

Since its establishment in 1986, Martens en Van Oord has evolved into a leading company in civil, road and hydraulic engineering. Thanks to better, innovative and sustainable solutions, we contribute to aspects such as safety, including water safety, mobility, water quality, natural development and quality of life.

We want people to enjoy working for and with Martens en Van Oord, to experience our cooperation as pleasant and professional, and to know that they can rely on us. We distinguish ourselves in the market by:

- Combining technology and expertise in a unique way.
- Deploying intelligent systems and high-quality equipment.
- Applying smart logistics and using building materials efficiently.

Above all, we make the difference with the **People who Make it**. On land, in the water and on the boundary between them.

We. Build. Together. Towards a sustainable future. We are aware that our family business operates in a vulnerable world. We are building a better company and better projects in an honest, open, professional and enjoyable way.

Safe, fair and ethical conduct is central to our business operations. Our core values – proficient, ground-breaking and committed – form the foundation of our company. These core values shape the way we as a company engage with the People who Make it, our clients, partners, society and other stakeholders.

Martens en Van Oord aims to combine the realisation of projects inextricably with "doing right by the world". Key themes in this regard are safety, socially responsible employment, quality, sustainability and biodiversity. Profit-driven practices and short-term thinking cannot be allowed to take precedence over continuity and focus on the environment.



Tobias van Oord



Teun de Koning



Maarten Spronk



Policy and objectives

Quality, socially responsible employment, safety, environment and sustainability are inseparably connected with our company. Our objectives are as follows:

- We aim for zero accidents.
- We comply with all applicable laws and regulations.
- We separate our waste streams and manage them responsibly.
- We operate with integrity.

Quality

- We continuously develop our products and services so that our clients know they can continue to build with and on us in the future.
- We work with project plans to manage our processes.
- We manage our risks and seize our opportunities, ensuring that we remain in control.
- We make clear agreements and honour them.
- We work in accordance with our management system, certified under the following standards: ISO 9001, ISO 14001, ISO 45001, SCC (VCA)**, Safety Culture Ladder level 4, CS-OOO (Sub-area A: Detection of explosive remnants of war and Sub-area B: Civil engineering support), and the CO₂ Performance Ladder level 5.
- We work in accordance with the BRL SIKB 7000 process certificate and can supply products under the BRL 9313 product certificate.
- We are committed to continuous improvement of our methods and ask our clients for feedback on our performance. We derive improvement points from their feedback.
- We carry out internal and external audits to drive continuous improvement.

Socially responsible employment

- We want our people to experience that they can rely on Martens en Van Oord as an employer and on one another.
- We consider it important that our people know each other well, feel part of and at home with Martens en Van Oord.
- We apply an MvO Code of Conduct, which describes our corporate culture and the standards and rules we uphold.
- We continue to invest in our employees and their development.
- We strengthen our culture of connection, cooperation, leadership and communication through our culture programme MvO Met Elkaar (MvO Together).
- We attach great importance to physical and mental health and offer the vitality programme MvO Fit! focused on nutrition, lifestyle, exercise and wellbeing.

Safety

- We demonstrate good employment practices and provide a safe and healthy working environment.
- Our working methods are based on risk assessment and evaluation. This minimises the likelihood of (near) accidents, incidents and damage to equipment, resources and the environment.
- We investigate incidents to gain more insight into their causes, to improve and to prevent recurrence.
- Our self-developed safety programme MvO Safe and the MvO Kompas (MvO Compass) ensure that our employees' safety awareness is continuously reinforced through kick-offs, toolbox meetings, HSE meetings and training sessions.
- We regularly carry out workplace inspections and safety walks to guarantee and improve safety on our construction sites and workplaces.
- We follow the occupational hygiene strategy. In addition, we apply a generous PPE policy so that our people are always protected against daily safety and health risks.

Environment and sustainability

- We ensure that our activities have as little negative impact as possible on the environment and the direct surroundings in which we operate.
- We actively contribute to the reduction of energy consumption and combat climate change as a consequence of CO₂ emissions as much as possible.
- We separate our waste streams and manage them responsibly.
- We use sustainable materials, equipment, techniques and concepts.
- We make our offices and workplaces energy-efficient and use sustainable fuels wherever possible.
- We are actively working on biodiversity at and around our projects and offices.

We do everything we can – and motivate our employees – to continue improving our performance and achieving our objectives within the limits of applicable laws and regulations. This policy is known to all employees and will be updated where necessary.