

HSE Policy Statement Veco B.V.

Concern for the health and safety of our employees and concern for the Environment (HSE) is an essential part of the policy and operations within Veco. Our HSE policy is aimed at controlling and improving upon the HSE risks, with the objective to continually reduce the foreseeable risks that can lead to personal injury, damage to health and welfare, property damage and to negative effects for local residents and the environment.

The scope of the HSE policy contains all Veco activities at locations Eerbeek and Arnhem, The Netherlands, including Sales, R&D, Engineering, Operations, Quality Assurance & Control.

Veco ensures an optimal working environment for employees and minimizes negative environmental impacts resulting from production, products and/or services.

Principles in this context are:

1. The HSE risks must be controlled.

Veco requires HSE hazard identification through risk assessment, monitoring of critical measures, and preparation of the emergency organization, in order to reduce adverse effects such as incidents and accidents, absenteeism, occupational diseases and environmental damage.

2. Business continuity and flexibility is facilitated.

Veco strives for an open and proactive relationship with stakeholders (employees, shareholders, local residents and businesses, government and environmental groups). Implemented HSE standards will allow room for business development.

3. Veco wants to meet (internal and external) HSE laws and regulations.

Veco wants guaranteed compliance with laws and regulations that apply to us.

4. The HSE performance is continually improved.

Veco wants to continually decrease the HSE risks and the environmental impact of our business operations.

5. The organization promotes a proactive HSE culture.

Veco wants to actively involve all employees in the identification of HSE hazards, the assessment of risks, the assurance that critical measures are in place and the deployment of the emergency response organisation, ensuring a proactive HSE culture is experienced at all levels in the company.

In the implementation of the HSE policy, the following principles are leading:

1. HSE hazards are validated.

The hazards are defined on the basis of facts: scientific research, measurements and/or calculations. Risks are mitigated to acceptable levels. Risks are prevented or reduced as close to their source as possible. Specifically for the control of risks of major environmental accidents involving dangerous substances Veco developed a Major Accident Prevention Policy (MAPP). The critical measures to avoid major accidents must be guaranteed.

2. Management commitment

HSE is seen as a pillar of our business. Veco frequently reviews its HSE policy objectives, its HSE improvement objectives, and its HSE performance and if necessary Veco will amend them. Veco strives for a responsible balance between social interests, environmental and financial returns (people, planet, profit). Senior Management integrates HSE in all business decisions. Consultation and participation of workers is arranged through the Works Council.

3. Organizational integration

First-line Management is responsible for HSE performance. The line signals, initiates and executes. The HSE department has a supporting and consulting role, and helps management with continuous improvement through the exertion of a Plan–Do–Check–Act (PDCA) cycle.

4. Knowledge development

Veco recognizes that HSE risk management needs specialist knowledge. External knowledge will be utilised, e.g. on laws and regulations, measurements, risk models, etc. The HSE department has the task of transferring this knowledge to management and the organization.

5. Management System

In order to achieve its HSE objectives, management is supported by an HSE management system. The management evaluates the effectiveness of the HSE policy and management system at regular intervals, and guarantees the adequacy of resources for maintaining it. The HSE management system covers:

- Monitoring changes in internal and external issues that can impact HSE management, such as risks and opportunities, needs and expectations of relevant interested parties and legal and other requirements.
- Arranging relevant communications with internal and external interested parties.
- Monitoring and measuring HSE performance and emissions to the environment.
- Responding to and learning from incidents and non-conformities.

6. Internal and external audits

Veco will determine whether the HSE system is suitable and securely implemented through frequent internal and external audits. For these audits the international standards ISO 14001 and ISO 45001 are leading.

7. Support systems

The HSE management system is supported by using fit-for-purpose support systems.

Concern for health, safety and environment is the responsibility of every employee working for Veco. This requires a full commitment from both management and employees. All employees must be aware of the HSE policy, familiar with the risks of their activities to their health and to the environment, and adhere to the HSE requirements and regulations in the performance of their duties. This also applies to external workers perform activities within the facility.

The responsible managers are expected to actively disseminate this HSE policy within the organization and, in accordance with this policy, supervise sound HSE performance at work.

Veco B.V.
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Mischa Baert
General Manager