

## **QHSE (Quality, Health, Safety, Environment) POLICY**

Spaas Kaarsen NV strongly believes that growth that takes account of our environmental impacts is the only way to deliver sustainable returns. We are dedicated to enhancing the management of our operations in order to minimize our impact on the natural environment. The guidelines outlined in this policy apply to all individuals associated with SPAAS, including employees, part-time workers, interns, and contractors, across all our production sites.

### **Our commitments are:**

- ✓ Comply with applicable social, environmental and quality legislations within our area of business
- ✓ Continuously improve our management systems and include the consideration of environmental issues in all business initiatives and strategies.
- ✓ Deliver sustainable and high-quality products by focusing on resource efficiency while maintaining other commitments about safety and quality
- ✓ Assess, and control the environmental performance of our operations, regularly reviewing our impact against predefined targets to ensure ongoing improvement.
- ✓ Prevent and reduce waste and minimize pollution and consumption of natural resources.
- ✓ Contribute to the reduction of greenhouse gases and to the fight against climate change.
- ✓ Preventing emissions to air, water and soil through systematic risk assessments.
- ✓ Engage with our suppliers and contractors to promote environmental stewardship across our value chain and increase understanding of environmental issues.
- ✓ Educate and motivate employees to make them aware of SPAAS' environmental impact and the need for ongoing change, and empower them to implement this policy.
- ✓ Consult employee representatives in the decision process, particularly for health and safety issues.
- ✓ Develop close relationships with our customers in order to be able to continuously meet and exceed their expectations.
- ✓ Prioritize the well-being of our employees, ensuring a safe and healthy working environment throughout all our operations.
- ✓ Report on our approach, progress and challenges regarding environmental matters on a voluntary basis, including in management system audits, via sustainability questionnaires, on our website and in our SPAAS Sustainability Report.
- ✓ Ensure a balanced approach to producing high-quality, cost-effective and sustainable products.

### **Priorities and targets**

Targets and Key Performance Indicators (KPIs) are established to effectively implement the policy, developed through stakeholder engagement, and integrated into the company strategy to enable SPAAS to seize opportunities while mitigating risks.

### **Responsibility**

Every employee bears the responsibility for safety, health, and environmental matters, while the divisional manager holds the operational responsibility, as well as the role of communicating and implementing this policy and its principles.

**Endorsed by:**

Name + function:

BENAL BV  
vertegenw. door Ben Spaas  
Afgewaardigd Bestuurder

Signature:

