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# Wellbeing at work policy statement



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As CO-CEO of SBE ns, I strive to ensure continuity in all our business activities. One of the main conditions behind this is that both employees and clients must have confidence in the organization. This is only possible through optimal protection of employees, temporary workers, third parties and the environment from undesirable events that arise from business activities. Such protection is therefore an integral part of our company policy.

Through this statement, our organization intends to demonstrate its commitment and dedication to safety, health and the environment in our offices. In my capacity as CO-CEO, I committed the time and financial resources necessary to implement and maintain a safety management system.

Furthermore, all managers will always be actively guided by the following points of attention:

- Safety stands on an equal footing with other policies.
- The goal is to achieve optimal working conditions.
- Constant care and vigilance are necessary to prevent personal injuries to employees and third parties and avoid material damage.
- Safety is an obligation and an integral part of every function and assignment. It is therefore forbidden to work in dangerous conditions.
- We can (and must) avoid environmental pollution as a result of our business activities as far as possible through sufficient respect for greenery, waste recovery, etc.
- Safety, mental health and the environment are topics that managers and those working in the field regularly discuss.

In order to correctly fulfill these points of attention, our organization expects all employees to be very familiar with them and to follow them with the necessary self-discipline and responsibility.

Furthermore, hardware, assets and devices used require regular checks to ensure optimal operation, accuracy and safety. Services and employees are also constantly motivated, evaluated and retrained to "safeguard" our corporate future.

This policy statement is reviewed annually against the operating condition. If necessary, we take the measures required to realign the organization with the policy.

Date 17/04/2023

Jan Thomas, co-CEO

