

POLICY STATEMENT

VALUES & RESPONSIBILITIES

Temati's policy on **quality, working conditions and environment (QWE)** is recorded in protocols, procedures and instructions in its Quality and Safety Management System. Temati acknowledges its **social responsibility** and delicately weighs the balance of **people, planet and prosperity (PPP)** in all its decisions. Temati is **ISO 9001:2015** certified.

The policy on QWE and PPP is recognized as being of strategic importance for the future of Temati. Continuously improving performance on these subjects is a priority within the company. All means necessary to establish this will be made available. QWE & PPP policy falls under direct supervision and responsibility of all Temati company general managers and Group managing director.

Policy is based on following key-points:

- The safety-chain and quality-management must be reliable and secure and will have to be improved continuously.
- The wellbeing of people and environment is worthwhile to be protected.
- An excellent reputation with customers, suppliers, partners and employees is a key-condition for the existence of the company.

In daily practice policy is being carried out as follows:

PREVENTION OF ACCIDENTS AND ENVIRONMENTAL DAMAGE

Personal accidents and environmental damage must be avoided at all times. Every accident or damage is unacceptable. This requirement will have to be pursued not only in theory, but also in practice.

WORKING SAFELY

Working safely is unconditional. All employees have an own responsibility to work safely and have accepted the motto when entering service: 'I work safely or I don't work'. Life threatening actions will not be tolerated and sanction for this is dismissal.

EVERYBODY'S RESPONSIBILITY

Every individual in the organisation is responsible for preventing accidents, delivering the highest quality in performance and acting with care towards society and environment. Everybody has to take and execute his responsibility in carrying out the QWE & PPP policy.

EVERYBODY'S COMMITMENT

Commitment of all employees is essential. QWE & PPP targets cannot be met without the full support of all individuals. Regardless their position, all employees will be stimulated to actively contribute to maintaining and improving Temati's performance on QWE & PPP. Individual achievements are evaluated and assessed.

COMMUNICATION AND INFORMATION

Communication and information are key elements. We are a transparent organisation and value an open communication on quality, working conditions and social and environmental issues. Our attitude is being reliable and pro-active.

NON-CONFORMITY REPORTS

Non-conformity Reports (customers, internal, dangerous situations) are tools that enable us to improve our organisation and performance and will therefore be processed with great care. Reports will help us to improve our working methods and prevent us from making mistakes.

A DEAL = A DEAL

We make clear arrangements with employees, customers, suppliers and partners.

These points of departure are applicable not only to Temati employees, but also to hired personnel, temporary workers, guests and other partners.

F.H.M. Scheerder
Managing Director Temati Group