

QHSE Policy Statement

This policy applies to all employees, freelance workers, interns, contractors, and affiliates of Interio Integrity Services worldwide. We also expect our suppliers and business partners to align with and support these principles.

Our people are at the heart of our organization. We recognize that the health, safety and wellbeing of our employees and everyone working on our behalf are our top priorities and we are committed to providing a safe, healthy and sustainable working environment.

Therefore, quality, health, safety, environment and wellbeing are integral to our strategy, decision-making and daily operations. Nothing is so important or urgent that it cannot be done safely and responsibly.

Our **EPIC values** define how we deliver on this commitment and guide behavior across the organization.



Quality

- We commit to full compliance with all applicable legal, regulatory, contractual and other requirements and to continually improving the effectiveness of our integrated management system.
- We strive for excellence by delivering work right the first time and consistently meeting customer and regulatory requirements.
- Through risk-based thinking, learning from experience and systematic performance evaluation, we enhance process effectiveness, reliability and customer satisfaction.
- We actively listen to our customers by maintaining structured feedback loops and embedding their insights into our continuous improvement cycles, ensuring quality is both compliance-driven and customer-informed.

Health & Safety

The health, safety and wellbeing of our employees, contractors, bystanders and third parties are our highest priorities. We actively prevent incidents, injuries, occupational diseases and psychosocial harm by:

- Identifying hazards, assessing risks and implementing effective control measures.
- Promoting worker consultation, participation and shared responsibility for health, safety and wellbeing.
- Addressing workload, work pressure, stress factors and mental wellbeing.
- Ensuring competence through appropriate training, instruction and supervision.
- Working safely, intervening when unsafe conditions arise and stopping work if safety cannot be assured.
- Ensuring psychological safety and empower everyone to speak up, raise concerns and exercise stop-work authority without fear of retaliation.

Corporate Social Responsibility

- We create long-term value by operating responsibly and ethically.
- We respect internationally recognized human rights and strictly prohibit forced labor, child labor, modern slavery and human trafficking.
- We promote fair working conditions, equal opportunity and freedom of association.
- We believe people make the difference. We foster a culture of inclusion, trust, respect, dignity and mutual understanding.
- We support learning, development, collaboration and recognition, enabling everyone to contribute safely, confidently and effectively.
- We conduct supply chain due diligence to identify and address adverse human rights and environmental impacts across our value chain, in line with evolving regulatory requirements including the EU Corporate Sustainability Due Diligence Directive (CSDDD).

Sustainability & Environment

- In our own operations, we commit to pollution prevention, efficient use of resources, waste reduction and mitigation of climate impacts.
- We are committed to continual environmental improvement, actively reducing our ecological footprint across all operations.
- We align our climate strategy with the goals of the Paris Agreement and are committed to defining and pursuing a net-zero trajectory, integrating science-based targets into our long-term planning.

Rienk de Vries

Rienk de Vries (Jun 22, 2026 17:17:35 GMT+2)

Rienk de Vries, CEO

Tricht, The Netherlands, June 2026








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Final Audit Report

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