

Health & Safety Policy

This policy is applicable for the entire Van den Bosch organisation including all its subsidiaries.

Our vision on health & safety

As The Supply Changer in Bulk, we want to further increase our positive impact by making the bulk sector more sustainable. Offering a healthy, safe and sustainable working environment plays an important role in this. It is no coincidence that this objective has been included in our SHIFT strategy towards 2030.

5 health & safety principles

Our vision on health & safety is translated into 5 principles on the road to 2030:

1. We offer a safe work environment for all employees, day in and day out.
2. We foster commitment towards safe behaviour.
3. We communicate effectively: supervisors are responsible for conducting safety meetings.
4. We have an organisational culture in which health & safety is fully embedded.
5. We strive to be a model company in terms of health & safety.

Health & safety culture

We want to create a health & safety culture in which everyone feels responsible for their own health & safety and their work environment. A culture in which everyone is involved and actively participates: from employee to management. Your contribution here is crucial.

Safety First – 7 guidelines

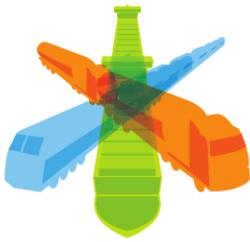
How visible and active are you already involved in strengthening our health & safety culture? Do you report unsafe behaviour? And do you give feedback to your colleagues in case you see behaviour that is not in line? An overview of the guidelines.

1. Our common responsibility

- A healthy & safe working environment starts with you.
- Always act safely and actively contribute to a safe workplace.

2. Take safety measures seriously

- Follow all safety instructions and procedures.
- Always wear the correct personal protective equipment (PPE).
- Stay alert and spot hazards in your work environment.

**3. Report incidents**

- Report every incident, near miss and unsafe situation immediately via [our Health & Safety Point](#).
- Follow the on-site emergency procedures in case of fire, leaks or accidents.
- Be familiar with evacuation routes and procedures as published on Tengio.

4. Keep learning, keep improving

- Take part in mandatory Behaviour Based Safety training.
- Attend the safety trainings associated with your position (a.o. responsible driver training & cyber security training).
- Use the digital [Driver Manual](#) as the source document for all operational task instructions.

5. Keep equipment and devices safe and reliable

- Carry out inspections and maintenance on time and report issues immediately to your manager and the department concerned.
- Take immediate action in case of breakdowns or unsafe situations.
- Comply with cyber security rules and attend prescribed training courses.
- Share experiences and tips during toolbox meetings.

6. Contribute to a healthy and safe work environment

- Follow the Company Specific Arrangements and other related regulations of Van den Bosch.
- Adhere to the [Code of Conduct](#) as well and help build a respectful workplace.

7. Walk the talk

- Set a good example, share your feedback and suggest improvements.
- Encourage safe behaviour and speak up when something is not in line.
- Cooperate in audits, spot checks and safety walks & talks.
- See every report as an opportunity to improve.

**At Van den Bosch, we create a healthy, safe and sustainable workplace together.
Your commitment makes the difference. Let's make safety an everyday habit!**