

Quality, Health, Safety, and Environmental Policy



HOVE

Main aim for this policy:

This policy serves to define HOVE's commitment to quality, health, safety, and the environment. Our aim is to provide best-in-class solutions for the benefit of our customers, as well as create healthy and safe workplaces, and preserve a good climate and environment.

We develop, manufacture, and service lubrication solutions for heavy machinery. We use a certified integrated management system to manage risk and achieve continuous business performance improvements through innovation, benchmarking, and learning from experience.

HOVE wants to be the preferred supplier of lubrication solutions by delivering an excellent product and customer experience, while using relevant management systems to continuously improve our quality, health, safety, and environmental performance.

HOVE complies with all applicable legislation and compliance obligations, and we are committed to managing, monitoring, and reviewing our performance on a continued basis, and against targets and objectives on a regular basis, to ensure the highest level of transparency possible.

HOVE commits to address the impact of the climate and environment on the company as well as for the company's impact on the climate and the environment.

This includes HOVE's products, services, and employees.

HOVE commits to consider both environmental and social responsibility in all aspects of the organization's operations.

Scope of the policy

The policy applies to all HOVE's employees, the management of HOVE, contractual employees, and its subsidiary. HOVE furthermore expects that all our business partners and suppliers are adhering to and respecting our policy as well. If you, as an employee, are ever in doubt about how to act, what to buy, or how to proceed, it is important that you confer with your immediate manager about it.

Moreover, with this policy, we want to ensure that everyone in the organization takes responsibility for the dissemination and application of this policy as well as continuously improve the organization's quality, environmental, and occupational health and safety management systems.

Requirements:

1. Occupational Health and Safety:

Within the defined scope of HOVE's occupational health and safety management system, HOVE's top management commits to:

- 1.1 prevent injury and work-related illness by ensuring procedures of controls to eliminate hazards, wherever practicable, and reduce occupational health and safety risks.
- 1.2 demonstrate Safety First by prioritizing occupational health and safety in our operations, products, and services to ensure safe and healthy working conditions and environment.
- 1.3 comply with all applicable occupational health and safety legislation and compliance obligations.
- 1.4 set goals for HOVE's occupational health and safety performance, as well as monitor them and use them for continuously improvement of the performance and the occupational health and safety management system.
- 1.5 maintain our certified occupational health and safety management system.
- 1.6 engage our customers, employees, contractors, suppliers, and other stakeholders through dialogue to,
 - 1.6.1 meet or exceed the occupational health and safety standards.
 - 1.6.2 ensure safety as a pre-requisite of doing business with, in or on behalf of HOVE.

2. Quality:

Within the defined scope of HOVE's quality management system, HOVE's top management commits to:

- 2.1 make sure that all applicable customer requirements are met through adherence to process, specifications, and procedures to achieve Customer Satisfaction.
- 2.2 comply with all applicable quality legislation and compliance obligations.
- 2.3 prevent defects by ensuring corporate embedment of proactive quality assurance and data-driven continual improvement, to eliminate error or effectively reduce risks and associated cost of poor quality.
- 2.4 deliver a specified level of quality that supports superior product performance at lowest possible cost throughout the entire product life cycle.
- 2.5 set goals for HOVE's quality performance, as well as monitor them and use them for continuously improvement of the performance and the quality management system.

2.6 maintain our certified quality management system.

3. Environment:

Within the defined scope of HOVE's environmental management system, HOVE's top management commits to:

- 3.1 prevent pollution and protect the environment and climate in everything we do by continuously improving our standards.
- 3.2 comply with all applicable environment and climate legislation and compliance obligations.
- 3.3 demonstrates environmental vigilance by having a life cycle approach in developing, planning, and execution of our operations, products, and services.
- 3.4 set goals for HOVE's environmental performance, as well as monitor them and use them for continuously improvement of the performance and the environmental management system.
- 3.5 maintain our certified environmental management system.
- 3.6 engage our customers, employees, contractors, suppliers, and other stakeholders through dialogue and training, to,
 - 3.6.1 meet or exceed our environmental standards.
 - 3.6.2 make environmental protection a pre-requisite of doing business with, in or on behalf of HOVE.
- 3.7 minimize the climate impact of the organization's products and processes.
- 3.8 strive to use all energy sources as efficient as possible, and to reduce greenhouse gas emissions.