



## **Health, Safety and Environment Policy Statement**

Since it was created, our company has always been committed to working in a respectful manner, both for its customers and its staff. This respect is one of the basic conditions to guarantee the quality that everyone has the right to expect. Special attention has also been paid to making sure there is no discrimination.

This respect intuitively implies a special attention to the working environment of all employees. Amongst other things, this means that we always make sure that everyone is able to perform their tasks with the appropriate "tools". The term "tools" has many facets for us.

Of course, it means what the term primarily means, but it also means appropriate training or expertise, appropriate supervision and the right premises. The work must be carried out under optimal safety conditions; knowing what the environment is like and what the risks are enables everyone to make sure (s)he is equipped in such a way that (s)he does not take any risk for his or her physical safety as well as for the equipment and the environment.

With this in mind, the company's management is committed to continuing its efforts and to providing the "tools" so that everyone can take responsibility for their own safety and that of their colleagues. This is how we will ensure that the quality of our services continuously improves.

The company's vision and values have an impact on the staff's health and well-being. This vision and values will be defined and shared with the team.

The Management is also committed to obtaining and maintaining the VCA certification and to enforcing the safety policy described in this safety manual.

The Management also pledges to review its health, safety and environment policy whenever necessary and at least every 3 years.

October 30th, 2020.

A handwritten signature in black ink, appearing to read 'Marc BEGOU', with a horizontal line extending to the right.

Marc BEGOU  
CEO