



Policy statement

March 2024





Hazet is a reliable and committed specialist wholesaler for the professional user in the field of hygiene and safety solutions. With respect for people, the environment and society, we are happy to work on mutual success.

We are a total supplier in the field of cleaning agents, materials and machines, auxiliary materials, paper, company clothing, safety shoes, personal protective equipment, packaging materials, disposables, canteen / office supplies and guest supplies.

Our core values is to do this according to Flexibility, Care, Continuity, Challenge and Together (FOCUS). The needs of our customers and other stakeholders are important indicators for our company in shaping our business strategy. They also determine which choices the management will make in order to remain a well-operating and competitive company.

MISSION

Hazet is a reliable wholesale trade in hygiene and hygiene security solutions for professionals (B2B). With respect for people, the environment and society we are happy to work on mutual success.

By acting together, we offer our customers a wide range of high-quality products, tailor-made solutions and tailored services. We are considered by our customers to be a reliable flexible partner.

Quality plays a central role in this and - at national level - an expression of reliability, dynamism and transparency. We work on efficient flexible processes and on continuous improvement.

The DIN EN ISO 9001, 14001 and VCA* certified and integrated systems of the the enterprise group provides the foundation and ensures that the availability of the necessary resources and information will help to achieve our strategic, economic and operational goals.



VALUES

As a family business, we take a long-term approach and take responsibility for our customers, employees and society, by taking into account environmental interests for the next generations.

Our values are: Flexible. Unburden. Continuity. Challenge. Together. (FYI: in Dutch the first letters make the word FOCUS = Flexibel – Ontzorgen – Continuïteit – Uitdaging - Samen). Everyone tries, where and whenever possible, to unburden the customer. By daily anticipating and tapping new channels means for Hazet continuity. It is a daily challenge to get things done. What do we get a lot done, together!

We act in accordance with the laws and regulations applied. To meet our aforementioned social responsibility (Corporate Social Responsibility, CSR) we work according to internationally accepted standards, including the ILO and UN Global Compact, and basically according to the precautionary principle.

We are committed to reducing the damage to the environment and to improve our energy performances in business processes by means of promoting and purchasing energy-efficient products, services and processes. We separate paper, clothing, plastic, toners and batteries, allow old machines to be taken up and dispose it in a responsible way. In recent years Hazet has invested in new trucks with engines which are equipped with a Euro 6 standard. All our trucks and vans are also equipped with a state-of-the-art navigation system and have track-and-trace.

Our rides are automatically scheduled by using a ride planning system. The constant drive for improvement should achieve and maintain the desired situation. In addition, in the policy statement, we guarantee fair and secure conditions of employment, the safety of workers and those of third parties, the promoting of well-being and by that reducing absenteeism, preventing human suffering from accidents, injuries and illness, we fight for the protection of international human rights and we are committed to fight corruption. Safety priorities are set in the business data from accident and incident reports, risk assessments and other safety data. These goals apply to our joint production chain: from producer to end user.



As far as suppliers and service providers are concerned, we maintain a careful selection of their environmental performance, prevailing working conditions, business rules and strategic design carried out by regular checks in the form of a supplier audit. In this way, we also secure our high quality internally through organizational guidelines and technical measures, as well as the necessary training. By the Internal complaint department as well as regular internal and external checks allow us continuous development.

CUSTOMERS

We offer our customers optimal products from one total supplier: Hazet. As a reliable partner and one-stop-shop we manage our customers' processes and help reduce & saving costs. This target is confirmed by a very high customer satisfaction and an optimal ratio of costs and benefits.

Hazet stands for excellent quality and service. In particular, with professional advice and guidance, as well as a quick and reliable delivery. In doing so, our various services are individually and proactively tailored according to the needs of the customer and the market. Hazet will also strive to continuously improve the quality of the products and services as a result of experiences, (management) reports, customer satisfaction research, etc.

EMPLOYEES

We treat our employees with dignity and respect. For this, we ask for entrepreneurial thinking and acting and provide a safe workplace with individual development opportunities.

In this respect, good working conditions and a transparent form of cooperation is our tradition. At least we comply with all regulations in the field of occupational health and safety. The education - and development programs give our people a professional perspective and ensure long-term qualifications within Hazet and with that the future sustainability of Hazet.

It is fundamental and absolutely essential to ensure compliance with international human rights and labour standards, safety and employee's health. Sexual harassment, discrimination, aggression, violence and harassment will not be tolerated. This attitude we also expect from our suppliers and our partners.



SUPPLIERS

In cooperation with our suppliers, we built an environment in which it is possible for our partners to develop positively in the market.

We strive for a common strategy for a performance-oriented, innovative, environmentally conscious, fair and safe product range, as well as quality in terms of delivery reliability, flexibility and service. Compliance agreements form the basis for cooperation between Hazet, Igefa Germany and our producers, which is based on continuity and trust.

With regard to the satisfaction of our joint customers, we are working closely together on all fronts, regionally and nationally, strategically and operational, in sales and in procurement. This is an essential success factor within our collaboration.

DEDICATION

We promote open social dialogue.

In order to create trust, we maintain open communication with our customers, employees, suppliers, partners and other stakeholders. In addition, with our sustainability reporting, we are regularly accountable.

This also means that we have our respective levels of development and efforts regarding social responsibility (CSR) continuous and consistent - both internal and external - evaluated, monitored and confirmed by specialists.

INTERNATIONAL

According to the development of globalization, Hazet is expanding the aforementioned national approach to the international markets. This internationalization is promoted in the area of sales, procurement and development of employees through international expertise in INPACS Network; Hazet is a proud member of INPACS.

True to the motto 'think global, act local', Hazet and all members of INPACS set the standard in a high-quality and efficient service in – and outside Europe, thanks to flexible customization.



The management is aware of its own responsibility for (product) quality, - (product) safety, health, respect for the environment and compliance with legal requirements. We want to achieve this by making sufficient time and resources available. The policy and strategy is supported by our integrated management systems (in accordance with ISO 14001, ISO 9001, Working Conditions (including VCA), SKAL and BRCGS Storage and Distribution). We are also registered on the Ecovadis platform (sustainability assessment platform). These management systems provide us with guidance and structure in safeguarding all quality, working conditions, environmental and food safety aspects.



Our principles for quality, occupational health and safety, environmental and food safety are:

- Carrying out and keeping up to date the risk inventory and evaluations (for all systems);
- Comply with applicable laws and regulations;
- Creating a healthy and safe working environment;
- The continuous reduction of the environmental impact and the prevention of environmental damage;
- Constantly improving working methods and processes;
- Developing and safeguarding knowledge within the organization and stimulating awareness;
- Creating an open communication culture;
- Creating and stimulating (safety) awareness;
- Maintain a good relationship with our stakeholders;
- Preventing and reducing industrial accidents and/or (environmental) damage.

We continuously keep ourselves informed of (technical) developments and the latest state of legislation and regulations in order to permanently guarantee the suitability, adequacy and effectiveness.

Continuously improving our system is integrated in our daily activities. Quality, occupational health and safety, the environment and food safety play a central role in this. We work on efficient and flexible processes and continuous improvement.

A well-functioning system is achieved through the commitment and positive input of everyone in the company. Our employees are aware of the importance of the Quality, occupational health and safety, Environment and food safety systems and take their own responsibility. We achieve this by periodically communicating our policy and objectives. All employees have the opportunity to make proposals and improvements. Where necessary, employees are periodically instructed and trained.



We actively communicate with our stakeholders about our achievements. We believe in an open dialogue to enable our organization to work in an economically responsible manner on further fulfilling its responsibility now and in the future.

Periodic evaluations are carried out in the form of internal audits and workplace inspections. These evaluations make the progress made visible and indicate to what extent they are still consistent with the mission, vision and policy. Based on the results obtained, the management will check the actual performance achieved against the previously established objectives and perform an annual management review.

The management of Hazet,

Wanda van 't Veer
Commercial Director



Marc van 't Veer
General Director





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