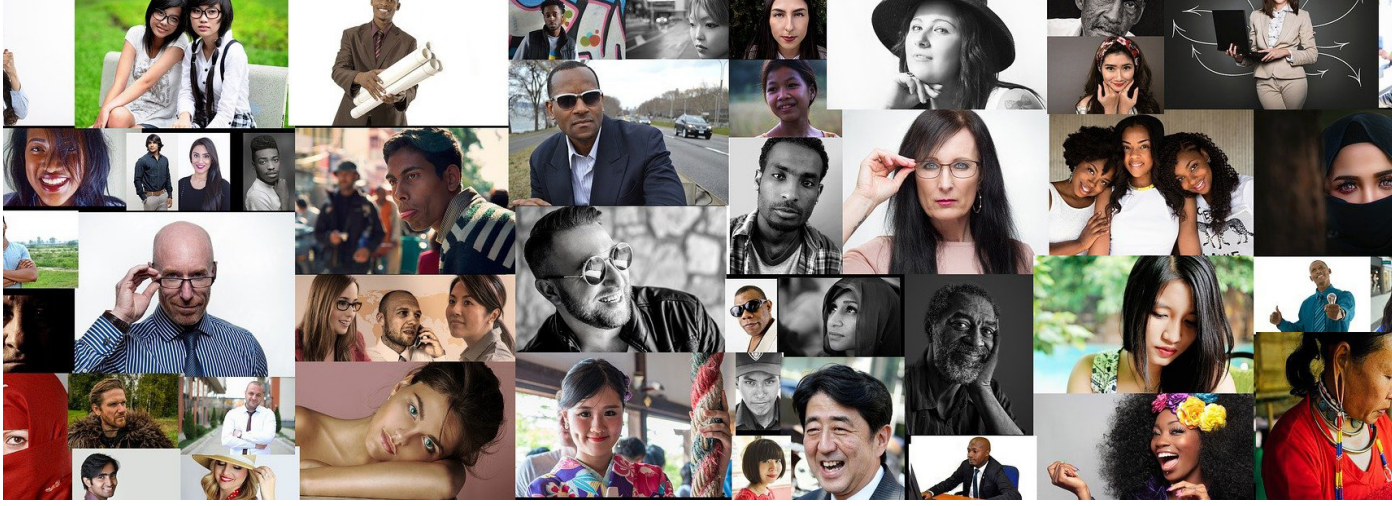


SOCIAL RETURN POLICY



RESPONSIBILITY

AL-West's policy is to strive for a concrete social profit (return) in addition to the 'normal' return, in order to comply with the principles of equality and non-discrimination and to strengthen social cohesion and solidarity.

In concrete terms, we strive for diversity in our workforce in terms of gender, age and people with physical disabilities. In addition, our personnel policy focuses on hiring people with a distance to the labour market.

Through this policy, we strive to be a good and social employer. Social Return is about an inclusive society: we focus on people and we think about the long(er) term, opportunities and potential.

PERSONNEL COMPOSITION

It is important for a healthy society to involve everyone as much as possible in the work process. AL-West strives for a workforce in which all groups are proportionally represented in society.

The current male/female ratio within our AL-West is approximately equal. The aim is to maintain a proportional distribution in the workforce within AL-West.

The average age at AL-West is 42.5 years. This is above the national average of 41 years. Our policy is to attract and retain both young and old. School leavers have the opportunity to start at their own level and continue their development internally, even if they have not received relevant training. Because different working hours (shifts) are used such as an afternoon shift, there is an opportunity for students to develop in the labour market and AL-West is the first step in this direction. For the older employees, the objective of AL-West is to draw up a sustainable policy for the elderly (ready at the end of 2022).

A physical disability need not be an obstacle at AL-West. All rooms are accessible for wheelchairs and an elevator is available.



REINTEGRATION OF PEOPLE WITH A LARGE(R) DISTANCE TO THE LABOUR MARKET

The labour market is for everyone. As an employer and contractor, AL-West takes its social responsibility to reduce the distance to the labour market of vulnerable groups. AL-West aims for at least 2% of its total workforce to consist of employees who have been reintegrated, particularly employees from the groups below. We work together with local parties to implement this policy.

Benefit recipients based on:

- Work and Social Assistance Act (WWB): students attending vocational training pathway (BOL) and the vocational guided learning pathway (BBL), Association of Social Enterprises (VSO) and/or practical schools;
- Unemployment benefit (WW), unemployed for more than 12 months and/or aged 50 or over;
- Occupational Disability Benefit (WIA), Work Resumption for the Partially Disabled (WGA), Self-employed Persons Act on Incapacity for Work (WAZ);
- Work and Employment Support for Disabled Young Persons Act (WAJONG);
- Income Support for Older or Partially Disabled Former Self-Employed Persons Act (IOAZ)/Income Support for Older and Partially Disabled Unemployed Workers Act (IOAW);
- Social Support Act (WSW).

Non-benefit job seekers:

- People with a greater distance to the labour market: individuals who have been unemployed for a longer period of time (longer than 12 months, are 50 years old or older and/or cannot find work on their own without reintegration support or other assistance).

Early school leavers and youth:

- Early school leavers and youth with insufficient qualifications. We will work with EEGA Expertise to provide a place for this group within AL-West.

For assignments/projects we will, if possible, offer them to an SW company or Social Enterprise. Maintenance of our outdoor area, for example, has been assigned to Het Groenbedrijf (a joint venture between the municipality of Deventer and KonnecteD).

In order to set objectives for the coming years, we will determine our ranking on the Performance Ladder Social Enterprise (PSO) this year.

