

## Policy statement

Visser & Smit Bouw designs, builds and maintains projects in complex utility and industrial construction sectors, in curative care institutions and related environments (laboratories/cleanrooms) and at airports. Our aim is to manage the projects and construction processes entrusted to us flawlessly, resulting in future-proof accommodation and operational environments that contribute to the living and working environment of the future and, by doing so, to achieve the ambitions of our clients.

Our clients can count on the deployment of our expertise and our experience every day where it involves implementing technically challenging construction projects and working at logistically complex locations, such as in inner-city areas and in operational environments that function 24 hours a day. That is what we are good at, and it is why our staff have chosen to work at our company. Using their experience, knowledge and passion for their profession, every project is concluded with the best end result.

Visser & Smit Bouw is actively committed to a sustainable society by harmoniously combining the three elements of People, Planet and Prosperity.

This ambition is reflected, among other things, in:

**Result-oriented collaboration:** we communicate and work together with clients, suppliers and other stakeholders in an open and transparent way, and with respect for each other's norms and values. All our members of staff work according to the VolkerWessels code of conduct.

**Ongoing quality assurance:** management and staff assess our business processes critically and constructively. By deploying internal as well as external resources and services, these processes are continuously tested, improved and geared to meet the requirements and wishes of clients and stakeholders.

**Good working conditions:** the health, safety and well-being of all people, both in and outside our organisation, are paramount. Our primary objective is to ensure that there is zero absenteeism due to accidents. This is at the heart of all our processes and we use our influence during the design process to make this happen. To achieve this, we have implemented a working conditions policy that provides clear guidelines for our employees, with order and tidiness being our constant focus.

**Vigilance and concern for sustainability:** limiting the impact of our operations and products on the environment is given high priority. This duty of care is reflected in measures to prevent incidents, the most effective use and reuse of resources and materials, limiting water and energy consumption (and the associated carbon emissions), limiting residual waste and processing it responsibly.


**Astute risk management:** risks can rise anywhere. They are not restricted to the technical field.

All risks - including those confronting all our stakeholders - are comprehensively identified and listed, and made manageable at the earliest possible stage.

All our staff, regardless of their position in the organisation, share responsibility for the successful implementation of our policy. We ensure that our business practices comply with all applicable domestic and international laws and regulations.

We are convinced that this approach has sustainable advantages, not only for Visser & Smit Bouw, our clients and our staff, but also for suppliers, other stakeholders and the society in which we operate.

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