

## Policy Statement

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### Quality Policy

The management of Van Dam B.V. sees the management system as an important instrument for the effective control of the business and as a means to gain insight into the processes that play an important role and contribute to the wishes and needs of customers:

- Pillars of the management system are effectiveness and efficiency of business processes aimed at controlling high risk processes and continuous improvement of the management system as a whole;
- The management of van Dam B.V. is in accordance with the ISO 9001 standard and is fully incorporated into the management system manual;
- All employees are expected to work according to the established and / or agreed work method, this to accomplish the highest quality level which van Dam B.V. wants to achieve.

Managing Director  
dated June 2018



## Policy Statement

### Working Conditions, Safety, Health and General Wellbeing Policy

Safety, health and wellness are core values at Van Dam. It is the responsibility of the line management organization to effectively supervise compliance to rules and active measures, and increase safety awareness. It is the shared responsibility of everybody who works at Van Dam to be consciously aware of safety issues. Safety awareness is the most important critical factor of success for a successful policy.

- Van Dam holds the safety, health and wellbeing of its employees in the workplace at the highest possible standard, and insists that everybody who works at the company has the right to a healthy and safe place of work.
- Proper working conditions contribute to the effectiveness of employees and help avoid illness or incapacitation as a result of work.
- Van Dam adheres to applicable laws and regulations, and periodically makes entries in a Legal Aspects Register.
- Periodically, the company executes a Risk Inventory and Evaluation, and implements a Plan of Action to structurally approach management measures and thus continue to guarantee safety and health.
- Inspection rounds are made every quarter, focusing on areas of improvement for safety and working conditions.
- Personnel interests: Management will call a Staff Meeting twice every year. At this meeting, employees are free to discuss matters relating to the company, and management informs employees about policy matters and other issues.
- A Working Conditions and Environment Manual is available for all permanent and temporary employees, which discusses guidelines and information relating to these subjects. Safety instructions have been drafted for third parties, which they receive on entering the building.
- Van Dam records the consequences of policies implemented, in cases such as accident or absenteeism, based on which adequate measures are taken, both corrective and preventative. A Health and Safety Conditions service provides support in this matter.

Managing Director  
dated June 2018



### Environmental Policy

Van Dam B.V. is aware of its responsibility for the care of a clean and healthy environment. Van Dam B.V. considers the maximum conservation of the environment as a result of its business as one of its main objectives. Van Dam products are sustainable and reducing the environmental impact with our product lifecycle of roughly 30 years, still Van Dam is challenged to investigate to reduce the environmental impact even more by choice of materials.

Van Dam B.V. seeks to permanently control the environmental impact and reduce the environmental impact of its operations. This is seen as a primary responsibility of the management and as a responsibility of every employee. The measuring of the progress in the field of the environment is performed by means of a monitoring program.

Finally, the company's goal, as a result of the policy, to minimize the production of (residual) waste and reduce the adverse impact on air, water and soil as a result of conducting business via a effective environmental management system:

- Pillars of the environmental management system are efficiency and effectiveness of environmental processes aimed at reducing and deliberately removing the waste stream;
- In addition, efficiency and effectiveness of business processes aimed at controlling hazardous environmental processes and continuous improvement of the environmental management and organization as a whole;
- The environmental management system of Dam B.V. complies with the ISO 14001 standard and is fully integrated into the environment manual;
- All employees are expected to work according to the established and / or agreed method as the inside of Dam B.V. deemed necessary to maintain environmental level;
- An integral part of this policy is to create and maintain an effective environmental management system, tailored to the current activities, the applicable laws, related requirements and the ISO 14001 standard as a basis.

Managing Director  
dated June 2018



## Policy Statement

### Privacy Policy Gorgé Netherlands Holding B.V.

Within Gorgé Netherlands holding B.V. (hereinafter called Gorgé Netherlands) we work with personal data of employees and stakeholders. Personal data are collected mainly for the proper performance of the statutory tasks. Those involved must be able to trust that Gorgé Netherlands will handle the personal data in a careful and safe manner. In this time Gorgé Netherlands is also taking part in new developments. New technological developments, innovative facilities, globalization and an increasing number of digital requirements for the protection of data and privacy. Gorgé Netherlands is aware of this and ensures that privacy is guaranteed, including through measures in the field of information security, data minimization, transparency and user control.

The management play a crucial role in ensuring privacy. With this policy Gorgé Netherlands gives a clear direction to privacy and shows that it guarantees, protects and maintains privacy. This policy applies to the entire organization, all processes, parts, objects and data collections of Gorgé Netherlands. This privacy policy of Gorgé Netherlands is in line with the general policy and the relevant local, regional, national and European laws and regulations.

Gorgé Netherlands Holding B.V. consists of the following entities:

- Van Dam B.V.
- Van Dam maintenance & repair B.V.
- Hoekstra Suwâld Techniek B.V.
- The Wind Factory Ltd.

#### Legal framework for dealing with data

Gorgé Netherlands is responsible for drafting, implementing and enforcing the policy. The following legal frameworks apply, among others:

- Personal Data Protection Act (Wbp) 1, replaced from 25 May 2018 by the European Regulation; the General Data Protection Regulation (GDPR)
- Implementation General Data Protection Regulation (GDPR)

#### Assumptions

Gorgé Netherlands handles personal data in a safe manner and respects the privacy of those involved. Gorgé Netherlands adheres to the following principles:

#### Legality, goodness, transparency

Personal data are processed in accordance with the law and in a proper and careful manner.

#### Basis and goal binding

Gorgé Netherlands ensures that personal data are collected and processed for specified, explicit and legitimate purposes only. Personal data are only processed with a justification.

1. <https://wetten.overheid.nl/BWBR0011468/2017-03-10>
2. <https://www.internetconsultatie.nl/uitvoeringswetavg>

## Policy Statement

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### Data minimization

Gorgé Netherlands only processes the personal data that are minimally necessary for the predetermined purpose. Gorgé Netherlands strives for minimal data processing. Where possible, less or no personal data are processed.

### Storage period

Personal data is not saved longer than necessary. The storage of personal data may be necessary in order to be able to carry out the tasks properly or to be able to comply with legal obligations.

### Integrity and confidentiality

Gorgé Netherlands handles personal data with care and treats these confidentially. For example, personal data are only processed by persons with a duty of confidentiality and for the purpose for which these data were collected. In addition, Gorgé Netherlands ensures appropriate security of personal data. This protection is recorded in the QHS-HBO-AVG-001 Manual AVG.

### Share with third parties

In the case of cooperation with external parties, where there is data processing of personal data, Gorgé Netherlands makes agreements about the requirements that data exchange must meet. These agreements comply with the law.

### Subsidiarity

To achieve the purpose for which the personal data are processed, the personal privacy of the persons involved is limited as much as possible.

### Proportionality

The breach of the interests of the data subject may not be disproportionate in relation to the purpose to be served.

### Rights of data subjects

Gorgé Netherlands honors all rights of those involved.

This privacy policy is put into effect after it has been determined by Gorgé Netherlands. The policy is evaluated every year and revised if necessary. Changes to this policy are announced via a newsletter. The latest version of the policy can be found in the "ISO" QHSE manual

This policy is determined by Gorgé Netherlands holding B.V. June 2018,

Managing Director

