

POLICY

Safety, welfare and environment



Royal Swinkels

Why

Our people are of paramount importance to us. We treat them as we do our own family. We want everyone to arrive home safe and sound after a day's work. In this respect, we do everything we can to provide a safe and healthy workplace for our employees, contractors, suppliers, visitors and other collaboration partners. This concerns our breweries, malt houses, and hospitality facilities, as well as our events, transportation, and logistics. The same applies to the environment, in which we operate our business in an environmentally responsible manner and limit the environmental pressure for now and future generations as much as possible.

How

International standards and laws and regulations

We use the international OECD Guidelines, the International Labour Organisation ('ILO') standards, along with the ISO 26000 standard (for Corporate Social Responsibility) as a guideline for creating a safe, healthy and environmentally responsible working environment. We want to, at least, comply with all local laws and regulations and where we find these inadequate, go beyond taking full responsibility.

Strategy

Our strategy is aimed at identifying, evaluating and managing risks and by doing so, continuously improve. We formulate objectives at company, departmental and personal level. In addition, we ensure adequate supervision and adjustment where necessary. In this respect, we pay attention to competencies and training and derive lessons from (near) incidents and anomalies.

We exercise our responsibility in concrete terms through:

- Identifying, assessing, eliminating or reducing risks to safety, health and the environment, or by limiting these as much as possible.
- Convincing ourselves and our partners that working without incidents is indeed possible.
- Creating the conditions for an incident-free working environment.
- Ensuring the awareness and active participation of all our people through inspiring leadership.
- Focusing on new developments and the application of innovations.
- Facilitating knowledge, skills and equipment to perform the work safely, healthily and in an environmentally responsible manner.
- Being a learning organisation in which we, in consultation, organise our work in a smarter way. We secure all forms of progress in our systems.
- Embedding leadership in all levels of our company by applying and adhering to our core.



What

We set ourselves the following goals:

- 0 accidents with absenteeism.
- Annual reduction in the frequency of accidents (number of accidents per 100 employees).
- Active and specific safety, health and environment programme per site or business unit.
- Sick leave < 3%.

We wish to periodically monitor these objectives at all locations and report on them internally. In addition, we will present the results to staff representatives and to our stakeholders in the integrated annual report.

