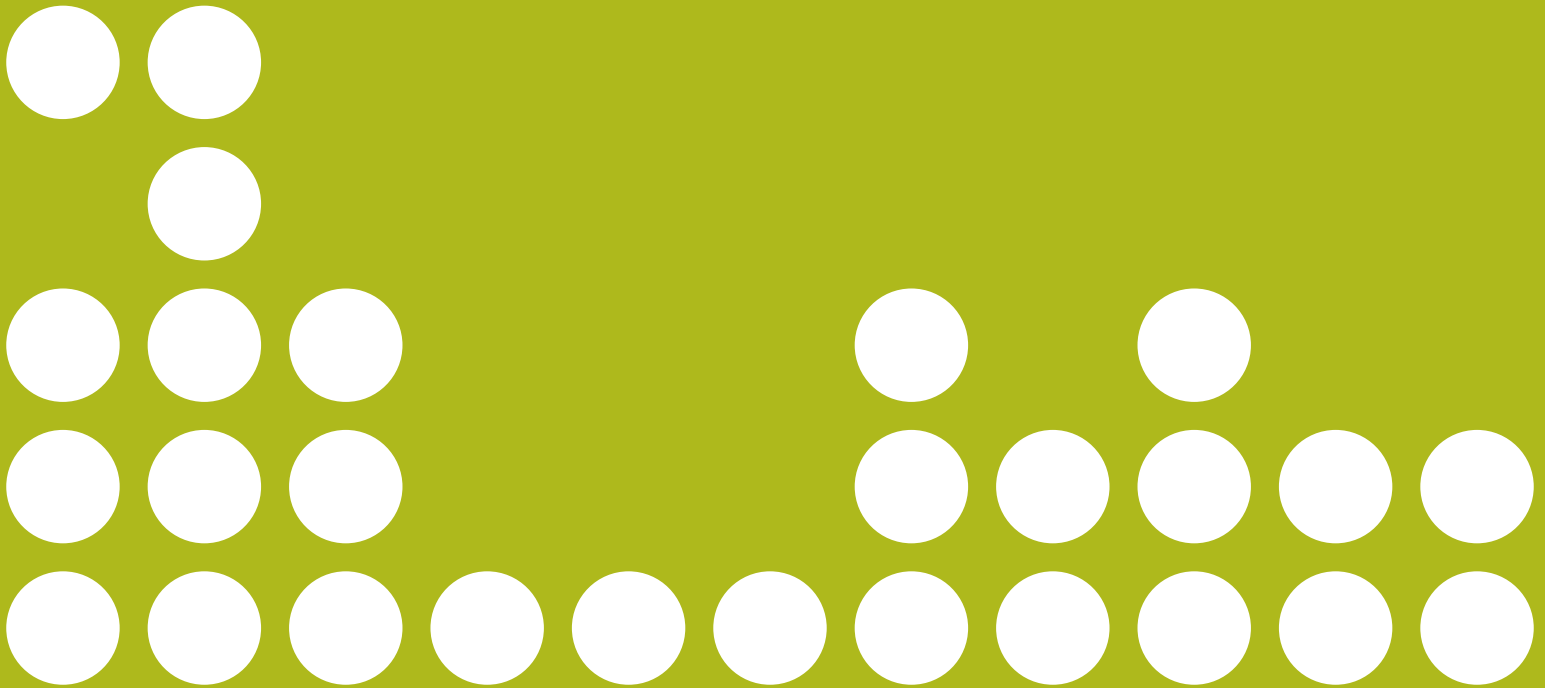




Attero Site Regulations

version 2025





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Attero Site Regulations

Introduction

These regulations apply to all Attero locations. With these rules, we aim to promote the safety of both your and our employees as much as possible at our sites. You can find a current overview of our locations at: <https://www.attero.nl/nl/onze-locaties/>

Our Principle

Attero prioritizes the safety of its employees, external companies, contractors, visitors, and local residents. Everyone present at our locations should be able to leave safely and in good health. Attero believes that all accidents and injuries can be prevented. For Attero, safety is a choice, not a coincidence. Zero accidents is our goal. You are part of the team to achieve this. Take your responsibility!

Our 'Life Saving Rules'

The Life Saving Rules (LSRs) are based on analyses of accidents and incidents that have occurred at Attero in recent years. These are not new rules! The LSRs are existing rules that we are now giving a special status because they are crucial in preventing accidents.

1. Work safely or don't work:

I always sign in and out and do not endanger myself or others.

2. Work permit and LMRA (Last Minute Risk Analysis):

I always work with and according to a work permit and apply the LMRA before starting work.

3. LOTOTO (Lock Out, Tag Out, Try Out):

I secure machines and installations before starting work and use specific (personal) protective equipment.

4. Working at height:

I use an appropriate fixed or mobile platform, guardrail, or fall protection when the fall height exceeds 2.5 meters or if there is a fall risk below 2.5 meters.

5. Working in confined spaces:

I only enter identified and marked spaces with a work permit and work there according to the applicable procedure.

6. Lifting:

I never work or stand under a suspended load and never walk underneath it.

7. Logistics:







I ensure that I am visible in areas with moving equipment by making visual contact with the operator.

1. Zoning of Attero sites

All Attero locations have designated zones. The locations are divided into clear risk areas that are consistent across all sites and are marked with colors and signs. At the entrance of each Attero location, a sign displaying this zoning is posted. It also clearly indicates which personal protective equipment (PPE) must be worn at minimum in each zone, closely matching the risks associated with key tasks in these areas. Offices, canteens, and control rooms are generally PPE-free zones.

2. Personal protective equipment and dress code

2.1 The minimum requirements for PPE and clothing

Description PPE		Green zone	Blue zone	Yellow zone	Orange zone	Red zone	Purple zone
Safety helmet NEN-EN 397:2012+A1:2012 					X	X	
Safety vest NEN-EN-20471 (class 2) 			X	X	X		
Safety shoes/boots NEN-ISO 20345:2011 (S3) 				X	X	X	
Body-covering clothing NEN-EN-20471 (class 2) 					X		
Body-covering clothing NEN-EN-20471 (class 2) [antistatic/chemical-resistant/flame-retardant] 						X	
Safety glasses (with shields) NEN-EN-166:2001 						X	
Leaving vehicle in this zone is prohibited							X

EN ISO 20471 ist eine internationale Norm, die Anforderungen an die Sichtbarkeit von Arbeitskleidung für Beschäftigte in risikoreichen Bereichen festlegt. EN ISO 20471 ist in drei Klassen unterteilt. Bei Attero ist mindestens die Klasse 2 vorgeschrieben. Die Klasse bezieht sich auf die Oberbekleidung, bei locker sitzenden Hosen und Jacken nur auf die Jacken. Wenn ein einteiliger Overall getragen wird, gilt diese Norm für den gesamten Overall. Hosen, Jacken und Overalls müssen immer körperbedeckend sein.

2.2 Additional PPE

For various buildings and special areas, additional PPE is required. These are indicated by pictograms on doors or signs at the location. They are also listed in the necessary work permits for the relevant activities.

3. Access to our sites

3.1 Registration

Everyone entering an Attero site is required to register. Registration is done by signing in or checking in with a card issued by Attero. Cards are strictly personal. People are not allowed to access the site using someone else's card. Visitors are informed of the safety rules by watching a safety instruction and taking a short test. Upon leaving, they must check out or return the card.

3.2. External companies

Employees of external companies must also have a valid Attero work permit before starting their activities.

3.3 Drivers

Drivers are registered during the weighing in and out of their vehicle. Attero checks whether waste carriers and disposers have a valid permit allowing them to offer waste at that location. This permit must be issued by or on behalf of Attero.

3.4 Bezoekers

Attero employees are informed when they have visitors on a site. The Attero contact person collects the visitor at the agreed location. For site access, registration is necessary for:

- Multiple people in one vehicle (each person must register);
- Groups: names must be submitted in advance and checked upon arrival.

3.5 Inspection

Attero may inspect clothing, luggage, and vehicles upon entry and exit from the premises. This includes:

- Checking for goods not permitted on site, such as weapons, alcohol, or drugs;
- Checking the ownership of goods and documents;
- Checking for hazardous substances (which may be harmful to health and the environment) and ensuring they are accompanied by the necessary safety data sheets. Anyone wishing to enter or leave the premises must cooperate with the inspection.

4. Other conduct rules

4.1 Alcohol, drugs, and medication

It is prohibited to be under the influence of alcohol, drugs, or medications (that negatively affect driving ability and/or operating machinery) on an Attero site. The consumption of alcohol, drugs, or medications with these effects is not allowed on Attero sites.

4.2 Communication

When performing work, employees of external companies must be able to understand and speak at least one of the following languages: Dutch, English, or German. In teams, the foreman must be proficient in one of these languages and able to relay instructions to the team. Taking photos or (video) recordings is not allowed. Publishing work or images of Attero in trade, daily, weekly, monthly publications, or on social media without Attero's permission is prohibited.

4.3 Age

People on Attero sites must be at least 18 years old. Minors under 18, but at least 16, may only perform tasks under constant expert supervision (e.g., as part of an internship)..

4.4 Identification

Every employee of an external company must be able to present valid identification. Acceptable identification includes a Dutch driving license, passport, or identity card that states nationality or residence status. Foreign workers must also present an A1 declaration (work placement certificate). All employees working on Attero sites must have a valid and personal VCA certificate.

4.5 Unsafe situations or actions

Attero employees or external contractors must immediately intervene when they witness an accident, unsafe situation, unsafe action, or an imminent danger to safety, health, or the environment. They can do this by addressing those involved, stopping the situation, action, or hazard, and reporting the incident to the contact person, security department, supervisor, work permit issuer, or weighbridge. This method allows Attero to learn from incidents and improve its safety performance.

4.6 Safety of containers and loading platforms

To ensure everyone's safety, containers and loading platforms must be in good condition and carefully loaded. Closures must be securely lockable, and doors/flaps must be easy to operate. Opening containers and loading platforms in any way other than intended is not allowed.

4.7 Parking

Parking is only permitted in designated parking spaces. Reverse parking is mandatory. Taking personal vehicles onto an Attero site and parking is only allowed with permission. Parking in front of emergency facilities is prohibited.

4.8 Smoking, vaping, eating, drinking, and hygiene

Smoking or vaping in a vehicle and on Attero sites is prohibited, except in designated smoking areas. Eating and drinking are only allowed in designated areas. For hygiene reasons, dirty work clothing and footwear are not permitted in these areas.

4.9 Environment

When transporting, handling, and processing waste materials on-site, you must take measures to minimize litter, dust, contamination, odor nuisance, noise, and similar issues. If in doubt, consult with the site management.

4.10 Traffic rules and speed

All Attero sites comply with the Dutch Traffic Rules and Signs Regulations (RVV). External companies may only employ qualified and trained employees to operate machinery. For operating machinery that does not require a driving license, a certificate for “safe operation with <the relevant machinery>” that is no more than five years old is required. The maximum speed limit on Attero sites is 30 km/h on main routes and 15 km/h on other routes. At entrances, exits, and building passageways, driving is limited to walking pace. Headlights must be on for visibility. Do not deviate from marked and indicated routes, and always wear a seatbelt. This applies to all machinery and vehicles not restricted to a maximum speed of 5 km/h.

4.11 Escape routes

It is forbidden to block escape routes, walkways, stairs, exits, elevators, fire extinguishers, switch cabinets, and other emergency facilities.

5. Emergency

In the event of an emergency, first warn the Attero supervisor or contact person and then call the **internal emergency number 2222 (via mobile: 088 550 2222)**. Provide your name, location, and the nature of the emergency. In life-threatening situations, call the emergency number 112 directly and then still call the internal emergency number.

Always familiarize yourself with the emergency instructions and the emergency exits of the location, so you know what to do in case of an emergency. A work permit is no longer valid during and after an emergency situation.

Always stop work safely during an alarm phase. Before resuming work, a new work permit must be issued.

6. General information

Entering an Attero site is at your own risk.

Not everything can be covered by rules and regulations. In special or unclear situations, you should consult your supervisor or contact person and take measures to minimize risks. This requires both skill and common sense.

Attero accepts no liability for damage to or loss of property belonging to its employees or those of third parties.

External companies are responsible for all damage caused by their employees or subcontractors due to non-compliance with the (safety) regulations on-site.

7. Enforcement and sanctions

Attero enforces a sanction policy. It is not intended to punish unwanted behavior but to ensure that the work remains safe for everyone, without exceptions. This method allows Attero to learn from incidents and improve safety performance.

Sanctions will follow for violations of the rules of conduct. This includes non-compliance with the rules set out in this regulation or the work permit.

When determining the appropriate measures, Attero applies the applicable sanction policy. Violations of the rules can lead to removal from the site or dismissal. Security personnel and other authorized persons may inspect individuals and vehicles entering or leaving an Attero site.

8. Safety

In collaboration with industry organizations, social partners, companies, and workers, the waste industry has compiled its own health and safety catalog. All the rules and recommendations mentioned in this catalog apply to the entire waste industry. The SZW Inspectorate has approved these rules and recommendations.

The health and safety catalog can be found at www.arbocatalogus-afvalbranche.nl

9. Laws and regulations

In addition to the rules mentioned in this regulation, the following laws and regulations also apply:

- Working Conditions Act (Arbowet):

<https://www.arboportaal.nl/onderwerpen/arbowedgeving>

- Working Hours Act:

[pdf \(overheid.nl\)](#)

- RVV:

[wetten.nl - Regeling - Reglement verkeersregels en verkeerstekens 1990 \(RVV 1990\) - BWBR0004825 \(overheid.nl\)](#)

- Road Traffic Act:

[wetten.nl - Regeling - Wegenverkeerswet 1994 - BWBR0006622 \(overheid.nl\)](#)

There are also specific procedures, methods, and additional instructions associated with this site regulation. You are required to familiarize yourself with these rules and instructions when you are on an Attero site. For example, there are separate procedures for “Loading and unloading vehicles,” which outline the safety rules for cleaning a walking floor or opening container doors.

11. Information

For questions or comments, you can contact the site manager, or you can send an email to info@attero.nl.

For an up-to-date overview of our sites, visit our website:

<https://www.attero.nl/nl/onze-locaties/> : detailed descriptions and address details for each site.

The following applies to all sites:

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