



QAHSSE Policy Statement

In order to guarantee quality, safety, health, security, environment, continuity and effectiveness, FPB Holding has developed a central management system for its operating companies InterDam BV (IDM), InterDam Special Projects BV (IDSP) and InterDam Tunnel Doors BV (IDT), based on the:

- ISO 9001 Standard for Quality Assurance / Quality Management Systems;
- ISO 14001 Standard for Environmental Management Systems;
- ISO 45001 Standard for Occupational Health and Safety Management Systems;
- SKAO CO2 Performance Ladder for CO2 Management Systems;
- NEN Safety Culture Ladder (SCL);
- Cyber Essentials Plus Scheme for Cyber Security;
- Various other management standards for specific defence projects;
- A set of policies on Corporate Social Responsibility based on the EU VSME standard, with additional elements of the ISO 26000 guidelines.

The total of the above is referred to as the InterDam QAHSSE management system.

Every year, the Management Team formulates the QAHSSE policy in an annual plan. The annual plans derive from a long-term plan by IDM, IDSP and IDT, which are based on the long-term InterDam plans. The QAHSSE policy with corresponding (management) objectives is determined by the management board and is annually evaluated during the management review.

The appointed QAHSSE Manager reports to the CEO. Within the Management Team, the Operations Director is the representative officer for the QAHSSE management system. In that capacity, the CEO shall ensure that scheduled procedures with regard to the above mentioned management systems are carried out and the functioning of these systems including risks and opportunities for improvement are reported.

The Management Team has the following general objectives:

- Maintenance of the above mentioned management systems;
- Continuous improvement of all aspects of the above mentioned management systems including but not limited to:
 - occupational health, safety and wellbeing of all personnel;
- -process and product quality;
 - customer satisfaction;
 - safeguarding the environment;
 - securing the company's information systems (IT), IP rights and other assets;
 - improve the sustainability of the company, its processes and products.
 - ensure that InterDam acts in a socially responsible manner, with clear views on its Core Values, respectful treating of all customers, suppliers and colleagues, avoiding racism, slavery, bribes and the use of counterfeit materials.
- Ensuring that all means necessary are (made) available to have these processes function adequately and safely.

- Ensuring that the organization functions in such a way that the customer is – and stays – satisfied.
- Ensuring that the organization achieves a good return in order to guarantee continuity.

InterDam provides the ultimate in fire and blast protection. It is InterDam's mission to create safe and simpler ways to protect our client's people and assets: to be their shield in the field.

In addition to these general objectives, the management objectives relating to the existing processes within the organization are formulated. This way insights are obtained about the performance of the operating companies.

Everyone in the organisation is aware of the fact that they are bound by rules relating to the QAHSSE policy and management system. This is the individual and joint responsibility of all employees. The policy of the operating companies is aimed at preventing personal injury, fires, damage and exposure to hazardous substances as well as the negative impact on the environment. The policy is also aimed at guaranteeing the safety of our product during assembly and usage.

As part of our commitment to reducing our impact on the environment, InterDam is committed to reducing the carbon footprint of its operations. Actions already taken in this area include renovation of our office and factory facility including energy-saving measures, investment in ~1,500 solar panels with a production capacity of 600 kWp on the factory roof and imposing electric as standard for company cars. InterDam will continue to investigate additional measures to reduce our own CO2 emissions whilst stimulating similar initiatives in our supply chain.

In order to achieve our objectives, every (future) employee is expected to work in accordance with the QAHSSE system within the scope of his/her position and to contribute to and have a positive attitude towards the further development of this management system.

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Fraser Weir, CEO