



HEALTH AND SAFETY

At Dümmen Orange we believe it is important that employees can work in a safe and healthy environment. Therefore, we take measures to work in a safe and healthy environment. We also expect our employees to discuss an unsafe or unhealthy situation with the manager, Location Manager, prevention officer or HR. We have various persons of contact for employees regarding safety, both inside and outside Dümmen Orange.

1. Risk assessment and evaluation (RI&E)

At every location a RI&E has been drawn up. The RI&E describes which safety and health risks apply to employees on the location. The RI&E has been tested by an external expert. A plan of action has been drawn up at the RI&E whereby agreements are made to limit the risks as much as possible and to prevent unsafe and unhealthy work situations. The Location Manager of your location is responsible for the RI&E.

2. Personal protective equipment (PPE's)

To work in a safe and healthy manner, you may be asked to use personal protective equipment. If this is applicable for your job, you will receive an explanation about the PPE's. You are obliged to always use the prescribed PPE for your own health and safety.

3. Prevention officer

A prevention officer acts as a point of contact for employees regarding health and safety and provides advice for improving working conditions. At each location a prevention officer has been appointed who you can reach if you recognize an unsafe or unhealthy work situation.

Below an overview of the prevention officers per location:

Location	Name	Number
Coldenhovelaan 6, De Lier	Marco Metz	0683694314
Oudecampsweg 35C, De Lier	Jeanette Nieuwenhuijsen	0174530349
Hofzichtlaan 5, De Lier	Martin van Noort	0643725648
Aalsmeer	Attila Kis	0630169501
De Kwakel en Kudelstaart	Eric van Heijningen	0683035370
't Zand	Sandy van Grieken	0630992979
Hobaho	Arjan van der Lans	0653410458
Noordwijkerhout	Iveta Radisauskaite	0683089245
Quick Plug	Tinus van Dijk	0174639091

4. Emergency in-house services (BHV)

Fast and adequate action is essential in the event of an accident/emergency. The emergency in-house services can provide first aid. The Location Manager/BHV Team Leader ensures that the BHV organization is correct for his or her location. If you do not know how to reach the in-house emergency services at your location, ask the Location Manager.

5. Occupational Health and Safety Service

For guidance and advice on sick leave and prevention of sick leave, we work together with the Occupational Health and Safety Service 'WestlandArbo'. If an employee is incapacitated for work,



he/she will be called or invited to the consultation hour to consider which steps should be taken to achieve a successful reintegration. Via the website of 'WestlandArbo' it is also possible to schedule an absence consultation hour preventively.

For the employees of the Test Centre at Hobaho, we work together with the Health and Safety Service 'Zorg van de Zaak'.

6. Confidential representative

An employee can go to the confidential representative if he or she experiences undesirable behaviour at work. You always have to deal with other people such as colleagues and managers. Unfortunately, this collaboration is not always pleasant. An employee can call in the confidential representative without informing the manager. Together they look at the problem, discuss what the employee has already done himself, and determine possible next steps. The confidential representative helps the employee to deal with the undesirable behaviour. In addition to a listening ear, the counselor provides support in making the problem open to discussion within the organization. Everything that is discussed is confidential. Every action that a confidential representative takes is only taken if the employee agrees.

Manuela van Leeuwen is our internal confidant. Manuela can be reached at 06-3607999. In addition to the internal confidential representative, the CBA Greenhouse Horticulture offers the possibility of speaking with an external confidential representative. The confidential representative is independent and is attached to the nationally operating Mediation Center in Amsterdam. The Mediation Center can be reached on telephone number 020-2050239 or by e-mail mc@mediation-centre.com.