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QHSSE Requirements third parties

RST has an active policy on QHSSE. By QHSSE, we mean the following:

- | | |
|-------------------|--|
| • Quality | Proper, timely and efficient execution of work. |
| • Health & Safety | Ensuring safety and health of employees and third parties |
| • Security | Securing our processes and goods |
| • Environment | Optimal care for soil, air, water and the living environment |


By third parties is meant: companies, persons, and/or subcontractors engaged by RST (hereafter called "the organization") which are active at/for RST. Third parties are expected to act in full compliance with our policies as described in the Handbook & Policy VG RST 2022.

General Requirements Third Party Quality

- Only activities that are permitted under (inter)national laws and regulations are performed on RST premises.
- The organization only deploys persons on the RST site who are allowed to work in the Netherlands in accordance with (inter)national laws and regulations.
- The organization fully conforms to the current site regulations as they apply to the RST site and City Terminal.
- The organization follows the internal (QHSSE) procedures of RST. These are available upon request and can be requested at the QHSSE department.
- The organization has a current and applied policy aimed at securing QHSSE. This policy is on request available for review by RST

General requirements third party Health & Safety

- The organization has an up-to-date Risk Inventory & Evaluation (RI&E) as prescribed in Article 5 of the Working Conditions Act. This RI&E contains the risks and control measures related to the activities to be carried out on the RST premises. This RI&E is on request available for review by RST
- The organization only uses work equipment and substances that are permitted under (inter)national laws and regulations.
- All relevant equipment complies with the inspection requirements as stated in the (inter)national legislation and regulations.
- If considered necessary by RST, the work will be carried out under a work permit issued by RST.
- The organization conforms to the Alcohol, Drugs & Medications (ADM) policy of RST. This policy is available upon request and can be requested at the QHSSE department.
- If applicable, the organization holds a company certification VCA* or VCA** (or equivalent). RST will always communicate this in writing prior to assignment.

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General requirements third party Security


- Information gathered, in any form whatsoever, during the execution of work for RST is confidential. This information may never be shared with third parties.
- Attempts of illegal entrance, (possible) preparations for criminal activities, incidents and other undesirable events are reported immediately to security, manager or contact person of RST.
- Due to increased threat, increased security level, or other serious situation, RST may decide to restrict access to the premises.
- All employees can identify themselves by passport or ID card;
- Individuals accept the possibility of a visitation when entering and/or leaving the site. Everyone must submit to this visitation. If a person does not cooperate, he/she will no longer be allowed to enter the location. In addition, other measures considered necessary by RST can be taken.

General requirements third party Environment

- When carrying out the work, the organization shall take the minimum necessary measures to optimally protect soil, air and water from adverse influences (e.g., leakages).
- Environmental spills (e.g., leaks) are prevented and in the event of an incident, the RST emergency organization is immediately notified.
- The organization conforms to RST's policy on waste disposal and waste separation. This policy is transparent and can be requested from the QHSSE department.
- If applicable, the organization has company certification ISO 14001 (or equivalent). RST will communicate this in writing at all times prior to assignment.

Requirements for organization personnel:

- All employees shall fully conform to the safety requirements established by RST;
- No company property and other materials/objects present shall be taken off site without written permission from RST;
- All employees are in possession of the following personal protective equipment (PPE) at the time of their presence at RST; safety shoes, safety helmet and signal clothing. If required, this will be supplemented with other PPE for each site or project. PPE will be worn correctly and at all times;
- If an employee of the organization observes a (potentially) dangerous situation, this must be reported to the RST contact person or an RST employee at all times.
- The use of subcontractors by the organization on RST's premises will only take place after written permission from RST. All employees must follow instructions from Security or an RST supervisor;
- RST has a Zero tolerance policy regarding harassment, sexual harassment, discrimination or other negative social behavior and transgressive behavior. These are not permitted;
- Everyone must conform to the legally mandated work and rest times and must attend/leave on time;
- Taking photographs/videos is prohibited unless explicit written permission is granted from RST. Permission must be shown upon request from RST.

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- RST has established an Alcohol, Drugs and Medications (ADM) policy. This policy also applies to all third parties. This policy (available at the QHSSE department) is part of these QHSSE regulations;
- All employees cooperate with ADM checks conducted by RST;
- Offenses, such as theft and vandalism, are immediately reported to the police.

Violation of any of the mentioned safety requirements, regulations and/or national laws and regulations may result in sanctions.

These may consist of:

- An official written warning;
- Immediate removal from the premises. The employee will be prohibited from operating at any of RST's sites for a set period of time;
- Any other sanction imposed by RST.

Depending on the circumstances and nature, RST will decide what the next steps will be.

The following parties hereby declare to be aware of the applicable agreements and to comply with them in full and in their entirety:

Rotterdam Short Sea Terminals B.V.

Mr. A. Storm

(Name) _____

CEO

(Function) _____



(Signature) _____

11- April 2023

(date/place) _____