

Policy Statement

Visser & Smit Bouw is a nationwide contractor in complex utility and industrial construction sectors, in curative care institutions and related environments (laboratories/cleanrooms), and at airports. Our aim is to manage the projects and construction processes entrusted to us flawlessly, resulting in future-proof accommodation and operational environments that contribute to the living and working environment of the future and, by doing so, to achieve the ambitions of our clients.

Our clients can count on the deployment of our expertise and our experience every day where it involves implementing technically challenging construction projects and working at logistically complex locations, such as in inner-city areas and in operational environments that function 24 hours a day. That gives us satisfaction and is also why our staff have chosen to work for our company. Using their experience, knowledge and passion for their profession, every project is concluded with the best end result.

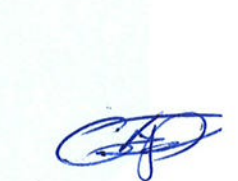
This ambition translates, among other things, into:

- **Results-driven collaboration:** we communicate and work with clients, suppliers, and other stakeholders in an open and transparent manner, and with respect for each other's norms and values. In doing so, we apply our commercial capabilities with the necessary risk awareness and knowledge of the contract, with the aim of achieving a healthy business outcome. All employees work in accordance with the VolkerWessels Code of Conduct.
- **Good working conditions:** the (social) safety, (mental) health, and well-being of all people—both within and outside our organisation—come first. This is central to all our processes, and we use our influence already during the design process to make this happen. Our ultimate goal is that everyone in the chain returns home safely at the end of the day. To achieve this, an occupational health and safety policy has been implemented that provides clear rules, and we also create a culture in which (un)safe situations and incidents are reported, learned from, and repetition of what is undesirable is prevented.
- **Vigilant care for sustainability:** limiting the impact of our activities and products on the environment is a high priority. We focus on the areas where we have the greatest impact and where we can truly make a difference, namely: Employees, Organisation, Stakeholders, Design, and Production.
- **Continuous quality assurance:** management and employees take a positively critical view of our business processes. By deploying internal and external resources and services, including innovations in digitalisation, these processes are continuously tested and improved to work more efficiently and to align with the requirements and wishes of clients and stakeholders.
- **Employee development:** people are at the heart of our operations. We give employees room and support them in their personal development. Managers are coached in carrying out their role in this. We work with them to put together complementary (project) teams.

Our employees, regardless of their position in the organisation, share responsibility for the successful implementation of our policy. In our operations, we comply with all applicable national and international laws and regulations.

We are convinced that this approach creates sustainable added value—for our clients, Visser & Smit Bouw and its employees, suppliers, other stakeholders, and the society in which we operate.

Rotterdam, April 14, 2026

				
A.J. Bok Chair of the Board	T.A.M. Oorsprong Financial Director	J.C. van Beek Director	L.H.J. Heijne Director	R. de Leeuw Director
				 G.A. Perton Director