

Policy: EHS² Pledge

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Ver.	Name	Date	Reason for revision
1	RMS	1 Jul 2008	New document
2	RMS	1 Nov 2009	Added security policy and review of the EMT members
3	RMS	1 Jul 2011	Revised wording and changed policy name
4	RMS	1 May 2015	Review of the CLT members
5	JOHEY	1 Jul 2017	Review of the CLT members
6	JOHEY	1 Jun 2018	Review of the CLT members
7	ROBJO	11 Feb 2020	Review of the CLT members. Made references to ISO27001, business continuity plan and standards @ work.
8	ROBJO	23 Apr 2021	Annual review of the CLT members. Minor updates in CLT members.
9	ROBJO	20 Jan 2022	Annual review of the CLT members - Updates in CLT members.

Barco is an international company headquartered in Kortrijk, Belgium, designing and developing visualization and display solutions for professional markets. Barco has its own facilities for Sales and Marketing, Customer Support, R&D and Manufacturing in Europe, North America and Asia Pacific.

We value the safety and health of our employees and our business partners, as well as the responsible use of the environment and natural resources.

We value the physical security and safety of our employees, facilities, assets and data. This Environment, Health, Safety and Security (EHS²) pledge aims at establishing a company policy and related management systems.

We want to minimize the risks of physical and material damage as well as prevent accidents.

We believe that ensuring high levels of health and safety improve the quality and productivity of our employees, products and services. Therefore, we are committed to:

- Health and Safety as an integral part of the responsibility of all managers at all levels.
- Health and Safety in the production process to be as important as productivity and quality.
- Informing all employees about dangerous situations, safe working methods and safety prescriptions relevant to their tasks and duties as well as to the use of all working and safety tools. Adequate attention to health and safety aspects will also be given during training.
- Having all employees acquiring the responsibility to work in a safe manner, to ensure their personal health and safety as well as that of their colleagues. Tidiness is a necessary condition for that safe and healthy working environment.



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- Having third party employees (contractors and subcontractors) working for our company complying with our health and safety policies, local legislation and regulations.
- Reporting all accidents, incidents and dangers

Furthermore, we are committed to conduct business in such a way that the environment is respected, preserved and whenever possible improved. Therefore we:

- Ensure a prudent use of energy throughout the business, including conservation and efficient use of energy, and prefer renewable over non-renewable energy sources whenever feasible (Applying the BATNEEC principles (*)).
- Encourage conservation of natural resources, recycling, source reduction and pollution control to maintain cleaner air, water and soil and to reduce landfill wastes. We share environmental best practices across the company.
- Apply development and manufacturing processes that do not adversely affect the environment.
This includes improving operations and supporting the development of technologies that minimize waste, prevent air, water and land pollution, minimize health and safety risks for our employees and recyclers, and dispose of waste safely and responsibly.
- Introduce products, systems and services in the company's markets that are safe for their intended use, efficient in the use of energy, protective of the environment, and that can be reused, recycled or disposed of safely.
- Comply with applicable legislation and regulations, company standards, approved codes of conduct and good practices.
- Strive to continually improve the company's environmental management system and performance.

We value the company's security, both physical and digital. Therefore, we are committed to

- Assure the physical safety of persons (employees and visitors).
- Assure the safety, security and protection of data and property, including buildings, equipment and other assets.
- Work according to Security standards (e.g. CTPAT, AEO, ISO27001) and implement the necessary procedures and installations.
- Implement procedures and awareness programs with regards to business continuity planning, loss prevention and fraud prevention (e.g. business continuity plan, standards@work).

To achieve these objectives, we have appointed a Management Representative and a team of EHS² officers, and we will provide the necessary time and means for the organization.

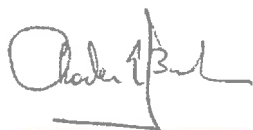
We expect that Environment, Health & Safety and Security are a constant concern of all employees, suppliers and contractors. All employees should make suggestions and propose improvements.

All employees are responsible for understanding the impacts of this pledge on their day-to-day activities and are encouraged to apply good stewardship both in and beyond their workplace.

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This personal attitude, aimed on Environment, Health Safety and Security, should stimulate all employees to be more aware and responsible in their private lives.

(*) BATNEEC: Best Available Technology not Entailing Excessive Costs



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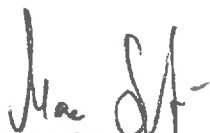
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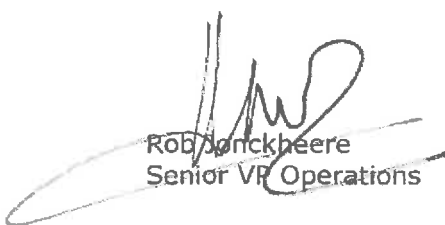
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