

In connection with the developments regarding the coronavirus (COVID-19), we as Teboza have taken various measures with the aim of preserving the health of our people, our customers and society and to prevent further spread of the virus.

Because we realize that there can certainly be some uncertainty for our foreign colleagues, we have chosen to include a number of specific aspects for you in our personnel policy with regard to COVID-19:

### Starting point

The health and safety of our employees, customers and relations is paramount in everything we do.

### Information in your own language

We ensure that you are actively informed in your own language about the measures that apply in the Netherlands.

### Safe transport/ Travel to the Netherlands

We will ensure that you are transported to and from your workplace in a safe and healthy manner. When you travel to the Netherlands you must be able to show a negative PCR test or proof of vaccination.

### Vaccination Policy

To work for Teboza you are **not obliged** to be vaccinated. If you are interested in getting vaccinated in the Netherlands please contact the caretaker or the HR department.

### Safe housing

If we provide accommodation for you, we always ensure that you stay in safe and certified accommodation.

### Safe workplace

Extra disinfection has been provided, more space in the workplaces and screens have been installed in various places to protect yourself and colleagues. Furthermore, we will (of course free of charge) provide sufficient personal protective equipment such as face shields, gloves and mouth masks.

### Excellent testing policy

If you do not feel well, we will ensure that you are tested as soon as possible. We have made agreements with a laboratory that can test extremely reliably and quickly.

### Questions or more information

If you have any specific questions, please contact Kim Niessen: [k.niessen@teboza.nl](mailto:k.niessen@teboza.nl) (+31 (0) 6 52 07 72 10).