

Alcohol and Drugs Policy

Why is this a topic for Van Loon Group?

Van Loon Group feels responsible for the health, safety and well-being of its employees. The use of alcohol and drugs, as well as the effects and/or side effects or improper use of medication can have serious consequences. This applies to both the company and its employees. In particular in a hectic work environment - with moving equipment and rotating machinery - alcohol, and/or drug use can cause damage and injury. The employer is held partly responsible for this. Also, as part of the care for health and safety, the Dutch Law on Working Conditions requires the employer to adopt measures to avoid risks that may arise from the use of alcohol, drugs and/or medication.

Scope

This policy primarily concerns all Van Loon Group employees: our own and flex. It also applies to employees of external companies operating at our sites.

Ambition

People who are under the influence of alcohol, drugs and/or medication function less well, and can be a danger to others and/or themselves. In addition, working with people who are under the influence is often not only difficult for colleagues, but also, for example, for customers. Employees who have a problem with alcohol and/or drugs often have social problems as well. Our policy is therefore not only to combat the use of alcohol and/or drugs (from the point of view of safety, productivity and our company image), but also focus on education for our employees, and on counselling those who have problems with these substances.

Our Alcohol and Drug Regulations (DOC 107 Dealing with Alcohol and Drug Use) are designed to provide clarity to all employees. These regulations outline the rules regarding the use of alcohol, drugs and medications before or during working hours. It also provides clarity on how employees and managers should act when alcohol or drug use is detected.

Sanctions Policy

Employees who are under the influence of, or in possession of alcohol and/or drugs at the start of, or during work will be subject to immediate dismissal. Van Loon Group pursues a zero-tolerance policy in this regard. Employees who are struggling with symptoms of addiction, but do not use alcohol and/or drugs on the job or at the start of work are given the option of accepting help for a set period of time. They are then referred to the company doctor.

Signed by Van Loon Group

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