
Management statement on safety, health, well-being and the environment

The safety, health and well-being of every staff member, subcontractor and self-employed person on behalf of Agidens is vitally important for the future-oriented and success policy of our company.

The safety, health, well-being and environment are as important as production, quality, costs and human relationships.

All risks can be avoided or controlled in order to prevent physical injury, health damage, material damage or environmental damage.

Safety must be implemented at all levels, both at decision and organizational levels.

Each employer, manager in particular or employee as a third party appointed by Agidens is responsible not only for the application of the health and safety policy but also for teaching his employees how to work safely.

Agidens encourages its employees and third parties on behalf of Agidens, continuous improvement as a fixed business value.

Agidens provides an appropriate organization and an effective control thereof.

Each employee is responsible for working safely himself.

Each employee is responsible for redirecting his closest colleague, third parties, trainees, temporary employees, ... to unsafe behavior and to every level. One pays as much attention to the safety, health and well-being of his employees (including temporary employees, trainees and third parties) as to his own safety.

Safety, health and well-being are the core values in the choice of the selected work equipment, working methods as well as selected employees and third parties with the appropriate education, training and attitude.

Safety results can only improve with the support and active collaboration of all those related to Agidens.

Agidens motivates a culture of safety through safety training, awareness-raising, information campaigns on safety, correct information and, above all, an open culture of communication on safety, health and well-being.

No form of undesirable behavior will be tolerated, since everyone should retain their own importance and uniqueness in Agidens' corporate culture. By undesirable behavior is seen as a non-exhaustive list: physical and verbal violence, bullying, humiliation, shocks, intimidation, insults, undesirable sexual behavior, etc.

In every respect, Agidens favours the idea of business environmental responsibility

Considerable importance is attached to:

- » Making environmental impact a decision criteria in procurement and investment processes.
- » Reducing ecological impact on employees transport.
- » Reducing and sorting waste as well as having it properly and appreciatively collected for processing.
- » Minimising energy consumption in the offices.
- » Reducing environmental impact when working at the customer's location.
- » Pro-actively offering environmental advice to our customers on their activities.

On behalf of the Health & Safety
Committee
Steven Peeters
Chairman

and

On behalf of Agidens

Hedwig Maes
CEO

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