

Policy Statement

Cryotek Holding B.V. provides:

- Design and manufacturing of:
 - ✓ devices and pipelines for various applications, oil, fuel and water treatment systems in compact units/modules
 - ✓ vaporizers, heat exchanger modules and pipeline systems for cryogenic gases
 - ✓ mechanical systems according to own and/or customers specifications

- Service to:
 - ✓ gas vaporizers, heat exchangers, fluids installations, systems and other skids for all types of gas, as well as overhaul and maintenance safety equipment.

The starting point is that our services and products meet the requirements, wishes and expectations of the customer and comply with all legal requirements that apply to our products / installations.

In doing so, we apply the following principles:

- To do this in such a way that our customers are satisfied
- To do this in such a way that waste by repeating mistakes or correcting activities is avoided as much as possible.
- Effective cooperation of the various departments and employees in the company.
- Continuously striving for improvements where it appears that things are not going well or not at all, or could be better, and where developments in the market and in the technical field make this desirable / possible.
- Prevent and combat BFC (Bribery, Fraud and Corruption) and conflicts of interest.

In order to achieve this, we consider the following to be important:

- Optimally designed processes: analyzed for risks regarding potential deviations and with implemented measures at critical places.
- We have competent employees at all locations who are able to perform their assigned tasks properly.
- The customer's requirements are optimally identified
- We live up to our agreements
- There is clarity with regard to the organization, working methods, responsibilities and authorities and that these are geared to one another
- The various departments and employees work together effectively
- There are sufficient and good resources and facilities to carry out the work properly, efficiently, adequately, safely, healthily and in a timely manner.
- The employees can work in a good and safe working environment.
- The employees themselves contribute to safe and healthy work and, in cooperation with the management, ensure the prevention of psychosocial workload (PSA)
- Employees refrain from bribery, accepting or offering bribes (among other things), fraud, corruption and conflicts of interest.
- Employees report occurrences where there is a suspicion of bribery, fraud and corruption or conflict of interest

- Imperfections are identified, corrected and preventively controlled for the future.

Policy relating to safety, health and environment:

Management feels directly involved and responsible for safeguarding safety, health and environmental aspects in the company.

The policy is therefore aimed at preventing personal injury, damage to own resources as well as third party resources and minimizing environmental damage.

By means of information, training and instruction and the provision of good (auxiliary) resources and conditions, a safe, healthy and environmentally friendly working environment is ensured. Through good example set by the management, control and monitoring, we strive to further improve this, where possible.

However, this policy can only be successful if all those involved support it and make their contribution. The managers in the company are therefore obliged to carry out their assigned HSE responsibilities and supervise their implementation and application. **Everyone** in our company must comply with the set rules that have been established and make use of the facilities made available.

New employees:

In order to work safely, responsibly and competently, employees must be well informed about hazards and measures to ensure their safety and do their job optimally; this applies especially to new and young employees.

They are therefore optimally informed and guided in their new work.

To vigorously promote this policy, the company has implemented a certified management system that meets the requirements in the standards:

NEN-EN-ISO 9001, VCA* 2017/6.0 and Statement of Supervision T0103.

* And in time: Scope ISO 3834-2; 2006, Scope: ISO 14001 and Scope: ISO 45001.

Underlying management system provides support for our current policies and the achievement of our business objectives.

As a result of the management system assessment, concrete objectives for the coming year are drawn up each year, including the actions required to achieve these objectives. I trust that everyone in the company will cooperate in optimizing our business processes and results based on their own involvement and responsibility.

21-05-2021, Alphen aan den Rijn

Sign:  Director, P. Tel