



Health and Safety Policy Statement

GEM-HSSE-0003

The Top Management of Gemini are committed to provide a safe and healthy work environment, with the commitment to prevent all workplace incidents, injuries and ill health. The top management of Gemini also believe that by working together we can achieve high standards of health & safety. The Gemini “Operating Principles” are integral to the culture of the organisation:

Comply with the law, standards and procedures
Intervene in unsafe or non-compliant situations
Respect people, environment & equipment

In accordance with the “Operating Principles” Gemini’s health and safety practices will be sustained and continuously reviewed and improved as new legislation and regulations are enacted, and as new and improved methods of working are developed. Gemini’s goal is to actively develop and improve our safety processes to conform to world-class standards and to comply with and, wherever possible, exceed legislative and regulatory requirements and standards so as to be seen as leaders in our industry. To assist with this endeavor Gemini has produced “Golden Rules & Behaviours” that are fundamental in all we do.

All employees, contractors and visitors are expected to accept responsibility for their own safety and to be an advocate for the safety of others. Each employee, contractor and visitor is expected to correct and are encouraged to report hazardous conditions or actions in the workplace.

The safety and health of our employees and third parties is an integral part of all our processes and the first priority in all aspects of our business. Gemini top management accepts the responsibility to provide a safe workplace, along with providing a healthy environment to work in where consultation, participation and communication is maintained between staff, contractors and management. Top management also accepts the responsibility to implement and enforce policies directed toward the elimination of hazards or unsafe acts.

Gemini will provide a framework for setting and reviewing health and safety standards as part of the documented and maintained health and safety management system.

Gemini’s employees, our contractors and visitors have a responsibility to comply with the established health & safety policies, regulations and procedures. All necessary training will be provided to ensure that Gemini has sufficient skilled and trained resources available to implement the policy.

This policy will be communicated to all employees and interested parties and reviewed periodically to ensure it remains relevant and appropriate.

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1,4

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25.04.2022

Bart Hoefakker
CEO Gemini

Stephan Berendes
CFO Gemini



Environmental Policy Statement

GEM-HSSE-0004

Gemini is committed to the protection of the environment and to bringing social and economic benefits for the communities where our employees and our contractors live, work and play. Being the operator of one of the largest wind parks in Europe, not only does Gemini supply environmentally friendly electricity, but we are also very aware that we need to ensure that our policies enhance the environment that we operate in.

Gemini will responsibly manage all aspects of our operations such that our environmental obligations are achieved. We will operate our facilities in compliance with the applicable environmental legislation, as a minimum, but our goal is to achieve best international standards in all aspects of our business. An “operating principle” within the Gemini organisation is to “respect people, the environment and equipment”, this is fundamental in all aspects of the organisation’s operations.

Through training and by providing information to our staff and contractors we will ensure that all our employees, contractors and visitors are made aware of our environmental responsibilities and know how to adhere to the established environmental procedures.

Gemini will implement cost-effective best management practices to provide environmental protection and minimize risk to the environment we operate in. Gemini will uphold the belief that pollution of the environment is entirely preventable. Gemini will reduce fossil-fuel use, water consumption and waste generation to as low as possible. To ensure compliance with governing legislation and regulatory requirements, and to direct the continuous improvement of Gemini’s environmental management system, we will carry out periodic environmental audits and conduct monitoring programs.

Gemini will communicate with government agencies, employees, contractors and the public on our environmental performance and policies through our website, publications and selected media sources, and we will strive to make decisions using the evaluation of environmental, economic and social equity whenever possible.

Gemini will select contractors who are committed to compliance with the applicable environmental legislation and to Gemini policies and procedures. This compliance will be monitored by Gemini to ensure high standards are up held.

It is the responsibility of each employee to understand and to comply with the governing environmental legislation and this policy.

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Security Policy Statement

GEM-HSSE-0005

Gemini's responsibility to make the Gemini wind park as secure as possible is a guiding factor of its operations. The Gemini management team will ensure that high levels of security are in place which protect its employees, contractors or any third parties that may access any of our sites, both on shore and off shore.

The Gemini management team will ensure that high levels of cyber security are in place which protect its assets and data.

Gemini's security measures will be proportionate to the assessed risk. Security measures will apply to all business assets, including people, property, information and reputation.

Tested plans and procedures will be in place to deal with security incidents and emergencies. Security incidents and emergencies will be reported through the normal incident reporting structure, so that Gemini can improve and learn from the incidents where possible.

Gemini requires contractors to manage their security, while operating at our locations. The Gemini Security practices and procedures must be adhered to and deviations from these practices and procedures must be documented and will only be accepted when it will lead to a higher or equally effective security system. Gemini accepts that implementation is a management responsibility. Top management will provide support as required to implement all aspects of this policy and related procedures.

Security operations shall be conducted in full compliance with national legal requirements and international standards. Security shall be addressed in the same way as any other critical activity in the proposal, planning implementation and discontinuation stages of business operations. Armed security shall not be used unless it is a legal or government requirement or if there is no acceptable alternative to manage the risk.

Programs will be conducted to develop security awareness and responsibility amongst our staff, contractors and visitors. All incidents, including security breaches and irregularities shall be reported, investigated and recorded.

Security measures shall be reviewed periodically, and lessons learned, new legislation and regulations and international best practices will be taken into account.

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Drugs & Alcohol Policy Statement

GEM-HSSE-0012

The management of Gemini is committed to a working environment that is free of drugs, alcohol or any other intoxicating substances. In this environment Gemini wants to ensure sound judgment and responsible behaviour of employees, contractors and subcontractors involved directly or indirectly in Gemini operations. Gemini recognizes that alcohol or drugs abuse will impair people's ability to perform properly and will have serious adverse effects on the safety, efficiency and productivity of employees, contractors and the company as a whole.

Therefore Gemini is committed to implementing the following:

The misuse of legitimate drugs or the use, possession, distribution or sale of illicit or unlawful drugs or other intoxicating substances on Gemini sites is strictly prohibited and may be grounds for dismissal;

Possession, use, distribution or sale of alcoholic beverages on Gemini sites is subject to the lowest possible defined restrictions and controls established through relevant procedures;

Being unfit for work because of use of (any) drug(s) and / or alcohol is strictly prohibited and may be grounds for immediate suspension followed by dismissal;

Gemini will conduct unannounced testing and searches for drugs and / or alcohol on sites under Gemini control when believed necessary;

Violation will result in immediate disciplinary action.

Effective enforcement of this policy relies on responsible behaviour and dedication of everyone involved. Gemini therefore is committed to raise its personnel's awareness with regard to use of drugs and alcohol in the working environment as well as in the private environment of their homes.

Biodiversity Policy Statement

GEM-HSSE-0021



Renewable energy infrastructure, such as offshore wind farms, contribute to climate change mitigation by reducing greenhouse gas emissions. However, locally they can have impacts on biodiversity. With this in mind Gemini is committed to positively influencing biodiversity by the introduction of measures intended to encourage flora and fauna.

By choosing its location appropriately, Gemini's impacts on biodiversity have been further reduced: Gemini is located far offshore, i.e. way outside the ecological important coastal zone and other valuable marine habitats. Gemini is committed to limit the impact on marine life during operation and maintenance.

Gemini executes an ecological research program that aims at monitoring possible unforeseen effects on biodiversity. This monitoring program specifically aims at determining distributions and behavioural responses of birds, fish, seals and harbour porpoises in the area of the wind farm site.

Gemini also strives to facilitate additional (third party) ecological research to further enhance the knowledge of the ecological function of offshore wind farms.

To support abundance and diversity of marine species, Gemini actively engages in nature restoration projects initiated by nature conservation organisations (such as active restoration of native oysters in the North Sea).



CCTV Policy Statement

GEM-HSSE-0014

At Gemini we care about the protection of our people and assets.

For the protection of our assets and people Closed Circuit Television (CCTV) cameras are in operation. These CCTV cameras are located on the Offshore High Voltage Substations ZeeEnergie and Buitengaats and on the Land High Voltage Substation in Eemshaven.

The access to these premises is restricted only to personnel allowed by Gemini. The CCTV is operated within the legislation applied by the Dutch authorities.

The General Data Protection Regulation Act (GDPR) monitors the protection of personal data. The cameras are intended to monitor assets only. However, where personnel are captured on CCTV all relevant GDPR requirements will be met, this means data will not be distributed or saved for longer than short term.

If you require more information or you have questions about this policy statement, please contact HSE@geminiwindpark.nl



Electrical Safety Statement

GEM-HSSE-0008

The Top Management of Gemini is committed to provide a safe and healthy work environment, with the clear target to prevent all workplace incidents, injuries and ill health. The top management of Gemini also believes that by working together we can achieve high standards of health & safety. The Gemini “Operating Principles” are integral to the culture of the organisation:

Comply with the law, standards and procedures
Intervene in unsafe or non-compliant situations
Respect people, environment & equipment

In accordance with the “Operating Principles” Gemini’s rules and practices to improve Electrical Safety will be sustained and continuously reviewed and improved as new legislation and regulations are enacted, and as new and improved methods of working are developed. Gemini’s goal is to actively develop and improve the electrical safety processes to conform to world-class standards and to comply with and, wherever possible, exceed legislative and regulatory requirements and standards (as described in NEN-EN-50110 and NEN-3140/3840) so as to be seen as leaders in our industry.

The safety and health of our employees and third parties is an integral part of all our processes and the first priority in all aspects of our business. Gemini top management accepts the responsibility to provide a safe workplace, along with providing a healthy environment to work in where consultation, participation and communication is maintained between staff, contractors and management. Top management also accepts the responsibility to implement and enforce policies directed toward the elimination of hazards or unsafe acts.

To assist with this endeavor Gemini advocates

All employees, contractors and visitors are expected to accept responsibility for their own safety and to be an advocate for the safety of others.

Each employee, contractor and visitor is expected to correct and are encouraged to report hazardous conditions or actions in the workplace.

To ensure that each employee, contractor and visitor is properly trained, fit for work and has been properly induced before entering the work location.

Gemini will provide a framework for setting and reviewing electrical safety standards as part of the documented and maintained health and safety management system.

Gemini’s employees, our contractors and visitors have a responsibility to comply with this policy. This policy will be communicated to all employees and interested parties and reviewed periodically to ensure it remains relevant and appropriate.

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Information & Cyber Security Policy Statement

GEM-ORG-323

Gemini's responsibility to make the Gemini wind park as secure as possible is a guiding factor of its operations.

The Gemini management team will ensure that high levels of information and cyber security are in place which protects its assets and data. Gemini's security measures will be proportionate to the assessed risk.

Information and cyber security measures will apply to all business assets, including people, property, information and reputation.

Tested plans and procedures will be in place to deal with information and cyber security incidents and emergencies.

Information and cyber security incidents and emergencies will be reported through the normal incident reporting structure, so that Gemini can improve and learn from the incidents where possible.

Gemini requires contractors to manage their information and cyber security, while they have access to our assets and data.

The Gemini information and cyber security practices and procedures must be adhered to and deviations from these practices and procedures must be documented and will only be accepted when it will lead to a higher or equally effective security system.

Gemini accepts that implementation is a management responsibility. Top management will provide support as required to implement all aspects of this policy and related procedures.

Information and cyber security operations shall be conducted in full compliance with national legal requirements and international standards.

Information and cyber security shall be addressed in the same way as any other critical activity in the proposal, planning implementation and discontinuation stages of business operations.

Programs will be conducted to develop information and cyber security awareness and responsibility amongst our staff, contractors and visitors.

All incidents, including information and cyber security breaches and irregularities shall be reported, investigated and recorded.

Information and cyber security measures shall be reviewed periodically, and lessons learned, new legislation and regulations and international best practices will be taken into account.