



**Date: 05/06/2019**

## **Bostik Benelux B.V. Policy Statement (hereafter called Bostik)**

The mission of Bostik is defined as follows: “Your world-class partner and manufacturer of sealing and bonding solutions”.

We want to shape this mission by giving ongoing attention to client satisfaction, safety, innovation, quality, efficiency and employee satisfaction.

We produce and deliver our products in such a way to ensure good working conditions, to respond to changing demands and to achieve structural reduction of environmental impact.

Our QHSE policy is focused on quality, working conditions, safety and the environment and is actively guided and disseminated by the Bostik Management.

The QHSE policy is a component of the strategic plan for 2020 and is directly connected with the Bostik outlook as laid out in the "Solutions" quality paper.

Our activities concern the development, production, sale and distribution of sealants, glues, hybrid products, fillers and other related goods.

The implementation and assurance of the QHSE policy is approached systematically using a QHSE management system. This QHSE system constitutes an integral component of the existing business activities within the Bostik organisation.

The QHSE system includes:

- A Quality and Environment Management System compliant with NEN-EN-ISO 9001, NEN-EN-ISO-14001 (including SCCM requirements) and ISO 45001, ensuring that procurement methods, product development, optimal coordination of production processes, complaint processing and reduction, and employee competence are central objectives
- Bostik is compliant and meets all applicable laws and regulations and will anticipate future changes
- A Health and Safety Policy Plan describing how we identify, monitor and reduce health and safety risks and strive to attain optimal safety and working conditions for all employees, suppliers and visitors. This entails doing our utmost to ensure safety and health in order to prevent injury and illness and, wherever possible, to promote the well-being of employees, suppliers and visitors
- The Environmental Policy Plan describing how we identify, monitor and reduce environmental risks, how we strive to develop environmentally friendly products and processes and how we stimulate the product reuse
- Improving knowledge about our products and processes, by providing our employees, clients, suppliers and trade associations with a diverse range of training sessions and courses
- Restricting our product range by applying the OCPP (one core product portfolio) process, which entails limiting ourselves to a clear and manageable product line by rationalising and optimising our products, primary materials and packaging methods. This process is a component of the day-to-day management activities and the monthly KPI review. Introducing the OCPP process allows us to work more efficiently, leading to further improvement in service and security of supply for our clients. We strive for clear communication with our customers worldwide.

- The introduction and implementation of the PIT (product introduction) process, which we use to direct processes that lead to the complete and error-free introduction of products and/or clients throughout the entire chain

The QHSE system components are used to draw up annual plans for further improvement of the company's performance. These plans are laid out in an operational strategy and in "steps to milestones" used to guide specific policy issues concerning Quality, Health, Safety & Quality in a balanced plan within the Bostik organization. In particular, this entails the tightening and continuous improvement of safety awareness, quality, waste segregation and the reduction of finished product waste material.

A consultation scheme has been devised to ensure that concrete plans are well coordinated between the departments involved. The coordination, progress and assurance of the plans is overseen by the QA Manager and QHSE Manager.

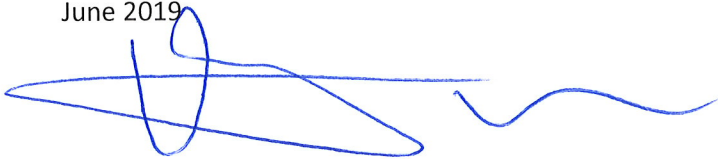
The management evaluates on a monthly basis whether the objectives have been achieved and/or whether the QHSE policy should be adapted. This takes place during both the KPI review and the management review.

Participation of all employees regarding G&VW (healthy and Safe working) and environment has taken place into the so called VGWM (Safety, Health and Environment) commission which is set up within the OR. They also take an active part in the plans of action following from MAR (Environmental Aspect Registry) and RI&E (Risk assessment and evaluation).

Bostik strives for open communication with all stakeholders.

Management Bostik Benelux B.V.

June 2019



Vincent Imbos - Managing Director