



HEALTH AND SAFETY POLICY STATEMENT

It is the policy of Nijhuis Industries to provide and maintain a healthy and safe working environment. The health and safety objective of Nijhuis Industries is to minimize the number of instances of occupational accidents and illnesses, and ultimately to achieve an accident-free workplace. It is, therefore, the policy of Nijhuis Industries to develop and maintain a health and safety Management System which conforms to the requirements of the International Standard ISO 45001:2018 and will conform to the health and safety standards of its clients.

Nijhuis Industries will its utmost to commit with the requirements-, expectations-, risks and opportunities on Health and Safety of the stakeholders.

While the management of Nijhuis Industries will do all that is within its powers to ensure the health and safety of its employees, it is recognized that health and safety at work is the responsibility of each and every individual associated with the company. It is the duty of each employee to take reasonable care of their own, and other people's, welfare and to report any situation which may pose a threat to the wellbeing of any person. All employees will be provided with such equipment, information, training and supervision as necessary to implement the policy and achieve the stated objective.

The management of Nijhuis Industries will provide every employee with the training necessary to carry out his or her tasks safely. However, if an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job then it is the employee's duty to report this to their supervisor. An effective health and safety program requires continuous communication between workers at all levels. It is therefore every employee's responsibility to report immediately any situation that could jeopardize the wellbeing of themselves or any other person.

All accidents, near misses and injuries, however small, sustained by a person at work must be reported to their supervisor. Accident records are crucial to the effective monitoring and revision of the policy and must therefore be accurate and comprehensive. Activities and systems will be monitored regularly with a focus on continual improvement. The Nijhuis Industries health and safety policy will be continually monitored and updated, particularly when changes occur in the scale and nature of our operations.

Signed:

A handwritten signature in blue ink, consisting of a large, stylized loop that starts with a horizontal line, loops back under itself, and ends with a small dash.

Date:

15-3-2019

Menno M. Holterman
Chief Executive Officer

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