



POLICY STATEMENT ON SAFETY, HEALTH, ENVIRONMENT & WELFARE

The management of DuraCert is aware of its responsibility regarding safety, health, welfare and the environment.

Creating and maintaining safe and environmentally sound working conditions in our organization are important objectives and an integral part of the company's policies. This policy aims to avoid personal injuries, fires, damage, exposure to dangerous substances, and to minimize negative effects on the environment.

We will do our utmost within our organization to guarantee the safety, health, welfare and the environment in relation to our (temporary) employees, clients, contractors, visitors and others, and that they are not exposed to unacceptable risks, discrimination, intimidation and violence.

The government regulations are strictly adhered to and we will continuously pursue the improvement in the area of safety, health, welfare and the environment.

In the company, everyone is informed and bound to the rules and arrangements about safety, health, welfare and the environment. This is the general and common responsibility of all employees.

Signed 13 September 2016

Bert de Jong

A handwritten signature in blue ink, consisting of a large, stylized 'B' and 'J' with a horizontal line extending to the right.

Kees Roorda

A handwritten signature in blue ink, featuring a large, stylized 'K' and 'R' with a horizontal line extending to the right.

Remco Polhuis

A handwritten signature in blue ink, with a large, stylized 'P' and 'Polhuis' written below it.

Hanneke Leeflang

A handwritten signature in blue ink, appearing as a stylized 'H' and 'L'.

Sandra Spier-Schmitt

A handwritten signature in blue ink, with 'S. Spier-Schmitt' written in a cursive style.