

SHE-Q POLICY

Safety Health Environment & Quality (SHE-Q) is of great importance to Heavy Duty Pavements (HDP) management. HDP complies with applicable (SHE-Q) laws and legislation. The goal of our SHEQ policy, however, is to establish an optimal working climate regarding safety, health, well-being, and environment. By means of cooperation and open communication between our core team, trusted partners, and project specific suppliers. HDP management aims for working conditions in which risks for physical, mental, material, and environmental damage is prevented and limited as much as possible. In such a way that the wellbeing and safety of all involved is considered and maintained. To achieve this, the support of our core team, trusted partners and project specific suppliers is required as well as expected.

We take an integrated SHE-Q management approach, using the following principles:

- Customer focus.
- SHE-Q culture within core team, at trusted partners and at project specific suppliers.
- SHE-Q project culture.
- Having a process minded / oriented attitude, resulting in.
 - High levels of quality in each stage of the business process.
 - Safety and Health focus in each stage of the business process.
 - Environmental care in each stage of the business process.

These principles have been processed and further elaborated on in our management system and are reflected in our daily practice/operation. To continuously monitor our own compliance with these principles, the following business-process-measurements are intertwined / included.

- Customer satisfaction (with every customer).
- Trusted partners are informed continuously, every year an evaluation interview is held.
- All Project Specific Suppliers are expected to be professional and certified.
- All Project specific suppliers are expected to be audited on SHE-Q and culture by the end-customer. HDP will verify with its customer which suppliers are listed and can be requested to provide quotation.
- Continuous improvement based on customer satisfaction feedback, audit results and various SHE-Q records / registrations.

Our trusted partners and project specific suppliers are of great importance in achieving the above. It is therefore imperial that our core team consists of experienced and skilled (project) managers who can motivate and guide. Information, active knowledge sharing and training ensures that the knowledge and motivation of our core team is maintained at high levels. This allows our core team to continuously ensure positive SHE-Q cultures on every HDP project. In addition, sufficient resources / tools and time are made available to our core team, for communicating our HDP SHE-Q (project) requirements with each trusted partner and project specific supplier. Finally, we expect our core team to continuously and repeatedly take the time to determine SHE-Q compliance by each of the trusted partners and project specific suppliers. On a daily basis, and, more structured via project auditing.

SHE-Q goals, targets and achievement are reviewed annually. They are available via our core team.

Sincerely yours,

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