

## Health & Safety Policy Statement Middle Point B.V.

### Introduction

In this policy statement the Board of directors of Middle Point B.V. (hereinafter referred to as: Middle Point) establishes its policy with regard to the role of health and safety in its operations. The board of directors of Middle Point considers it its duty to unambiguously communicate the content of this policy both to its internal employees and with all other temporary and permanent employees. Moreover, it shall monitor that the policy is established at least once every three years.

### Policy

The board of directors of Middle Point pursues the highest level of health and safety for each and every employee, in the course of which the prevention of bodily harm of employees and the persons working with them represents the main objective. Upon the imposition of measures for the realisation of this objective, the board of directors shall consider:

- statutory provisions in the working conditions legislation and regulations;
- provisions of the Health and Safety Checklist Temporary Employees (VCU) standard;
- professional services;
- human values;
- potential additional requirements and rules of individual clients.

The H&S policy is expressed in our instructions, training sessions, H&S annual plan, and the General Terms and Conditions applied, which contain a special clause with regard to the safety guarantee of seconded employees. Compliance with this clause by clients is periodically verified by Middle Point during client meetings.

Moreover, we consider it our duty to involve seconded employees and potential other staff – active under our responsibility – in our H&S measures. We emphasise our H&S policy during evaluation and assessment interviews, both with our internal employees and with seconded employees.

To properly safeguard all of the above, we set up a management system and appointed an internal H&S officer.

The board of directors of Middle Point qualifies health and safety as an important component of its duty and shall periodically evaluate this policy, where required adjust it to the operations, and discuss the policy adjustments deriving from the same with those directly involved. The H&S annual plan is assessed and updated annually. Health and safety shall regularly be a topic of discussion within the existing consultation bodies.

In this respect, customer satisfaction is always of paramount importance. Through continuous improvement in the area of quality, health, safety, and a customer-oriented approach, we pursue excellence in our services to clients and professionals.

Amsterdam, 1 October 2022



Maarten van Haren  
On behalf of the board of directors of Middle Point B.V.