

Policy statement

Safety, health & environment

The management of the Tolsma-Grisnich Group (Tolsma Techniek Emmeloord B.V. & Machinefabriek Grisnich B.V) recognises its social responsibility and the legal obligation with respect to its employees' safety and health and to the environment.

The organisation and processes are set up such that the care for quality is assured for the purpose of meeting the customers' requirements and wishes and to comply with the prevailing laws and regulations. The existing procedures provide a means to effectively meet this responsibility and obligation.

The management of the Tolsma-Grisnich Group shall ensure that employees are aware of their attitude to safety, health and the environment and also, while performing work for customers and other interested parties, to act according to the procedures and standards put in place by the organisation.

The management of the Tolsma-Grisnich Group endeavours to organise the work such that it does not have any adverse effect on the safety and health of its employees. Extra attention shall be paid to the occupational risk 'physical strain'.

In case of imminent risk to an employee's safety or the safety of others, employees are entitled to interrupt the work.

The management of the Tolsma-Grisnich Group is aware of the risks related to psychosocial strain and has incorporated this into its risk inventory and evaluation.

Safety, health and environmental objectives will be given the same priority as the other corporate objectives in the Tolsma-Grisnich organisation. These aspects will be taken into account in all business activities.

The management system for F gases meets the requirements as laid down in the BRL100. Our policy is aimed at continuously improving and preventing emissions from refrigerants, including F-gases and complying with the laws and regulations (EU regulation 517/2014) pertaining to F-gases.

Points of departure for the management system for F-gases are:

- Each task should be performed in accordance with the set requirements. To this end, all employees that work with F-gases have the required knowledge (F-gases certificate), data and resources to enable them to work optimally and efficiently.

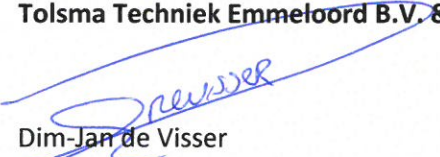
- All employees are involved in striving for continuous improvement. They are encouraged to effect improvements in products, processes and methods, whereby a customer-focused attitude is key.
- The management system for F-gases is evaluated annually.

To minimise any consequences for persons and material damage in the event of calamities, the company's contingency plans will be developed and maintained, company emergency response services will be set up and care providers will be trained.

The management of the Tolsma-Grisnich Group are convinced that the implementation and continual improvement of safety, health and the environment can only be achieved by motivated and actively involved employees. To this end, a business culture that shall constantly focus on safety, health and the environment shall be pursued within the Tolsma-Grisnich organisation.

Emmeloord, 8 November 2018

Tolsma Techniek Emmeloord B.V. & Machinefabriek Grisnich B.V.



Dim-Jan de Visser
CEO