



## 1.1 Quality, Health, Safety and Environment (QHSE)

The management of SPIRIT solar lighting B.V. believes it as its duty to realize all its activities, products and services with well-trained personnel, the most suitable materials, tools and resources in order to meet the established and self-evident requirements and wishes of clients.

The policy is aimed at allowing every employee to participate in the work process in the healthiest and safest way, to promote the general well-being of the employees and to harm the environment as little as possible. All this also implies concern for the safety and health of third parties.

The company meets the requirements of product, health and safety and environmental laws and regulations, but goes beyond the minimum required. The company has drawn up an improvement plan / action plan and objectives, in which the QHSE aspects and effects are controlled.

The management is well aware that this serves not only the interests of the employee and employer, but also those of the customer / principal. After all, the aforementioned objective directly and indirectly leads to a more efficient organization, the prevention of material and environmental damage, personal injury and a reduction of costs.

Recruiting, training and informing our own employees and purchasing quality reliable third parties & products must ensure that the quality of products and services is guaranteed and improved.

On the one hand, the management itself will take initiatives to increase / improve quality, safety, health and the prevention of environmental pollution. On the other hand, the management will call on the cooperation of all employees. This is a continuous process.

All employees, both in line and in staff position (as laid down in the organization chart, job descriptions and in the QHSE manual), are required to co-subscribe to the objectives of the management. Every staff member is expected to perform his / her work in accordance with the company's QHSE rules. In addition, everyone is expected to make colleagues who perform work in an unsafe, unhealthy manner aware of this. In addition, a QHSE officer has been appointed to continuously monitor and improve this.

The company also tries to continuously increase client and customer satisfaction by means of customer satisfaction surveys and measurements.

The management tests the quality, health and safety and environmental policy and objectives annually during the management review.

A management system has been set up for the above. This system is periodically tested by external independent certification bodies against the current version of the standard: NEN-EN-ISO 9001.

Prepared on behalf of the management, Oss 01-10-2019

Mr. J. van den Hurk  
CEO

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