



Dedicated to innovation in aerospace

Letter of Intent

Quality, Healthy and Safe working (working conditions), Environment, Risks and Information Security

In this statement, the management of the Royal Netherlands Aerospace Centre (NLR) provides employees and third parties with clarity about the policy and approach to quality, health and safety, well-being, the environment (including CO₂ reduction management), risks and information security at NLR.

NLR strives for optimal working conditions and optimal care for the environment as an integral part of NLR's business operations. Our customers rightly demand a technological and high-quality product from us. NLR has a social exemplary function in a number of areas: "Practice what you preach".

Based on the idea that diverse teams are stronger than uniform ones, that innovation is served by creativity from multiple perspectives and because we want to connect to developments in society, we strive for a diverse organization where everyone feels comfortable. The NLR Gender Equality Plan and Diversity Plan describe how this objective will be achieved.

At management level, the Financial Director is responsible for setting up, implementing and maintaining the policy for Quality, Health and Safety (OHS), Environment and Information Security. Within divisions and departments, the division and department managers bear the integral responsibility for realizing the policy for Quality, Health and Safety (OHS), Environment and Information Security. The management is supported by the QHSE team and the Security Officer. The division managers are assisted by a QHSE coordinator in the division staff. All NLR employees have a duty to contribute to the best of their ability to ensure quality, working conditions, the environment and information security. The preparation and implementation of the policy is discussed in consultations with the works council as well as in other regular forms of consultation within NLR.

NLR hereby undertakes to comply with the legislation and regulations in the field of Health and Safety (OHS) and the environment and information security, insofar as applicable to NLR's activities and strives for continuous improvement of effectiveness and efficiency. Other objectives are:

- The quality policy is aimed at realizing, maintaining and improving effective and efficient business processes, in order to provide customers and stakeholders with the desired result.
- The Health and Safety at Work (OHS) policy is aimed at the highest possible level of safety, the best possible protection of health and the promotion of the well-being of employees and third parties, by removing hazards and reducing risks to regarding Health and Safety at work, in collaboration with employees.
- The environmental policy is aimed at limiting any negative consequences of activities as much as possible. This mainly concerns emissions to soil, water and air, the production of waste and the use of energy, water and raw materials. NLR aims to be climate neutral for scope 1 and 2 emissions by 2030 and for scope 1, 2 and 3 emissions by 2050.
- The policy with regard to CO₂ reduction management is aimed at the reduction of energy consumption and the reduction of CO₂ emissions. This concerns business processes, facilities, buildings and means of transport.
- The information security policy guarantees as much as possible the confidentiality, availability and integrity of information, on whatever medium.
- The policy with regard to risks is based on an integrated approach. Risks are systematically and preventively analysed and tackled through integrated risk management. Risk management focuses equally on technology, organization and behaviour. NLR will prefer to use source-oriented measures rather than effect-oriented measures.

Objectives of the above policy are formulated and recorded by the management team. Legal requirements and guidelines form the basis for the implementation of the above policy. Extra-statutory provisions are made if necessary and insofar as they are within NLR's technical, organizational and financial possibilities and preconditions.

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M.A.G. Peters

