

# Fastned Health & Safety Policy

Extra Care



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# 1. Introduction

## 1.1. Purpose of the policy

The purpose of this policy is to provide guidance regarding the management of Health and Safety (H&S) risks and controls to protect staff, partners, customers and business assets, support the achievement of corporate objectives, and ensure operational sustainability.

### 1.1.1. Vision on H&S at Fastned

Our Fastned stations are designed to be safe, reliable, and user-friendly. The same commitment applies to the people building these iconic yellow canopies across Europe. Whether it's our contractors, the environment, or our team members, we are dedicated to fostering a safe, inclusive, and supportive work environment throughout the entire Fastned ecosystem.

Our goal is to ensure that the tools and work zones are healthy and safe. We want everyone involved to come to their jobs feeling comfortable and energised and leave with positive vibes and a feeling of accomplishment.

In this, we take 'Extra Care' in what we do. We are aware of our legal requirements, so we make sure to manage those. Then, we go the extra mile to make our vision possible. We believe that this approach is not only profitable in the long run but is a reflection of our commitment to our ecosystem.

### 1.1.2. Values and Behaviour

The way we work comes from a shared set of values. We know what behaviour matches these values:

- Respect
  - Respect everyone regardless of position, gender, age or other personal aspects.
  - No judgment.
  - Build understanding between people and teams.
- Awareness
  - Acting when dangerous situations are noticed and explaining those to others.
  - Accept that everyone has blind spots - even you.
  - Provide feedback and be open to receive.
- Work-life Balance
  - Set your own boundaries and support those of others.
  - Be transparent about your availability.



- Open
  - We share our doubts, ideas, mistakes and accidents.
- Trust
  - We create accountability without blame culture.
  - We know we share our common goal and vision.

## 1.2. Structure of the policy

The way Fastned manages risks and controls is explained in the [Risk Management \(RM\) policy](#) and is based on three elements: 1) the RM principles, 2) the RM framework and 3) the RM process. Fastned has adopted these basic elements from the international standard ISO 31000:2018. In this policy the basic elements are described at a high level and specified regarding health and safety when needed.

## 1.3. Scope of the policy

This policy applies to Fastned B.V. and all its representative offices and legal entities that are under its control (together referred to as “Fastned”) unless explicitly stated otherwise. It applies everywhere, for all locations, roles and seniority levels. Where local requirements are stricter (for example, due to regulatory requirements in the local market), these stricter requirements will apply. It applies to the entire product lifecycle, meaning everything from concept and design through construction and utilisation to decommissioning/deconstruction.

## 1.4. Relation to other documents

The policy must be read in conjunction with the following documents:

- [Risk Management \(RM\)](#)
- [Code of conduct](#)
- [Sickness, Absence Policy NL](#) (to be enhanced with those of the other countries once available)

## 2. Definitions

Definitions mentioned in the RM policy apply here as well. Additionally, other definitions are explained as:

**Accident:** unwanted event with harm to a human.

**Base Risk Factors:** set of 11 factors that can lead to dangerous situations, in- and accidents, being:

1. **Behaviour:** risk-taking, thoughtless-ness, willful uncare
2. **Culture:** safety culture, leadership, availability, prioritisation
3. **Communication:** language barriers, lack of structure, lack of communication
4. **Design:** lack of standards, no user- feedback, no consideration for maintenance
5. **(Work)Environment:** weather, tiredness, stress, inattentiveness
6. **Maintenance:** lack of maintenance and documentation thereof
7. **Material & Tools:** wrong tool for the job, bad state of tools/ material, wrong material for environment
8. **Order & Cleanliness:** loose cables, bad hygiene, lack of facilities
9. **Procedures:** planning, lack of standard procedures, emergency plan(s)
10. **Purchasing:** lack of criteria, lack of safety information, selection of questionable contractors
11. **Training & Skills:** wrong tool for the job, bad state of tools/ material, wrong material for environment

**Incident:** unwanted events without harm to a human. Possibly with consequences such as damage, loss of connection or pollution.

**Dangerous Behaviour:** unsafe acting of a person (like not wearing PPE, leaving 'live' parts open and unattended or driving while taking a video call)

**Dangerous situation:** an unsafe situation that could lead to a near miss, in- or accident (like loose cables or clutter)

**Exposure:** a certain amount of exposure of a person or group to a specific risk. For example due to the frequency of a specific job/task. This comes as an addition to Probability.

**Fatality:** an accident (work-related) that leads to a person dying.

**Near miss:** any incident without an impact (like tripping over cables without falling, equipment falling from a height near a person)

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**Positive observation:** any H&S-related observation that is deemed positive. Like all personnel wearing proper PPE or good housekeeping at construction sites.

**Total Recordable Cases (TRC):** any in-accident with an impact, starting from bruises and scratches up to fatality (excluding dangerous behaviour, situations and near misses).

**Lost Time Injury (LTI):** Accident resulting in sick leave of at least one full day.

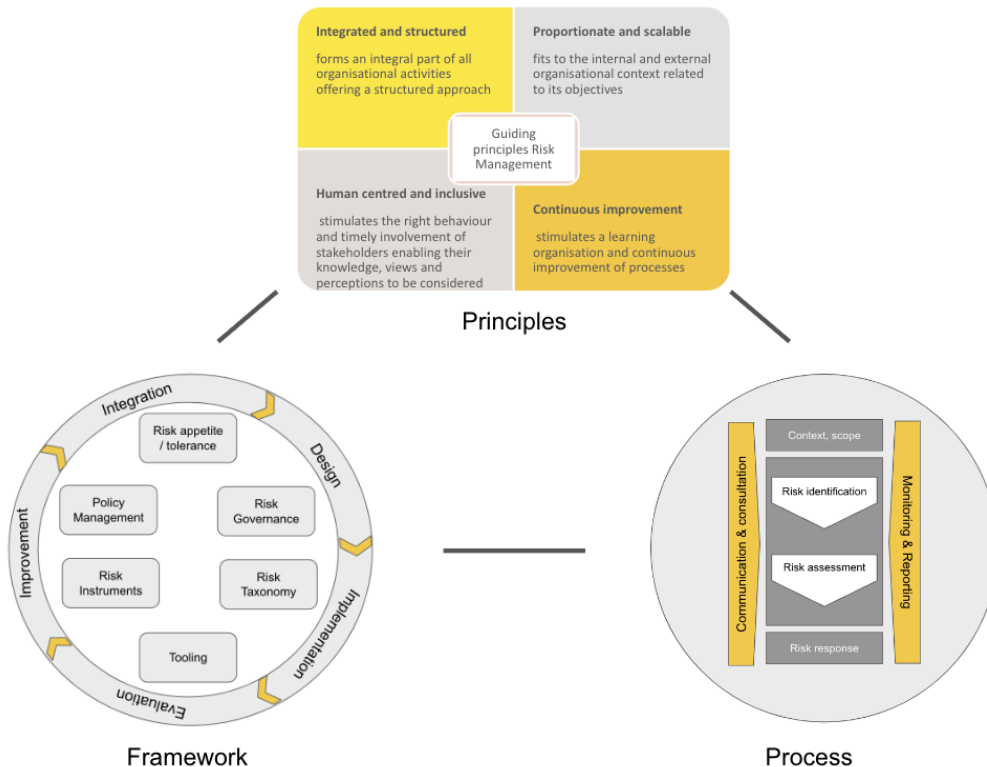
**Lost Time Injury Frequency (LTIF):** # of LTI per 1,000,000 hours worked.

**H&S – Risk assessment:** a combination of an inventory of H&S risks that exist within Fastned plus an evaluation of those risks, including weighing the risks and prioritisation.

## 3. Management system

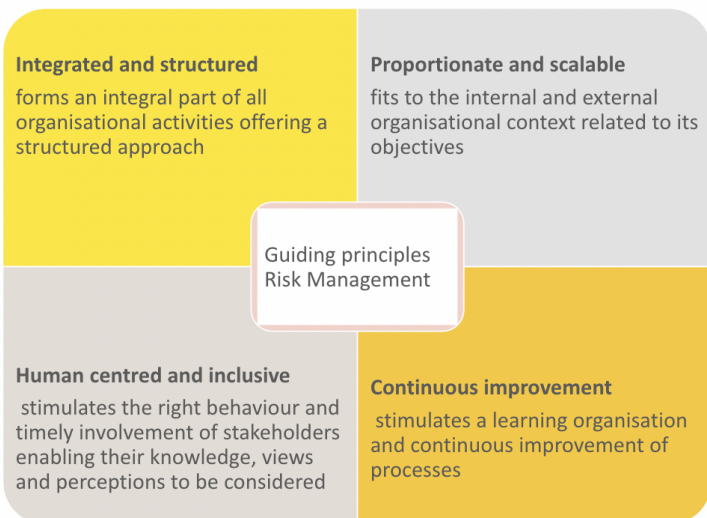
### 3.1. General management system

The Fastned RM policy is based on three elements: 1) certain principles, 2) a framework and a 3) risk management process, as illustrated in the figure below. Fastned has adopted these basic elements from the international standard ISO 31000:2018. The same system applies to this policy.

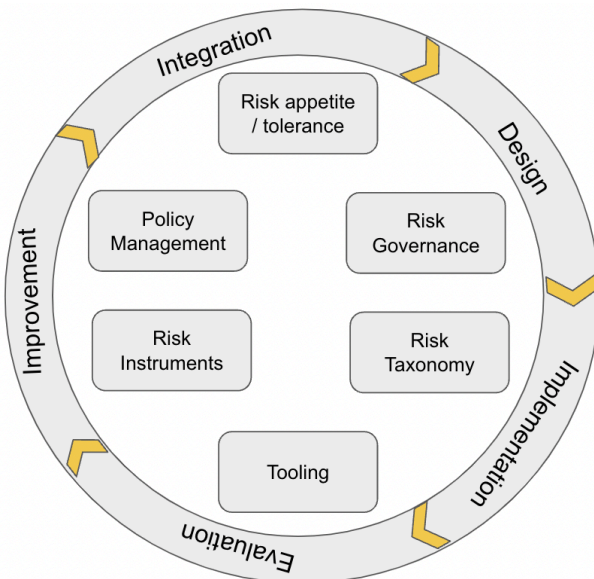


### 3.2. Principles

The principles mentioned in the Risk Management policy are also used for this policy. This means the policy takes into account the size, complexity, and growth ambition of the organisations.



### 3.3. Frameworks



Please refer to the Risk Management policy for the framework and full explanation. In this policy, only the additions/differences with this overarching Risk Management policy are mentioned.



### 3.3.1. Risk tolerance and classification

The same classification matrix is used for H&S risk, as mentioned in the RM policy. However, there are two important distinctions. The first is that a H&S risk will never have a potential positive impact on objectives.

The second is the need to add the factor of 'Exposure' to be able to classify and prioritise risks. Taken from the Kiney & Wiruth method for risk assessments, there are three options:

1. Exposure to the risk is daily during work hours or continues. The Probability will increase with 1.
2. Exposure to the risk is monthly or weekly. The Probability will remain equal.
3. Exposure to the risk is less frequent. The Probability will decrease with 1.

### 3.3.2. H&S risk governance

#### 3.3.2.1. Managing Board

The Managing Board is responsible for the H&S of all Fastned employees, underlying policy setting and adherence, and stimulate awareness about health and safety with support of (Senior) Management. The Supervisory Board keeps oversight part of their generic supervisory role.

#### 3.3.2.2. (Senior) Management

Managers of all levels are in charge of supervising the H&S situation for their employees. They provide feedback to their respective teams wherever needed and are in the lead in identifying new issues. And make sure that Fastned is able to provide a healthy and safe work environment.

They are also tasked to follow up on action points to improve the safety of Fastned in their departments, for example, organising training and instructions.

#### 3.3.2.3. Risk & Audit (incl H&S team)

The H&S team is part of the R&A team, which is located within the Finance domain. This ensures impartiality and helps create a good working environment. The R&A team is responsible for the maintenance of this policy and, amongst others, for the following:

- for setting up and sharing H&S risk assessments;
- for the follow-up on the implementation of measures and actions to improve overall safety;
- for providing training and toolbox talks for the organisation
- doing root cause analysis for all H&S incidents classified as 'High' and above, as mentioned in annex II of the RM policy;
- for reporting to management and the boards on H&S.

#### 3.3.2.4. Employees

All employees are responsible for actively contributing to a safe and healthy workplace by adhering to policies and procedures. They shall provide open and relevant feedback to others on H&S topics. They take responsibility for their own safety and the safety of others who may be affected by their actions. They follow all health and safety rules, guidelines, and instructions provided by the organisation. Hazards are reported by them to their managers, the H&S team, HR, the internal trust-person or the local/national safety spokesperson (see below). They are tasked to properly use tools, machinery, and personal protective equipment (PPE) as instructed. They should also attend H&S training and toolbox talks. Lastly, they support colleagues by promoting safe work practices and addressing unsafe behaviour where appropriate.

#### 3.3.2.5. Safety Spokesperson

Where applicable and appropriate, Fastned will have a local/national safety spokesperson. This, for instance, covers the Dutch role of 'Preventie medewerker', the Belgian role of 'Preventie Adviseur' and the Italian role of RSPP. This person is knowledgeable on H&S topics in the local/national context and is open to receiving feedback from all employees on H&S. When needed, approval for the appointment of this person is asked from the works council.

#### 3.3.2.6. Externals (Contractors)

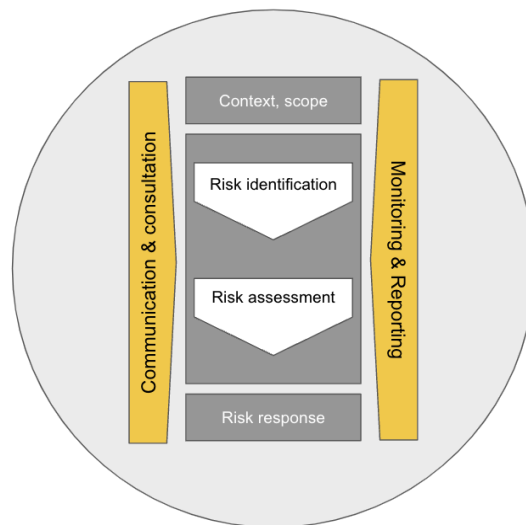
Contractors and suppliers working on Fastned sites or who have an essential role in maintaining safety must adhere to our health and safety standards and any applicable legal requirements. They are tasked with conducting and providing evidence of risk assessments for their activities. And ensuring their workers are properly trained, competent, and equipped for the tasks they perform. They must also report any and all accidents, incidents, or unsafe conditions immediately to the designated contact within Fastned.

#### 3.3.2.7. Customers (Users)

While they are not employees, customers must also follow basic safety protocols to ensure a secure environment for everyone. So they should follow health and safety instructions provided and remain vigilant to hazards, reporting any unsafe conditions to Fastned. Avoiding unauthorized areas or engaging in activities outside the scope of their visit.

### 3.4. Process

The six steps mentioned in the Risk Management policy also apply to this policy. The purpose is to determine periodically whether defined business objectives can still be realised, activities, or internal controls that would require adjustments. The Risk Management policy provides a structured approach intended to establish the context, identify, assess and respond to risks, ensuring monitoring and feedback about risks and controls to stakeholders for further decision-making. Only the differences/additions to the RM policy are mentioned in this policy.



#### 3.4.1. Risk identification

Fastned shall keep an overall overview of the H&S risks. Additionally, in each country where a station is planned (permit granted), an external provider will be asked to conduct the H&S risk identification. This way, Fastned ensures the inclusion of local/national context(s) and compliance with local/national legislation.

#### 3.4.2. Risk assessment

The assessment of risks is in line with the Risk Management policy with the addition of the exposure factor, as mentioned in 3.2.1. So risk related to H&S will also be assessed on this factor.

#### 3.4.3. Monitoring and reporting

Fastned will monitor and report actively. This will be done by visiting sites and recording the state of H&S there. These will be reported in applicable systems, and they will be combined with incidents, accidents, and noticed near misses. Our colleagues are trained in this and can get help from H&S to make sure the filing is correct and clear. All reports are followed up to make sure (1) corrective actions have been taken and (2) steps are taken to prevent repeat situations. All reports will be categorised in base risk factors to create a clear understanding of the focus points within the organisation.

A full evaluation of the H&S situation will be drafted on a yearly basis. This includes an overview of all the incidents, accidents and near misses. Based on the outcome plans for future improvement and focus are made.

### 3.5. Tooling

In line with the RM policy within H&S, Fastned's risk management platform is used to monitor risk, controls, follow-up actions and the status of these.

To administrate incidents, two tools are implemented. For Construction, this is 'Salesforce Sitetracker,' and for Operations, this is currently 'Ultimo'. When these tools change, H&S must be a part of the requirements. A system for monitoring lone workers is being tested, and implementation will follow based on these tests.

Further, non-IT tools for improving H&S at Fastned are toolbox talks, site visits/inspections, technical inspections, Standard Operating Procedures (SOP)/ Safe Work Instructions (SWI), root cause analysis, guidelines (for example on PPE), and general instructions. These are under constant development and review.

## 4. Annexes

### Annex 1: Document control

<b>Document name</b>	Health and Safety Policy
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<b>Policy owner</b>	Head of Risk & Audit
<b>Author</b>	Health & Safety Manager

#### Version History

<b>Version</b>	<b>Date</b>	<b>Change description</b>
0.1	November 2023	Drafting first H&S Policy
0.5	November 2024	Drafting first H&S Policy based on values sessions
0.6	November 2024	Re-writing to be more in line with RM policy
0.7	December 2024	Changing based on comments
0.8	February 2025	Changing based on reviews
0.9	February 2025	Approval by Head of Risk & Audit
1.0	June 2025	Approval by COO