

VERTEXCO NV

WORKPLACE HEALTH AND SAFETY POLICY

Important note:

This document is a Policy that outlines the principles approved by Vertexco NV's management to guide the implementation of business processes and manage business risks in alignment with Vertexco's strategy.

For effective implementation of these principles, management must develop detailed procedures with step-by-step instructions tailored to the specific nature of the operations covered by the Policy.

This, along with other approved policies and procedures, can be found on Vertexco NV's intranet. Please regularly consult the intranet for the latest updates on policies, procedures, guidelines, forms, and lists needed to implement a policy or procedure.

A. General

Article 1. Purpose

Vertexco NV (0488.148.314) commits to protecting the health and safety of her staff and all those affected by her business activities and attending her premises. This Workplace Health and Safety Policy (hereafter referred to as Policy) outlines the principles and policies that govern our actions and decisions to ensure compliance with all applicable laws, regulations and the highest health and safety standards.

Vertexco is committed to conducting her business healthy and safely and in full compliance with the European and Belgian workplace health and safety obligations as embodied in the Belgian Code on well-being at work and the Act of 4 August 1996 concerning the well-being of workers in execution of their work. Every Party must understand and adhere to the legal requirements and regulations that apply to their responsibilities.

Article 2. Scope of Application

Achieving a healthy and safe workplace is a collective task shared between Vertexco NV and her staff. This Policy and the rules contained in it apply to all staff of Vertexco NV, including her employees, temporary workers, trainees, directors, independent service providers or contractors and anyone performing work for Vertexco at her premises (hereafter refer to as Party or Parties).

We expect our suppliers to adhere to the same standards as described in this Policy.

B. Responsibilities

Article 3. Responsibilities

To ensure all health and safety standards are maintained/improved, the following people have a specific responsibility in the following areas:

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- Overall and final responsible for Health and Safety in the workplace: Vercruysse Stefaan;
- Health and Safety Advisor: Sofie Vanderlooven;
- External prevention service: Liantis (till 31/12/2024), (from 1/01/2025) Mediwet;
- Every executive/supervisor

Furthermore, all Parties and especially the Employees are responsible to take reasonable care for their own health and safety and that of others who may be affected by their acts or omissions and therefore must co-operate with the Health and Safety Advisor and the Employer generally to enable compliance with health and safety duties and requirements, comply with any health and safety instructions and rules, and report all health and safety concerns to the Health and Safety Advisor promptly.

C. Measures

Article 4. Risk Assessments

Vertexco declares to have properly examined of what in the workplace could cause harm to people and to have assessed any risks and to have considered measures to best minimize any risk. In this regard, Vertexco has taken all proper measures in accordance with the Act of 4 August 1996 concerning the well-being of workers in execution of their work. The conducted risk assessment and the preventive and protective measures for the most hazardous tasks are documented in the internal risk management document, the SRM.

Article 5. Informing and training of the Parties

Vertexco strives to ensure that each Party has received the necessary health and safety information and training in accordance with Title 2 regarding the general conditions of the well-being policy of Book 1 of the Code on well-being at work and the Act of 4 August 1996 concerning the well-being of workers in execution of their work.

All Parties are thus well informed, instructed and trained to do their work safely, to avoid hazards and to contribute positively to their own health and safety at work.

Article 6. Reporting and Accountability

We encourage all Parties to report any concerns or violations of this Policy.

Reporting can be done anonymously without fear of retaliation by any of the following methods:

- In writing, addressed to, Vertexco NV attn. management, Industrielaan 104 - 8930 Menen; OR;
- By e-mail to: info@vertexco.be

We are committed to investigating all reported violations and taking appropriate corrective action.

Article 7. Non-Retaliation

We strictly prohibit retaliation against any individual who reports suspected misconduct in good faith. This includes protection from discharge, demotion, suspension, threats, harassment, or any form of discrimination in employment terms. Employees who retaliate will face sanctions according to work regulations.

Key principles:

- Parties who have reasonable grounds to suspect that a violation of the Policy has occurred or may occur must be given the opportunity to report their concerns in accordance with this Policy.
- All reports will be handled objectively and confidentially.
- Designated personnel will investigate reports thoroughly and fairly within a reasonable timeframe.
- Parties reporting potential violations must not suffer any detrimental or negative consequences as a result of their disclosures, provided such disclosures are made in good faith.
- The rights and reputation of those reported on will be respected and protected.

Article 8. Evaluation

If, despite all measures, a workplace accident still occurs, the incident will be thoroughly evaluated to determine how it can be prevented in the future, and appropriate measures will be taken. The Policy will be reviewed on a regular basis and will be updated if necessary or when working habits or conditions change.

Article 9. Evacuation

An evacuation plan has been drawn up. The evacuation plan can be consulted at every exit. Vertexco will make sure escape routes are well signed and kept clear at all times. Evacuation plans are tested yearly and updated if necessary.

Article 10. Fire Prevention

Vertexco declares that all measures were taken concerning fire prevention at the workplace, in accordance with Title 3 on fire prevention in the workplace of Book 3 of the Code on well-being at work.

Article 11. First Aid

Vertexco declares that all legally obligated measures were taken concerning first aid in accordance with Title 5 on first aid of Book 1 of the Code on well-being at work.

Article 12. Work and Protective Equipment

Vertexco declares that all measures were taken concerning the use of work equipment, in accordance with Title 2 of book IV of the Code on well-being at work.

Vertexco makes personal and collective protective equipment available for the concerned Parties in accordance with Title 1 and Title 2 of Book IX of the Code on Well-being at Work.

Article 13. Individual Measures

To comply with the standards outlined in this Policy, specific individual measures that are set out in the PPE matrix apply.

Article 14. Collective Measures

To comply with the standards outlined in this Policy, the following collective measures are implemented:

- Closed systems are utilized as much as possible;
- When open systems are used, exhaust ventilation is always provided;
- Fall protection is provided in all appropriate areas, for example: platforms are equipped with railings, grates are installed on tanks, ...

Article 15. Working with Chemicals

Due to Vertexco's operations, some Parties work with chemical products. Vertexco is aware that working with chemical products entails specific risks and fully complies with the regulations outlined in Title 1 concerning chemical agents of Book VI of the Code on Well-being at Work, the REACH Regulation, and the CLP Regulation.

Specifically, Vertexco has conducted a risk assessment regarding the safety and health risks for Parties and has implemented appropriate preventive measures. No prohibited chemical products are used within Vertexco and the occupational exposure limits are respected.

In addition, Vertexco has designed a special motherhood protection program for pregnant employees and employees who are breastfeeding.

Article 16. Closing Provisions

Adherence to this Policy is mandatory for all Parties. All Parties should co-operate with the Health and Safety Advisor and the Employer generally on health and safety matters and take reasonable care of their own health and safety and those of others.

Violations may result in disciplinary action, up to and including termination of employment, as well as legal consequences.

By adhering to this Policy, we affirm our commitment to have a healthy and safe workplace. We expect all Parties to embody these principles in their daily work and decision-making processes.

For any questions or further clarification regarding this Policy, please contact Sofie Van der Looven (sofie.vanderlooven@vertexco.be).