

## Policy statement

### Vision

Identipack BV & Dispolab Nederland BV's vision holds a clean and safe world as its first priority. The scientific analyses carried out with our products contribute to a higher level of well-being among people, animals and plants.

### Mission statement

Identipack BV & Dispolab Nederland BV gives shape and substance to this vision by developing and producing high-quality sample containers. Our customers use these products to perform both environmental and water analyses. The aim of these analyses is to improve the living environment of people, animals and plants.

At Identipack BV & Dispolab Nederland BV, product and quality improvement are of paramount importance. This allows us to continuously ensure that our products are making a valuable contribution to our customers' business processes. Innovation and product development enable our customers to conduct sharper, faster and better analysis. In turn, these analyses contribute to improvements in the environment, the quality of food, fuels and recreational facilities, as well as the living environment in general. The customer is central in all our activities. We are flexible, customer-oriented and effective.

### Financial policy

Identipack BV and Dispolab Nederland BV are family-run businesses. Financial stability over the long-term is a top priority. In order to guarantee this financial stability, both now and into the future, we work responsibly with our available resources. For example, we mainly use our profits to invest in the continuity and growth of Identipack BV and Dispolab Nederland BV.

### HR policy

One of the key characteristics of both Identipack BV and Dispolab Nederland BV is their clear organisational structures. Both structures are defined in our quality management system. It is important to us that our employees know exactly where they stand. They are an extension of the company. They are entitled to have an employer that treats them with respect. We cannot do without them. We show this appreciation in our primary and secondary employment conditions. Our HR policy has two important pillars: the well-being of our employees and respect for each other. The working conditions and requirements are above average, but never excessive. These conventional values are our norm.

### Quality policy

Identipack BV and Dispolab Nederland BV continuously strive for quality awareness. With our ISO 9001 certification we turn words into action. In order to guarantee both our customer needs and the legal requirements, we strive toward full mastery of the work we perform. This is how we create the optimal balance between customer satisfaction, quality, safety and job satisfaction.

### Environmental policy

Identipack BV and Dispolab Nederland BV work proactively to improve environmental performance. We comply with the minimum environmental obligations from regulations and legislation. We also endeavour to reduce our environmental impact. This allows us to reduce the energy consumption of non-renewable resources, limit waste production and focus on reduced transport. With the organisation-wide implementation of the ISO 14001 environmental management system, we are strengthening our ambitions toward a better environment.

The management team,  
Identipack BV / Dispolab Nederland BV