

ENVIRONMENTAL, QUALITY, SAFETY AND CSR POLICY

October 2025

At Ebben Tree Nursery, new impetus is constantly being given to organizational development in order to achieve a process of continuous improvement. This also includes striving for a quality, environmental, safety and CSR management system that meets the requirements of the ISO 9001:2015 and ISO 14001:2015 standards and is in line with our social responsibility. This policy and statement of intent sets out important conditions. This statement is valid for three years and is periodically submitted to the QHSE coordinator for review. This statement can also be requested from the QHSE coordinator via the website.

Key Focus Areas

Since 1862, Ebben B.V. Tree Nursery has been committed to people and the environment, with a view to future-proof business operations based on ****People, Planet and Profit****. We continuously seek to strike a balance between people, the environment and society. Our goal is therefore to keep these three factors in balance and to always act in accordance with these core values. Care for the safety, health, working conditions and well-being of employees and third parties is a high priority within the organization and is achieved by complying with health and safety legislation and regulations and preventing personal injury, material damage and environmental damage. Boomkwekerij Ebben B.V. is committed to making permanent improvements in quality, the environment and society concrete and measurable. This allows us to account for our working methods and the improvements achieved and to make timely adjustments.

The management has formulated the following priorities for its quality, environmental, safety and CSR policy:

1. The customer comes first.
2. Continuous improvement in the areas of quality, the environment, well-being, safety and social responsibility.
3. Compliance with legislation and regulations in the areas of the environment and social standards.
4. Understanding and managing environmental aspects and social impact.
5. Preventing environmental pollution and limiting negative social effects.
6. Promoting inclusivity, accessibility and involvement in society.
7. Transparent agreements with relevant parties about the quality of our services and our social contribution.
8. The ISO certifications are a positive recognition of the employees of Boomkwekerij Ebben B.V. and support our role as an example in sustainable and responsible entrepreneurship.

Creating the Right Conditions...

A certified quality, environmental and CSR management system does not happen by itself. As management, we provide resources to achieve the objectives:

1. Appointing a QHSE coordinator whose specific task is to maintain, coordinate and improve the quality, environmental, safety and CSR management system and ensure that it continues to comply with the requirements of the ISO 9001:2015 and ISO 14001:2015 standards.
2. Making capacity and financial resources available to work on improving quality, the environment, safety and social responsibility.
3. The appointment of an environmental coordinator. This person will provide solicited and unsolicited advice on policy developments with regard to the environment and CSR.
4. Ensuring that every employee is committed to and accountable for the implementation and execution of the quality, environmental, safety and CSR management system.
5. Improving the procurement process by choosing goods and services that are sustainable, preferably with an environmental, sustainability and/or social quality mark.
6. Actively sharing knowledge about sustainability and corporate social responsibility with employees, customers and partners.
7. Voluntarily contributing to social causes and programmes aimed at strengthening society and increasing knowledge and awareness.

We consider the quality, environmental, safety and CSR management system to be a priority and we act accordingly. We are well aware that we must set the right example; otherwise, we cannot expect the same from all our employees.

Signed on **01 - 10 - 2025**

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Boomkwekerij Ebben B.V.
On behalf of management

We already thank all employees for observing the quality, environment, safety, and CSR policy of Boomkwekerij Ebben B.V.