

Addendum to General terms and Conditions of Purchase EPZ

Addition 1): A1 Certificate (Addition to Clause 25 paragraph 3 of the General terms and Conditions of Purchase EPZ)

1. In addition to the requirements as set in **clause 25 paragraph 3** of the General terms and Conditions of Purchase EPZ, foreign employees are obliged to have a A1 certificate, a valid residence permit and a valid work permit, if necessary. See for the most actual information about requirements for foreign employees, www.szw.nl.

Addition 2): Punishment policy (Addition to Clause 26 paragraph 12 of the General terms and Conditions of Purchase EPZ)

1. In addition to **clause 26 paragraph 12** of the General terms and Conditions of Purchase EPZ, EPZ applies a punishment policy for the non compliance of the EPZ rules and regulations. Dependent on the nature of the violation or in case of recurrence of a violation, the person will be verbally alerted about the violation by EPZ, and summoned to comply with the applicable regulations or in a severe case, the person will be denied directly from access to the EPZ site.
2. In case of denial of the person from access to the EPZ site, Supplier is responsible for the replacement of the person for the execution of the work, and will compensate EPZ all related costs. EPZ will not be liable for any compensation to Supplier.
3. In case of a severe violation of the EPZ rules and regulations, a discussion will take place between the person, a representative of his employer, the responsible EPZ employee and the regarding purchaser. The necessity of the concerning regulation will be explained and the arguments of the person for violating this regulation will be discussed. The consequences for the person and its employer will be explained by EPZ. The regarding Supplier receives a letter concerning the violation and the appointments made.

Addition 3): Safety, Health, Welfare (SHW) and environment (General addition to the General terms and Conditions of Purchase EPZ)

1. EPZ works in accordance with its Safety, Health, Welfare and Environmental policy (as attached to this Addendum). All contractors of EPZ are obliged to comply with this policy and act accordingly. By signing the Agreement, Supplier acknowledges that it will comply with this policy.
2. Depending of the Services, a Safety-, Health- and Environmental Plan has to be drafted, in accordance with **clause 30** of the General terms and Conditions of Purchase EPZ. In this plan, Parties will make further arrangements and will at least take into account the relevant laws and regulations. Before commencement of the Services on EPZ location, Supplier shall inform EPZ in writing about the main risks and will agree with EPZ upon the mitigating measures to be taken.



Safety, Health and Welfare (SHW) policy statement

EPZ wants to be a good employer and be amongst the best Energy companies in the Netherlands. High quality, including good working conditions, are a prerequisite and it is a requirement to continue to work structurally towards permanent improvements.

We want our employees to go home just as healthy as they arrived. That is the reason why EPZ has prepared this SHW statement. The following principles apply to every single one of us:

- We satisfy at least all applicable statutory provisions in the area of occupational health and safety management (arbo-zorg);
- We involve the SHW-aspects in all activities at the earliest possible stage;
- We create a work environment in which we treat each person equally and where we limit safety and health risks as far as possible;
- Sexual intimidation, discrimination, bullying, racism, abuse of power and aggression and violence are not tolerated;
- Alcohol and drug use is not permitted;
- We notify contractors of health and safety aspects of products or services to be delivered;
- We prioritise the reduction of safety risks over the reduction of other risks;
- Our actions are directed at removing potential causes of dangerous situations for humans, the environment or installation. If this is not possible, we take protective measures against these causes;
- The occurrence of accidents must be prevented. The preventative measures include the training and instruction of all employees, maintenance and

testing of machines and equipment, registering and discussing dangers, dangerous situations, near-accidents and accidents;

- We maintain open communication on occupational health and safety management at all levels, both internally and externally;
- We are working continuously on the improvement of our occupational health and safety management.

To the best of its ability, the board takes measures and provides resources to realise proper occupational health and safety management and SHW-policy.

It is expected from all employees that they make a contribution to the improvement of the quality at their own level and that they monitor their own work environment on safety, health and welfare aspects.

EPZ has taken measures to prevent dropout of employees and to reintroduce the dropouts back into employment as soon as possible.

The care for quality and occupational health and safety starts with each of us. Everyone is therefore responsible for the safe performance of his/her task.

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The Board, EPZ employees and employees of (sub) contractors are responsible for the implementation of the SHW-policy and are expected to cooperate in it, assist each other with it, address each other where necessary and help prevent and resolve circumstances that may hinder or disrupt the implementation of this policy.

