



OHSE Program of Requirements

> for Contractors and Subcontractors

2026, Version 7

Revision history:

Version:	Reviewer:	Date:	Description of changes:
1.0	HSEQ	25-11-2016	Initial document covering NL, GE and BE HSE requirements
2.0	HSEQ	16-02-2018	Updated country specific requirements, HSEQ policy and nomination documented in safety passport
2.1	HSEQ	21-02-2018	Updated requirements for Republic of Ireland
2.2	HSEQ	28-02-2018	Highlighted requested HSE evidence from supplier
2.3	HSEQ	11-07-2018	Updated country specific requirements
2.4	HSEQ	08-11-2018	Added country specific requirements for Finland and Spain
3.0	HSEQ	18-03-2019	Added country specific requirements for Poland and Italy
3.1	HSEQ	23-05-2019	Added Subcontractor requirements and access key requirements
4.0	HSEQ	07-04-2021	Added countries Lithuania, Estonia and Latvia.
5.0	HSEQ	30-06-2022	Update to new format (Allego logo and branding)
6.0	HSEQ	01-09-2024	Review and validation of completeness of country scope
7.0	HSEQ	01-12-2025	Complete revision, added the ATEX requirements, BESS training requirements and the Environmental requirements

- * for Slovenia, Austrian requirements apply

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- * for Slovenia, Austrian requirements apply

1. Purpose

This document describes the specific requirements for Occupational Health, Safety and Environment (OHSE) which shall be in place whilst carrying out work for or on behalf of Allego in Europe. Allego believes that all our activities can be undertaken safely, and Allego will never compromise safety. We will conduct our business in a way that ensures the health and well-being of our employees, Contractors, and any other person affected by our work, with consideration for the environment. This is also stated in our Health, Safety, Environmental, and Quality Policy Statement.

By this document we would like to make sure that safety risks regarding the installation and maintenance of charge points (CP) and a battery energy storage system (BESS) on public ground, private ground and petrol forecourts are sufficiently covered.

The Allego HSE Framework ensures that all work activities and/or services (hereafter: "Work" or "Works") follow regulatory and legislative requirements, and particularly that safety is fully emphasized.

The "shall" in this document is used to express an obligation.

2. Scope

This Occupational Health, Safety and Environmental (OHSE) Program of Requirements (PoR) is mandatory for all 3rd parties that are contracted by Allego involved in the site commission, site maintenance and work place inspections " for which this document is contractually binding (hereafter: "Contractors").

This OHSE PoR does also apply to Subcontractors which means that Contractors engaged by Allego are responsible for cascading down Allego's requirements to Subcontractors they hire. Contractors must be able to provide evidence (upon request) that Subcontractors meet the same OHSE conditions.

3. Contact details in case of emergency situations

General rule for Allego's Contractors:

In case of emergency, please contact Allego's call center.

Country specific phone numbers can be found on:

<https://www.allego.eu/live-support/>

- * for Slovenia, Austrian requirements apply

4. Terminology/Abbreviations

ATEX	ATEX stands for ATmosphères EXplosibles. It refers to two European Union directives that outline the minimum safety requirements for workplaces and equipment used in potentially explosive atmospheres.
BESS	A Battery Energy Storage System The BESS is a piece of electrical equipment, like a charge point. There are no different or additional safety certification requirements related to BESS. As for charge points, Contractors shall have VCA or SCC certificates (VCA and SCC are equivalent and interchangeable schemes). For example: VCA is required in NL and BE; SCC is required in DE.
Contractors	In this document: Installation partners, Engineering parties, Service providers, Field Maintenance and Network Roll-Out Services, and all other parties carrying out work for or on behalf of Allego in Europe, including Subcontractors hired by Allego's primary Contractors.
CP	Charge points
Dynamics CE	Allego's Incident Reporting Tool
EN 50110	The European Standard EN 50110-1 "Operation of electrical installations"
HPC	High Power Charging
JSA	Job Safety Analysis
LOTO	Lockout Tagout
OHSE	Occupational Health, Safety and Environment
MoreApp	Allego's tool to conduct Workplace inspection
NEN 3140	The NEN 3140 Operation of Electrical Installations – Low Voltage standard is a Dutch standard that works in tandem with EN 50110. Overall, NEN 3140 covers the safe operation of tasks nearby, on, or with electrical objects in low-voltage environments with a maximum of 1,000 volts AC or 1,500 volts DC.
NFPA 70E	Standard for Electrical Safety in the Workplace. The standard addresses electrical safety requirements for employee workplaces that are necessary for the practical safeguarding of employees during Works such as the installation, operation, maintenance, and demolition of electrical equipment.
NPCEI	Nominated Person in Control of the Electrical Installation in EN50110 standard
NPCWA	Nominated Person in Control of the Work Activity in EN 50110 standard
PoR	Program of Requirements
PPE	Personal Protective Equipment: Any clothing, device or appliance designed to be worn or held by an individual for protection against one or more health and safety hazards

- * for Slovenia, Austrian requirements apply

5. General OHSE Requirements

The importance of electrical safety is a high priority everywhere when thinking about occupational hazards. For that reason, it is incredibly important to be familiar with the requirements and standards of the area.

Therefore, the Contractor shall ensure:

- Endorsement to the Allego HSEQ policy and work in accordance with this policy:
[Governance Documents :: Allego N.V. \(ALLG\)](#)
- Endorsement to Allego Supplier Code of Conduct and work in accordance with this code: [Suppliers - Allego](#)
- Adherence to any documents governing the relationship with Allego such as the applicable agreements and conditions.
- Endorsement to Allego OHSE rules described in this PoR and work in accordance with these rules and requirements

including

- Having all necessary systems in place to report, record and investigate incidents and near misses;
- Having an integrated management system concerning Health, Safety, Environmental and Quality management verified by the 3rd party certification (Contractor shall be able to prove the certification (or similar) by sharing a valid copy of certifications (or similar). Contractor allows Allego the right to audit with access to all requested information).

Additionally, the Contractor shall assure:

- Overall safety on the site or designated work area;
- Mandatory introduction training for all employees and visitors on site;
- Trained and competent in their task's employees with relevant and sufficient OHSE knowledge and experience;
- Knowledge of relevant OHSE laws and regulations and other laws and regulations that may apply to them or their business;
- Understanding of specific work, and the associated hazards, risks and required control measures;
- Availability and completeness of the required OHSE site documentation;
- Authority to stop work at significant risk if deemed necessary;

The Contractor shall at its own expense:

- Appoint a senior representative as the single point of contact who shall be available for discussion on all OHSE matters;
- Clearly define the roles and responsibilities with respect to the delivery of OHSE throughout the Contractor organization. Ensure appropriate OHSE controls, processes and reporting, together with the allocation of adequate resources to identify and address the OHSE risks associated with the delivery of the Works;
- Maintaining the agreed OHSE arrangements during the performance of the Works;
- Ensure the OHSE training needs of its employees are assessed, and appropriate level of training is provided;
- Provide Personal Protective Equipment (PPE) to its employees. Ensure that no relevant Works are started until all standards of the Risk Assessment and PPE inspection process have been fulfilled;
- Attend OHSE review meetings as required by Allego;
- At all times participate and fully co-operate with Allego in OHSE audits of health and safety compliance, competence and resource as required by Allego or Allego's customers;
- Ensure OHSE performance is continually monitored and reviewed through programs of inspections, testing and audits and provide OHSE data thereof to Allego as requested.

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6. Training and Certifications

All employees working on installing or maintaining charging solutions and BESS for Allego must be certified.

- In case electrical operations are performed to the grid or connection, the person must have a mandatory nomination (Minimum Skilled Person) according to EN50110 or local equivalent (for further details please refer to chapter 7: The European EN50110 Standard and appendix 1 and 2 of this document).
- In case electrical operations to be carried out on a charging station, the person must have the appropriate designation/ competence according to EN50110 or local equivalent (for further details please refer to chapter 7: The European EN50110 Standard and appendix 1 and 2 of this document).
- In case of lifting, the operations should be done by a person in possession of a certificate or lifting hoist. In the case of excavation work, a lifting certificate is not required.
- For driving a vehicle, a valid driver's license for the appropriate vehicle category is required.
- Supplier employees shall have a safety passport, and this safety passport shall be available for inspection during all Works. The safety passport of supplier employees shall include the supplier's nomination. At the request of Allego (before, during or after work), the applicable diploma, certificate, nomination, or license must be available for inspection.

For installation and maintenance work, Contractor must meet the following training requirements.:

- Mandatory training for installation and maintenance Contractors about chargers. It is the Contractor's responsibility to ensure that training by the manufacturer is followed.
- Allego requires proven experience in installing and/or maintaining a BESS of a relevant size from the contracting company.
- In the case of working on BESS installations, service or maintenance contractors must adhere to relevant standards and directives. The Contractor shall provide mandatory training for its employees to create awareness about BESS hazards and additional safety measures.
- For installation partners in the case of installations or maintenance near potentially explosive areas, minimum awareness training for ATEX is required. Please refer to Chapter 16: The ATEX requirements for more details related to the ATEX directive.

Upon Allego's request, Contractors and Subcontractors shall provide records to enable Allego to verify compliance has been met.

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7. The European EN 50110 standard (Nomination requirements for installation partners in Europe)

Contractors working for Allego shall be certified to work on, with, or near electrical installations based on the EN 50110: European electrical standard and meet personnel nomination requirements based on the EN 50110 (or country specific equivalent standards). Unless explicitly agreed differently, the responsibility of safe working lies with Contractor, which means Contractor oversees appointing:

- 1.1. **Nominated Person in Control of the Work Activity (NPCWA)** according to EN 50110 or country specific version;
- 1.2. **Skilled person** with a minimum required educational competence level according to EN 50110 or country specific version;
- 1.3. **Instructed person** according to EN 50110 or country specific version.

Additionally, for the EN 50110 training (or country specific versions), Nominated Persons shall have received internal instructions on company-specific installations, their operation and their hazards.

Allego must be able to verify if external employees have sufficient and adequate qualifications for carrying out the work.

Table 01: Nomination responsibilities for EN 50110

EN 50110 nomination	Responsibilities
Nominated person in control of all electrical installations	Allego
Nominated Person in Control of the Work Activity (NPCWA)	Contractor/Subcontractor
Skilled person	Contractor/Subcontractor
Instructed person	Contractor/Subcontractor

For more details please check:

Appendix 1: An overview of EN 50110 nominations and country-specific version, and

Appendix 2: Country specific requirements

8. Personal Protective Equipment (PPE)

Electrical hazards pose the risk of arc flash causing electrocution, severe burns, permanent eyesight, and hearing damage, and can even be fatal in some cases. Therefore, one of the most important things to do to keep an employee and others in the area safe when working on electrical systems is to use proper Personal Protection Equipment (PPE). There are many types of PPE that are designed specifically to keep an employee safe from electrical hazards. Choosing the right PPE based on the specific type of electrical system an employee will be working on can help minimize the risk of shock, burn, or other hazards.

It is the responsibility of Contractors and Subcontractors to equip their employees with the required PPE per category, based on the type of activity they are undertaking and local regulations. Allego advice to use the following PPE: insulated gloves, hard hat, arc-rated pants, long-sleeved shirt, face shield, balaclava or helmet, jacket, safety glasses or goggles, insulated tools, electrical safety shoes, insulated or dielectric mats. All PPE identified as necessary must be used/worn. PPE shall be used/worn, stored and maintained in accordance with manufacturer's instructions, and we encourage Contractors to use voltage detection devices before and preferably after the task is completed. Used tools must be tested, and calibrated evidence shall be provided with a valid inspection/calibration sticker incl. Power tool.

Work carried out on the highway, or in places where they must be clearly visible, must be done in accordance with the country's traffic legislation, and traffic vests must be worn. During Works, a first aid kit as well as a fire extinguisher must be

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readily available. Having an adequate PPE will be monitored and verified by Allego during Workplace Inspections (WPI), leading to corrective measures or possible immediate termination of the work in case of noncompliance.

For more please refer to Chapter 9.4: Workplace inspection.

9. Mandatory Job Inspections

9.1 Work Permit System and Safe Working Hours

Work shall not commence on site until all relevant permits have been fully completed and signed off by competent personnel. It is the responsibility of the Contractor to ensure that all relevant work permits are present prior to the start of the work and can be presented to Allego upon request.

During the term of the agreement (with a maximum duration of one year) between Allego and the Contractor, a work permit is issued by the Contractor to persons that meet the training requirements and who know the safety rules, the current health and safety rules and regulations and specific instructions and possession. The personnel must sign off the acknowledgement of the above before work starts and must have a work permit always present/available during the work. The work permit system is in accordance with EN50110 and country specific requirements (for additional details please refer to Chapter 7 and Appendix 1 and 2 of this document).

The Contractor is responsible that all employees working at Allego sites having a valid working permit.

9.2 Job Safety Analysis – pre-work assessment

Before the start of the project/work involving the installation or maintenance of charging infrastructure, the Contractor ensures that every person involved has in their possession and has read the applicable documentation including related work instructions.

During JSA the Contractor shall ensure the following:

- Prior to any work, all employees working for the Contractor take care that all applicable safety rules, regulations, and specific risks are known. In case employees working for the Contractor are not aware of the Safety rules, one must first ask the supervisor about the applicable rules and dangers. In case these are not known, one must stop working.
- Everyone is obliged to adhere to the safety instructions in force at the location. Everyone shall only use tools and equipment such as hoists, ladders, or other equipment, which are considered to be suitable (i.e. certified / calibrated) for the intended purpose. Their application should be carried out in the prescribed manner and after verifying proper operation. In the working area, deposits shall be placed according to country traffic legislation so that bystanders are not endangered.

9.3 Last Minute Risk Analysis (LMRA) - on site assessment

Before the start of any work, Last Minute Risk Analysis (LMRA) shall be performed by the Contractor. LMRA aims to identify minor hazards on site that may not have been identified in the formal risk assessment and JSA.

This should also happen when a significant change has occurred in the situation since the previous LMRA. Performing LMRA is mandatory, providing Contractors and Subcontractors with a final review process of the planned safe system of work, giving them an opportunity to address any outstanding hazards. The process also allows formal feedback on the effectiveness of the planned safe execution of work and what can be improved in the future.

Control measure(s) shall be proposed, briefed and implemented for all minor hazards identified.

Where employees of Contractors have concerns regarding their own health and safety, or that of others, they must stop work and immediately proceed to a place of safety and ensure everyone else in the area is protected from danger. They must then immediately inform the site agent/site manager/engineer/supervisor.

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The site agent/site manager/engineer/supervisor shall support the individual by:

- Listening to their concerns.
- Removing the risk entirely or reducing it to an acceptable level for all.
- Where a suitable solution cannot be found, H&S must be informed immediately, so there can be an investigation to resolve the issue.

- Everyone is required to intervene in case another person is operating unsafely, behaving unsafely or otherwise violating the rules. Particularly, additional attention should be given to new or temporary staff.
- Anyone who perceives an unsafe situation and/ or action, shall inform the responsible supervisor or his superior. In an acute dangerous situation, direct intervention is expected.
- Everyone is expected to maintain a clean and organized working environment. Everyone is expected to clean up all the tools and material after completing/concluding the work.
- Walkways inside and outside the buildings should remain passable.

In case of any risk and hazard, the Contractor shall share to Allego incident recording information such as:

- Photographs
- Measurements
- Witness statement

via the Delivery Manager of Nominated person from Allego to allow further investigation/Incident Management Procedure.

The Contractor is required to always inform Allego directly about (near-) accidents, safety incidents, and unsafe situations.

Contractors should perform LOTO where applicable.

It is the responsibility of the Contractor to assure JSA and LMRA have been conducted prior to the actual work and provide evidence to Allego upon request. The execution of both so JSA and LMRA will be verified during WPI.

9.4 Workplace Inspection

Workplace Inspections (WPIs) are conducted by approved 3rd Parties or Allego representatives and are monitored by Allego HSEQ. The purpose of WPIs is to ensure safety, quality control, improve efficiency, and partnership evaluation. The process is carried out prior to or during the installation of the charging station and/or BESS.

The WPI addresses, among others, the following areas: workplace condition and set up, LMRA, training and certification, PPE, work equipment, emergency response, first aid kits, fire extinguisher, environmental care.

Allego reserves the right to perform an unannounced WPI.

For each WPI, a scoring system applies, with associated mitigating deadlines which shall be followed up by the Contractor.

The Contractor will ensure an appropriate follow-up with corrective and preventive actions based on the score:

1. Cat. A: Minor points (resume Works; action resolved within <3 months)
2. Cat. B: Major points (resume Works; action resolved within <1 month)
3. Cat C: Major risks (stop Works; resume only once action is resolved)

- * for Slovenia, Austrian requirements apply

10. Emergencies and Emergency Plan

The Contractor shall establish its own Emergency Plan and take care that it is part of its OHSE plan. The Emergency Plan is mandatory for all construction, installation and maintenance Works, detailing the measures that the Contractor has in place to manage the risks associated with the Work.

The following contents shall be included in that plan:

- scope of work that shall be undertaken;
- key contacts, and responsibilities for OHS delivery including the qualifications, competence and experience of those with specific responsibility for OHS;
- risk assessments and mitigation (RIE);
- training and competence provisions;
- details of the monitoring, auditing, inspection, certification and reporting processes that the Contractor has in place to ensure that the required standards are achieved;
- details of the Contractor's incident reporting and investigation procedures;
- details on how Subcontractors shall be selected and managed, including communication of standards;
- details of how any high-risk substances are selected, used and controlled throughout the delivery of the Works;
- details of the Contractor's emergency processes.

At Allego's request, the Contractor's emergency plan shall be available for review. During Works, a first aid kit as well as a fire extinguisher shall be readily available. Allego shall be always and directly informed on any emergencies during Works for Allego.

11. Reporting requirements

Allego considers close co-operation with their Contractors as essential for a successful OHSE and therefore requires periodic reporting from Contractors to assure compliance with OHSE standards and continuous improvement.

Safe working and clear attention to our waste handling are crucial to have the least impact on our environment.

Allego's reporting requirements are as follow:

- All major incidents (fatality, major injury, serious health issues, dangerous occurrence) and near misses which could have resulted in a fatality or a major injury, shall be reported within 24 hours;

General rule for Allego's Contractors:

In case of emergency, please contact Allego's call center.

Country specific phone numbers can be found on:

<https://www.allego.eu/live-support/>

The Contractor co-operates with and supports Allego in the investigation of all major incidents.

All details related to major incidents and incident investigations are shared with Allego.

Periodically Contractor provides to Allego via the email HSEQ@allego.eu the following:

- any changes in OHSE accountable and responsible employees (**on occurrence**)
- an analysis of executed toolbox, the lessons learned and the preventive and corrective actions (**quarterly**)

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- the number and type of (near-) accidents, incidents, and other unsafe working situations and the lessons learned as well as the preventive and corrective actions taken by Contractor **(quarterly)**
- an overview of executed OHSE campaigns by Contractor to promote safe working and results **(yearly)**

Contractor shall ensure regular update of Risk Inventory & Evaluation (RIE) concerning all risks identified for safe working. Contractor shall share with Allego the latest version of RIE during the duration of the contract and at the end of the contract for lessons learned and best practice.

Allego organizes operational, tactical and strategic alignment sessions with all Contractors for the evaluation of work. Health, Safety, Security and Environment are the standard agenda points in those meeting structures. The Contractor shall nominate a representative to attend those sessions.

12. Key Management

Allego maintains key security management processes for its EV charging infrastructure and requires its Contractors to adhere to process steps and defined rules. The process described below applies to physical key management.

For an increasing number of chargers in all regions and the grid cabinets and transformer stations in some regions, Allego applies the iLoq ID virtual key system: a unique personal user account that allows users to log in to iLoq Manager+, iLoq Web, and the iLoq App and open the cabinets digitally. Contractors shall adhere to iLoq usage where requested.

The physical key management process ensures positive control of all keys and locks for Allego owned or serviced installations and the process includes giving/issuing keys, returning keys, periodic inventory of keys, and establishes approval authorities for various types of key distribution. This process was implemented to safeguard the personal safety of those who work at our chargers, protect the assets of Allego, and comply with relevant standards and guidelines such as the EN 50110.

The physical key management process looks as follow:

12.1 Requesting keys

Contractors' technicians may be issued keys to access charging solutions for installation or maintenance services for a specific duration. HSEQ of Allego performs key management to issue keys on behalf of Allego. The Applicant/Key holder/Contractor's employee acts as the key holder and will be registered as such in the Allego key register. For this a key declaration form must be completed and signed by the applicant, including a valid nomination letter as a Skilled Person minimum (in accordance with EN 50110) signed by the contracting company.

The key declaration form must be submitted to Allego's HQSE by e-mail HSEQ@allego.eu

Keys shall be requested 2 weeks prior to work.

12.2 Returning keys

Keys need to be returned when:

- The contract period of the Contractor has ended;
- The key holder left the Contractors' company or access to the chargers is no longer part of its duties;
- The validity of the key holder's nomination letter has expired, and it's not been renewed;
- Key is damaged (see 7.3).

The keys shall be returned to the following address:

HSEQ at Allego

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Westervoortsedijk 73, 6827 AV Arnhem, The Netherlands

12.3 Damaged keys

Keys that are damaged (e.g. broken, bent, worn out) must be returned to Allego as soon as possible to prevent further damage to the Allego cylinders.

The keys shall be returned to the following address:

HSEQ at Allego
Westervoortsedijk 73, 6827 AV Arnhem, The Netherlands

For the replacement of damaged keys, a new key declaration form must be submitted and signed by the Contractor key holder.

12.4 Reporting Lost or Stolen Keys

For lost or stolen keys follow part I: Requesting keys.

In case of repetitive issues with lost/stolen keys, Allego reserves the right to charge the Contractor for additional administrative costs.

13. ATEX requirements

Knowledge about the ATEX zone classification is mandatory for all employees of Contractors working for Allego sites, especially installation partners and maintenance partners.

The 3rd party Contractors conducting installation and maintenance work for Allego's hardware located near the gas stations shall undergo minimum ATEX awareness level training. The evidence of such training may be verified by Allego during WPI.

Installation partners shall be aware of the ATEX zones and respect boundaries E.g. preventing sparks from flying into the zones.

ATEX zone classification is always the responsibility of the location owner.

Allego's operated equipment (such as chargers, transformers, electrical cabinets with the corresponding cabling) are not ATEX certified and therefore cannot be placed in the ATEX zones 0, 1 and 2.

In Norway (per NEK 400-7-722) and Denmark (per DS HD 60364-7-722) the CPs shall be placed at least 10 meters outside of the ATEX zones. As a similar case, also a BESS shall be placed at least 10 meters outside of the ATEX zones in Norway and Denmark. Allego recommends requiring this additional Norwegian and Danish rule also in all other European countries so Allego's CP and BESS shall be placed at least 10 meters outside of ATEX zones.

In case of doubt, the Contractor shall always check with the location owner.

Table 02: Responsibility related to ATEX for Contractors and Subcontractors:

Involved party	Responsibility related to ATEX
Location owners E.G. Gas station	<p>Primary responsibility for:</p> <ul style="list-style-type: none"> - compliance with the regulations (they must make sure that equipment placed within the ATEX zones is certified); - definition of zones, hazards, and maintaining the documentation; - selection of partners; - approval of equipment; - sharing the information with the owner/operator of the equipment of any changes that might affect the zones.

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Allego	<p>Responsible for:</p> <ul style="list-style-type: none"> - understanding ATEX zone classification in the area; - making sure that non-ATEX equipment is always placed outside the designated hazardous zones; - making sure that Allego's Contractors are trained and aware of the zones, understands the risks and requirements (verification via WPI); - coordination between location owners and Contractors/Subcontractors; - assessing the risk of placing equipment near hazard zones, for example assessing how the equipment will react to its environment in terms of heat, sparks, airflow, and electromagnetic interference.
Contractors and Subcontractors	<p>Responsible for:</p> <ul style="list-style-type: none"> - understanding ATEX zone classification in the areas; - following the site regulations and guidelines; - assuring safe installations: welding, grinding and static electricity can create ignition sources in otherwise safe areas. - working closely with the location owners/operators and adhere to site-specific safety procedures; - having an Incident Response Plan and emergency contacts; - ensuring that their personnel have the required training and knowledge to carry out their tasks safely; - providing PPE and proper tools for employees; - conducting LMRA; - informing everyone in their surroundings before the siteworks begins; - ensuring that Lockout Tagout (LOTO) test/procedures are followed; - controlling the entrance to the work area (barriers, signs); - contacting the location owner and/or Allego in case of doubt.

14. Environment

Contractors and Subcontractors performing Work on Allego's sites shall show commitment to environmental stewardship by managing the impact on the environment from its Works, improving environmental quality and complying to all relevant environmental compliance obligations.

Environmental risk should be managed for all Works including:

- waste disposal,
- pollution (releases to water, land and air),
- noise & vibration,
- dust,
- chemicals,
- ecology.

Environmental inspections should be carried out regularly to monitor compliance.

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Environmental risks shall be communicated soon after detection and via regular meetings with Allego, for more details please refer to Chapter 13: Reporting requirements.

Up to its time of disposal, waste streams generated during commissioning will remain the responsibility of Allego's Contractor. Allego may request from Contractors the proof/documentation confirming proper waste treatment and disposal.

For hardware equipment Allego is fully responsible for proper end-of-life treatment of its installed base, as well as CP as BESS (as E.g. Decommissioning of the BESS shall be done according to the EU Batteries Directive (2006/66/EC)).

14.1 General Environmental Management

Work and storage areas are to be maintained free of litter, debris or waste at all times and kept tidy to reduce the potential for damage to the environment and reduce the risk of pollution incidents occurring. Environmental/energy saving measures should be implemented where possible.

14.2 Environmental incidents, accidents and close calls

Some examples of environmental incidents are, but are not limited to spillages of chemicals to water or soil, complaints from the public about dust, noise, smells, fumes, vibration, litter, dumping of waste, waste disposed without the right documentation, hazardous waste disposed as general waste etc. All such environmental accidents, incidents and close calls should be reported and investigated in line with Allego's policies, and in line with government recommendations.

14.3 Spill prevention

If substances such as oil and fuel are spilled onto the ground or into water, this can cause harm to the environment. Every effort must be made to prevent the release of substances/materials that have the potential to contaminate soil, water or air. All substances should be properly labelled and stored in accordance with applicable regulations, e.g. secondary containment. Adequate spill prevention measures and materials appropriate for containing/absorbing spills must be available and used. All spills/releases must be reported immediately to the site manager.

14.4 Dust and air quality

Construction works have the possibility to generate unwanted emissions that affect the local air quality. Particulate emissions (dust) can be generated from vehicle movements and construction Works. Gaseous emissions can arise from site vehicles and electricity generators. Works should avoid excessive dust generation and appropriate dust suppression should be adopted to prevent pollution of the air.

14.5 Noise & vibration

Excessive noise on site not only represents a major hazard to site staff but can annoy neighbors and in some cases disturb nearby wildlife whether it occurs on a single or numerous occasions. Noise and vibration can be caused by a range of construction Works and therefore effective planning, on-site management and best practice measures must be employed to avoid impact.

14.6 Waste handling and disposal

On completion of the site works, removal and disposal of waste products shall be undertaken in accordance with waste management regulations. All generated waste shall be disposed of in an environmentally friendly manner.

Hazardous waste must be treated and disposed of as required by law.

All Allego's Contractors and Subcontractors must have the applicable waste disposal contracts with 3rd parties to ensure that any waste it produces is handled safely and within the law with a "duty of care".

- * for Slovenia, Austrian requirements apply

Allego's Contractors and Subcontractors shall implement Site Specific Waste Management Plan (SSWMP) to ensure waste management compliance, considering the following:

- Waste is to be stored in suitable containers within a designated skip area to prevent unauthorized access and wind-blown litter
- All waste containers are to be in a suitable condition to prevent wind-blown waste, discharges and/or leaks
- Hazardous waste must be kept separate from inert/non-hazardous waste
- Segregation of waste types is required to implement “waste hierarchy” obligations
- Prior to transportation from site all vehicles/skips must be correctly sheeted and tail gates checked as secured.

Appendix 1: Overview of EN 50110 nominations and country-specific versions

Europe EN 50110	Austria / Slovenia* ÖVE EN EN 50110-1	Belgium EN 50110	Denmark EN 50110
Nominated person in control of an electrical installation	Anlagenverantwortlicher	Installatie verantwoordelijke/ le chargé de l'installation électrique	Virksomheds Autoriseret/Faglig ansvarlig
Education	Meisterbrief or Techniker	Formally: no requirement Practically: tso or bso-7	No formal education required
Nominated person in control of a work activity	Arbeitsverantwortlicher	Werk verantwoordelijke/ le chargé des travaux	Faglig ansvarlig
Education	Meisterbrief or Techniker	Formally: no requirement Practically: tso or bso-7	No formal education required
Skilled person	Elektrofachkraft	Vakbekwaam persoon/ personne qualifiée, code BA5	Sagkyndig person
Education	Gesellenbrief	Formally: no requirement Practically: tso or bso-6	No formal education required
Instructed person	elektrotechnisch onderwiesene Person, EuP	Gewaarschuwd persoon/ personne avertie, code BA4	Instrueret person
Education	No formal education required	No formal education required	No formal education required

Europe EN 50110	Estonia EVS EN 50110	Finland SFS 6002	France NF C-18510
Nominated person in control of an electrical installation	Kasutamise järelevalvaja A- klassi pädevustunnistus, B- klassi pädevustunnistus; Käidukorralduseks sobilike elektrialaste, kutsetunnistuste	Not separately specified, this is part of the role of the certified supervisor of electrical Works	B 2 V *
Education	tasemed 5-8		No formal education required
Nominated person in control of a work activity	Kasutamise järelevalvaja A- klassi pädevustunnistus, B- klassi pädevustunnistus;	Certified supervisor of electrical Works	B 2 V

- * for Slovenia, Austrian requirements apply

	Käidukorralduseks sobilike elektrialaste, kutsetunnistuste		
Education	tasemed 5-8	S1, S2, S3	No formal education required
Skilled person	kvalifitseeritud personal	Skilled person	B 1 V or (B 1 V and B C)
Education	No formal education required	No formal education required	No formal education required
Instructed person	juhendatud inimene	Instructed person	B 0 V
Education	No formal education required	No formal education required	No formal education required

Europe EN 50110	Germany VDE 0105-100	Italy CEI 11-27	Latvia EN 50110
Nominated person in control of an electrical installation	Anlagenverantwortlicher	Persona o Unità Responsabile dell’Impianto elettrico (URI), that is a PES if URI is a person	Safety group Cz
Education	Meisterbrief or Techniker	No formal education required	Secondary education
Nominated person in control of a work activity	Arbeitsverantwortlicher	Persona o Unità Responsabile della realizzazione del lavoro (URL), that is a PES if URL is a person	Safety group Cz
Education	Meisterbrief or Techniker	No formal education required	Secondary education
Skilled person	Elektrofachkraft	Persona Esperta (PES), Persona Avvertita (PAV), Persona Idonea (PEI)	Safety group Bz
Education	Gesellenbrief	1A + 1B knowledge level (voltage-free) 2A + 2B knowledge level (under voltage)	No formal education required
Instructed person	Elektrotechnisch unterwiesene Person	Persona Comune (PEC)	Safety group A
Education	No formal education required	No formal education required	No formal education required

- * for Slovenia, Austrian requirements apply

Europe EN 50110	Lithuania EN 50110	Luxembourg EN 50110	Norway FEK
Nominated person in control of an electrical installation	Jmonių vadovai (pavaduotojai) (Appendix 1.16)	Nominated person in control of an electrical installation	Driftsansvarlig
Education	Formal education and experience	Formally: no requirement; Practically: NVQ level 3 Diploma electrotechnical, and Level 3 Award in the Periodic Inspection, Testing and Certification of Electrical Installations	Technical Master's or Bachelor's degree or a two-year secondary education as an electrical technician.
Nominated person in control of a work activity	Darbų organizavimo vadovai ir darbų vadovai (Appendix 1.18)	Nominated person in control of a work activity	Faglig ansvarlig
Education	Required education	Formally: no requirement; Practically: NVQ level 3 Diploma electrotechnical, and Level 3 Award in the Periodic Inspection, Testing and Certification of Electrical Installations	Technical Master's or Bachelor's or a 2-year secondary education as an electrical technician, plus at least 3 years of relevant experience after graduation. After that, the person should pass the Electrical Installation Exam (<i>Elektroinstallatørprøven</i>) given by the Norwegian Directorate for Civil Protection (DSB).
Skilled person	Specialistas (Appendix 1.17)	Skilled person	Sakkyndig person
Education	required formal education	Formally: no requirement; Practically: NVQ level 3 Diploma electrotechnical	Person with a two-year secondary education as an electrical technician, Bachelor or Master degree within electrical engineering (DSB approval)
Instructed person	Darbininkas (Appendix 1.19)	Instructed person	Instruert person
Education	formal vocational and in-house training	No formal education required	No formal education required

- * for Slovenia, Austrian requirements apply

Europe EN 50110	Poland EN 50110	Portugal Law no. 14/2015	Republic of Ireland EN 50110
Nominated person in control of an electrical installation	Wykształcenie wyższe (inżynier lub magister)	Technicians responsible for electrical installations	Nominated person in control of an electrical installation
Education	Tertiary education (engineer or master) + appropriate construction licence	NQS level 6	No formal education required
Nominated person in control of a work activity	Wykształcenie wyższe (inżynier lub magister)	Technicians responsible for working on electrical installations	Nominated person in control of a work activity
Education	Tertiary education (engineer or master) + appropriate construction licence	NQS level 6	No formal education required
Skilled person	Technik lub tytuł zawodowy	Technicians working on electrical installations	Skilled person
Education	Technician or secondary title	NQS level 4	No formal education required
Instructed person	Uprawnienia elektryczne	Instructed person	Instructed person
Education	No formal education required	No formal education required	No formal education required

Europe EN 50110	Spain UNE-EN 50110:2014	Sweden ESA 14	Switzerland EN 50110 & NIV
Nominated person in control of an electrical installation	Nominated person in control of an electrical installation	Eldriftledare	Fachkundiger Leiter
Education	Certification of Qualification in Low Voltage	No formal education required	Secondary vocational education as an electrical technician and three years of working experience
Nominated person in control of a work activity	Nominated person in control of a work activity	Elsäkerhetsledare	Fachkundiger Leiter
Education	Certification of Qualification in Low Voltage	No formal education required	Secondary vocational education as an electrical technician and three years of working experience
Skilled person	Qualified Operators	Fackkunnig person	Fachkundige Person
Education	No formal education required	No formal education required	Secondary vocational education as an electrical technician and three years of working experience
Instructed person	Instructed person	Instruerad person	Elektroinstallateur (with diploma), Montage-Elektriker (with diploma), Lernende ('work & learn') or Hilfskräfte (non-technical workers)
Education	No formal education required	No formal education required	No formal education required

- * for Slovenia, Austrian requirements apply

Europe EN 50110	The Netherlands NEN 3140	United Kingdom BS EN 50110
Nominated person in control of an electrical installation	Installatieverantwoordelijke	Nominated person in control of an electrical installation
Education	Technical MBO level 4 for DC chargers Technical MBO level 2 for AC chargers	Formally: no requirement Practically: NVQ level 3 Diploma electro technical, and Level 3 Award in the Periodic Inspection, Testing and Certification of Electrical Installations
Nominated person in control of a work activity	Werkverantwoordelijke	Nominated person in control of a work activity
Education	Technical MBO level 4 for DC chargers Technical MBO level 2 for AC chargers	Formally: no requirement Practically: NVQ level 3 Diploma electro technical, and Level 3 Award in the Periodic Inspection, Testing and Certification of Electrical Installations
Skilled person	Vakbekwaam person	Skilled person
Education	Technical MBO level 4	Formally: no requirement; Practically: NVQ level 3 Diploma electro technical
Instructed person	Voldoende onderricht persoon	Instructed person
Education	No formal education required	No formal education required

- * for Slovenia, Austrian requirements apply

Appendix 2: Country specific requirements for installation and maintenance of charging solutions

Due to the variety of charging locations and sites, all installation partners are required to follow the country specific rules for the installation of electric vehicle charge points at those locations and sites incl. underground parking lots. Contractors must be aware of existing regulations and comply with them.

Austria

- a) The Contractor has a trade authority (*Gewerbeberechtigung*) for the range of their work.
- b) The employees of the Contractor installing or maintaining the charging solutions is instructed according the national law for employee safety (*ArbeitnehmerInnenschutzgesetz*).

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a copy of a valid trade authority

Belgium

- a) The Contractor has a valid VCA certification (VCU in case applicable).
- b) Employees of the Contractor installing or maintaining the charging solutions have a valid VCA-VOL of VCA-basis.
- c) Supplier ensures that Allego has valid copy of VCA (VCU in case applicable) company certification (valid copies of VCA employee's certification shall be available on site).

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a copy of a valid VCA certification (VCU in case applicable)

Denmark

- a) The Contractor is authorized by Danish Safety Technology Authority (*Sikkerhedsstyrelsen*).
- b) The employees of the Contractor installing or maintaining the charging solutions has passed an Authorization exam provided by the Danish Safety Technology Authority.
- c) Supplier ensures that Allego has valid copy of its authorization by Danish Safety Technology Authority.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a valid copy of its authorization by Danish Safety Technology Authority

- * for Slovenia, Austrian requirements apply

Estonia

- a) The Contractor is registered with the registrar of Ministry of Economic Affairs and Communications (Majandus ja Kommunikatsiooniministeerium)
- b) Supplier ensures that Allego has valid copy of its registration with the registrar of Ministry of Economic Affairs and Communications (Majandus ja Kommunikatsiooniministeerium)

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier

- name of HSEQ accountable person
- a valid copy of registration with Ministry of Economic Affairs and Communications (Majandus ja Kommunikatsiooniministeerium)

Finland

- a) The Contractor has a valid registration in the Electrical Entrepreneurs register (<http://rekisterit.tukes.fi/urakoitsijat/>).
- b) The employees of Contractor installing or maintaining the charging solutions have a valid Occupational Safety Card from the Centre for Occupational Safety (TKK).
- c) The employees of the Contractor installing or maintaining the charging solutions have a valid training certificate according to standard SFS 6002.
- d) Supplier ensures that Allego has a valid copy of registration in the Electrical Entrepreneurs register.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a valid copy of registration in the Electrical Entrepreneurs register.

France

- a) The Contractor has a valid Qualifelec or Afnor certification. Concerning Works on major risk sites (such as petrol forecourts) the supplier has a valid MASE certification.
- b) The employees of the Contractor installing or maintaining the charging solutions have a valid Electrical Habilitation Certificate.
- c) Supplier ensures that Allego has valid copy of Qualifelec or Afnor company certification (valid copies of employee's Electrical Habilitation Certificate shall be available on site).

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)

- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a copy of a valid Qualifelec or Afnor certification.
- a copy of a valid MASE certification (where applicable)

- * for Slovenia, Austrian requirements apply

Germany

- a) The Contractor has a valid SCC certification.
- b) The employees of the Contractor have a valid SCC certification (*Operativtätige Mitarbeiter and SCC Operativtätige Führungskraft -only SCC-certificates based on document nr. 018 of U-SK-SCC or 017 of DAkkS/TGA are acknowledged*).
- c) Supplier ensures that Allego has valid copy of SSC company certification (valid copies of SCC employee's certification shall be available on site).

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a copy of a valid SCC certification

Italy

The Contractor will follow the requirements of the National Safety Standard CEI 11-27 to make sure all employees and others can work safely.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person

Latvia

- a) The Contractor is certified according to Latvian Power Standard LEK 025.
- b) Contractor ensures that Allego has valid copy of its certification according to Latvian Power Standard LEK 025.
- c) The employees of the Contractor installing or maintaining the charging solutions have a valid certificate as an electrician according to LEK25 (safety group Bz as a minimum).

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a valid copy of certification according to LEK 25

Lithuania

The Contractor will follow the legal requirements of the National Labor Inspection to make sure all employees and others can work safely.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person

- * for Slovenia, Austrian requirements apply

Luxemburg

The Contractor will follow the legal requirements of the Code du Travail to make sure all employees and others can work safely.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person

Norway

- a) The Contractor is registered in Electrical Enterprise Register (Elvirksomhetsregister) at the Norwegian Directorate for Civil Protection (DSB) with the correct range of work (virkeområde) according to the regulation FEK (Forskrift om elektroforetak og kvalifikasjonskrav for arbeid knyttet til elektriske anlegg og elektrisk utstyr).
- b) The employees of the Contractor installing or maintaining the charging solutions have a valid certificate as an electrician according to FEK (par. 6).
- c) Contractor ensures that Allego has valid copy of the registration in the Electrical Enterprise Register at the Norwegian Directorate for Civil Protection (DSB). Valid copies of employee's certification shall be available on site.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a copy of the valid registration in the Electrical Enterprise Register (Elvirksomhetsregister) at the Norwegian Directorate for Civil Protection (DSB) with the correct range of work (virkeområde) according to the regulation FEK (Forskrift om elektroforetak og kvalifikasjonskrav for arbeid knyttet til elektriske anlegg og elektrisk utstyr).

Poland

- a) The Contractor will follow the legal requirements of the Health and Safety standards (BHP, section 8) to make sure all employees and others can work safely.
- b) The employees of the Contractor installing or maintaining the charging solutions have a valid certificate of qualification from group GI based on the Polish Energy Law.
- c) Valid copies of employee's certification shall be available on site.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person

Portugal

- a) The employees of the Contractor installing or maintaining the charging solutions have a valid certificate for a safety training from ISQ, Bureau Veritas or equivalent and competences adequate to the work to be performed by them.
- b) Contractor ensures that Allego has a valid copy of: (1) employee's training records (including safety training), (2) PPEs distribution list for employees, (3) supplier's insurance against accidents at work, (4) supplier's social security registration, (5) supplier's liability insurance, (6) employee's medical fitness certificate

- * for Slovenia, Austrian requirements apply

- c) Valid copies of the employee's certification of safety training from ISQ, Bureau Veritas or equivalent shall be available on site.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a valid copy of: (1) employee's training records (including safety training), (2) PPEs distribution list for employees, (3) supplier's insurance against accidents at work, (4) supplier's social security registration, (5) supplier's liability insurance
- the following information is available on request of Allego: (6) employee's medical fitness certificate

Republic of Ireland

- a) The Contractor is a member of Electrical Contractors Safety & Standards Association (ECSSA) or Register of Electrical Contractors of Ireland (RECI).
- b) The employees of the Contractor installing or maintaining the charging solutions have a valid Safe Pass Registration Card and, where applicable, a relevant Construction Skills Certification Scheme (CSCS) Registration Card.
- c) Contractor ensures that Allego has a valid copy of company membership to either ECSSA or RECI (valid copies of employee's Safe Pass Registration Card and CSCS Registration Card shall be available on site).

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a valid copy of its membership of the Electrical Contractors Safety & Standards Association (ECSSA) or Register of Electrical Contractors of Ireland (RECI)

- * for Slovenia, Austrian requirements apply

Spain

- a) The Contractor has a valid Authorization of Installer in Low Voltage according to the ITC-BT-03.
- b) The employees of the Contractor installing or maintaining the charging solutions have a valid Certification of Qualification in Low Voltage according to the ITC-BT-03.
- c) Contractor ensures that Allego has valid copy of Authorization of Installer in Low Voltage according to the ITC-BT-03.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a copy of a valid Authorization of Installer in Low Voltage according to the ITC-BT-03

Sweden

- a) The employees of the Contractor installing or maintaining the charging solutions is authorized as an electrician by the Swedish Electrical safety Authority (*Elsäkerhetsverket*).
- b) Supplier ensures that valid copies of employee's authorization is available on site.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person

Switzerland

The Contractor must follow the legal requirements of the *Arbeitsgesetz* (Labor law) to make sure all employees and other workers can work safely.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person

The Netherlands

- a) The Contractor has a valid VCA certification (VCU in case applicable)
- b) The employees of the Contractor installing or maintaining the charging solutions have a valid VCA-VOL of VCA-basis.
- c) Contractor ensures that Allego has a valid copy of VCA (VCU in case applicable) company certification (valid copies of VCA employee's certification shall be available on site).

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a valid copy of a valid VCA certification (VCU in case applicable)

- * for Slovenia, Austrian requirements apply

United Kingdom

- a) The Contractor has a valid NICEIC, ELECSA or equivalent certification
- b) The employees of the Contractor installing or maintaining the charging solutions have a valid CBRE HSE passport or equivalent. On top of this, the UK PIA SPA safety passport is required for work at petrol stations.
- c) Contractor ensures that Allego has a valid copy of company certification (valid copies of employee's certification shall be available on site).

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a valid copy of a valid NICEIC, ELECSA or equivalent certification

Other countries

- a) The Contractor has a valid certification in line with or similar to VCA (applicable in specific country).
- b) The employees of Contractor installing or maintaining the charging solutions have a valid certification in line with or similar to VCA (applicable in specific country).
- c) Contractor ensures that Allego has a valid copy of company certification (valid copies of employee's certification in line with or similar to VCA (applicable in specific country) shall be available on site).
- d) Allego will review the provided certification based on the advice of a safety expert.

Supplier shall provide the following to Allego:

- Copy of certification (or similar) of its management system for HSEQ by sharing a valid copy of certifications (or similar)
- a copy of HSE plan from supplier
- name of HSEQ accountable person
- a valid copy of certification in line with or similar to VCA (applicable in specific country).

- * for Slovenia, Austrian requirements apply