

health, safety and well-being policy

your safety first!
our safety together



Aalberts strives for an accident free, secure and healthy working environment for all its employees and expects its employees to do their utmost best to ensure the same.

Aalberts strives to

enable a culture fostering growth and ensuring safety and well-being for its employees. We prioritise preventing any incidents that could harm our employees, while also committing to the safety of our contractors, assets, and neighbouring communities. We define health & safety not only as physical safety in the workplace, but also as protecting mental health & well-being.

Aalberts is strongly focused on health & safety to ensure that every employee returns home healthy at the end of each day, preventing fatalities, significantly reducing the occurrence of serious accidents and focusing on mental well-being.

purpose

The purpose of this health, safety and well-being policy ("Policy") is to express Aalberts' commitment to executing the Aalberts health, safety and well-being strategy (H&S strategy). This policy is supported by the [Aalberts ESG policy](#).

scope

This Policy applies to Aalberts and its controlled subsidiaries worldwide and its contents cover all of our personnel, including employees and non-employees working at our facilities.

governance

The H&S strategy is integrated in the Aalberts' strategy Aalberts 'thrive 2030'. The H&S strategy is established and executed by the Management Board and Executive Team under the supervision of the Supervisory Board. The H&S strategy is executed through the HSR & sustainability network and enabled by the entire workforce. All Aalberts employees contribute to the safety situation in our company and share the responsibility to aim for zero accidents.

reporting

Aalberts annually reports on the progress we make on the Policy principles in the sustainability statement in the annual report and on its website. The report is prepared in accordance with the Corporate Sustainability Reporting Directive (CSRD) and underlines the company's commitment to contribute to the United Nations Sustainable Development Goals (SDGs).

policy statements & principles

Our vision is to strive for zero accidents. This means we believe that all incidents and injuries are preventable.

We are committed to providing a safe and healthy work environment and to fostering a shared safety first mindset throughout our organisation.

We commit to implementing a set of consistent practices, along with shared thinking, knowledge, and beliefs, that are widely embraced by all our employees. This approach will guide us in managing the most significant risks related to our activities, in making the best decisions and supports our belief that all incidents and injuries are preventable.

We act on the following five health and safety pillars to mitigate the impacts and risks and seize the opportunities on health, safety and well-being.

monitoring: measure to improve

It is widely recognized that we can only improve what we measure. Measurement is the foundation for informed decision-making and to go for excellence as it enables us to track progress, identify weaknesses and make data driven improvements. We are committed to further accelerating measurements on all incidents and introducing positive KPIs, while working towards an Lost Time Injury Frequency Rate (LTIFR) target of <1.5 in 2030 and reducing days lost per LTI. For employee well-being we measure our absenteeism rate.

awareness: talk safety

Strengthening our safety communication will show the organisation's commitment to employee well-being. We are committed to share and learn by strengthening the sharing of best practices, offering corporate training, and creating opportunities for open "walk & talk" discussions between employees. Encouraging employees to voice concerns helps to adopt safer behaviors and contributes to a robust safety culture.

organisation: lead by example

We believe that enhancing health and safety performance relies on strong leadership commitment, ensuring that safety and well-being remains a top priority on our leadership agenda. By advancing exemplary management practices, we shape a workplace environment where context influences employee behaviour positively and serves as preventive risk mitigation and increased well-being of our employees. This is how we take ownership.

compliance: stop and think

Prevention starts with risk assessment, as hazard identification is essential to its mitigation. We are engaged in continuously training our safety experts and managers in advanced risk assessment techniques and supporting employees with practical techniques to integrate prevention into daily tasks. We are resolute to setting clear rules and strict requirements to ensure a safe work environment.

action: continuous improvement

Many accidents stem from habitual behaviours and established practices. We invest in root cause analysis, corrective actions, preventive actions and continuous improvement, to address at-risk situations, enforcing lean manufacturing practices, including clean workspaces and standardized procedures. Being an entrepreneur means we are agile, improve continuously and encourage real-time safety problem-solving.

LTIFR

LTIFR

LTIs /
mio working hours

days lost per LTI

average number of days lost

days lost /
LTIs

absenteeism

absenteeism rate

days of absence /
total working days