



Phycom B.V.

Chamber of commerce 09193250
IBAN NL93 RABO 0385 2855 82
BIC / SWIFT RABONL2U
VAT NL 8204 36 999 B 01

Policy Statement

Phycom B.V., located and operating in Nijkerk The Netherlands, manufactures and markets nutritional added value applications for feed, food and pharma. This is realized by cultivating and developing food grade algae(products).

Trust and transparency form the primary basis in selecting the suppliers of Phycom. To ensure food and feed safety the company buys commodities and raw materials of which Phycom is convinced that they are safe. Phycom considers it of great importance that the produced goods are safe. Priority is to comply with the relevant legislation and meet the demands and expectations of our customers.

The quality enhancement programme of Phycom operates in accordance with the requirements of the food safety management system FSSC 22000 and to the feed safety management system GMP+. These systems provide a framework for establishing and reviewing food- and feed safety targets. The systems are subject to continuous improvements. Permanent quality and product improvement is achieved by preventing errors and continuous implementation of procedure improvements.

Phycom is constantly diligent to optimize it's working environment. In addition, each employee will work within its area of responsibility in accordance with the general safety rules, procedures and work instructions to cooperatively ensure that we can work in a safe, healthy and pleasant work environment. Skills and product knowledge are underpinned by internal guidance and training. This stands especially for new employees. During the training, special attention is paid to full quality awareness of employees. Well trained staff will contribute to a process of continuous quality improvement and a safe food and feed production.

Phycom does not direct or indirect use child labour.

Phycom does not use toxic, explosive and/or radioactive materials.

Phycom does not use Genetically Modified Organisms (GMO).

Phycom is accountable for its social responsibility regarding sustainability and environmental issues.

Phycom does recycle and is finding cradle to cradle solutions for waste and wastewater.

By the company accumulated and acquired know-how combined with constant quality control, Phycom guarantees to deliver high quality products. We expect an active contribution from all our employees to maintain and improve our quality level.

The Managing Director must determine which resources are needed and must ensure that these resources are present, to:

- implement the feed safety management system, to maintain and continually improve the effectiveness of the quality enhancement programme.
- improve feed and food safety through compliance with the requirements of the stakeholders, which are laid down in the FSSC 22000 and GMP + FSA module.

Phycom BV, Nijkerk, 7th March 2017

Erwin Houtzager
Founder and CEO