	Company Policy	CP-7963
	Safety Policy Statement 2026	Date: 22-12-2025 Version: 1 Owner: Safety, Health and Environment

General

SHE stands for Safety, Health & Environment. Royal A-ware's SHE organisation ensures that all legal obligations in the field of SHE are met.

Mission Royal A-ware

Creating an open safety culture in which everyone feels safe and in which safety, health and the environment are integrated into all aspects of Royal A-ware's activities. Royal A-ware is committed to preventing injuries and accidents, actively involving employees and working together to ensure a safe working environment.



Purpose

Royal A-ware strives to provide optimal working conditions for all employees. Not only must the work be done safely, but employees must also feel comfortable, enjoy their work and treat each other with respect. To this end, we strive to create an open working environment in which employees and managers address occupational risks and possible improvements in health and safety policy that will lead to an even safer and healthier working environment.

Royal A-ware attaches great importance to the most optimal working conditions and is always willing, where possible, to make adjustments to further improve working conditions. In this regard, Royal A-ware greatly appreciates the contributions of the Works Council (GOR and COR), where these lead to improvements.

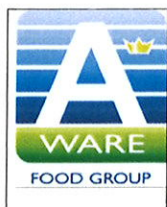
Policy implementation

The following sets out how Royal A-ware implements local laws and regulations in the field of working conditions.

- By conducting a Risk Inventory & Evaluation (RI&E).
- Through expert support from the occupational health and safety service and company doctors, or workplace welfare supervision (FPS TWW) or Prevention Advisor Medical Supervision (PAMT) (hereinafter jointly referred to as occupational health and safety service and company doctors).
- Through expert support from the SHE organisation.
- Through expert emergency response officers (Company ER officers) and first aiders (First Aid in Accidents).
- By providing information about safety and healthy working practices.
- By reporting, recording and following up on risks, incidents and accidents.

Risk Assessment & Evaluation

Every Royal A-ware location has an up-to-date RI&E and the associated Plan of Action (PoA). This gives A-ware a clear picture of the risks within the organisation and specifically within the various locations with regard to health and safety. The PoA uses the occupational hygiene strategy, which in principle attempts to eliminate the cause of the risk as much as possible. The RI&E and the PoA are embedded in a health and safety management system and, if necessary, are accessible to the entire organisation.



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Health and safety service and company doctor

Royal A-ware is assisted by a certified occupational health and safety service and company doctor(s). Employees have access to the company doctor if desired.

The occupational health and safety service supports A-ware in various occupational health and safety issues, including the sick leave policy. In addition, A-ware has an absence protocol. Absence data is evaluated annually and HR sets new absence objectives for the following year.

SHE organisation

Within Royal A-ware, the SHE organisation is responsible for all aspects of health and safety. Its responsibilities include drawing up and promoting the safety policy, helping to implement and coordinate the RI&E (Risk Inventory and Evaluation), including the resulting actions from the PoA (Plan of Action), analysing risk reports, incidents and accidents, and implementing various improvement measures.

In collaboration with HR, the SHE organisation ensures that the health and safety policy within A-ware is continuously up to date and also provides operational support within the various branches.

Company emergency response

Royal A-ware has an up-to-date emergency response policy that applies to every location. In addition, each Royal A-ware location has drawn up its own emergency response plan. The HR Shared Services department, in collaboration with the SHE department and the Academy, ensures that emergency response officers receive adequate training. The Head Emergency Response Officers and/or Emergency Response Team Leaders organise regular drills and training sessions. At least once a year, an emergency response drill is held based on the company emergency plan.

Providing Information

Royal A-ware provides information and instruction to employees on the use of machinery, work equipment, hazardous substances and personal protective equipment. The e-learning module "Working Safely" explains safety topics to employees and the system automatically registers employees after they have completed the e-learning module. This is also repeated periodically (annually). In addition, A-ware Speak and the intranet are used to share knowledge and information on a wide range of SHE topics.

Reporting and recording incidents

Royal A-ware has a digital incident reporting system, accessible via the Intranet homepage, so that every employee can report an incident. An incident refers to an accident, risk report, medical procedure, near miss or environmental incident. Incidents are investigated by the SHE organisation and improvement measures are put in place. All incidents are also processed in various reports.

Code of Conduct

The Employment Conditions and Company Regulations Manual contains all documents relating to ethical aspects within Royal A-ware, including the code of conduct, the whistleblower regulations, the complaints procedure and the protocol regarding aggression.



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Royal A-ware considers it important that employees work safely and enjoyably. That is why there are rules: the code of conduct. The code of conduct contains agreements that every Royal A-ware employee must adhere to. For example, about how to treat each other, that laws and regulations are followed and that Royal A-ware property is treated with care.

There are also whistleblower regulations, which set out what employees can do if they suspect misconduct (immoral/wrongful acts) within the company that has a social impact.

In addition to the code of conduct, there are also complaints regulations. These set out how employees can submit a complaint. They also explain what happens to a complaint and what the confidential advisor can do for employees.

In addition, a protocol for dealing with aggression has been drawn up. This protocol defines exactly what is meant by "aggression", what to do in the event of (imminent) aggression and what procedure to follow in the event of (suspected) aggression.

General safety objectives

Within A-ware, annual general objectives are set. These objectives apply to all locations and are considered minimum objectives to be achieved. The status of these objectives is monitored via the corporate structure. A-ware locations may also set additional annual objectives.

The general objectives for 2026 are:

- Complying with European and local legislation and regulations, our own requirements and customer requirements.
- Further developing the document management system in M-files for the SHE manual.
- Preventing injuries and accidents, with employees actively involved and jointly ensuring a safe working environment.

Resources

The management will provide financial and human resources for the establishment and maintenance of the safety policy. The management of A-ware has decision-making authority and will make the resources necessary for the establishment, implementation and maintenance of the safety policy available in a timely manner.

A-ware is convinced that compliance with the above policy will create an even safer and healthier working environment. The management is responsible for ensuring compliance with the aforementioned policy. By signing this document, it also commits itself to implementing this policy and continuously improving it.

Signed for agreement:

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