



Dedicated to innovation in aerospace

Letter of Intent

Quality, Healthy & Safe Working (Working Conditions), Environment, Risks, Information Security and Corporate Social Responsibility

In this statement to employees, customers and other stakeholders, the management of the Royal Netherlands Aerospace Centre (NLR) provides clarity on the NLR's policy and approach to quality, health and safety, the environment (including CO₂ reduction management), risk, information security and corporate social responsibility.

NLR is a member of the UN Global Compact and is committed to applying the ten universal principles promoted by the United Nations in the fields of human rights, labour, environment and anti-corruption in its strategy, operations and corporate culture. NLR also strives to contribute to the achievement of the UN Sustainable Development Goals (SDGs) where relevant and possible.

We strive for optimal working conditions and optimal care for the environment as an integral part of NLR's operations. The NLR serves as a role model for society in a number of areas: "Practice what you preach".

Based on the idea that diverse teams are stronger than uniform teams, that innovation is served by creativity from multiple perspectives, and because we want to connect with developments in society, we strive for a diverse organization where everyone feels at home. The NLR Gender Equality Plan and Diversity Plan describe how this goal will be achieved.

NLR commits to complying with laws and regulations in the field of Healthy and Safe Working (OHS) and environment and Information Security, to the extent applicable to NLR's activities, and strives for continuous improvement of effectiveness and efficiency. Other objectives are:

- The quality policy is aimed at achieving, maintaining, and improving effective and efficient business processes, in order to provide customers and stakeholders with the desired result.
- The Health and Safety at Work (OHS) policy is aimed at maximising (social) safety, protecting the health and promoting the welfare of employees and third parties by eliminating hazards and reducing risks in relation to health and safety at work, in cooperation with employees.
- The environmental policy aims to limit the negative consequences of activities as much as possible. This mainly concerns emissions to soil, water, and air, waste production, and the use of energy, water, and raw materials.
- NLR aims to be climate-neutral by 2030 for scope 1 and 2 emissions and by 2050 for scope 1, 2, and 3 emissions. The policy regarding CO₂ reduction management is aimed at reducing energy consumption and the associated CO₂ emissions, with a focus on business processes, facilities, buildings, and transportation.
- The policy regarding information security guarantees the confidentiality, availability, and integrity of information, regardless of the carrier.
- The policy regarding risks is based on an integral approach. Risks are systematically and preventively analysed and addressed through integral risk management. Risk control focuses equally on technology, organization, and behaviour. NLR will prefer source-oriented measures over effect-oriented measures.

The objectives of the above policy are formulated and recorded by the management team. When implementing the above policy, legal requirements and guidelines form the basis. Supplementary provisions shall be made where necessary and to the extent that they are within NLR's technical, organisational and financial possibilities and preconditions.

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