



Van den Bosch Sanctions Policy

This sanctions policy applies to all drivers of Van den Bosch

Safety is always our top priority. We aim to provide a healthy, safe and sustainable working environment for everyone who works with us. Clear agreements and boundaries are an integral part of this. That is why we have this sanctions policy.

Strong together for a safe workplace

At Van den Bosch, everyone feels responsible for their own safety as well as that of their colleagues and the working environment. This requires commitment and compliance with our safety rules. This policy helps us enforce these rules and take consistent action when they are not followed. In this way, we ensure together that safety remains a given for everyone.

We distinguish between the following sanctions:

1. Sanctions for violating life-saving rules
2. Sanctions for the use of alcohol, drugs and medication
3. Sanctions for dangerous/undesirable behaviour

Sanctions for violating life-saving rules

Violations of life-saving rules

By violations of life-saving rules, we mean:

- Working unsafely at height
- Smoking in the workplace
- Use of alcohol, drugs or medication that impairs driving ability
- Working on pressurised equipment
- Dangerous driving and the use of mobile devices while driving without a hands-free device
- Entering prohibited areas
- Violation of safety instructions that form part of the life-saving rules

What happens if you commit your first offence?

- The offence is recorded in our systems.
- You will be called in for a meeting at the office with your manager and the safety manager.
- You will receive an official warning by email.
- You will be required to complete the mandatory Behaviour Based Safety refresher course (e-learning).

What happens if you commit a second offence?

- Just as with your first offence, this will be recorded in our systems, you will be called to the office for a meeting, and you will receive an official warning by email.
- You will attend a compulsory refresher course at the Van den Bosch Academy in Erp.
- You will be temporarily suspended from your duties.

What happens if you commit a third offence?

- All the points mentioned for your second offence also apply to your third offence.
- In addition to suspension from work, a third offence may also lead to dismissal.



Sanctions for the use of alcohol, drugs and medication

In the event of the use of alcohol, drugs or medication, our **ADM policy** applies. In this situation, the measures described in this policy will be implemented. You can find this policy on Tengio: [ADM policy](#).

What happens if you use alcohol, drugs or medication?

- If you are at work under the influence of alcohol, drugs, medication or a combination thereof, you will be sent home immediately without pay.
- You will be called in for a meeting at the office on the next working day.
- Depending on the seriousness of the offence, employment law and/or disciplinary measures may follow, ranging from an official warning and recovery of damages to suspension, dismissal or immediate dismissal.

Sanctions for dangerous/undesirable behaviour

Dangerous and undesirable behaviour

By dangerous and undesirable behaviour, we mean:

- Disrespectful behaviour, discrimination, harassment
- Violation of our [Code of Conduct](#)
- Serious/repeated violation of driving hours, working hours or laws & regulations
- Spills/leaks/contamination (directly attributable to the driver)
- Poor visibility from the truck due to objects in front of the windows
- Poor appearance, poor hygiene
- Non-compliance with (legally) specified speed limits
- Violation of the applicable safety instructions*

*If there is any doubt as to whether a violation constitutes dangerous behaviour or a violation of a life-saving rule, the safety manager will assess whether the behaviour could have directly led to serious or fatal injury.

What happens in the event of dangerous or inappropriate behaviour?

- The breach will be recorded in our systems.
- You will be invited to a meeting at the office with your manager.
- You will receive an official warning by email.

What happens in the event of a repeat offence?

- In addition to the points mentioned above, you will be required to complete the Behaviour Based Safety e-learning course and/or a bespoke training programme, depending on the nature of the breach.
- In the event of multiple repeat offences, the offence may also lead to dismissal.

Finally

- After one year, a breach will no longer be dealt with, but it will remain on record. This is subject to the condition that no other breaches have been committed during that year. We may deviate from this in consultation if the situation requires it.
- This sanctions policy forms the basis for taking action. Depending on the situation, the circumstances and the severity of the breach, we may deviate from this policy. In doing so, we will always act in a reasonable and fair manner.
- This sanctions policy is aimed at improving safety within our organisation. We act in accordance with applicable country-specific laws and regulations regarding safety. If these differ from, or are stricter than, the company policy, the legal requirements take precedence.



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THE SUPPLY CHANGER IN BULK

*Do you have any questions about this sanctions policy?
Please contact the Human Resources department or the safety manager.*

