

Policy statement

Introduction

J. de Jonge Group is an internationally operating leading family business, headquartered in Vlaardingen, the Netherlands, specialised in engineering and design, construction, maintenance and supply of systems for the production, transport and storage of liquids and gases for the offshore, chemical & petrochemical industries, tank storage parks and traditional & new energy companies. With more than 70 years of experience, we strive for excellence in everything we do, with safety, quality and customer satisfaction at our core.

Mission 'CREATING THE NEXT GEN INDUSTRY'

- Which is powered by clean energy.
- Consisting of technology-driven and autonomous processes.
- Without accidents and with people in their power.

Vision

We are the contractor partner in the energy transition, for the transport and storage of sustainable forms of energy. With proud employees and using the latest technology, we make every connection possible in a sustainable way.

Core values

- Sustainable growth through innovation, safety and quality
- Best long-term relationships with staff and business partners
- 24/7 Service
- Distinguished as a family business
- Working smart and developing yourself
- Keeping promises

Policy objectives

Safety policy

We believe that all accidents and incidents are preventable. For us, safety comes first in everything we do by:

- Implementing, maintaining and enforcing relevant certified safety management systems.
- Implementing strict safety protocols and promoting safety culture.
- Regular training and awareness programmes for all employees.

Quality policy

We strive for the highest quality standards and continuously improve our processes and services to meet our customers' expectations by:

- Implementing, maintaining and enforcing relevant certified quality management systems.
- Fostering a culture of continuous improvement and customer focus.

Environmental and sustainability policy

We are committed to reduce our environmental footprint and promoting sustainable practices in our operations by:

- Implementing, maintaining and enforcing relevant certified environmental and sustainability management systems.
- Reduce waste and energy consumption in all our operations.
- Investing in sustainable technologies and processes.
- For additional environmental and sustainability policy statement, see "P.03.03 Environmental and Sustainability Policy Statement".

Integrity policy

We act honestly and transparently in all our business relationships and respect laws and regulations by:

- Invest in the professional development of our employees through training and career development.
- Promoting an inclusive and diverse working environment involves supporting workers' rights to join social dialogues through associations and trade unions.

Innovation policy

We embrace new technologies and methods to continuously improve and innovate our services and products by:

- Supporting research and development of new technologies.
- Collaborate with customers and partners to create innovative solutions.

Legislative and regulatory policy

We will strictly comply with all applicable laws and regulations at local, national and international level by:

- Promoting a culture of compliance among all employees through training and awareness.
- Prohibit underage and forced labour in all our operations and supply chains, with strict verification and measures to prevent and address such practices.
- Ensure that all workers receive a living wage by setting clear targets, reviewing wage standards regularly and promoting transparency in reporting.

Ethics, equality and safe working environment policy

We promote an inclusive working environment where everyone is treated equally and undesirable behaviour is not tolerated by:

- Promoting equality and diversity in the workplace, giving all employees equal opportunities regardless of gender, origin, age, religion or sexual orientation.
- Ensuring a safe and respectful working environment for all employees, where undesirable behaviour, such as bullying, harassment and
- discrimination, will not be tolerated.
- Prohibit corruption, establish guidelines for gifts and entertainment, and support whistleblowers with confidentiality and protection.

J de Jonge

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**Conclusion**

The J. de Jonge Group is committed to providing superior services and products to our customers through a strong focus on safety, quality, sustainability, integrity and innovation. We believe this policy statement helps us to achieve our mission and vision, and to have a positive impact on our customers, employees, and the environment in which we operate.

We are aware that we will only succeed with the cooperation of our staff and partners to join us in pursuing these goals and propagating our values in their daily work.

This policy applies to all J. de Jonge Group business units and will be reviewed as necessary but at least every 3 years.

Vlaardingen, 14-06-2024

A stylized, handwritten signature in blue ink, consisting of a large, sweeping loop and a horizontal line.

Alexander de Jonge
CEO

Creating the next gen industry