



Belfius Policy on Health and Safety at Work

Our employees are the driving force behind our activities and Belfius wants the best for their health and safety. Providing a healthy and safe working environment that guarantees physical and mental health is one of our main responsibilities. This approach is part of our culture and applies to all our staff, customers, subcontractors and visitors.

Belfius aims to take all necessary measures to safeguard the health of its employees, which is an essential condition for achieving our corporate social responsibility objective. We also encourage our employees to take care of their own health and offer them the necessary support.

Our commitment is based on the following principles:

Compliance with applicable legal requirements

Belfius's approach to health and safety at work is based along two main lines:

- › the Belgian legal framework: the "Wellbeing Act" (Welzijnswet) of 4 August 1996 concerning the wellbeing of workers in the performance of their work and all of its derived decrees (uitvoeringsbesluiten);
- › good health and safety practices: Belfius continually draws inspiration from these in order to improve its health and safety at work policy.

Governance and responsibility

- › As an employer, Belfius supervises its H&S policy and the resulting measures in consultation with the Internal Service for Prevention and Protection at Work (SIPPT) and the Committee for Prevention and Safety at Work (CPPT);
- › Wellbeing is managed at all levels. Every manager has the responsibility to ensure a healthy and safe working environment within his/her area;
- › Everyone is responsible for their own health and safety in the workplace, as well as that of others, by subscribing to the wellbeing policy and respecting all wellbeing-related measures and instructions within Belfius.

Continuous identification of welfare risks and monitoring of welfare indicators with a view to implementing appropriate measures

- › Conducting periodic risk analyses on various topics: fire prevention, ergonomics, indoor climate, psychosocial strain, etc.
- › Analysis of first aid incidents and accidents at work
- › Follow-up of technical incidents and technical inspections
- › Monitoring and analysis of psychosocial signals
- › Monitoring of absenteeism

Awareness raising and training

- › All information about wellbeing at work is available to all employees in a specific section on the intranet;
- › Specific training for positions involving work on electrical installations or lifting heavy loads, first-aiders, firefighters;
- › Psychosocial training on resilience, stress management, time management, etc.
- › Specific attention for third parties: We give our subcontractors the necessary information to be able to work safely - the same health and safety regulations apply to them. We also expect them to take practical steps before starting work. You can find all the [information on our website](#).

A healthy working environment

- › The teleworking policy and flexible working hours allow for a good work-life balance.
- › A fitness area, the Belfius Workout, is available to employees who want to keep in shape or get back into shape;
- › A company restaurant offering healthy choices
- › Ergonomically equipped workstations
- › Facilities for less mobile people
- › Presence of AEDs in the main buildings.
- › Possibility of participating in a preventative health screening programme

Support

- › The Internal & External Service for Prevention and Protection at Work
- › Confidential counsellors in the psychosocial team, both with respect to work-related and private problems (stress, conflicts, problems, etc.)
- › The Employee Assistance Programme (EAP) is a programme to help and support employees and their families.

We aim to continuously improve our health and safety policy, in line with new legal requirements and any other action we deem relevant. The CEO/Employer ensures that this policy is reviewed at least once every two years to ensure it remains relevant and appropriate as the organisation evolves.