

HEALTH AND SAFETY CHARTER

Vandemoortele is committed to providing and maintaining a safe and healthy workplace for all staff, internal and external employees and visitors, and to providing the information, training and supervision needed to achieve this.

- As a basic prerequisite the Vandemoortele subsidiaries must comply with local, national and European rules and regulations. We expect everybody working for Vandemoortele to strive constantly for safe and healthy working conditions and for continuous improvements in this area.
- As the contribution of each individual is essential, we endorse the following responsibilities:
 - the Executive Committee will provide the resources necessary to achieve the agreed objectives.
 - management and leading hands shall implement a Dynamic Safety Management System, based on sound risk assessments and undertake the necessary steps to attain the agreed health and safety objectives. This covers wellbeing, occupational health, safe work equipment and work places. Management shall guarantee that all works are carried out in a safe way and provides in the necessary health and safety trainings.
 - each employee is responsible to work safely, to know and comply with the given work instructions, to pay attention to his own safety and the safety of his colleagues, to act pro-actively in reporting dangerous cases and to actively support the initiatives taken to reach higher levels of safety.
- We consider that besides technical prevention measures, also organisational prevention measures and behavioural based safety are equally valued and essential to manage labour safety successfully.
Therefore in our day to day activities, it is essential for our company staff to:
 - integrate safety in their day-to-day functioning,
 - report and investigate dangers, incidents and accidents and take the appropriate preventive measures,
 - respect the 5S principles (Sort/ Streamline/ Shine / Standardise / Sustain) of the work places.

Yvon Guérin, CEO

