



Equal Treatment Policy Veco

Within Veco we welcome, support, respect, and value all individuals and groups.

This means that we don't discriminate against or exclude anyone by:

- Religion.
- Philosophy of life.
- Political preference.
- Race.
- Sex.
- Nationality.
- Sexual orientation.
- Marital status.
- Age.
- Disability or chronic illness.

This applies to terms of employment, wages and working conditions. But also if we want to give staff a higher position. At our company's (Christmas) festivities we also take people's food preferences in consideration (religion and ideals).

Equal treatment in pregnancy

Within Veco pregnant employees and applicants receive the same treatment as other employees and applicants. Pregnant women are also able to work healthily and safely. We arrange adapted work for pregnant women within our company. Pregnant women are also entitled to adjusted working hours and maternity leave. After a pregnancy, our employee returns to the same position.

Confidential counselor

According to Dutch law we have an internal confidence counselor and a confidence policy. Our employees know who this is and how they can contact him. He's a male employee. We also provide a female counselor. She is external and works for our "arbodienst".

Equal treatment during the application process

We don't discourage groups from applying to a job posting and we provide a neutral vacancy text. When applying for a job, we treat candidates equally.

Veco Vitality Program

Exercising and feeling healthy contribute to people's vitality, but when we talk about vitality we are not just talking about physical health. It is also about mental health, people's resilience and their lifestyle, or even financial health. Veco offers the opportunity to (continue to) feel energetic and healthy. One person benefits from more sports, the other benefits from support from a coach or psychologist, for example for guidance with work-life balance or dealing with stress.

Veco offers the following options when it comes to increasing people's vitality;

- Physical Health.
 - *Discount on a gym subscription (Company fitness Netherlands).*
- Mental Health.
 - *Guidance by a coach/psychologist (work/life balance).*
- Financial Health.
 - *Personal budget coaching and an E-course on budgeting.*
- Ergonomic examination.
- Hybrid working - Transparent policy.
- Quit smoking – program (on a regular base, next on starts 1st January 2023).
- Free fruit in our canteen for all our employees.