

Policy Statement on Labour Rights and Modern Slavery

Blomsma Signs & Safety B.V. is committed to respecting human rights and labour rights and to preventing modern slavery within its organisation and supply chain.

We recognise that risks related to Labour Rights and Modern Slavery may occur particularly in certain countries, sectors and types of activities. Therefore, Blomsma Signs & Safety B.V. applies a risk-based approach towards its **Tier 1 suppliers** (direct suppliers).

Purpose

The purpose of this policy statement is to define a proportionate process for identifying potential risks related to labour rights and modern slavery within the Tier 1 supply chain and, where necessary, taking appropriate follow-up actions.

Scope

This policy applies to:

- Blomsma Signs & Safety B.V.;
- all direct (Tier 1) suppliers.

Specific attention is given to suppliers or activities identified as presenting an increased risk.

Risk Assessment Approach

Blomsma Signs & Safety B.V. applies a pragmatic, risk-based approach consisting of the following steps:

1. Risk identification

Risks are identified based on factors such as country of origin, sector-related risks and publicly available guidance and information.

2. Supplier assessment

Where increased risks are identified, additional information may be requested, including supplier declarations or confirmation of compliance with applicable labour legislation and human rights principles.

3. Follow-up actions

If risks are identified, Blomsma Signs & Safety B.V. may take appropriate follow-up actions, including requesting corrective measures or reconsidering the business relationship.

Responsibilities

Responsibility for the implementation of this policy lies with the management of Blomsma Signs & Safety B.V., in cooperation with the Purchasing and HR departments.

Continuous improvement

Blomsma Signs & Safety B.V. is committed to continuous improvement and will periodically review and, where necessary, update this policy.

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Corstiaan (J.C.) Heijboer, director

