
POLICY STATEMENT

The welfare of our employees, the impact on the communities we work among, the quality of our final product and care of the environment make up the most important values of Herbosch-Kiere.

Our commitment:

- Satisfied customers and motivated employees and increased satisfaction through continual improvement of the Company's activities and processes.
- Understanding of the communities and interested parties which may be affected by our activities and to communicate with them to ensure co-operation in reducing impacts and increasing opportunities.
- Perform works with respect to the environment, to the highest quality and at the safest level.
- Continuous improvement of our performance for safety, quality and environmental management.
- A safe and environmentally friendly working environment to prevent accidents, personal injuries, sickness absence and damage to the environment & equipment
- Meet the customer's requirements and the current laws and regulations, existing rules and stipulations, codes, standards and guiding principles as legally outlined or works according to the customary industrial standards or community expectations.
- Reduction of our CO₂ emissions.
- Reducing the environmental impact of the working activities in order to protect the environment in its entirety
- Protection of the environment and prevention of environmental pollution by taking the necessary protective and preventive measures tailored to the project.

Our strategy:

- To establish, through this Policy and the associated processes and company procedures, a framework for setting Company objectives.
- To determine the risks and opportunities of the (potential) works to be carried out, which could affect the requirements of the products and services, in order to increase customer satisfaction and to deliver a quality product to the customer.
- To determine and measure the objectives regarding quality, safety and the environment, and to carry out the necessary evaluations with any accompanying adjustments in order to achieve a continuous improvement of the Safety, Quality and Environmental Management System.
- To provide all the necessary resources to implement the Safety, Quality and Environment Policy and associated processes.
- To determine and follow up the observation points in order to deliver a quality end product to the customer.
- To ensure we listen and understand the communities we work in to ensure their values and environment are respected and, where viable, enhanced.
- Ensure full technical and commercial support to our clients from project design, throughout construction and post contract services, to satisfy our Client.
- Maintaining, assessing and continuously improving our integrated Safety, Quality and Environment Management System for all our activities.

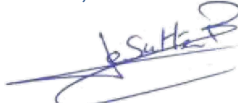
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- The commitment of everyone to perform in compliance with the Management System.
- Draw up a Project Management Plan for each project/ work, including risk analysis and preventive measures regarding safety, environment and quality.
- A continuous investment in people and means which are regularly reviewed.
- To provide the necessary resources in order to appeal to external experts in the absence of internal expertise.
- Use of safe, environmentally friendly and well maintained equipment/ material and an optimal protection against damage.
- Involve all our co-workers in our safety, quality and environmental policy by:
 - clearly determined tasks and responsibilities
 - The necessary training and information
 - The duty to report accidents, dangerous and environment threatening situations and other non-conformities
 - Preparation to emergency situations and mitigate where necessary.
 - The responsibility of every manager to implement the management system in their department and to take immediate actions in case of anomalies
 - To actively report improvement proposals regarding quality, safety and the environment
- Implement the same requirements with our subcontractors and suppliers.
- Provide the necessary internal and external communications to ensure the Company objectives are disseminated and understood.
- Continuously pursue higher safety, quality and environmental standards.
- To take the necessary measures and the associated learning effects in order to prevent any detected deviations in the future.
- Above any commercial consideration, full compliance with all applicable conventions for sailing vessels and for all associated employees.

It is the ultimate concern of everyone, that our high-quality execution at a low cost price can be achieved and that the competitiveness of our company is protected.

We are convinced that all personnel can and must contribute to this aim and that everybody is motivated to ensure we have satisfied clients through the delivery of projects in a skilled, safe and environmentally friendly manner.

Kallo, 15 February 2021



Benny De Sutter
Managing Director