

Chromium-6 Collective Payment Scheme and support in the case of exposure

Why this scheme?

Within the KLM Group, in recent decades, work has been carried out in aircraft maintenance departments where exposure to chromium-6 could occur. Over the years, more and more has become known about chromium-6, it has been established that exposure to chromium-6 can cause (serious) health complaints.

The KLM Group attaches importance to providing care to employees who may have suffered health damage as a result of their work with chromium-6.

The (possible) exposure to chromium-6 at KLM Group has understandably raised concerns among employees and former employees. The companies in the KLM Group have commissioned and validated a historical exposure study, provided explanations (via meetings and a specially equipped website) and offered an individual medical examination.

The KLM Group, in consultation with the relevant trade unions, then agreed on a collective payment scheme, which is explained in this document.

The scheme is intended as a concession for employees and former employees of the KLM Group who may suffer, or have suffered, as a result of exposure to chromium-6 suffer or have suffered a condition related to chromium-6. The scheme has a collective character and covers the positions in which the relevant employee has worked or is working and has suffered an exposure risk. If an employee has worked in a position with possible chromium-6 exposure, and it has been established that the person concerned suffers or has suffered from a condition related to chromium-6, concession will be paid, regardless of whether there is or has been any lost income. The scheme does not imply any admission of liability. If in individual cases liability is assumed through a court decision, the concession under this settlement will be offset against any damages suffered or to be suffered.

Article 1. Definitions

In these regulations, the following definitions shall apply:

Condition: one of the conditions listed in Appendix 1

Objection Committee: the committee that decides on objections to decisions of the KLM Group by issuing a binding opinion;

Exposure Class: the classification of positions within the KLM Group in the four different classes in which exposure to chromium-6 may have occurred, as included in appendix 3.

Heir: the heir, as referred to in the Civil Code;

Job: a job listed in the Job Exposure Matrix;

Job Exposure Matrix: an overview per job per year of the possible exposure to chromium-6.

KLM Group: any of the following companies belonging to KLM Group or its legal predecessors:

- KLM N.V.
- Regional Jet Center B.V.
- Transavia C.V.

Surviving relative: the person who at the time of the Employee's death is the spouse or registered partner of the deceased Employee or the person who has been registered by the Employee with their pension provider as a partner and has been designated as such by that pension provider

SCO: Safety & Compliance Organisation KLM: Author of the historical exposure research also in charge of determining the personal exposure under this scheme.

Specialist: a Profession in Individual Healthcare (BIG)-registered medical specialist, not being one's own general practitioner, who is qualified and competent to diagnose the Conditions listed in Annex 1;

Specialist for allergological research: a BIG-registered medical specialist from the Amsterdam Medical Centre (AMC) who is authorised and competent to demonstrate or rule out the existence of an allergy to chromium-6;

Payment: the amount awarded under this scheme;

Performer of medical assessment: KLM Health Services B.V.;

Employee:

1. Anyone who performs or has performed work in departments within the KLM Group;
2. Anyone who under the management and supervision of KLM Group and other than on the basis of an employment contract for KLM Group performs or has performed work in departments for KLM Group, provided that KLM Group is or was responsible to the exclusion of all others for the safe performance of such work;
3. Anyone who on the basis of an employment contract with a former company (not being a legal predecessor) belonging to the KLM Group performed work in departments for the KLM Group.

Article 2 Relationship to liability

1. By accepting a Payment under this Scheme, the Employee does not waive any current or future liability.
2. Distribution under this scheme does not constitute an admission of liability by KLM Group.
3. An application for Payment shall not constitute an admission of liability or an interruption of the limitation period.
4. Any claim under this Scheme shall be set off as an accrued benefit against any amount due under a current or future liability claim.

Article 3 Entitlement to immaterial portion Employee Payment

1. 1. The Employee is eligible for the Payment:
 - a. if he holds or has held a job as defined in the Job Exposure Matrix for at least one year; and
 - b. suffers or has suffered from one or more Conditions as referred to in Appendix 1, provided they have been diagnosed by a Specialist. For allergic contact eczema and allergic asthma, the allergy to chromium-6 must have been diagnosed by a Specialist for the purpose of allergological examination.
2. In addition to the first paragraph, in the case of COPD, this Condition must have been diagnosed by a Specialist no later than ten years after performing any Job as described in the Job Exposure Matrix.
3. The period of one year, referred to in the first paragraph, does not apply in the case of allergic contact eczema, allergic asthma, rhinitis, and perforation of the nasal septum.
4. For the purposes of subsections 1(a) and 2, the Job must have been performed in the period from 1st January 1970 to 31st December 2019.

Article 4. Entitlement to Payment after the death of an Employee

If the Employee dies after submitting an application as referred to in Article 3 but before the application has been decided on, the Payment shall, to the extent that they would have been eligible, be paid to the heirs, provided that a certificate of inheritance is submitted.

Article 5. Level of immaterial portion Payment

This is intended to express that where the person concerned or the organisation to which they belong, as in the case of contracted work, is at least co-responsible for the safe performance of the work, the person concerned cannot derive any rights from this scheme.

5. The immaterial portion of the Payment referred to in Articles 3 and 4 is calculated on the basis of Annex 3.
6. Insofar as the duration of exposure to chromium-6 is relevant for the calculation of the Payment, separate periods of employment in the Job Exposure Matrix are added together.
7. The Payment will be set off against any amounts already granted in connection with the Condition for which this Payment is granted.
8. In deviation from the first paragraph, in case of a combination of different Conditions as referred to in Annex 1, the Employee shall be entitled to a Payment amounting to the highest amount, supplemented by 50% of the amount belonging to other Conditions.
9. In the event of worsening of the Condition, whereby a higher Payment is granted on the basis of this scheme, settlement will take place against any previous Payment granted in connection with this Condition.

Article 6. Entitlement to material portion of Employee Payment

If the Employee is entitled to a Payment as referred to in Articles 3 and 4, the Employee shall be entitled in accordance with Annex 6 (material portion of the Payment) to a one-off payment for expenses incurred or to be incurred by them. In addition, the KLM Group is prepared to pay the costs of legal assistance in the context of an objection procedure before the Objections Committee (Art. 17), up to an amount of 750 euros including VAT (upon presentation of an invoice drawn up in the name of the Employee) plus any necessary medical advice costs not reimbursed by the Employee's health insurer.

Article 7. Entitlement to Payment of Surviving relative

1. The Surviving relative is entitled to a Surviving relative Payment in accordance with Annex 6 (material portion of the benefit) if, by means of a statement by a Specialist, it has been made plausible that the Employee died and suffered from lung, nose, nasal sinus, stomach or larynx cancer, or had chronic lung disease with AMA class 4 (see Appendix 5), and in connection with this Condition to:
 - a) the Employee was awarded a Payment under Article 3 ; or
 - b) the Heirs have been awarded a Payment under Article 4 ; or
 - c) the Employee would have been awarded a Payment under this Scheme had they not died before this Scheme came into force.

2. If the Surviving relative has already died, for the purposes of the first paragraph, the amount to be paid in accordance with Schedule 6 shall be allocated to the child of the Employee, or in case of several children to them jointly, provided that a certificate of inheritance is submitted.

Article 7a. Entitlement to material portion Surviving relative's benefit

1. If there is an entitlement to a Payment as referred to in article 7, first paragraph, the Surviving relative shall, in accordance with Annex 6, be entitled to a material portion of the Payment as concession for the costs incurred or to be incurred by them.
2. The first paragraph does not apply to the Surviving relative of the Employee to whom an amount has been paid under Article 6.
3. Article 7, second paragraph shall apply accordingly to this Payment.

Article 8. Authorised Surviving relatives or Heirs

1. Where there is more than one Surviving relative or Heir, they shall ensure that a power of attorney is granted to one of them to provide representation for the purposes of implementing Articles 4, 7(2) and 7a(3).
2. The power of attorney shall be in writing, unambiguous and signed by all concerned.

Article 9. Submission of Application

1. The Employee, Heir or Surviving relative shall submit the Application for Payment to the KLM Group.
2. The application shall be accompanied by documents necessary to determine whether the conditions for awarding the Payment have been satisfied. The term documents shall in any event be understood to mean a statement by the Specialist or Specialist for allergological research about the Condition and documents or sources which may show the employment history with the Employer.

Article 10. Additional medical examination

1. The Medical Assessment Officer screens the applications received for the type of Disorder on the basis of documents submitted.
2. If a Condition has not yet been sufficiently established, the Officer may order additional medical examinations.
3. Any medical assessment by the Officer will be validated by an independent medical expert.
4. The reasonable costs incurred by the Employee in connection with the additional medical examination shall be reimbursed to him to the extent that they are not reimbursed on other grounds. These include travel, accommodation and medical expenses.

Article 11. Distribution of Payment

1. The Payment shall be distributed in one lump sum.
2. At the request of the Employee or their Heir, the KLM Group will distribute the Payment in instalments.

3. The KLM Group shall distribute the Payment as soon as possible, in any event within 8 weeks of the date on which it was granted. The distribution and implementation costs shall be borne by the KLM Group. The own costs of the entitled party, other than those referred to in Articles 6 and 10(3), shall be borne by the entitled party.
4. If tax is due on the Payment under the 1964 Payroll Tax Act or national insurance contributions under the Social Insurance (Funding) Act, such tax or contribution shall be borne by the KLM Group. In doing so, the KLM Group is free to designate the Payment as final taxable income for the work-related costs scheme.
5. If the Payment will lead to demonstrably disproportionate adverse financial side effects for the Employee, the Head of HR of the relevant company of the KLM Group where the Employee is employed or was last employed may reasonably make a customised provision.

Article 12. Support and provision

1. An Employee who is entitled to a payment under these Regulations may, at their reasonable request to the KLM Group, seek advice or support in making a claim for a payment or provision from his health insurer, pension fund or any government body. The Employee who is entitled to a payment under these Regulations, may in special cases qualify for a provision at KLM Group's expense in connection with their Condition, if this is not provided for by another scheme. This may include necessary medical expenses.
2. A special case as referred to in paragraph 2 exists if not granting the provision to the Employee would result in costs that reasonably should not be borne by them, and furthermore would result in a serious deterioration of their livelihood.
3. KLM Group recognises that exposure to chromium-6, even in the absence of a Condition, may lead to health concerns. The Employee who has been exposed to chromium-6 will, at their reasonable request, receive support for the psychological consequences of the exposure. If there is a psychiatric disorder (as defined in the DSM classification) which a suitably qualified specialist has determined to be predominantly caused by fear of the consequences of said exposure, KLM Group and the trade unions involved in this arrangement shall consult.

Article 13. Indexing

The amounts specified in this scheme for the immaterial portion of the Payment shall be adjusted annually with effect from 1 January in accordance with the percentage of the autonomous change in the statutory minimum wage of the previous year. The material portion of 10 times the statutory excess for risk for health insurance will follow the annual adjustment of the statutory excess.

Article 14. Recovery

The Payment will be reclaimed if as a result of culpable actions or omissions of the Employee, the Surviving relative or Heir incorrect information has been provided as a result of which the Payment has been granted unjustly or to an excessive amount.

Article 15. Hardship clause

The Employee may invoke the hardship clause if the regulation leads to an unfair situation. The Head of HR of the company where the Employee was (last) employed is authorised to deviate from these regulations.

Article 16. Advance

The Payment under this scheme applies as an advance on the entitlement which the Employee, Heir or Surviving relative may derive from the occupational illness concession scheme to be introduced by the National Government. By submitting the application as referred to in Article 9(1) the Applicant authorises the KLM Group to assert and collect said claim on behalf of the Applicant.

Article 17. Objection Committee

If the applicant disagrees with decisions taken by the KLM Group, the applicant may submit an objection in writing to the Objections Committee within 30 days of the date of the decision. This article does not cover the procedure under Article 10 of the Regulations.

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APPENDIX 1: OVERVIEW OF CHROMIUM-6-RELATED CONDITIONS (MAY 2022)

In 2017, RIVM produced an overview of conditions that can be caused by chromium-6. RIVM regularly reviews the latest literature. If there is new scientific evidence that chromium-6 can cause a particular disease, RIVM adds this disease to the list. Below is an overview of the diseases that can be caused by chromium-6, as known in May 2022.

When compiling the list, the way in which people come into contact with the substance during work (and therefore through this particular application of chromium-6 in paint) may come into contact with the substance.

Exposure to chromium-6 during work can lead to the following diseases:

- Cancer
 - lung cancer
 - cancer of the nose and paranasal sinuses
 - stomach cancer
 - cancer of the larynx
- Airway allergies
 - asthma
 - nasal mucosa inflammation (rhinitis)
- Chronic lung diseases this includes COPD (chronic obstructive pulmonary disease), pulmonary fibrosis and non-allergic (irritant) occupational asthma
- COPD
- Perforation of the nasal septum due to chrome ulcers
- Allergic contact eczema

APPENDIX 2: JOB EXPOSURE MATRIX SHOWING THE POTENTIAL EXPOSURE TO CHROMIUM-6 PER JOB PER YEAR IN MICROGRAMS/3

Note: The KLM Group started this study in 2019. Since the investigation started, the risks of actual exposure have decreased due to, among other things, an increase in personal protective equipment and improved processes when working with chromium-6. The KLM Group has worked with the relevant trade unions to agree on a collective settlement for past exposure until 1-1-2020. Under the settlement, measurements in the years 2020 and 2021 are therefore not relevant.

AIRFRAME: POSSIBLE AVERAGE EXPOSURE CHROMIUM-6 IN MICROGRAMS/M3 PER JOB PER YEAR

Year	HMV/ decoschilder AF	Plaatwerker HMV/ hangaar AF	GWK/ monteur AF	Leidinggevende schilders AF	Constructiespecialist AF	HST medewerker AF	Pool schilder AF	Werkplaats schilder cabinedelen AF	Sealer AF	Opleider jongens vakschool – schilder AF	Opleider jongens vakschool – plaatwerker AF
1970	404.80	164.80	8.24	404.80	124.20				1.65	80.96	32.96
1971	390.32	158.82	7.94	390.32	119.84				1.59	78.06	31.76
1972	375.83	152.84	7.64	375.83	115.48				1.53	75.17	30.57
1973	361.35	146.86	7.34	361.35	111.12				1.47	72.27	29.37
1974	346.87	140.88	7.04	346.87	106.76				1.41	69.37	28.18
1975	332.38	134.90	6.75	332.38	102.40				1.35	66.48	26.98
1976	317.90	128.92	6.45	317.90	98.04				1.29	63.58	25.78
1977	303.42	122.94	6.15	303.42	93.68				1.23	60.68	24.59
1978	288.93	116.96	5.85	288.93	89.32				1.17	57.79	23.39
1979	274.45	110.98	5.55	274.45	84.96				1.11	54.89	22.20
1980	259.97	105.00	5.25	259.97	80.60				1.05	51.99	21.00
1981	245.48	99.02	4.95	245.48	76.24				0.99	49.10	19.80
1982	231.00	93.04	4.65	231.00	71.88				0.93	46.20	18.61
1983	216.52	87.06	4.35	216.52	67.52				0.87	43.30	17.41

Year	HMV/ decoschilder AF	Plaatwerker HMV/ hangaar AF	GWK/ monteur AF	Leidinggevende schilders AF	Constructiespecialist AF	HST medewerker AF	Pool schilder AF	Werkplaats schilder cabinedelen AF	Sealer AF	Opleider jongens vakschool – schilder AF	Opleider jongens vakschool – plaatwerker AF
1984	202.03	81.08	4.05	202.03	63.16				0.81	40.41	16.22
1985	187.55	75.10	3.76	187.55	58.80				0.75	37.51	15.02
1986	173.07	69.12	3.46	173.07	54.44				0.69	34.61	13.82
1987	158.58	63.14	3.16	158.58	50.08				0.63	31.72	12.63
1988	144.10	57.16	2.86	144.10	45.72				0.57	28.82	11.43
1989	129.62	51.18	2.56	129.62	41.36				0.51	25.92	10.24
1990	115.13	45.20	2.26	115.13	37.00				0.45	23.03	9.04
1991	101.38	41.24	2.06	101.38	32.64				0.41	20.28	8.25
1992	85.82	36.23	1.81	8.58	27.63		25.99	12.99	0.36	17.16	7.25
1993	72.64	31.99	1.60	7.26	23.39		21.63	10.81	0.32	14.53	6.40
1994	61.49	28.40	1.42	6.15	19.80		18.00	9.00	0.28	12.30	5.68
1995	52.05	25.36	1.27	5.20	16.76		14.98	7.49	0.25		
1996	44.06	22.78	1.14	4.41	7.09		12.46	6.23	0.23		
1997	37.29	20.61	1.03	3.73	6.00		10.37	5.19	0.21		
1998	31.57	18.76	0.94	3.16	5.08		8.63	4.32	0.19		
1999	26.72	17.21	0.86	2.67	4.30		7.18	3.59	0.17		
2000	22.62	15.88	0.79	2.26	3.64	7.94	5.98	2.99	0.16		
2001	19.15	14.76	0.74	1.91	3.08	7.38	4.97	2.49	0.15		
2002	16.21	13.82	0.69	1.62	2.61	6.91	4.14	2.07	0.14		

Year	HMV/ decoschilder AF	Plaatwerker HMV/ hangaar AF	GWK/ monteur AF	Leidinggevende schilders AF	Constructiespecialist AF	HST medewerker AF	Pool schilder AF	Werkplaats schilder cabinedelen AF	Sealer AF	Opleider jongens vakschool – schilder AF	Opleider jongens vakschool – plaatwerker AF
2003	13.72	13.02	0.65	1.37	2.21	6.51	3.44	1.72	0.13		
2004	11.61	12.34	0.62	1.16	1.87	6.17	2.87	1.43	0.12		
2005	9.83	11.76	0.59	0.98	1.58	5.88	2.39	1.19	0.12		
2006	8.32	11.28	0.56	0.83	1.34	5.64	1.99	0.99	0.11		
2007	7.04	10.87	0.54	0.70	1.13	5.43	1.65	0.83	0.11		
2008	5.96	10.52	0.53	0.60	0.96	5.26	1.37	0.69	0.11		
2009	5.05	10.22	0.51	0.50	0.81	5.11	1.14	0.57	0.10		
2010	4.27	9.98	0.50	0.43	0.69	4.99	0.95	0.48	0.10		
2011	3.62	9.76	0.49	0.36	0.58	4.88	0.79	0.40	0.10		
2012	3.06	9.59	0.48	0.31	0.49	4.79	0.66	0.33	0.10		
2013	2.59	9.43	0.47	0.26	0.42	4.72	0.55	0.27	0.09		
2014	2.19	1.06	0.05	0.22	0.35	0.53	0.46	0.23	0.01		
2015	1.86	0.90	0.04	0.19	0.30	0.45	0.38	0.19	0.01		
2016	1.57	0.76	0.04	0.16	0.13	0.38	0.32	0.16	0.01		
2017	1.33	0.64	0.03	0.13	0.11	0.32	0.26	0.13	0.01		
2018	1.13	0.54	0.03	0.11	0.09	0.27	0.22	0.11	0.01		
2019	0.95	0.46	0.02	0.10	0.08	0.23	0.18	0.00	0.00		
2020	0.78	0.41	0.02	0.08	0.07	0.20	0.14	0.00	0.00		
2021	0.62	0.36	0.02	0.06	0.06	0.18	0.11	0.00	0.00		

COMPONENT SERVICES: ESTIMATED EXPOSURE CHROMIUM-6 IN MICROGRAMS/M3

Year	Werkplaats plaatwerker CS	Constructie specialist (CS)	Werkplaats schilder CS	Monteur IERA/ MRO CS	MRO spuitelij/ wasserij medewerker CS	MRO-koel- technisch specialist CS	Equipmen t monteur CS	Medewerk er mechanics CS	Plaatwerker uitlaat/heat exchangers CS	Medewerke r machinale CS	Medewerke r wheels& brakes CS
1970			103.96	0.65		5.98	2.99	13.05		6.53	0.65
1971			100.42	0.64		5.84	2.92	12.74		6.37	0.64
1972			96.87	0.62	87.74	5.69	2.85	12.43		6.22	0.62
1973			93.33	0.61	84.77	5.55	2.77	12.12		6.06	0.61
1974			89.78	0.59	81.79	5.41	2.70	11.81		5.90	0.59
1975			86.24	0.58	78.82	5.26	2.63	11.50		5.75	0.57
1976			82.70	0.56	75.84	5.12	2.56	11.19		5.59	0.56
1977			79.15	0.54	72.87	4.98	2.49	10.88		5.44	0.54
1978			75.61	0.53	69.90	4.83	2.42	10.57		5.28	0.53
1979			72.06	0.51	66.92	4.69	2.34	10.26		5.13	0.51
1980			68.52	0.50	63.95	4.55	2.27	9.95		4.97	0.50
1981			64.98	0.48	60.97	4.40	2.20	9.63		4.82	0.48
1982			61.43	0.47	58.00	4.26	2.13	9.32		4.66	0.47
1983			57.89	0.45	55.03	4.11	2.06	9.01		4.51	0.45
1984			54.34	0.44	52.05	3.97	1.99	8.70		4.35	0.44
1985			50.80	0.42	49.08	3.83	1.91	8.39		4.20	0.42
1986			47.25	0.40	46.10	3.68	1.84	8.08		4.04	0.40
1987			43.71	0.39	43.13	3.54	1.77	7.77		3.89	0.39

Year	Werkplaats plaatwerker CS	Constructie specialist (CS)	Werkplaats schilder CS	Monteur IERA/ MRO CS	MRO spuitelij/ wasserij medewerker CS	MRO-koel- technisch specialist CS	Equipmen t monteur CS	Medewerk er mechanics CS	Plaatwerker uitlaat/heat exchangers CS	Medewerke r machinale CS	Medewerke r wheels& brakes CS
1988			40.17	0.37	40.15	3.40	1.70	7.46		3.73	0.37
1989			36.62	0.36	37.18	3.25	1.63	7.15		3.57	0.36
1990			33.08	0.34	34.21	3.11	1.56	6.84		3.42	0.34
1991	32.64	32.64	29.53	0.33	31.23	2.97	1.48	6.53		3.26	0.33
1992	27.63	27.63	25.99	0.28	25.99	2.56	1.28	5.53	1.28	2.76	0.28
1993	23.39	23.39	21.63	0.23	21.63	2.21	1.11	4.68	1.11	2.34	0.23
1994	19.80	19.80	18.00	0.20	18.00	1.91	0.95	3.96	0.95	1.98	0.20
1995	16.76	16.76	14.98	0.17	14.98	1.65	0.82	3.35	0.82	1.68	0.17
1996	14.18	7.09	12.46	0.14		1.42	0.71	2.84	0.71	1.42	0.14
1997	12.01	6.00	10.37	0.12		1.23	0.61	2.40	0.61	1.20	0.12
1998	10.16	5.08	8.63	0.10		1.06	0.53	2.03	0.53	1.02	0.10
1999	8.60	4.30	7.18	0.09		0.92	0.46	1.72	0.46	0.86	0.09
2000	7.28	3.64	5.98	0.07		0.79	0.40	1.46	0.40	0.73	0.07
2001	6.16	3.08	4.97	0.06		0.68	0.34	1.23	0.34	0.62	0.06
2002	5.22	2.61	4.14	0.05		0.59	0.30	1.04	0.30	0.52	0.05
2003	4.42	2.21	3.44	0.04		0.51	0.25	0.88	0.25	0.44	0.04
2004	3.74	1.87	2.87	0.04		0.44	0.22	0.75	0.22	0.37	0.04
2005	3.16	1.58	2.39	0.03		0.38	0.19	0.63	0.19	0.32	0.03
2006	2.68	1.34	1.99	0.03		0.33	0.16	0.54	0.16	0.27	0.03

Year	Werkplaats plaatwerker CS	Constructie specialist (CS)	Werkplaats schilder CS	Monteur IERA/ MRO CS	MRO spuitelij/ wasserij medewerker CS	MRO-koel- technisch specialist CS	Equipmen t monteur CS	Medewerk er mechanics CS	Plaatwerker uitlaat/heat exchangers CS	Medewerke r machinale CS	Medewerke r wheels& brakes CS
2007	2.27	1.13	1.65	0.02		0.28	0.14	0.45	0.14	0.23	0.02
2008	1.92	0.96	1.37	0.02		0.24	0.12	0.38	0.12	0.19	0.02
2009	1.62	0.81	1.14	0.02		0.21	0.11	0.32	0.11	0.16	0.02
2010	1.38	0.69	0.95	0.01		0.18	0.09	0.28	0.09	0.14	0.01
2011	1.16	0.58	0.79	0.01		0.16	0.08	0.23	0.08	0.12	0.01
2012	0.99	0.49	0.66	0.01		0.14	0.07	0.20	0.07	0.10	0.01
2013	0.83	0.42	0.55	0.01		0.12	0.06	0.17	0.06	0.08	0.01
2014	0.71	0.35	0.46	0.01		0.10	0.05	0.14	0.05	0.07	0.01
2015	0.60	0.30	0.38	0.01		0.09	0.04	0.12	0.04	0.06	0.01
2016	0.51	0.13	0.32	0.01		0.08	0.04	0.10	0.04	0.05	0.01
2017	0.43	0.11	0.26	0.00		0.07	0.03	0.09	0.03	0.04	0.00
2018	0.36	0.09	0.22	0.00		0.06	0.03	0.07	0.03	0.04	0.00
2019	0.31	0.08	0.18	0.00		0.05	0.02	0.06	0.02	0.03	0.00
2020	0.27	0.01	0.14	0.00		0.04	0.02	0.05	0.02	0.03	0.00
2021	0.24	0.01	0.12	0.00		0.03	0.02	0.05	0.02	0.02	0.00

Year	Composiet/ kunststof medewerker CS	Medewerker AVV/CCI wasserij CS	Onderstellen medewerker CS	Stoffeerder CS	Galley-Interior medewerker CS	Stoelen medewerker CS	Toiletten mede- werker CS	Leiding werkplaats schilders CS
1970	40.56	27.60		37.26		0.33	0.33	10.40
1971	39.65	26.74		35.93		0.33	0.33	10.04
1972	38.74	25.88		34.60		0.33	0.33	9.69
1973	37.83	25.02		33.28		0.33	0.33	9.33
1974	36.92	24.16		31.95		0.33	0.33	8.98
1975	36.02	23.30		30.62		0.33	0.33	8.62
1976	35.11	22.44		29.29		0.33	0.33	8.27
1977	34.20	21.58		27.97		0.33	0.33	7.92
1978	33.29	20.72		26.64		0.33	0.33	7.56
1979	32.38	19.86		25.31		0.33	0.33	7.21
1980	31.47	19.00		23.98		0.33	0.33	6.85
1981	30.56	18.14		22.65		0.33	0.33	6.50
1982	29.65	17.28		21.33		0.33	0.33	6.14
1983	28.74	16.42		20.00		0.33	0.33	5.79
1984	27.83	15.56		18.67		0.33	0.33	5.43
1985	26.93	14.70		17.34		0.33	0.33	5.08
1986	26.02	13.84		16.02		0.33	0.33	4.73
1987	25.11	12.98		14.69		0.33	0.33	4.37
1988	24.20	12.12		13.36		0.33	0.33	4.02

Year	Composiet/ kunststof medewerker CS	Medewerker AVV/CCI wasserij CS	Onderstellen medewerker CS	Stoffeerder CS	Galley-Interior medewerker CS	Stoelen medewerker CS	Toiletten mede- werker CS	Leiding werkplaats schilders CS
1989	23.29	11.26		12.03		0.33	0.33	3.66
1990	22.38	10.40		10.70		0.33	0.33	3.31
1991	21.47	9.55		9.37		0.33	0.33	2.95
1992	20.28	8.24		7.80	8.29	0.28	0.28	2.60
1993	16.88	7.12		6.49	7.02	0.23	0.23	2.16
1994	14.04	6.15		5.40	5.94	0.20	0.20	1.80
1995	11.69	5.31		4.49	5.03	0.17	0.17	1.50
1996	9.73	4.58		3.74	4.26	0.14	0.14	1.25
1997	8.09	3.96		3.11	3.60	0.12	0.12	1.04
1998	6.74	3.42		2.59	3.05	0.10	0.10	0.86
1999	5.61	2.95		2.15	2.58	0.09	0.09	0.72
2000	4.66	2.55		1.79	2.18	0.07	0.07	0.60
2001	3.88	2.20		1.49	1.85	0.06	0.06	0.50
2002	3.23	1.90		1.24	1.57	0.05	0.05	0.41
2003	2.69	1.64			1.33	0.04	0.04	0.34
2004	2.24	1.42	0.04		1.12	0.04	0.04	0.29
2005	1.86	1.22	0.03		0.95	0.03	0.03	0.24
2006	1.55	1.06	0.03		0.80	0.03	0.03	0.20
2007	1.29	0.91	0.02		0.68	0.02	0.02	0.17

Year	Composiet/ kunststof medewerker CS	Medewerker AVV/CCI wasserij CS	Onderstellen medewerker CS	Stoffeerder CS	Galley-Interior medewerker CS	Stoelen medewerker CS	Toiletten mede- werker CS	Leiding werkplaats schilders CS
2008	1.07	0.79	0.02		0.58	0.02	0.02	0.14
2009	0.89	0.68	0.02		0.49	0.02	0.02	0.11
2010	0.74	0.59	0.01		0.41	0.01	0.01	0.10
2011	0.62	0.51				0.01	0.01	0.08
2012	0.51	0.44				0.01	0.01	0.07
2013	0.43	0.38				0.01	0.01	0.05
2014	0.36	0.33				0.01	0.01	0.05
2015	0.30	0.28				0.01	0.01	0.04
2016	0.25	0.24				0.01	0.01	0.03
2017	0.21	0.21				0.00	0.00	0.03
2018	0.17	0.18				0.00	0.00	0.02
2019	0.14	0.16				0.00	0.00	0.02
2020	0.11	0.14				0.00	0.00	0.01
2021	0.08	0.12				0.00	0.00	0.01

ENGINE SERVICES: ESTIMATED EXPOSURE CHROMIUM-6 IN MICROGRAMS/M3

Year	Medewerker Wasserij ES	Galvaniseur ES	Plasma Spuiter ES	Schilder ES	Lasser ES	Bankwerker ES	Groot Machinale ES	Monteur MRO/ inspecteur ES
1970	28.64	6.90	78.2	41.40	29.90	27.60	22.72	2.76
1971	27.73	6.72	76.34	40.40	29.18	26.94	22.18	2.69
1972	26.82	6.54	74.49	39.40	28.47	26.27	21.64	2.63
1973	25.91	6.35	72.63	38.40	27.75	25.61	21.10	2.56
1974	25.00	6.17	70.77	37.40	27.03	24.95	20.56	2.49
1975	24.09	5.99	68.92	36.40	26.31	24.29	20.02	2.43
1976	23.18	5.81	67.06	35.40	25.60	23.62	19.47	2.36
1977	22.27	5.63	65.21	34.40	24.88	22.96	18.93	2.30
1978	21.36	5.45	63.35	33.40	24.16	22.30	18.39	2.23
1979	20.46	5.26	61.49	32.40	23.44	21.64	17.85	2.16
1980	19.55	5.08	59.64	31.40	22.73	20.97	17.31	2.10
1981	18.64	4.90	57.78	30.40	22.01	20.31	16.77	2.03
1982	17.73	4.72	55.92	29.40	21.29	19.65	16.23	1.96
1983	16.82	4.54	54.07	28.40	20.57	18.99	15.69	1.90
1984	15.91	4.35	52.21	27.40	19.86	18.32	15.15	1.83
1985	15.00	4.17	50.35	26.40	19.14	17.66	14.61	1.77
1986	14.09	3.99	48.50	25.40	18.42	17.00	14.06	1.70
1987	13.19	3.81	46.64	24.40	17.70	16.34	13.52	1.63

Year	Medewerker Wasserij ES	Galvaniseur ES	Plasma Spuiter ES	Schilder ES	Lasser ES	Bankwerker ES	Groot Machinale ES	Monteur MRO/ inspecteur ES
1988	12.28	3.63	44.78	23.40	16.99	15.67	12.98	1.57
1989	11.37	3.45	42.93	22.40	16.27	15.01	12.44	1.50
1990	10.46	3.26	41.07	21.40	15.55	14.35	11.90	1.43
1991	9.55	3.08	39.22	20.40	14.84	13.69	11.36	1.37
1992	8.24	2.66	33.85	17.62	12.81	11.81	9.81	1.18
1993	7.12	2.30	29.23	15.21	11.06	10.20	8.47	1.02
1994	6.15	1.98	25.24	13.14	9.55	8.81	7.32	0.88
1995	5.31	1.71	21.80	11.34	8.24	7.61	6.32	0.76
1996	4.58	1.48	18.82	9.79	7.12	6.57	5.46	0.66
1997	3.96	1.28	16.25	8.46	6.15	5.67	4.71	0.57
1998	3.42	1.10	14.03	7.30	5.31	4.90	4.07	0.49
1999	2.95	0.95	12.12	6.31	4.58	4.23	3.51	0.42
2000	2.55	0.82	10.46	5.45	3.96	3.65	3.03	0.37
2001	2.20	0.71	9.04	4.70	3.42	3.15	2.62	0.32
2002	1.90	0.61	7.80	4.06	2.95	2.72	2.26	0.27
2003	1.64	0.53	6.74	3.51	2.55	2.35	1.95	0.24
2004	1.42	0.46	5.82	3.03	2.20	2.03	1.69	0.20
2005	1.22	0.39	5.02	2.61	1.90	1.75	1.46	0.18
2006	1.06	0.34	4.34	2.26	1.64	1.51	1.26	0.15
2007	0.91	0.29	3.75	1.95	1.42	1.31	1.09	0.13

Year	Medewerker Wasserij ES	Galvaniseur ES	Plasma Spuiter ES	Schilder ES	Lasser ES	Bankwerker ES	Groot Machinale ES	Monteur MRO/ inspecteur ES
2008	0.79	0.25	3.23	1.68	1.22	1.13	0.94	0.11
2009	0.68	0.22	2.79	1.45	1.06	0.97	0.81	0.10
2010	0.59	0.19	2.41	1.25	0.91	0.84	0.70	0.08
2011	0.51	0.16	2.08	1.08	0.79	0.73	0.60	0.07
2012	0.44	0.14	1.80	0.94	0.68	0.63	0.52	0.06
2013	0.38	0.12	1.55	0.81	0.59	0.54	0.45	0.05
2014	0.33	0.11	1.34	0.70	0.51	0.47	0.39	0.05
2015	0.28	0.09	1.16	0.60	0.44	0.40	0.34	0.04
2016	0.24	0.08	1.00	0.52	0.38	0.35	0.29	0.03
2017	0.21	0.07	0.86	0.45	0.33	0.30	0.25	0.03
2018	0.18	0.06	0.75	0.39	0.28	0.26	0.22	0.03
2019	0.16	0.05	0.64	0.32	0.24	0.22	0.19	0.02
2020	0.14	0.04	0.53	0.26	0.20	0.18	0.16	0.02
2021	0.12	0.03	0.42	0.2	0.17	0.15	0.14	0.02

MARTINAIR/RJC: ESTIMATED EXPOSURE CHROMIUM-6 IN MICROGRAMS/M3

Year	GWK/ monteur RJC	Schilder/ paint shop RJC	Plaat- werker RJC	Monteur engine/ mechanical RJC	Interior/ electrical/ Tooling RJC
1970	6.21	47.25	39.17	3.31	6.21
1971	5.99	46.12	38.24	3.23	5.99
1972	5.77	45.00	37.30	3.15	5.77
1973	5.56	43.87	36.37	3.07	5.56
1974	5.34	42.75	35.44	2.99	5.34
1975	5.12	41.62	34.51	2.91	5.12
1976	4.90	40.50	33.57	2.83	4.90
1977	4.68	39.37	32.64	2.76	4.68
1978	4.47	38.25	31.71	2.68	4.47
1979	4.25	37.12	30.77	2.60	4.25
1980	4.03	36.00	29.84	2.52	4.03
1981	3.81	34.87	28.91	2.44	3.81
1982	3.59	33.75	27.98	2.36	3.59
1983	3.38	32.62	27.04	2.28	3.38
1984	3.16	31.50	26.11	2.20	3.16
1985	2.94	30.37	25.18	2.12	2.94
1986	2.72	29.25	24.25	2.04	2.72
1987	2.50	28.12	23.31	1.96	2.50
1988	2.29	27.00	22.38	1.88	2.29

1989	2.07	25.87	21.45	1.80	2.07
1990	1.85	24.75	20.52	1.72	1.85
1991	1.63	23.62	19.58	1.64	1.63
1992	1.38	20.79	16.58	1.42	1.38
1993	1.17	17.30	14.03	1.22	1.17
1994	0.66	9.60	7.92	0.70	0.66
1995	0.60	8.56	7.18	0.65	0.60
1996	0.55	7.67	6.55	0.61	0.55
1997	0.50	6.91	6.00	0.57	0.50
1998	0.46	6.28	5.54	0.53	0.46
1999	0.43	5.75	5.16	0.51	0.43
2000	0.36	4.78	4.37	0.44	0.36
2001	0.31	3.98	3.70	0.38	0.31
2002	0.26	3.31	3.13	0.33	0.26
2003	0.22	2.76	2.65	0.28	0.22
2004	0.19	2.29	2.24	0.24	0.19
2005	0.16	1.91	1.90	0.21	0.16
2006	0.13	1.59	1.61	0.18	0.13
2007	0.11	1.32	1.36	0.16	0.11
2008	0.10	1.10	1.15	0.14	0.10
2009	0.08	0.92	0.97	0.12	0.08
2010	0.07	0.76	0.83	0.10	0.07

2011	0.06	0.63	0.70	0.09	0.06
2012	0.05	0.53	0.59	0.08	0.05
2013	0.13	1.32	1.50	0.20	0.13
2014	0.11	1.10	1.27	0.17	0.11
2015	0.09	0.91	1.08	0.15	0.09
2016	0.08	0.76	0.91	0.13	0.08
2017	0.06	0.63	0.77	0.11	0.06
2018	0.02	0.18	0.22	0.03	0.02
2019	0.02	0.15	0.18	0.03	0.02
2020	0.01	0.11	0.16	0.02	0.01
2021	0.01	0.10	0.14	0.02	0.01

TRANSAVIA: ESTIMATED EXPOSURE CHROMIUM-6 IN MICROGRAMS/M3

Year	GWK/ monteur	Wheels & Brakes	Magazijn
1970	7,45	20,79	14.90
1971	7,19	20,08	14.38
1972	6,93	19,37	13.86
1973	6,67	18,67	13.33
1974	6,41	17,96	12.81
1975	6,14	17,25	12.29
1976	5,88	16,54	11.76
1977	5,62	15,83	11.24
1978	5,36	15,12	10.72
1979	5,10	14,41	10.20

Year	GWK/ monteur	Wheels & Brakes	Magazijn
1980	4,84	13,70	9.67
1981	4,57	13,00	9.15
1982	4,31	12,29	8.63
1983	4,05	11,58	8.10
1984	3,79	10,87	7.58
1985	3,53	10,16	7.06
1986	3,27	9,45	6.53
1987	3,00	8,74	6.01
1988	2,74	8,03	5.49
1989	2,48	7,32	4.96
1990	2,22	6,62	4.44
1991	1,96	5,91	3.92
1992	1,66	5,20	3.32
1993	1,40	4,33	2.81
1994	1,19	3,60	0.40
1995	1,01	3,00	0.34
1996	0,85	2,49	0.28
1997	0,72	2,07	0.24
1998	0,61	1,73	0.20
1999	0,52		0.17
2000	0,44		0.15
2001	0,37		0.12
2002	0,31		0.10
2003	0,27		0.09
2004	0,22		0.07
2005	0,19		0.06
2006	0,16		0.05

Year	GWK/ monteur	Wheels & Brakes	Magazijn
2007	0,14		0.05
2008	0,12		0.04
2009	0,10		0.03
2010	0,08		0.03
2011	0,07		0.02
2012	0,06		0.02
2013	0,05		0.02
2014	0,04		0.01
2015	0,04		0.01
2016	0,03		0.01
2017	0,03		0.01
2018	0,02		0.01
2019	0,02		0.01
2020	0,02		0.01
2021	0,01		0.00

APPENDIX 3: CLASSIFICATION OF KLM GROUP FUNCTIONS INTO 4 EXPOSURE CLASSES

Chromium-6 exposure has been classified into classes 1 - 4.

Class 1: Functions with an average potential exposure (see appendix 2) to chromium-6 above the health-accepted maximum risk level (1 microgram/m³) established in 2017

These jobs are characterised by the fact that people performed work where direct or indirect contact with chromium-6 during the job was relevant. These work activities include paint and plasma spraying, gritting, sanding, grinding and welding with an average potential exposure above the health-accepted maximum risk level (1 microgram/m³).

Class 2: Functions with plausible (background) exposure to chromium-6 below the health-based accepted risk level (currently 1 microgram/m³), but above the detection limit (currently 0.1 microgram/m³)

This exposure group is characterised by either not carrying out any work themselves where chromium-6 was released, but being regularly present at workplaces where work from Class 1 activities (background exposure) was performed or performing activities with a possible average exposure below the healthily accepted risk level (currently 1 microgram/m³), but above the detection limit (currently 0.1 microgram/m³).

Class 3: Peak exposure

This exposure group is characterised by jobs, where work with chromium-6 is/was leading to incidental exposure above 20 microgram/m³. This concerns jobs in which tasks are performed with relatively high momentary exposure to chromium-6, such as spraying, sanding, welding, and grinding.

Class 4: Exposure considered negligible

This concerns office functions, such as administration and staff units, transport and logistics functions that did not perform relevant work in workplaces where chromium-6 was handled, nor were present at such workplaces, so there was no direct or indirect exposure.

Note: Many positions have a cooperating foreman (lead), they classified in the same way classified as employees in the same department.

APPENDIX 4: PEAK EXPOSURE JOBS CLASSIFIED IN CLASS 3

Jobs within class 3 are:

Unit	Job	Period
Airframe	HMV/decoschilder	1991 - 2016
	Plaatwerker hangaar	1970 – 2021
	Constructie specialist	1970 – 2021
	Poolschilder/blokschilder	1992 – 2021
	Vliegtuigspuiter cabine delen H14 2e etage	1992 - 2021
Component	Composiet/kunststoffen medewerker	1970 – 2021
	Plaatwerker werkplaats& constructie specialist (CS)	1992 – 2021
	Werkplaats schilder	1970 – 2018
	Medewerker mechanics	1970 – 2020
	MRO-koeltechnisch specialist (lassen)	1970 – 2021
	MRO-spuiterij/wasserij medewerker	1970 – 2002
	Equipment monteur	1970 – 2021
	Medewerker AVV/CCI wasserij	1970 – 2021
	Stoffeerder (als hulp schilder)	1970 – 1992
	Galley/interior	1992 – 2010
Engine	Lasser	1970 – 2003
	Plasma spuiter	1970 – 2017
	Schilder ES	1970 – 2021
	Medewerker wasserij	1970 – 2021
Martinair/RJC	Schilder	1970 – 2018
	Plaatwerker	1970 – 2018
Transavia	Wheels & brakes monteur	1970 – 1998

APPENDIX 5: POSSIBILITY THAT DISEASES WERE CAUSED BY EXPOSURE TO CHROMIUM-6

Condition	
Lung cancer	<ul style="list-style-type: none"> • Additional risk above the target value from a cumulative exposure of 0.4 micrograms/m³ year. This amounts to a 1 in 2,500 additional risk of lungcancer; or • Substantial risk of lung cancer at a cumulative exposure above 40 micrograms/m³ years. This amounts to a 1 in 250 additional risk of lung cancer.
Other cancer types (nasal cancer, nasopharyngeal cancer, stomach cancer, larynx cancer),	<ul style="list-style-type: none"> • Exposure for at least 10 years - Class 1. • Exposure for at least 10 years - Class 2. • Exposure for up to 10 years - Class 1 or 2.
Chronic lung disease COPD -	<ul style="list-style-type: none"> • Exposure for at least 10 years - Class 1 (AMA 0 to 4) and 3* • Exposure for up to 10 years - Class 1 and 3* <p>*A peak exposure of 20 micrograms/m³ is needed to initiate this effect (this is linked to Class 3).</p> <p>* Condition occurs within 10 years of exposure</p>
Chronic lung diseases pulmonary fibrosis and occupational asthma	<ul style="list-style-type: none"> • Exposure Class 1 (AMA0 to 4)
Allergic contact eczema (Chromium-6 related)	Class 1, 2 and 3
Allergic asthma and rhinitis (Chromium-6 related)	Class 1, 2 and 3
Perforation of nasal septum	Class 1 and 2

**The AMA designation indicates the severity of lung disease in a standardised way.*

APPENDIX 6: KLM GROUP CHROMIUM-6 PAYMENT SCHEME

Material portion of payment	Articles 6, 7 and 7a of the scheme
Upon entitlement to a payment as referred to in Articles 3 and 4, a lump sum will be paid equal to 10 x the statutory excess (in 2022: €3850).	

Immaterial portion of payment	Articles 5 of the scheme	
1. Lung cancer		
Exposure expressed as accumulated exposure in micrograms/m ³		
0,1 - 40 Exposure up to 10 years - Class 1 and 2	>40 Or Exposure for at least 10 years - Class 1 and 2	
A €19,676.40	B €43,725.33	

Immaterial portion of payment	Articles 5 of the scheme		
2. Other cancers(cancer of the nose, nasopharynx, stomach, larynx)			
Exposure for up to 10 years - Class 1 and 2	Exposure for at least 10 years - Class 1	Exposure for at least 10 years - Class 2	
A €19,676.40	B €43,725.33	C €24,048.93	

Immaterial portion of payment	Articles 5 of the scheme
3. Chronic lung disease COPD	
Latency period within 10 years of end of exposure	
Exposure up to 10 years - Class 1 and 3	Exposure for at least 10 years - Class 1 and 3
A € 8. 198,50	B1 AMA 0,1: € 8. 198,50 B2 AMA 2: € 21.862,67 B3 AMA 3: € 29.514,60 B4 AMA 4: € 43.725,33

Immaterial portion of payment	Articles 5 of the scheme
4.Chronic lung diseases pulmonary fibrosis, occupational asthma	
Class 1	
A1 AMA 0.1: € 8. 198,50 A2 AMA 2: € 21,862.67 A3 AMA 3: € 29,514.60 A4 AMA 4: € 43,725.33	

Immaterial portion of payment	Articles 5 of the scheme
5. Allergic contact eczema (chromium-6 related)	
Class 1, 2 and 3	
A € 5.465,67	

Immaterial portion of payment	Articles 5 of the scheme
6. Allergic asthma and rhinitis (chromium-6 related)	
Class 1, 2 and 3	
A € 5.465,67	

Immaterial portion of payment	Articles 5 of the scheme
7. Perforation of the nasal septum	
Class 1 and 2	
A € € 10.931,33	