

**wave**

Wees Alert!  
Veiligheid Eerst!

# Safety Enforcement Policy

Version for subcontractors and  
hirers

 **VolkerWessels**

DE TOEKOMSTMAKERS

VolkerWessels expects everyone who works for or on behalf of our company to comply with the safety rules and so prevent dangerous situations or even accidents.

VolkerWessels attaches great value to proper compliance with the safety rules, which are part of the WAVE programme.

In order to ensure that the safety rules are observed, an enforcement policy has been drawn up.

## Safety values

### Core value

#### Safety

We work safely or we don't work.

### Values

#### Consistent

#### Responsible

Safety is part of everything we do  
I am responsible for my own safety and the safety of others

#### Willingness to learn

#### Open

I want to learn from accidents and near-accidents  
I challenge others about unsafe behaviour and safety

#### Action

I stop working when the work is unsafe; if necessary  
I shut the work down

#### Respect

#### Honest

I accept being held accountable for safety  
I report all accidents and near-accidents



## VolkerWessels safety rules



Use the prescribed personal protective equipment (PPE)



Use mobile devices in a safe place



Make sure the workplace is safely segregated off



Make sure the workplace is tidy



Use the correct (approved) equipment and tools



Perform an LMRA (Last-Minute Risk Analysis)



Don't work or drive under the influence of alcohol and/or drugs



Don't smoke outside the designated areas



## 1. Introduction

VolkerWessels wants everyone to go home safe and healthy at the end of the working day. As one of the larger employers in the Netherlands, VolkerWessels has a social responsibility – not only because a lot of people are dependent on VolkerWessels for their work and incomes, but also because the risk of accidents is always present.

We all run risks, due the labour-intensive work that is carried out every day. In addition, a big company like VolkerWessels is very visible in society.

In order to protect ourselves physically and protect our companies, it is therefore important that we show responsibility for enforcing a safe working environment for everyone. Workmanship, setting a good example, challenging each other and a professional attitude are part of that. We have agreed arrangements about this together, which are reflected in the values and rules of our WAVE safety programme (WAVE is the Dutch acronym for ‘Be Alert’ and ‘Safety First!’).

These WAVE values are naturally in line with health & safety and other legislation and regulations.

## 2. Target group and score

The enforcement policy has been drawn up by the Executive Board with the consent of the Works Council, based on our shared interest in the safety of employees.

The enforcement policy applies to all VolkerWessels employees in the Netherlands in the following sectors: Construction & Property and Infrastructure.

Subcontractors and suppliers also play an important role in the safety chain. The enforcement policy has therefore also been declared applicable to contracts that VolkerWessels concludes with its subcontractors and suppliers.



### **3. Justification**

All VolkerWessels employees are obliged to do everything they can to ensure their own health and safety and the safety of other persons involved in terms of attitudes and behaviour in the workplace, in accordance with their training and the instructions given.

### **4. Principles of the enforcement policy**

The most important principle of the enforcement policy is compliance with the WAVE core value and the seven WAVE values. We speak up when something is wrong and learn from accidents/near accidents by discussing them with each other. Expressing appreciation for safe working and rewarding vigilance, resulting in the avoidance of problems or more serious problems, are important positive elements of the enforcement policy. Nevertheless, there are (unfortunately) still situations in which sanctions have to be imposed on employees who do not take their responsibilities seriously.



## 5. Infringements

- Unsafe behaviour or actions which (may) result in endangering oneself and/or others.
- Improper use of equipment (all the machines, installations, devices and tools used in the workplace) and hazardous materials,
- which (may) result in endangerment to oneself and/or others.
- Failure to work in accordance with the applicable safety rules, safety regulations and safety instructions.
- Improper use or failure to use the prescribed personal protective equipment (PPE).
- Refusal to participate in or cooperate with educational meetings and/or instructions related to health and/or safety without a valid reason.
- Being aware of (potential) health and/or safety hazards and failing to immediately report them to the person in charge at that location.
- Failing to immediately report accidents and near-accidents.
- Working or driving under the influence of alcohol, drugs or mind-altering substances including medicines which are known to negatively influence the ability to work or drive.
- Smoking outside the designated areas.

In reaching a verdict, the nature and circumstances of the work activities and the infringement will be taken into account.



## 6. Sanctions

The Safety enforcement policy is not optional. If the seriousness of the violation(s) and the circumstances justify it, one of the following sanctions will be imposed:

- Warning
- Removal from the workplace

The person charged with responsibility for enforcement on location ('the responsible person') can issue a warning (written or verbal) and/or impose the sanction of removal from the workplace.

In the event of a warning and/or removal, the partnership agreement with the third party in question may be terminated.

For the record, we wish to inform you that if (an employee of) a supplier/subcontractor is removed from the workplace, the supplier/subcontractor is placed on the 'blacklist'.



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