

Creating and maintaining good working conditions and environmental policies are integrated objectives. In addition to financial and economic objectives, our policy **prioritises the prevention of personal injury to our staff and third parties as well as damage to materials and the environment**. In addition, quality is guaranteed with a continuous evaluation of our management system. This message is also reflected in our vision of excellence:

"Willy Naessens Industriebouw excels as an industrial contractor. The company presents itself as an integrated contractor that puts the client at the heart of everything it does and that takes care of every last aspect. Its years of expertise and strong corporate culture with a focus on human capital contribute to a sustainable business model. That same sustainability is also reflected in its policies on quality, safety, the environment and health. Willy Naessens Industriebouw respects the agreements it has made and sets itself apart as the most reliable and dedicated partner on the market. As the market leader on a quickly changing market, Willy Naessens Industriebouw fulfils a permanent role as an innovator and pioneer."

The organisation and services of Willy Naessens Industriebouw NV are set up in a manner that guarantees the safety, health, quality, environment and general welfare of **our staff, temps and third parties**, so that these people are not (or need not be) exposed to unacceptable risks. In addition, **damage to materials and the environment** must be prevented. To this end, various regulations, instructions, and procedures have been drawn up.

The management will ensure that legal requirements are met, as well as the requirements and wishes of the clients. The ambition of Willy Naessens Industriebouw NV is focused on **the continuous improvement** of safety, health, quality and the environment. **All staff** are expected to **contribute** to this endeavour in their own way.

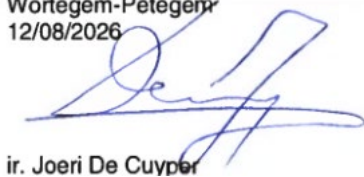
The staff of Willy Naessens NV are acquainted with the implemented policy. They also follow the predefined rules and instructions. This is how the policy is put into practice in the workplace. This requires an **open culture** where staff can provide their input and constructive feedback.

If the rules and instructions of clients differ from those of Willy Naessens Industriebouw NV, the strictest rules and instructions take precedence.

Within the company, everyone is bound by the rules and instructions relating to safety, health, quality and the environment. The management ensures that **everyone at the organisation is aware of the policy** and that they put it into practice. Each year, new objectives will be formulated and previous **objectives** will be re-evaluated. To this end, the necessary resources will be made available, information will be provided, consultations will be held, and all of this will be monitored.

If, due to illness or accident, an employee's ability to work has (temporarily) changed, Willy Naessens Industriebouw NV will support this employee by providing another type of work if possible and by ensuring that they are employed again as soon as possible.

The policy is **evaluated three times a year and updated when necessary**. When implementing the policy, the organisation is supported by an external department for prevention and protection at work (EDPPW).

Wortegem-Petegem
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ir. Joeri De Cuyper

Managing director of Willy Naessens Industriebouw