

# 1. Safety Vision - in Brief

Working safely is always a top priority at FØN NL Group. Because health is the essence of our existence and because we believe that working safely is one of the pillars on which a healthy organization rests. We care about each other, which is why safety is essential in every step we take.

We are committed to working safely and working together to ensure safety. This applies to everyone: from designers to performers, from planners to divers & employees, from managers to executives. Quality work and safety go hand in hand. From tendering and design to execution and delivery. Safety and good performance go hand in hand.

When it comes to safety, everyone has a role to play. We are committed to keeping a keen eye on our various roles in ensuring safety. At every stage of our projects. Regardless of where people work or in what role within the process. Each individual is best positioned to assess and manage the risks associated with his or her job. And to act accordingly, setting an example for others. We work everywhere and always protected. Today, and tomorrow. This is how we do it at FØN NL Group. Always-Overall-Everyone go home together again.

FØN NL Group applies the following Principles and Agreements and a clear Zero Tolerance policy:

Principes	Afspraken
I take responsibility for my own safety and the safety of others.	Respect specific construction site rules, follow DPL / Project manager instructions
I talk to others about working safely.	ALWAYS wear and use prescribed PPE.
I take action in case of unsafe situations, if necessary I stop the work.	Work with valid and agreed upon work order/plan. Do not deviate from the plan without authorization.
I report all safety incidents, including near incidents, so that we can learn from them.	Make a risk assessment for each project and activity.
I accept feedback about my own safety behavior.	Perform risky activities only after additional task risk analysis.
I compliment when things are going well.	Always do a last minute risk analysis (LMRA) before starting
I either work safely or I don't work.	Always maintain a tidy work area & workplace.

## 2. Zero Tolerance Rules

The following behavior is unacceptable at FØN NL Group and will result in immediate sanctions:

### 2.1 Discrimination, intimidation and/or bullying

Discrimination, (sexual) intimidation and/or bullying or incitement to it, because of origin, sexual orientation, age, disability, religion, belief, political opinion, health, race or gender.

### 2.2 Violence

Committing physical or any other form of violence.

### 2.3 Alcohol and/or drugs

Using and/or providing alcohol and/or drugs during working hours, or being under the influence.

### 2.4 Stealing and/or damaging

Stealing and/or damaging another person's equipment or property.

## 2.5 Equipment Safety Features

Purposely damaging and/or disabling Safety features on equipment/tools.

## 2.6 Unauthorized Operation

Operating equipment and machinery without valid training or proper certification.

## 3. Generally applicable SHEQ requirements

1. Subcontractor endorses and ensures that subcontractor's employees will adhere to the applicable Principles and Agreements within FØN NL Group 's Safety Policy.
2. Subcontractor is aware of the Zero Tolerance policy of FØN NL Group.
3. Subcontractor shall comply with the specific Work/construction site and conduct rules established for the project.
4. The Subcontractor shall at all times comply with the applicable laws and regulations, the currently applicable SHEQ Plan and the SHEQ requirements and the provisions regarding Safety, Health, Environment and Quality in the agreement.
5. The Subcontractor shall acquaint itself with the work instruction and applicable SHEQ procedures in force within FØN NL Group.
6. The Subcontractor shall ensure that it and its employees have the experience, knowledge and skills required to perform their work; necessary experience, knowledge and skills, the certificates required for the performance of their duties and that required for the performance of their jobs and that they are familiar with the use of the work equipment made work equipment made available to them.
7. The Subcontractor shall ensure that he and his employees hold at least a valid SCC diploma (VOL- VCA for operational managers and Basic Safety VCA for operational employees).
8. FØN NL Group is a co-signatory to the Construction Safety Governance Code. Every Subcontractor of FØN NL Group is obliged to comply with the agreements resulting from the Governance Code Safety in Construction Governance Code. The Safety in Contracting (ViA) initiative is part of this.
9. The Subcontractor shall introduce all himself and his employees prior to commencement of work.

This includes:

- a. Successfully completing the generic gate instruction (GPI);
- b. Going through the project introduction including instruction with the zero tolerance policy of FØN NL Group.
- c. Demonstrating instruction to its employees prior to the start of the work.

The Subcontractor must submit written evidence per employee of the given introduction and instructions given. The Subcontractor shall expressly supervise compliance with these SHEQ requirements by its employees during the performance of the work.

10. FØN NL Group and Subcontractor shall both make necessary provisions to prevent collective risks and coordinate the risks between the parties, so-called SHEQ or (H&S) Coordination.
11. Subcontractors must hold a valid VCA VOL certificate.
12. The subcontractor must comply with FØN NL Group and at least VCA safety guidelines.
13. The (first responsible) contractor of the FØN NL Group must be immediately informed (verbally) by the Subcontractor of calamities, accidents, near accidents, (environmental) incidents and dangerous situations. This must also be reported to the main contractor in writing or by the means provided.
14. The Subcontractor shall ensure that he and his employees at the work site are familiar with the location of the required FAFS resources.
15. The Subcontractor shall ensure that the health and safety of its employees is guaranteed during the performance of the work by equipping them with at least the standard Personal Protective Equipment (PPE) required within FØN NL Group and providing them with the work equipment required for the performance of their work. Please refer to the table in this Annex for the standard PPE required.
16. The Subcontractor's work equipment must be visibly (approved). The work equipment
17. The work equipment must have a sticker on it showing the last and next inspection dates. The user file must also be retrievable.