

Mennens

**Quality and Health Safety and
Environment (HSE) policy**

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Mennens policy, focused on quality, safety, the environment, sustainability and corporate social responsibility

Quality policy

The quality policy of Mennens is aimed at ensuring that the activities mentioned on the website (see www.mennens.nl) are carried out in an effective and economic manner. The starting point is that the requirements agreed with the customer and its expectations can be met at any time.

The quality policy is aimed at providing a good service and service to the customer, fulfilling agreements and being a solid and reliable partner.

The most fundamental objective of Mennens is to guarantee continuity.

In order to ensure that the process up to and including the delivery of the product and / or service runs according to a structured system, while also guaranteeing the professional competence and safety of our own and temporary employees and environment, Mennens has set itself the target to work in accordance with the NEN-EN-ISO 9001 and VCA** standard.

The Quality, Health and Safety conditions and Environment system (QHSE) is set up to ensure that:

- The working method within Mennens has been clearly established and recorded;
- New and temporary employees quickly have insight into the way they work;
- Improvements can be initiated;
- Realized improvements can be guaranteed;
- Processes are controlled at the source: optimization of the process from preparation up to and including delivery and / or possible warranty work;
- The deviation or failure costs are minimized;
- The requirements of the customer are always met;
- Work is constantly being done to achieve a customer-oriented approach and effective complaint handling;
- We work with a selective group of suppliers, subcontractors and possibly hired employees.
- We strive for continuous improvement.

Above all, everything is aimed at complying with laws and regulations. This may concern general laws and regulations, for example keeping the RI&E up to date, financial reports, but also order specific regulations. The (company) management is responsible for ensuring that the aforementioned is properly announced, implemented and maintained.

Quality, safety and environmental care is the responsibility of the management, managers and (engaged) employees and is managed within Mennens under the responsibility of the (company) management, in consultation with the QHSE managers. Both management and employees are involved in the implementation and enforcement of the QHSE system.

As Mennens, we must stand for quality "in the broadest sense of the word", i.e. organizational, process-technical and procedural, with regard to the customer, suppliers, internal organization, etc. Various procedures, guidelines, etc. have been drawn up for this and are available, among others linked to the QHSE system. Both internally and externally, the following is important: "do what you say, say what you do and show what you have done".

Security policy

The objective of Mennens is to achieve a working environment that is as healthy as possible and to continuously improve this. To achieve this, it is necessary that own staff and temporary employees are committed to this.

For management, managers and employees the following are key points of attention:

- Accidents and personal injury are prevented;
- The safety of third parties is guaranteed;
- Material and environmental damage is prevented;
- Promoting well-being;
- Implementing the prioritization from the risk inventory;
- Priorities in the field of safety in business operations are established, for example: correct and complete instructions, correct collection, separation and disposal of waste, formulating annual objectives, provision of PPE, providing necessary training, timely inspection of machines and equipment, etc.;
- Absenteeism resulting from illness and possible accidents is kept as low as possible;
- Employees are after a long-term illness or accident included in the work process in the best possible way, possibly by offering suitable work;
- Rules and regulations are clear to everyone, i.e. both internally and externally. This with regard to safety, health and the environment and also related aspects, i.e. with regard to sexual harassment, aggression and violence, etc.;
- The aim is to achieve continuous improvement in the HSE field.

When purchasing or investing in machines, equipment, (hazardous) substances, furniture and the like, additional working conditions will be taken into account wherever possible and necessary. This includes physical stress, ergonomics and the like. If necessary, consultation will take place with the employees involved.

Through the implementation and testing of a risk inventory and evaluation, the working conditions will improve. By introducing the QHSE system, working conditions will be kept at an acceptable level and, where possible, continuously improved.

Environmental policy

Mennens wants to prevent negative effects of its business processes on the environment. An adequate environmental policy is therefore necessary. Mennens' environmental policy is as follows:

- The management of environmental aspects in all processes within Mennens must form an integral part of process descriptions, procedures and work instructions linked to the QHSE system;
- Efforts shall be made to continuously improve the environmental performance of Mennens. The assessment of this takes place on the basis of results of audits, measurements and investigations;
- The company must work in an environmentally friendly way. The in the environmental legislation mentioned rules indicate the framework within which this must be done;
- If technology makes it possible to use raw materials and consumables that are less harmful to the environment within the business processes of Mennens, this will be used. A condition for this is that this has no adverse effect on the process or the end product. The use of substitute raw materials and consumables must also be economically feasible;
- We strive to promote technological innovation while at the same time maintaining and improving our existing environmental care systems;
- When developing, designing and operationalizing production facilities, we always take into account the possible impact on the environment. We strive to prevent pollution, to use energy and raw materials efficiently and to reduce and process waste in a responsible manner.

Basic principles for formulating environmental objectives are:

1. The delivery of products and services must be established in accordance with applicable laws and regulations.
2. The pursuit of continuous improvement of the way in which the products and services to be delivered are achieved in relation to the environmental impact. This is done on the one hand by managing the environmental risks as much as possible and on the other by initiating new developments.

Sustainability policy

Mennens wants to do business in a socially responsible manner together with customers, suppliers, employees and other partners. Mennens strives for economically sound business operations that are in good balance with ethical and social aspects of its decisions, care for the environment and the interests of future generations.

Mennens is aware of the relationship between the long-term development of the organization and that of the environment. With the welfare of all interested parties in mind, Mennens strives to develop sustainable relationships. Behavior is determined by responsibility for the environment, people, customers and the environment. For Mennens, this includes more than just the financial and economic effects of business operations. The safety and health of employees on the job and while working are also crucial.

CSR policy (Corporate Social Responsibility)

Working conditions and full work:

Mennens takes care of the well-being of its employees. It does this by securing employment and fulfilling contractual obligations. In addition, Mennens is committed to minimizing negative effects as a result of reorganizations and restructuring. It does this by ensuring appropriate social provisions and by establishing rights and obligations between the employer and the employee in an employment contract, possible conditions and a job description.

Mennens ensures the safety and health of employees, customers and local residents by using safe tools, materials and technologies. And by being prepared for calamities.

The well-being of employees is guaranteed by providing facilities and opportunities for personal development in the form of training, education, nature and organization of work. And by implementing policies aimed at equal opportunities and eliminating and preventing subordination of and discrimination against employees.

Human Rights:

Mennens is responsible for the development, compliance and continuous improvement of policy measures to ensure that activities, purchases and investments do not conflict with human rights. Discrimination is prevented. Freedom of association and collective bargaining are not impeded. Child labor is banned. And forced and compulsory labor is prevented. Human rights and the rights of, for example, local populations or activists are respected, as well as the rights of indigenous people. In addition, the activities of Mennens also benefit them.

Fair business practices:

Mennens complies with the legislation and ensures that undesirable effects on the community in the area of work are minimized. Mennens takes care of combating bribery and corruption of the company or employees. Mennens ensures that when is opted for contributions to political lobby groups and/or political parties, this contribution can be justified ethically. Mennens does not engage in any activities in violation of the antitrust and antitrust laws and will explain in case of sanctions imposed as a result of non-compliance with these principles what the cause was and which corrective actions were taken.

Customer concerns:

Mennens is responsible for the development, compliance and continuous improvement of policy measures to ensure that the health and safety of buyers of products or services are not compromised. Labels and product information must sufficiently inform customers about the intended application, user risks and product performance. Standards and voluntary codes of conduct in the field of advertising are adhered to. Mennens does not affect the privacy of customers. In the case of sanctions imposed as a result of non-compliance with these principles, it is explained what the cause was and which corrective actions were taken.

Environment, raw materials, energy and emissions:

Mennens takes measures where possible to increase the use of raw materials from recycling processes or waste. Mennens also takes measures to limit energy consumption or to use energy from renewable energy sources. It takes measures to reduce water use from sources that are scarce or where related ecosystems or habitats can be significantly affected. Mennens ensures that its presence and activities have no or as few adverse effects as possible on the biodiversity in the surrounding environment. Mennens is responsible for providing environmentally relevant information about services and products and the possibilities for recycling or reuse thereof. In the case of sanctions imposed as a result of non-compliance with environmental regulations, it will explain what the cause was and which corrective actions were taken.

Mennens is responsible for the development, compliance and continuous improvement of policy measures to ensure that the effects of transport on the environment and ecosystems are reduced as much as possible.

Community involvement and development:

Mennens is responsible for a financial report on:

- Income,
- Operational costs,
- Employee compensation,
- Donations and other,
- Social investments,
- Retained earnings and payments to capital providers and governments.

Mennens ensures a positive contribution to the local economy by involving as many staff, services, goods and equipment from the local environment as possible. The contribution to the local community should not be limited to economic development, but can also include social or environmental aspects.

General policy


All employees, including temporary employees, are (or will be) informed orally or in writing of the policy. As soon as the policy is adjusted, this will be communicated to the employees. The policy is revised at least every three years, this can for example take place during the management review, which is held periodically (annually).

The management review and / or steering committee meets at least once a year to discuss all relevant matters concerning the QHSE system and operational management. These issues can be both policy-based (policy and objectives) and executive-based (action points).

Objectives / action points are formulated, assessed and monitored during the QHSE steering committee and management review, which are held at least once a year.

The policy pursued may be a basis of trust for customers, on which they can solidly build.

Signed managent, April 2020

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end.

D. van Deuzen

Managing Director Mennens Group