



# Policy

## Health and Safety

This Policy is effective from 1<sup>st</sup> February 2023 and is subject to periodic review. The next review is due in January 2025.

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The Board of Alpha Trains (Luxembourg) Holdings S.à r.l. recognises that high standards of health and safety for the employees of the total Alpha Trains group including all its subsidiaries (**Alpha Trains**) and of third parties with whom it interacts are essential to its business and it commits itself to achieving these standards by promoting a culture of safety.

Specifically, Alpha Trains undertakes to:

- integrate health and safety into the business strategies.
- promote a culture of safety amongst its employees, suppliers, contractors and visitors.
- ensure that there is an up-to-date health and safety policy and arrangements to implement and comply with it.
- manage health and safety effectively by developing, implementing and maintaining a best practice, process oriented, integrated management system.
- measure and monitor health and safety performance and develop annual and long-term health and safety objectives to achieve continuous, sustainable improvement.
- be fully transparent in the periodic reporting on health and safety performance.
- audit and review the companies' health and safety performance with a view to achieving continuous improvements.
- do whatever is reasonably practicable to ensure the health, safety and welfare of the employees of the Group's subsidiaries and of others who could be affected by the Group's activities, and to provide a safe and healthy working environment.
- take all reasonable precautions to ensure that the equipment provided for employees' use is safe and fit for its purpose when properly used.
- ensure that appropriate systems, services and advocacies are in place in the Group's subsidiaries to ensure that rolling stock and other railway equipment for which those subsidiaries have a responsibility is safe to operate when it is delivered to rail operating companies and that, as far as is reasonably practical, it is maintained in a safe and operable condition and in accordance with the obligations contained within the relevant lease agreement.
- enhance the health and safety of our employees and that of others through constant instructions, training, qualification as also near miss and incident reporting and ongoing information on health and safety topics.
- obligate our management to act responsibly and in an exemplary manner in keeping with the principles of health and safety protection and support them in doing so in order to obtain optimal safety results.
- encourage our employees to understand and accept that health and safety is an integral part of their individual responsibilities.

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- involve and engage our employees in the implementation and enhancement of workplace safety activities and initiatives.
- verify compliance with all the companies' safety obligations in the jurisdictions in which it operates and strive for compliance with international standards such as ISO 45001.
- ensure that the Group's subsidiaries work with customers, suppliers, contractors and premises management to ensure that its business is conducted with proper regard to health and safety and require them to apply appropriated principles to their users and the community as well.
- ensure priority be given to providing adequate funding and obtaining necessary external advice for any safety matter required by law and/or any other project aimed at improving or maintaining high standards of health and safety. Such requirements and projects will be assessed using suitable risk assessment techniques.
- provide and maintain a permanently safe, healthy and incident-free work environment
- become a leader in health and safety performance and making health and safety a core value of what we do.

Direction and oversight of the management of health and safety is the responsibility of the Alpha Trains (Luxembourg) Holdings S.à r.l. Board which has delegated day-to-day management responsibility to the Chief Executive Officer of Alpha Trains group who shall report back to the Board on a regular basis.

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