



Health, Safety and Environment (HSE) Policy

Our aim

D.O.R.C. Dutch Ophthalmic Research Center (International) B.V. is committed to carrying out business in a way which is sustainable and socially responsible with regard to the health and safety of our employees; the environment and others who may be affected by our activities.

Our Commitments

Specifically, it is D.O.R.C. Dutch Ophthalmic Research Center (Intl.) B.V. Policy to:

- **Compliance.** Comply with all relevant laws and regulations and take additional responsible risk reduction measures if considered necessary
- **Incorporation of safety and environment criteria throughout the business.** Ensure that all activities are conducted safely, protecting the health of employees, contractors, visitors, customers and the public
- **Efficient use of natural resources.** Ensure that all activities are conducted in a manner that proactively protects the environment, and maximizes efficient use of resources
- **Continuous improvement.** Continuously improve HSE performance by setting and maintaining high standards and the engagement of all employees
- **Accountability.** Hold all employees, and those who work with D.O.R.C. Dutch Ophthalmic Research Center (Intl.) B.V., accountable for behaving safely and preventing pollution and harm to the environment

This policy applies to all D.O.R.C. Dutch Ophthalmic Research Center (International) B.V. activities worldwide. It will be reviewed annually or when circumstances materially change.

Zuidland, 19-10-2020

Pierre Billardon
Chief Executive Officer