

Victor Buyck is aware of the influence of its activities in the field of HSEE and is constantly investigating whether these activities can be carried out in a safer, healthier and more sustainable way. With this we commit ourselves to the following:

General

- HSEE are integrated in the various work, design and purchasing processes, daily operations and in the way people think and act.
- Ambitious goals and standards for HSEE are defined to improve continuously our performance in these areas. Our business activities are accompanied by the use of raw materials and energy, emissions to water and air, and odor and noise emissions. At least the requirements, as set out in legislation and regulations, are met.
- The operational management takes into account sustainable development, in which raw materials and consumables, energy and water are dealt with efficiently. HSEE are an important starting point when operational decisions are taken, in purchase of equipment/services, and in the design of constructions/equipment.
- All employees are involved in activities and improvements in the field of HSEE .
- Care is taken to ensure a safe and healthy working environment for all employees, contractors, suppliers and visitors. It is also guaranteed that they are aware of our ambitions and expectations in the field of HSEE.
- To achieve the set objectives, management and executives donate the necessary time and resources available.
- The HSEE policy is regularly analyzed and evaluated.

The employees

- Take responsibility for the safety and health of themselves and others. They wear at all times the required PPE 's and address their colleagues in unsafe behavior .
- Analyze risks, if possible improve working conditions and minimize the burden on the environment.
- Report and correct immediate hazards, incidents and accidents in the area of HSEE.
- take initiatives to improve the performances in terms of HSEE
- always keep in consideration the energy efficiency at their work
- Actively participate in the preparation, planning and development of safety, health and environmental objectives of the department .
- Follow the guidelines that are given in toolbox meetings and at other information moments.
- Comply with the regulations and are aware that sanctions can be imposed in the event of non-compliance.

The managers

- Exhibit exemplary behavior and give effect to the HSEE policy in the daily operations.
- Take responsibility for the safety and health of their employees and strive for continuous improvement in terms of HSEE.
- Make guidelines and report over objectives, results and identified deficiencies in the area of HSEE.
- They provide information and facilitate dialogue within their department about HSEE.

This policy statement shall be reviewed and if necessary be adapted to social, safety-, health-, environmental organizational developments.

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CEO