

## HSE policy statement Veco Precision Metal.

Concern for the Health, Safety and Welfare of our employees and concern for the Environment (HSE) is an essential part of the policy and operations within Veco Precision Metal. Our HSE policy is aimed at controlling the HSE risks, with the objective to continually reduce the foreseeable risks that can lead to personal injury, damage to health and welfare, property damage and to negative effects for local residents and on the environment.

The scope of the HSE policy contains all Veco Precision Metal activities at Eerbeek, The Netherlands, including Sales, Purchase, R&D, Engineering, Production, Quality Assurance & Control, Logistics and the maintenance of installations and machinery.

Veco Precision Metal ensures an optimal working environment for employees and minimizes current and future negative environmental impacts resulting from production, products and/or services. Veco Precision Metal has set as its goal to be "Best in Class" in the fields of health, safety and sustainability.

### Principles in this context are:

1. The HSE risks must be controlled to safeguard people and environment.

Veco Precision Metal requires HSE hazard identification through risk assessment, monitoring of critical measures, and preparation of the emergency organization, in order to reduce and prevent adverse effects such as incidents and accidents, absenteeism, occupational diseases and environmental damage.

2. Business continuity and flexibility on behalf of our business is made possible.

Veco Precision Metal strives for an open and proactive relationship with stakeholders (employees, shareholders, local residents and businesses, government and environmental groups). HSE standards implemented will allow headroom for business development.

3. Veco Precision Metal wants to meet (internal and external) HSE laws and regulations.

Veco Precision Metal wants guaranteed compliance with laws and regulations that apply to us.

4. The HSE performance is continually improved.

Veco Precision Metal wants the HSE risks and the environmental impact of our business operations to continually decrease.

5. The organization promotes a proactive HSE culture.

Veco Precision Metal wants to identify HSE hazards, assess risks, ensure critical measures are in place and ensure all employees are actively involved so that a proactive HSE culture is experienced at all levels of the company.

### In the implementation of the HSE policy, the following principles are leading:

1. Hazards are validated

The hazards are defined on the basis of facts: scientifically based studies, measurements and/or calculations. Risks are mitigated to acceptable levels. Risks are reduced or controlled at their source as much as possible. Specifically for the control of risks of major environmental accidents involving dangerous substances Veco Precision Metal developed a Major Accident Prevention Policy (MAPP). The critical measures to avoid major accidents must be guaranteed.

2. Management commitment

HSE is seen as a pillar of our business. Frequently Veco Precision Metal evaluates its HSE policy objectives, its HSE improvement objectives, and its HSE performance and if necessary Veco Precision Metal will amend them. Veco Precision Metal strives for a responsible balance between social interests, environmental and financial returns (people, planet, profit). Senior Management will take HSE integration into account in all business decisions. Consultation and participation of workers is arranged through the Works Council.

### 3. Organizational integration

First-line Management is responsible for HSE performance. The line therefore signals, initiates and carries out, the prevention organization has a supporting and consulting role. The prevention organization helps management to continuously improve through the exertion of a Plan-Do-Check-Act (PDCA) cycle.

### 4. Knowledge development

Veco Precision Metal recognizes that HSE management needs specialist knowledge. The prevention organization will be equipped for this, and where necessary external knowledge will be utilised (e.g. laws and regulations, measurements, risk models, etc.). The prevention organization has the task of transferring this knowledge to management and the organization.

### 5. Management System

In order to achieve its HSE objectives, management is supported by an HSE management system. The management evaluates the effectiveness of the HSE policy and management system at regular intervals, and guarantees the adequacy of resources for maintaining an effective HSE management system. The HSE management system covers:

- Monitoring changes in internal and external issues that can impact HSE management, such as risks and opportunities, needs and expectations of relevant interested parties and legal and other requirements.
- Arranging relevant communications with internal and external interested parties.
- Monitoring and measuring of HSE performance and emissions to the environment.
- Responding to and learning from incidents and non-conformities.

### 6. Internal and external audits

Veco Precision Metal will determine through frequent internal and external audits whether the HSE system is suitable and securely implemented. For these audits the international standards ISO 14001 and OHSAS 18001 are leading.

### 7. Support systems

For the HSE management system to function adequately the company makes use of fit-for-purpose support systems.

Concern for Health, Safety and Welfare and care for the Environment is the responsibility of every employee working for Veco Precision Metal. This requires a full commitment from both management and employees. All employees must be aware of the HSE policy, familiar with the risks of their activities to their health and to the environment, and adhere to the HSE requirements and regulations in the performance of their duties. This also applies to external workers carrying out activities within the establishment. The responsible managers are expected to disseminate this HSE policy within the organization and, in accordance with this policy, supervise sound HSE performance at work.

Veco Precision B.V.  
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