loon Group?

As a true family business, Van Loon Group considers its employees its most important asset. After all, committed employees ensure satisfied customers and are more productive and happier in their work. Winning together is a key core value in this regard.

Scope

Own employees with temporary or permanent contracts and flexible workers at all Van Loon Group locations. Employees working at other organizations in our value chain (upstream or downstream) fall outside the scope.

Our policy

We view the health and well-being of our employees as the foundation of our success. We therefore create a work environment that promotes physical and mental health and offers room for personal growth. Employees who feel seen and appreciated are more engaged, enjoy their work more, and perform better. By investing in well-being, training, and development, we strengthen job satisfaction, reduce absenteeism, and decrease staff turnover. In this way, we build a positive, sustainable organizational culture together, and we can win together!

Stakeholders

In establishing our objectives, we analyzed historical data to formulate ambitious yet achievable goals. We align these goals with the employee representatives on the Joint Central Works Council (GCOR). We periodically communicate the objectives and progress to our employees and other relevant stakeholders.

Monitoring process

We monitor employee satisfaction through an annual measurement of the eNPS (Employee Net Promoter Score). Absenteeism and employee turnover are reported monthly. Performance is discussed quarterly and adjusted where necessary.

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

Unmotivated employees and employee turnover

Additional policy information

CALL 501 – Employee safety
CALL 506 – Human Rights and Labour Rights

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Person highest responsible for policy implementation: CHRO

Signed for Van Loon Group:

Name: Robert van Ballegooijen

Function: CEO

Date: 7-5-2026

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