



# 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!**