



**PAUWELS**  
**TRANSFORMERS**

**Q&E**  
**8.1.7.1. QUALITY, ENVIRONMENTAL, HEALTH AND SAFETY POLICY**

**PAUWELS TRANSFORMERS NV**  
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## QUALITY POLICY DECLARATION

All employees of Pauwels Transformers are committed to delivering products and services of the highest standards which are meeting the customers' requirements and expectations, as well as meeting the applicable legal and regulatory requirements. This is supported by implementing a quality management system that complies with ISO 9001 standards. **PAUWELS TRANSFORMERS N.V.** has therefore established and maintains its Quality Manuals, associated procedures, responsibilities and work instructions aimed at its specific activities.

Implementation of these procedures and achieving this objective is only possible with the active participation of all employees at every level in the organization hence all personnel must be familiar with the processes and must fulfil the procedures and processes as described in the Quality Manual.

The management of **PAUWELS TRANSFORMERS N.V.** has determined a strategic business plan for the organization, has obtained agreement from shareholders, and EIC, and has summarized the main attention issues and stakeholders, both external as internal with associated risks and opportunities. Appropriate actions are prepared, aligned with this strategic plan, and are formulated in the Quality Action Plan.

The quality assurance manager has the responsibility to ensure that the requirements outlined in the ISO 9001 standard are implemented and maintained in the Quality management system.

The organization has an overall focus on continuous improvement that will benefit our stakeholders and will enhance our overall performance.

<b>CHIEF EXECUTIVE OFFICER:</b> Koen Van Peteghem	
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**DOCUMENT RESPONSIBLE:**

- Top management
- Quality and environmental

Version 1:  
07/03/2022

**ENVIRONMENTAL, HEALTH AND SAFETY POLICY DECLARATION**

1. As a company focusing on the production and service of components and products for the transmission and distribution of electrical energy and committed to being a solid partner in renewable wind-energy, **PAUWELS TRANSFORMERS NV** aims to maximize the level of well-being of its employees and those that may be affected by its operations, together with the protection of the environment in which it operates.
2. Based on its 'Nurturing Care' value statement, our organization regularly invests in resources and infrastructure with the aim of offering its employees a safe and healthy working environment.
3. **PAUWELS TRANSFORMERS N.V.** will always aim to comply with the statutory health, safety and environmental requirements and any other applicable guidelines outlined in the ISO 14001 standard.
4. The safety awareness of every employee is an essential condition for safe conduct and must be promoted. Every employee is responsible for ensuring his or her own safety, but also that of his/her colleagues by complying with the rules, regulations and instructions that apply within his/her department, as well as with the general safety rules in place for the entire company.
5. Tasks in the context of well-being and environmental care are important management tasks. Every manager is explicitly accountable for the well-being of his subordinates within his area of responsibility. Specific objectives and targets are established within the organization.
6. An efficient environmental and welfare policy starts with a thorough analyses of risks, and the introduction of prevention measures. **PAUWELS TRANSFORMERS N.V.** maintains an annual audit program for all its activities, as well as in the production area's as on its activities on site, onshore or offshore, to monitor and review current operations and the identified occupational ESH risks.
7. Safety and environment at work covers all measures that ensure the prevention of occupational accidents, injuries, diseases, material damage and environmental pollution. Our target is "0" accidents. (Near) accidents and cases of damage will be thoroughly investigated and measures will be taken to prevent recurrence. We will also point out unsafe behavior to each other and are open for this type of criticism ourselves.
8. Within our organization, we aim to plan, build, and operate our installations and machines according to state-of-the-art technology, and to ensure that every work activity is carefully prepared, safely organized and carried out with due caution with a minimal impact on the environment.
9. Order cleanliness, and optimal use of natural resources such as energy and water are one of **PAUWELS TRANSFORMERS N.V.** top-priorities.
10. Education and training are essential for a safe and healthy working environment. Our employees are sensibilized to dispose waste in a responsible manner and to prevent any air or water pollution.
11. We regularly and clearly communicate with our personnel and external parties regarding our environment, health and safety policy and its results. This policy is available on [www.pauwels.com](http://www.pauwels.com).
12. The necessary procedures and instructions have been drawn up based on continuous self-monitoring and feedback and should enable us to create a climate of continuous improvement of our company-wide environmental, health and safety system. Improvements to our safety and our environment never stops!
13. Safe conduct and environmental care are a condition of employment at **PAUWELS TRANSFORMERS N.V.**

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CONFIGURATION MANAGEMENT - VERSION MANAGEMENT		
<i>Version</i>	<i>Version</i>	<i>Version</i>
1	Original version.	07/03/2022

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07/03/2022