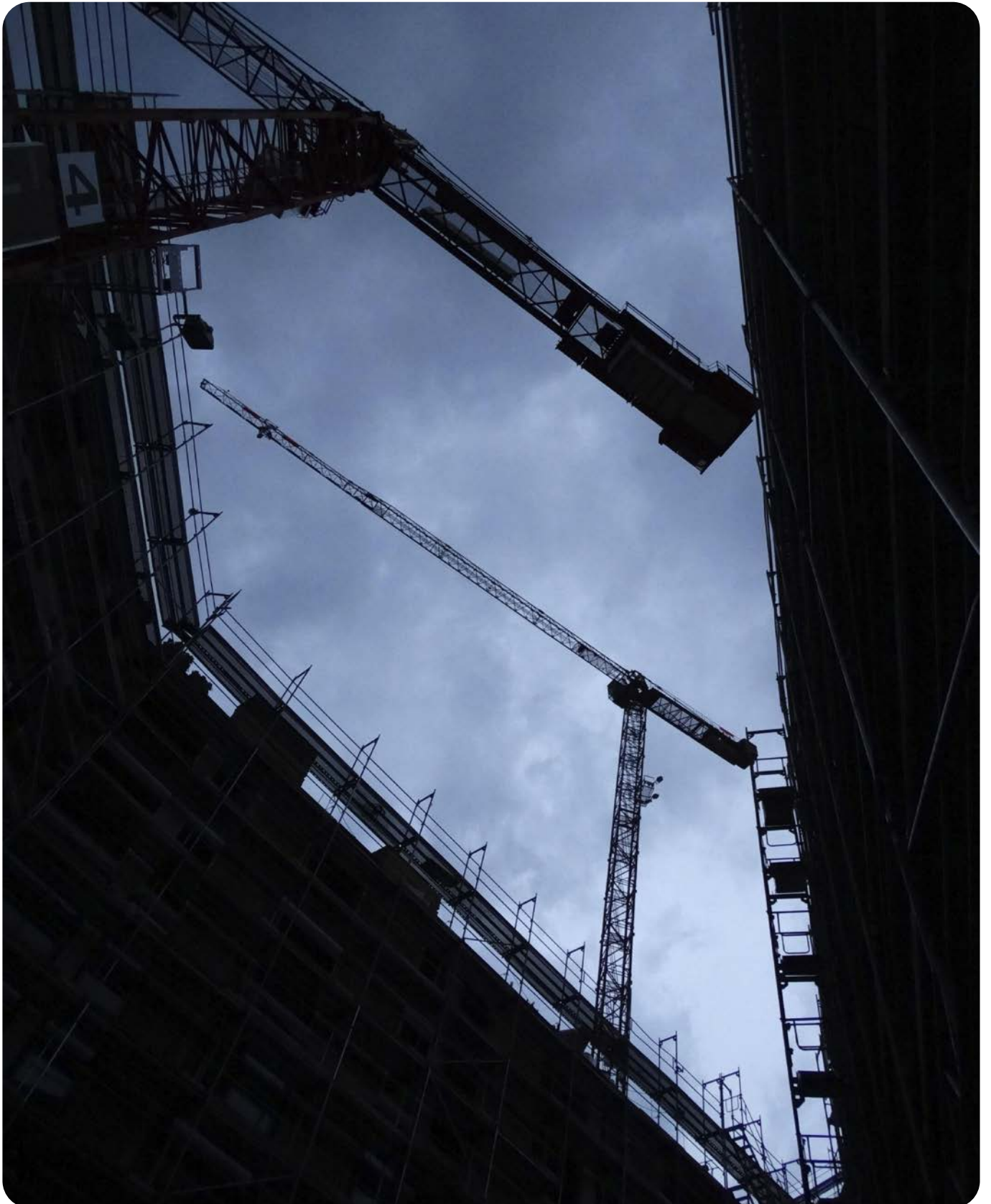


Policy statement



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Quality, Health, Safety and Environment policy

Mennens' policy is focused on quality, health, safety, environmental well-being. Mennens has added sustainable and corporate social responsibility in its policy aswell.

Quality policy

Mennens' policy is aimed at ensuring that the information listed on our website (see www.mennens.nl) about the QHSE activities are carried out in an effective and economical manner. The basic principle is that the requirements agreed with the customer and their self-evident expectations can be met at any time.

The purpose of the quality policy is to offer good service and service to the customer, fulfil agreements, and be a solid and reliable partner.

Mennens' most fundamental objective is to guarantee continuity.

Mennens has set itself the goal to work with an integrated management system and certification for the following standards: NEN-EN-ISO 9001, NEN-EN-ISO 14001, NEN-ISO 45001, SCL and VCA**. Mennens has done this to ensure that the process, up to and including the delivery of the product and/or service is done according to a structured system, while also guaranteeing the professional competence and safety of their employees and temporary employees.

The QHSE-system has been set up to achieve that:

- Mennens' internal method of working has been clearly established and recorded;
- Employee participation concerning quality, safety, health, well-being and environment is encouraged;
- New and temporary employees have a quick insight into the way work is done;
- Improvements can be initiated;
- Realised improvements can be guaranteed;
- Processes at the source are controlled: optimisation of the process from preparation to delivery and/or delivery and any warranty work;
- The deviation or failure costs are minimised;
- The established requirements of the customer are always met;
- We continuously work on a customer-oriented attitude and effectively handling complaints;
- We work with a selective group of suppliers, subcontractors and employees who may be hired in;
- We strive for continuous improvement.

Above all, everything is aimed at complying with laws and regulations. This may concern general legislation and regulations, e.g. keeping the corporate riskanalyse up to date, financial reports, but also assignment-specific regulations. The board of directors and management are responsible for ensuring that the aforementioned is disclosed, implemented, and maintained correctly.

QHSE care is the responsibility of the management, supervisors and the (engaged) employees. It is managed within Mennens under the responsibility of the management and company management, in consultation with the QHSE-coördinators and QHSE-manager. Both the management and the employees are involved in implementing and maintaining the QHSE-system.

As Mennens organisation, we must stand for quality “in the broadest sense of the word”, i.e. organisational, process and procedural technical, concerning the customer, suppliers, internal organisation, etc. For this, various procedures, guidelines etc. have been drawn up and available, including linked to the QHSE-system. The following is important, both internally and to external parties: “do what you say, say what you do and show what you have done”.

Health & Safety policy

Mennens strives to achieve the healthiest possible working climate by providing safe and healthy working conditions in which injuries and health problems are prevented. A continuous improvement process is in place to perform this. To achieve this, all of our personal and temporary employees must be committed to this.

The bullets described below are the most important policy themes for H&S for attention for management, managers, and employees:

- Accidents and personal injury are prevented;
- The safety of third parties is guaranteed;
- Material and environmental damage is prevented;
- Promoting well-being;
- Carrying out the priorities 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 targets, issuing PPE, providing necessary training, machinery and equipment, etc.;
- The absenteeism rate resulting from illness and possible accidents is kept as low as possible;
- Employees are included in the work process in the best possible way after a long-term illness or accident, possibly by offering adapted work;
- Rules and regulations are clear to everyone, both inside as well as outside the organisation. This with regard to safety, health and the environment, and related aspects, i.e. with regard to sexual intimidation, aggression and violence, etc.;
- Facilitate and encourage the involvement of our employees before and during decision-making concerning health and safety at work;
- H&S policy has been established and is in line with the strategic direction;
- H&S requirements are integrated into the business processes;
- Sufficient resources are available for setting up, introducing, maintaining and improving the QHSE-management system;
- A culture within the organisation is developed and promoted that supports results from the QHSE-management system;
- Employees who report incidents, hazards, risks and opportunities are protected from reprisals;
- Consultation and participation of employees are promoted;
- An H&S committee/working group is set up;
- Mutually and in consultation with directors, management, and employees, a commitment is made to provide safe and healthy working conditions, remove hazards and reduce H&S risks, and consult and engage with employees;
- Continuous improvement is strived for in the field of QHSE.

When purchasing or investing in machines, equipment, (dangerous) substances, furniture, etc., additional working conditions will be considered where possible and necessary. The affected employees will be consulted when considering physical load, ergonomics, etc.

By carrying out and reviewing a risk inventory and evaluation, the working conditions will be improved. By introducing the QHSE-system, working conditions will be kept at an acceptable level and, where possible, will be continuously improved.

Environmental Policy

Mennens' policy regarding environment is to prevent the negative effects of its business processes on the environment. This means that it's necessary to have an adequate environmental policy. The bullets described below are the most important policy themes for the environment:

- Controlling 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 should be made to continuously improve the environmental performance of Mennens. This assessment is based on the results of audits, measurements and research;
- The company must work in an environmentally friendly manner. The rules specified in the environmental laws indicate the framework within which work must be done;
- if current technology makes it possible to use less environmentally harmful raw materials and consumables within Mennens' business processes, these will be used. This is subject to the condition that this does not adversely affect the process or the end product. The use of replacement raw materials and consumables must also be economically feasible;
- we strive to promote technological innovation while maintaining and improving our existing environmental management systems;
- when developing, designing, and operationalising production facilities, we always consider the possible impact on the environment. We strive to prevent pollution, use energy and raw materials efficiently, reduce waste, and process it responsibly.

The basis for formulating environmental objectives are:

1. The delivery of products and services must be done in accordance with applicable laws and regulations;
2. Continuously seeking to improve the environmental impact of the creation of the products and services that we deliver. This is conducted by, on the one hand, controlling environmental risks as much as possible and, on the other hand, 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 healthy business operations that are in good balance with ethical and social aspects of its decisions, care for the environment, and future generations' interests.

Mennens is aware of the relationship between the long-term development of the organisation and that of the environment. With the well-being of all interested parties in mind, Mennens strives to develop sustainable relationships. Behaviour is determined by responsibility for the surroundings, people, customers and the environment. For Mennens, this encompasses more than just the financial and economic effects of business operations. The safety and health of employees at and during work are also of decisive importance.

CSR policy

(Corporate Social Responsibility)

Working conditions and decent 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 minimising adverse effects resulting from reorganisations and restructuring. It does this by ensuring appropriate social provisions and recording rights and obligations between the employer and the employee in an employment contract as well as any conditions, positions and/or job descriptions.

Mennens ensures employees, customers, and immediate residents' safety and health by using safe tools, materials, and technologies. Mennens has a policy in the case of calamities.

The well-being of employees is guaranteed by providing facilities and opportunities for personal development in the form of training, education as well as type and organisation of work. And by pursuing policies aimed at equal opportunities and eliminating and preventing discrimination and disadvantages of workers.

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 avoided. Freedom of association and collective bargaining are not hindered. Child labour is banned. And forced and compulsory labour is discouraged. Human rights and rights of, for example, local populations or activists are respected, as are the rights of indigenous people. Mennens' activities also benefit them.

Doing business honestly

Mennens complies with legislation and ensures that undesirable effects on the community in the area of the work is minimized. Mennens takes care of combating bribery and corruption of the company or employees. Mennens ensures that when a decision is made to contribute to political lobby groups and/or political parties, this contribution can be ethically justified. Mennens does not engage in any activities in violation of the cartel law and regulations with regard to distortions of competition and will, in the event of sanctions imposed as a result of non-compliance with these principles, explain what the cause was and what corrective actions will be taken.

Customer issues

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 endangered. 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 will be explained what the cause was and what corrective actions will be taken.

Environment, raw materials, energy and emissions

Mennens takes measures when 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. Mennens takes measures to reduce water use from sources that are scarce or where associated ecosystems or habitats could be significantly impacted. Mennens ensures that its presence and its activities have no or minimal adverse effects on the biodiversity in the surrounding living environment.

Mennens is responsible for providing environmentally relevant information about services and products and the possibilities of recycling or reusing them. In the event of sanctions imposed as a result of non-compliance with environmental regulations, it will explain what the cause was and what corrective actions will be 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 financial reporting on:

- Income;
- Operational costs;
- Employee benefits;
- Donations and other;
- Social investments;
- Retained earnings and payments to lenders and governments.

Mennens ensures a positive contribution to the local economy by involving as many staff, services, goods and equipment as possible from the local area. 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, have been (or will be) informed of the policy verbally or in writing. As soon as the policy is amended, this will be communicated to the employees. The policy is reviewed at least every three years, for example during the management review, which is held periodically (annually).

The management review and/or steering group meets at least once a year to discuss all relevant matters concerning the QHSE-system and operational management. These matters can concern policy (policy and objectives) as well as implementation (action points).

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

The policy pursued is a basis of trust for customers, on which solid foundations can be built.

Signed by the Board of Directors, June 1, 2022

A handwritten signature in black ink, appearing to be 'D. van Deuzen', written over a horizontal line.

D. van Deuzen

Managing Director of Mennens Group

