



Avantes Holding Policy Sustainability - Summary

Corporate statement

Avantes is the innovative, trusted leader in high quality and customer oriented optical instruments and solutions.

We achieve this through service-oriented thinking and acting, encouraging and motivating each-other with a positive critical and professional attitude of each Avantes employee.

Vision

To enrich the lives of mankind in the world we live in.

Mission

We provide state of the art, innovative measuring equipment that helps mankind live longer, healthier and make the most efficient use of the earth's resources, saving the planet for generations to come.

Strategy

Focus on product innovation, continuous improvement and implementing new technologies for our products of today and tomorrow, creating generic modular solutions for fields of Clean tech, Green tech & Life science

Corporate Social Responsibility

Avantes defines as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people; and
- Supporting human rights.
- In alignment with our corporate statement we will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with Avantes stakeholders' best interests.

Health and Safety

Avantes management aims to:

- remove or reduce the risks to the health, safety and welfare of all workers, contractors and visitors, and anyone else who may be affected by our business operations;
- ensure all work activities are done safely.

Human Resources

- The Avantes employees shape the Avantes core competence.
- The aim is to have long term relationships with our employees.
- Avantes will offer opportunities for training and education for personal development.
- In order to retain knowledge and skills a profit sharing package will be offered to long term employees.

Human rights

Avantes will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Environment

Avantes endeavors to:

- comply with and exceed all relevant regulatory requirements;
- continually improve and reduce environmental impacts;
- incorporate environmental factors into business decisions;
- increase employee awareness for environmental impacts.
- Avantes headquarter facilities has an infrastructure of modern energy saving systems, including:
 - * LED lighting
 - * 400 Solar panels, generating 90MWh per year
 - * Geothermal heat pump

Information and Communication Technology

- ICT solutions will be used to optimize business processes.
- All software used is legally licensed software.
- All IT shall be used for business purposes only.

Apeldoorn, 31 January 2017



B.J. Oderkerk, CEO