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## Policy declaration for Safety, Health, Environment and Quality

SPIE Belgium is an integrator of solutions and multi-technical services in the fields of energy, electricity, instrumentation, mechanics, industrial piping, automation, traffic management and HVAC, with a network of sites in Belgium and Luxemburg. We want to build **a long-term relationship with our clients** by having **constant attention for safety, health, environment, quality and ethics**.

Safety, health, environment, quality, ethics, efficiency, continuity and profitability get equal attention while determining and achieving company objectives. **The safety and health** of our employees and others **are always our priority**.

We are constantly looking to improve our performance in all fields of sustainable development, to ensure we can consolidate and improve our position in the market. Safety, health, environment quality and ethics are regularly discussed during our meetings and featured in communications.

SPIE obliges its employees and subcontractors:

- To **strictly follow legal requirements** as well as the rules, requirements and instructions imposed by SPIE and its clients;
- To conduct themselves in ways that **do not endanger themselves or others** by respecting the SPIE safety code and by proactively protecting each other;
- To correctly **use tools and protective equipment** and manipulate materials in a proper manner;
- To **respect the agreed upon measures to protect the environment**;
- **To react immediately** upon discovery of **unsafe or unhealthy situations or environmental risks**, as well as anomalies and to report these to their supervisor.

To fulfil these obligations our **employees** are **sufficiently informed** about **and trained** in safe and environmentally friendly practices, prevention of accidents and environmental pollution, emergency procedures and ethical principles.

To support this policy **SPIE Belgium fixes annual objectives** and **follows up their progress**, both on the company level and within all business units and departments. Senior management reviews the efficacy of the management system at least once a year.

The management team of SPIE Belgium is convinced it is possible to achieve the required quality, to prevent injuries as well as damage to goods and the environment (and thus financial damage) by applying a structured policy tailored to these goals. It has committed to continually optimise the management system to improve its performance.

This can only be achieved through the **commitment of all our employees**, through **teamwork** and **optimum use of available resources**.



**Hein Dirix**  
*Com. V Scopos*  
*Managing director*  
*Represented by Hein Dirix*

**SPIE Belgium sa / nv**  
Rue des Deux Gares 150 - 152  
Tweestationsstraat  
B-1070 Bruxelles - Brussel  
Tel. : +32 (0)2 729 61 11  
Fax : +32 (0)2 729 61 61

[www.spie.be](http://www.spie.be)

Maatschappelijke zetel :  
Tweestationsstraat 150 - 152 - B-1070 Brussel  
RPR Brussel  
BTW BE 0434.499.028  
Registratie 03 11 1 3  
IBAN : BE54 4723 0040 1197  
BIC : KREDBEBB