

## Policy statement

### Well-being, Health, Safety, Environment, Climate, Sustainability, Quality and Energy

#### 1. OBJECTIVE

In the policy statement, management explains how they plan to implement and promote the company's policies.

#### 2. STATEMENT

At Nelissen Bricks we produce facing bricks and facade insulation systems. For four generations, we have offered products of the highest quality. The rich history of our company began more than 100 years ago, when we established ourselves as a local family business in the domestic market. Today we have emerged as a major player in the international market with an annual capacity of 185 million bricks. In co-creation with our customers, suppliers and other partners, we create a sustainable and innovative building product.

We strive to provide optimal service with a continuous focus on improvement, quality assurance, efficiency and cost control within an integrated policy around safety, general welfare, environment, quality and energy.

#### Welfare, Health & Safety

Ensuring the welfare, health and safety of employees in the workplace is one of our greatest responsibilities. We are also committed to supporting social projects at home and abroad.

- We make every effort to prevent personal injury and harm by working and thinking proactively and providing all required resources.
- We strive for pleasant, safe and healthy working conditions to minimize absenteeism.
- We promote the working atmosphere and work environment by incorporating frequent moments of consultation with short lines of communication.
- We actively participate in social projects.
- We promote anti-slavery in and around our activities.

#### Environment & Climate

Nelissen Bricks' policies include essential environmental and climate objectives. Environmental and climate protection and care are integrated into our daily operations. We attach great importance to the involvement of all our employees. With the implementation of the ISO14001 environmental management system, we continuously strive to improve our environmental performance.

- We use our raw materials and resources as efficiently as possible.
- We reduce nuisance dust and noise to our local residents to a minimum.
- We avoid waste whenever possible and sort as much as possible with recycling in mind.
- We comply with relevant environmental laws and regulations.
- We make responsible investment and purchasing choices.
- We follow a purchasing policy that supports environmentally and climate-friendly products and services.

- We organize consultation moments for the neighborhood with the purpose of informing them and getting feedback.
- We are investing in new technologies to reduce CO2 emissions.
- We are continually committed to process innovation and working on our climate roadmap in which we write out various scenarios to achieve the climate goals (42% reduction in CO2 emissions by 2023 and CO2 neutrality after 2050).
- One of our priorities is energy transition, where our focus is on the switch to hydrogen and the production of green electricity/energy, among other things.

### **Sustainability**

Sustainability is an important part of our business philosophy. We are actively engaged in sustainable process innovations and in writing and implementing a thoughtful sustainability strategy.

- We work to develop and promote ecological products and commit to creating product passports by product type.
- We deliberately communicate the sustainability issues we are working on.
- We are committed to the physical and mental well-being of our employees and are always looking for solutions to ensure health.
- We prepare an annual CSRD (Corporate Sustainability Reporting Directive) and report transparently on our various environmental, social and governance efforts.

### **Quality**

Nelissen Bricks will expand and maintain its quality management system (QMS) according to ISO9001 provisions, with the aim of continuously improving quality performance. Our focus includes the following elements:

- we strive to maximise customer satisfaction;
- we aim for optimal quality of our finished products;
- we continuously optimize our internal processes;
- we strengthen the professional relationship between stakeholders and the company;
- we permanently strive for an optimal organizational structure with clear responsibilities and authority;
- we conduct regular monitoring, internal audits and reviews of all activities/services that could potentially affect the quality of our products;
- we select suppliers and subcontractors based on predefined requirements and expectations.

### **Energy**

We strive to continuously improve energy efficiency to comply with relevant (environmental) laws and regulations as well as to optimize our operations. We established a full-fledged energy management system to realize the energy policy. In that policy:

- we systematically assess energy consumption;
- we map and archive energy flows;
- we plan and implement energy-saving measures;
- we periodically assess the result of our energy-saving measures;

- we use the waste heat produced from our production in our other processes as much as possible;
- we continuously update planned activities to improve energy efficiency.

We appointed an energy expert to implement our energy policy. We also provide annual funding to pursue long-term energy efficiency. The goal? Using available resources and time as efficiently as possible through a pragmatic approach. We constantly strive in our energy policy to:

- measure, record and control the various energy consumption data;
- investigate the causes of deviations in energy efficiency and take possible preventive measures;
- actively involve employees in the implementation of energy policy;
- carefully assess energy-efficient alternatives;
- apply a purchasing policy that supports energy-efficient products and services;
- generate green power;
- comply with relevant laws and regulations;
- apply best available techniques (BAT);
- take appropriate and cost-effective measures in the areas of technology, organization and behavior.

We ensure the continuity of our policy guidance and process improvement by applying the four steps of the PDCA model (plan, do, check, act) according to the ISO9001:2015 and ISO14001:2015 standards. Management's goal is to provide the required resources to achieve and maintain environmental, quality, energy, safety, welfare and health objectives. This includes investments in infrastructure, equipment, employees' competencies, as well as their information and training. We formulate concrete objectives and KPIs annually that we evaluate afterwards at regular intervals.

To realize our policies, we count on the involvement and commitment of our employees. Therefore, we inform and motivate them about the SHEQ (safety, health, environment & quality) policy. In turn, each employee assumes individual responsibilities in the areas of safety, welfare, environment, quality and energy. Any points for improvement, unsafe situations and (near) accidents in the areas of the environment, quality and energy must be reported immediately by the employee to a manager.

We will review this policy statement annually during a management review. If needed, adjustments or additions are made to ensure continuous development of the policy and its associated quality management system.

The Management.