

## HSE policy statement

The long-term business success of VSE depends on our ability to continuously improve the quality of our products and services while optimizing the health, safety, and state of well-being of our people. VSE conducts an active HSE policy to ensure occupational health & safety and environmental protection.

Our HSE management system helps to put our HSE policy into action and establishes everyday opportunities addressing risks inherent to our business, including environmental and safety risks. In this process, workers will be consulted and asked for participation. In addition, workers' representatives will be taking part in management reviews. VSE is aware of the impact of its activities. Therefore, our challenge is to responsibly manage and reduce this impact by:

- Complying with the ISO 14001 and ISO 45001 standards, the law and other relevant regulations and certifications
- Assessing the environmental impact of all historical, current and future operation
- Manufacturing safely and sustainably according to the latest technologies and standards
- Setting HSE performance objectives, measure results, assess and continually improve the OH&S and EMS
- Reviewing and revising our HSE policy annually
- Minimizing our impact on the environment by pollution prevention, reduction of natural resource consumption and emissions, and the reduction and recycling of waste
- Communicating openly with stakeholders and improve the performance on issues relevant to them
- Ensuring all employees know the safety regulations and are competent to conduct their tasks
- Providing equipment for personal and environmental protection
- Conduction of regular audits and inspections
- Taking precautions for working with dangerous substances
- Reporting and registering (near) accidents and unsafe situations and identifying if corrective or preventive measures are needed
- Eliminating hazards and reducing risks through OH&S and EMS.

Leon Aliet  
Director VSE

Martin Pot  
Director VSE

Date: June 18, 2019