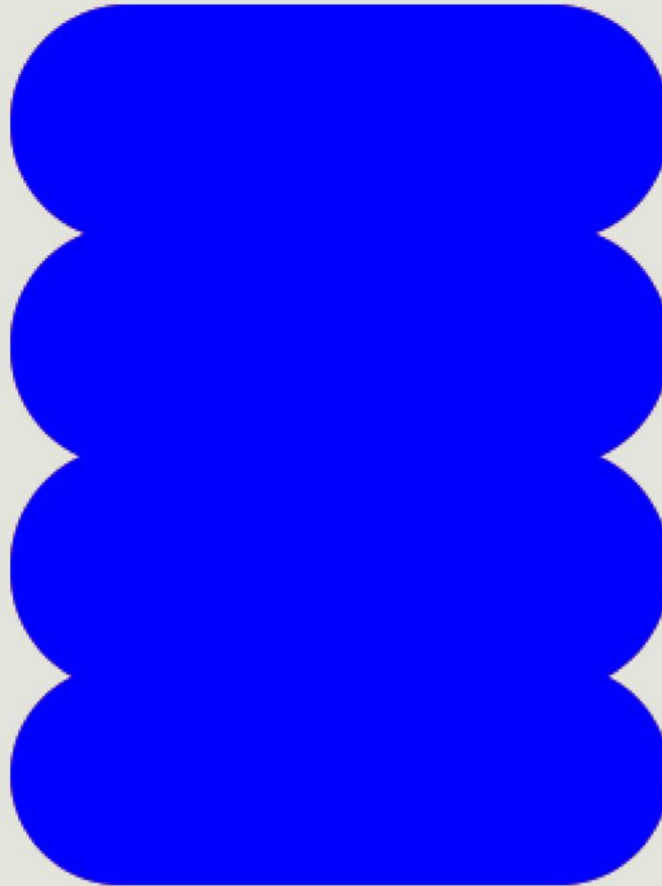




2025

HEALTH AND SAFETY POLICY

Effective date: 01/09/2025

Related Tchai documents:

Code of Conduct & Human Rights Policy

Tchai International B.V. – Health & Safety Policy**Version 25.1****Effective date:** January 2025**Review date:** December 2026**1. Commitment**

Tchai International B.V. is committed to maintaining safe and healthy working conditions for all team members, contractors, and visitors, in full compliance with Dutch law and Arbo requirements.

Whenever national law differs from this policy, the stricter standard will apply.

We believe a safe and healthy workplace is essential for creativity, quality, and sustainable growth. Safety and well-being are shared responsibilities across the organization.

This policy complements Tchai's Code of Conduct, Human Rights Policy, and Environmental Policy, ensuring a consistent and responsible approach to people and the planet.

2. Responsibilities

- **Team Purple** oversees Health & Safety strategy, ensures compliance with legal requirements, and monitors performance.
- **A selected group of employees** are responsible for implementing safety procedures, conducting risk assessments, and ensuring safe practices are consistently applied.
- **All team members** must act safely, report hazards, and follow safety procedures.

Performance is reviewed yearly and discussed at management level.

3. Risk Management

Tchai performs Health & Safety risk assessments across all facilities and project sites. Risks are recorded and monitored using the H&S Template 2025. Assessments are reviewed at least annually or when new materials, processes, or activities are introduced.

Preventive and corrective actions are logged and followed until closure. Our goal is to maintain a workplace with zero lost-time incidents and a strong culture of prevention.

H&S inspections are conducted periodically in cooperation with Tchai's certified Arbo service.

4. Training and Awareness

All employees and on-site contractors receive Health & Safety instructions relevant to their roles, including:

- Safe use of tools and equipment
- Ergonomics
- Fire and evacuation procedures
- First aid and reporting incidents

5. Emergency Preparedness

Tchai maintains an Emergency Action Plan covering fire, evacuation, and first aid. Emergency procedures are clearly displayed, regularly reviewed, and tested annually.

Each site has marked exits, firefighting equipment, and first-aid kits. Trained first-aid officers are available to provide prompt support in case of incidents.

6. Workplace and Equipment Safety

All tools and machinery are inspected, serviced, and maintained to ensure safe operation. Where required, Personal Protective Equipment (PPE) is provided free of charge and its use is monitored.

Workplaces are designed to ensure adequate lighting, ventilation, cleanliness, and ergonomics.

Our target is to maintain a PPE compliance rate of 100% across all work areas.

7. Health and Well-being

Tchai promotes both physical and mental well-being.

Health initiatives include ergonomic assessments and, where relevant, occupational health check-ups through the Arbo service.

We also encourage open dialogue and awareness on stress management and overall wellness.

Employees can raise concerns confidentially with the HR representative.

8. Performance Monitoring

Key Health & Safety Indicators are tracked and reviewed yearly:

- Lost-time incident rate
- Near-miss frequency
- PPE compliance rate
- Fire drills conducted
- Ergonomic checks completed

Findings and lessons learned are used to strengthen preventive measures and awareness.

Annual performance targets are defined and reviewed in collaboration with HR.

9. Reporting Concerns

Tchai is committed to maintaining a safe, ethical, and transparent workplace.

If you believe this policy or any other company standard is not being followed, you are encouraged to raise the concern internally with **HR, or Team Purple**, or via the **Whistleblower channel at we@tchai.nl**.

For serious or sensitive matters, such as health and safety violations, unethical behaviour, discrimination, or other forms of misconduct, you can also report confidentially or anonymously through **Reporting Concerns**, our independent external service.

All reports, whether internal or external, are handled with strict confidentiality.

No one who raises a concern in good faith will ever face retaliation or negative consequences.

This process helps maintain a culture of integrity, trust, and accountability throughout Tchai.

Approved by:

Team Purple

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