

Health, Safety and Environmental Policy (HSE Policy)

Corporate HSE Policy		ID: YT6MTKYN5UAW-1624075423-32	
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HSE Strategy Advisor(s)		Head HSE-ES (Excellence & Services) Head HSE-NL (Netherlands) Head HSE-GER (Germany) Head HSE-OS (Offshore)	



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1 Objective and Scope

TenneT's corporate HSE policy is established, implemented, and maintained by the corporate HSE unit together with the leadership team as a clear commitment to provide safe and healthy working conditions for the prevention of work-related injuries and illnesses, to minimize the environmental impact of operational activities, to comply with applicable legal and other HSE-related requirements, to eliminate hazards and reduce HSE risks, and to continuously improve the corporate HSE management system and HSE performance. In addition, the HSE policy provides a framework for defining the company's HSE objectives, directives, and processes.

The policy is applicable to the entire TenneT organization respectively all business segments and business units.

2 Content: HSE Policy

See next page.

Health, Safety and Environmental Policy

Our vision is Zero Harm to people and the environment

TenneT is committed to provide safe and healthy working conditions at all its locations and for all operational activities. It is our goal to prevent all work-related accidents and illnesses, and to protect the environment, during any of our activities. To enable us to achieve this we make the following commitments.

HSE risk management

We commit to identify all HSE hazards, evaluate the associated risks, and implement effective preventive and mitigation measures through a robust risk management process.

We endeavour to eliminate or substitute hazards wherever possible and ensure that remaining risks are sufficiently controlled through the safe design and engineering of our facilities and installations, implementation of effective organizational measures, and the provision and use of suitable personal protective equipment.

HSE compliance

We comply with all applicable laws, regulations, and legal obligations. We apply generally accepted technical and HSE-related standards required for the construction, operation and decommissioning of TenneT's electrical grid.

Health

We commit to sustain the health and wellbeing of all persons working for or on behalf of TenneT. This includes the prevention of excessive physical strains, mental stress exposure to hazardous substances, and the ergonomic design of workplaces and equipment.

Safety

We commit to raise the safety awareness of all employees and contractors. We promote the reporting of safety hazards observed during work, we investigate all work-related accidents and near misses, and communicate relevant lessons learned from incident investigations to affected persons and stakeholders.

The right to stop work

We give everybody working for or on behalf of TenneT the right and duty to immediately stop any work that they believe to be unsafe, unduly hazardous, or to present an increased risk of an accident.

Environment

We commit to minimize the environmental impact of our projects and operations. It is our goal to protect all vulnerable areas during the entire project life cycle. We use energy and natural resources efficiently to minimize our carbon footprint, avoid producing waste and recycle or reuse raw materials like virgin copper when we can.

Partners

We commit to treat our contractors and sub-contractors as partners and apply an appropriate, joint, and risk-based HSE strategy as integral part of our tender and contractor management processes.

Emergency response

We commit to ensure that all business units, employees, and contractors are sufficiently prepared at all times to respond to emergency situations quickly and efficiently, in order to minimize its potential impact.

Participation and Consultation

We commit to ensure that the works councils and other interested representatives of the staff are consulted and actively involved in the development and continuous improvement of TenneT's corporate health and safety management system as part of the HSE management system.

All TenneT leaders commit to the implementation of this policy, and will support all employees, contractors and others who work for us to deliver on it, and so help us achieve our vision of Zero Harm.

TenneT Executive Board, February 2023

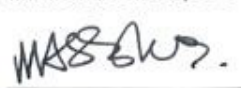
Manon van Beek, CEO



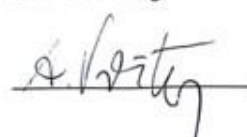
Tim Meyerjürgens, COO



Maarten Abbenhuis, COO



Dr. Arina Freitag, CFO



3 Related Documents

Document name	Content description	Link
Business Directive HSE management system governance	Corporate governance framework for the development, implementation, and continuous improvement of Tennet's HSE management system	
Functional Directive HSE document control process	Definition of mandatory requirements for the ownership, creation, review, approval, regular revision, and publishing of all documents developed as part of the corporate HSE management system	
HSE Strategy	Definition of Tennet's general HSE vision, strategic and long-term HSE goals, as well as concrete "HSE strategy result areas".	

4 Revision History

Revision date	Version	Summary of changes	Creator	Approval date	Reference no
10.02.2023 (first release)	1.0	First release of a Corporate HSE Policy, replacing the Corporate Policy Occupational Health and Safety (OHS)	HSE Strategy Advisor(s) of corporate HSE unit		