

Safety, Health and Welfare (SHW)

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;
- We maintain open communication on occupational health and safety management at all levels, both internally and externally;
- 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 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.

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.