

WELFARE POLICY TOYO INK EUROPE NV

It is Toyo Ink Europe NV's policy to provide every employee with the right to have a safe and healthy work place. Furthermore, Toyo Ink Europe NV strives to prevent unnecessary damage to the environment when carrying out its activities. If necessary, actions are implemented to improve the working conditions. Therefore, it is both our Management's and our employees' responsibility to create a working environment in which predictable dangers related to the working conditions do not appear and to take actions to prevent hazardous exposure.

To establish the above the work place, the equipment and the materials to be processed should be safe. When performing their daily activities Management, all employees and all subcontractors should be aware of these responsibilities related to the working conditions and environment, to ensure safe working conditions without putting the safety of external visitors and/or temporary workers at stake.

The policy shall further target the creation of working conditions, which may contribute to the development of its employees in their daily work. This implies not only the safety and health of the employees are important, but also all welfare domains are being targeted.

All employees are responsible to point out dangerous situations, to reduce accidents and other undesirable incidents, and to obtain an optimal quality in their duties, production and service. This implies that safety, health and the environment are as important as the production process and production speed. Therefore, the first responsibility should be borne by our Management and supervising personnel.

Our Management trusts every employee shall be concerned about the targets set by the company and every employee shall continuously do one's best for our common objectives; protection of human life, goods, the environment and the growth and continuity of our company.

On a yearly basis, the necessary resources will be provided in the investment budgets in order to conduct a proper prevention policy, to improve the working environment and to adapt the infrastructure to the needs of our duties.

To summarize, Toyo Ink Europe NV should be a company where people feel safe.

Best regards



Yo Yabe
Managing Director
Toyo Ink Europe NV



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