



August 2020

TenneT Occupational Health & Safety (OHS) policy

Our vision is to get everybody home healthy and safe, every day

Our office, onshore and offshore working environments expose our employees to hazards which pose risks to their safety, physical and psychological health. We want everyone who works for us to return home healthy and safe, every day. We also aim to minimise the risks of our activities for the general public.

Psychological safety

- We encourage every employee to come forward and address safety aspects in his or her work.
- We stimulate an environment in which everyone can speak freely, express concerns and ask questions about safety and health, without being mocked, ridiculed, punished or being negatively impacted in any way.
- We listen to our people and contractors, even if this means that the work is halted temporarily to find a safe and healthy solution.
- Everyone is entitled to stop work if they feel that there is an immediate and serious risk to health and life.

Risk management

- We apply an integrated, risk-based approach to our OHS management process to achieve continuous improvement.
- In controlling the risk, we use the ALARP principle, i.e. reducing the risk to a level which is 'As Low As Reasonably Practicable'
- We aim to exclude carcinogenic (CMR) substances and processes.

Safe end-to-end business operations

- We aim to operate our facilities and assets during all stages of their lifecycle (from design, build, operation and maintenance, renewal and decommissioning) in a manner that ensures the health and safety of our employees and contractors.
- All the measures we take follow the hierarchy of control, where elimination of the hazard is the preferred option and the use of personal protective equipment the final option.
- We follow applicable laws and regulations.

Learning organisation

- We learn from incidents but also from other sources, such as project evaluations, early warning signals, good practices, trend analyses and the suggestions and ideas of our employees, contractors and other stakeholders.
- We share lessons learnt inside the organisation as well as with our contractors and the industry.

Safety culture

- Safe working is a responsibility of each and every employee.
- To create awareness of tasks and responsibilities related to OHS and enabling employees to translate this into specific behaviour and actions, we work on continuously improving our safety culture, building safety leadership and encouraging safety ownership.
- Management shows leadership and acts as a role model.
- We all work collaboratively and systematically to create a safe and healthy work environment.

Contractor management

- We work extensively together with our contractors to ensure a safe supply chain.
- We continuously work together with our contractors, bringing safety culture to a higher level in our supply chain.
- All parties involved are equally important to us, each keeping ownership of their legal OHS tasks and responsibilities.
- We make sure that all parties know what is expected from them to be able to safely execute their activities.

TenneT Executive Board

Manon van Beek, CEO

Otto Jager, CFO

Tim Meyerjürgens, COO

Ben Voorhorst, COO