

# SAFETY POLICY OF ENEXIS HOLDING N.V.

## THE SAFETY POLICY OF ENEXIS

The Executive Board of Enexis feels responsible at all times and in all places for the Health, Safety, Welfare and Environment (HSWE) of all employees working for or on behalf of Enexis.

The policy is aimed at realising an optimal safe and healthy working climate for employees and the environment, guided by the following principles:

- Prevention of personal injury, damage and exposure to hazardous substances;
- Taking care of the environment during the execution of work and limiting negative effects on the environment by using environmentally responsible materials and systems;
- Having a safety culture in which both measures and behaviour are essential pillars to improving safety performance.

## OUR AMBITION

- We do not want any accidents –any accident can be avoided;
- Every employee goes home healthy every day – we all make sure of that together;
- We are moving towards a higher safety culture, in which:
  - Managers are 100% transparent about the standards and values for working safely. They also propagate this;
  - Safety is the top priority in our day-to-day behaviour. There is always time for that;
  - We learn from incidents and good examples.

## LEADERSHIP

Our managers set a good example and show decisiveness when it comes to safety. This means that they ensure that:

- No one is exposed to unacceptable risks and undesirable behaviour;
- Every employee can report openly and honestly and there is room for dialogue so that we can learn from incidents together;
- We continuously work on improving our processes and working methods, with a focus on organisational excellence;
- We call on the expertise present and ensure that this is constantly safeguarded through training and coaching;
- The applicable laws and regulations are observed;
- Everyone in the company is aware of the rules, agreements and desired behaviour regarding HSWE.

## EMPLOYEES

We expect the employees who work at or for Enexis to take responsibility for complying with the policy on the basis of their professionalism. Enexis provides guidelines for this, arranges for the provision of instruction and information and provides all necessary protective and other types of equipment.

## YOU CAN CALL THE EXECUTIVE BOARD TO ACCOUNT IN RELATION TO:

- Taking responsibility, showing exemplary behaviour and visible leadership;
- Our effort to promote and ensure an honest, open and fair safety culture;
- Transparency in the sharing of information on HSWE.

The Executive Board regularly inquires about the development of and compliance with this safety policy and will immediately tighten the policy where necessary. This enables us to continuously work *together to improve safety, health and care for the environment*.

's Hertogenbosch, 15 March 2021

Evert den Boer	Jeroen Sanders	Rutger van der Leeuw	Mariëlle Vogt
Chairman of the Executive Board	Board Member	Board Member	Board Member
Enexis Holding N.V.	Enexis Holding N.V.	Enexis Holding N.V.	Enexis Holding N.V.