

# HEALTH & SAFETY POLICY (INTERNATIONAL)

## INTRODUCTION

Van Mossel Automotive Group ("Van Mossel") recognizes the importance of health and safety to business success. This policy of Van Mossel is based on working in a safe and responsible manner that ensures the health and safety of all employees, customers and visitors. We will consistently strive to "Work Safe, Every day, Every way".

## SCOPE

This policy applies to all Van Mossel locations and operations in Europe and is based on international principles. The policy is designed to be used in conjunction with local health and safety legislation and standards.

## PRINCIPLES

At Van Mossel, we are committed to:

- Complying with all national and international laws and regulations on Health, Safety and Environment (HSE).
- Providing training on job-specific occupational health and safety processes to ensure employees understand their roles and responsibilities and perform their work safely.
- Continuously seeking performance improvements on Health, Safety and Environment.
- Identifying and assessing organizational changes to determine whether adjustments are needed to ensure health and safety.
- Maintaining company emergency and evacuation plans for all sites to assist employees and operations in the event of an emergency.
- Registering, reviewing, and, where necessary, investigating all (near) accidents and incidents to prevent recurrence and foster a culture of learning.
- Not compromising our Health, Safety and Environment values for profit or production.
- Ensuring every location has a sufficient number of trained emergency responders and adequate resources to provide prompt and efficient assistance in the event of an emergency or accident.

## WE EXPECT EMPLOYEES TO:

- Follow all safety regulations and instructions belonging to the work location where they are employed.
- Take responsibility for their own health and safety in the workplace, as well as the health and safety of colleagues, customers and visitors.
- Demonstrate responsible behavior, self-assessing workplace hazards and being aware of risks that could potentially cause harm or injury to themselves or others.
- Actively contribute improvement proposals (ideas and suggestions) for enhancing health and safety.
- Cooperate with company emergency services during emergencies, accidents or evacuations.

## SUPPLIERS

Our commitment to health and safety extends throughout our value chain. We use our relationship with independent suppliers and business partners to further promote the principles of this policy in their networks. Performance

All efforts to improve and ensure employee health and safety are regularly reported by the Health, Safety & Environment department to the Managing board of Van Mossel. This reporting includes an overview of all reported accidents, along with the measures implemented to address them. Liability

Every employee will initially receive a written warning in case of non-compliance with safety regulations. In cases of repeated non-compliance, disciplinary measures will be applied. An employee may be held liable for costs resulting from non-compliance with safety regulations.

**Eric Berkhof**

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Van Mossel Automotive Group

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