

Policy Statement

Quality-, Health-, Safety and Environmental care

The policy of Sledge Hammer Engineering International BV (in short Sledge Hammer) is aimed at increasing the quality-, health-, safety- and environmental care system to the highest possible level and to structurally keep on working on permanent improvement. Therefore Sledge Hammer has developed and implemented the Quality- and HSE care system in all of its business units. The following points are applicable to all of us:

- We have met all of the applicable regulations in the field of QHSE;
- We involve all of the QHSE aspects in our activities in the earliest possible stage;
- We create a working environment which harbors equal treatment to all and where safety-, environmental- and health risks are prevented;
- Sledge Hammer ensures that the safety, health and welfare of all its employees, sub-contractors and visitors are secured in the best possible way;
- Sledge Hammer only uses subcontractors which are working according to the legislative and SHEI requirements for quality, health, safety and environment
- Sledge Hammer considers the occurrence of any accidents unacceptable and strives for zero accident level;
- We inform clients about all of our Quality-, Health-, Safety- and Environmental aspects in relevance to the provided products and/ or services;
- We give priority to reducing safety risks above all other risks;
- We maintain an open communication on all levels, internal as well as external, about all QHSE care issues;
- We make clear, precise and controllable agreements with the client concerning specifications, price and delivery time of the products and/ or services;
- We handle specific complaints with care, whereby we strive to do this in all reasonable manner similar to our clients specific procedures;
- We inform all of our employees and clients present on our premises about our safety rules (please refer to form F-11) as for example about the prohibition of the use of alcohol and other stimulating substances during work or prior to starting work.
- We try to prevent the nascence of accidents/ incidents. The preventive actions entail e.g. provision education & instruction to all employees, the maintenance & certification of machines and equipment and registering & discussing the possible dangers, near-accidents and accidents;
- We try to play a leading role in promoting the best practice in our industry;
- We continuously work on improving our Quality-, Health-, Safety- and Environmental care system.

The care for Quality-, Health-, Safety- and Environment starts with all of us. So everybody is responsible for the best possible execution of his/her task, whereby the care for the environment and the highest possible quality can be sustained.

The management will ensure that all is performed as described above. Further, the management will support the above through for example education and provision of correct information in order to enforce and/or intervene when and wherever needed in a correct manner.

On behalf of the management of Sledge Hammer Engineering International BV

Date: 23th of April 2018

Managing Director

J. Dorreman



Policy Statement Ethical, Drug & Alcohol Policy

The policy of Sledge Hammer Engineering International BV (in short; Sledge Hammer) has always been to ensure the utmost integrity in doing business. A good reputation in terms of its integrity is important to our company. The management of Sledge Hammer is committed to a working environment that is free of drugs, alcohol or any other intoxicating substances. In this environment Sledge Hammer wants to ensure sound judgment and responsible behavior of employees, contractors and subcontractors involved directly or indirectly in Sledge Hammer operations.

Sledge Hammer recognizes that alcohol or drugs abuse will impair people's ability to perform properly and will have serious adverse effects on the safety, efficiency, and productivity of employees, contractors and the company as a whole.

The employees need to be very aware that the manner in which results are obtained in essence are of importance to Sledge Hammer Engineering International BV as we believe that ethical behaviour impacts the relation between Sledge Hammer Engineering International BV and its clients. Employees are also encouraged to be open, honest and fair to their chief, accountants and colleagues during execution of whatever transaction made or ongoing.

The honesty of managers and the compliance to the policy statement, administrative rules and procedures is of equal importance. Sledge Hammer Engineering International BV is unable to survive without the correct bookkeeping, budget proposals and financial evaluations of projects or performed works.

Sledge Hammer is committed to implementing the following:

- The misuse of legitimate drugs or the use, possession, distribution, or sale of illicit or unlawful drugs or ether intoxicating substances on Sledge Hammer sites is strictly prohibited and may be grounds for dismissal;
- Possession, use, distribution, or sale of alcoholic beverages on Sledge Hammer sites is strictly prohibited and may be grounds for dismissal;
- Being unfit for work because of use of (any) drug(s) and / or alcohol is strictly prohibited and may be grounds for immediate suspension followed by dismissal;
- Violation will result in immediate disciplinary action.

Non-compliance to the above will immediately be brought to the attention of the management. Effective enforcement of this policy relies on responsible behavior and dedication of everyone involved.

Sledge Hammer therefore is committed to raise its personnel's awareness with regards to ethics, the use of drugs and alcohol in the working environment.

On behalf of Sledge Hammer Engineering International BV.

Date: 23th of April 2018

J. Dorreman
(Managing Director)

