

Approved by the Management Board of OÜ Rail Baltic Estonia  
by Resolution No. 045 dated 18 November 2025

## OÜ Rail Baltic Estonia Occupational Health and Safety Policy

### Our Objective and Principles

The objective of OÜ Rail Baltic Estonia (RBE) is to construct a sustainable, electrified railway connecting Estonia with Europe. We aim to serve as a role model in both the public and private sectors, during the construction phase as well as in future operations.

RBE places the highest priority on the health, safety, and well-being of workers, contractors, partners, and passengers throughout all stages of project implementation. Our objective is "zero accidents", based on the belief that all incidents are preventable.

Occupational health and safety management is based on the internationally recognized PDCA (Plan–Do–Check–Act) principle and is focused on continual improvement.

### Our Safety Values

- Collaboration – we make decisions together and seek the best solutions for all parties. We are improvement-oriented and set clear objectives, recognizing that safety is a shared responsibility.
- Care and respect – we value modern working conditions and a safe and healthy environment. We respect diversity and care not only for RBE, but also for all workers involved in the project, surrounding communities, and the living environment along the route.
- Transparency – we communicate openly, document decisions, and share lessons learned. We foster a culture where mistakes are not hidden but used as opportunities for learning and improvement.
- "Safety depends on me" mindset – every person involved in the project takes responsibility for their own safety and well-being, as well as that of their colleagues.

### Our Commitments and Actions

- Our highest priority is the health, safety, and well-being of employees, contractors, and other persons who may be affected by our work during construction or thereafter, and this priority is never subordinated to other objectives.
- We implement an occupational health and safety management system in accordance with the international standard ISO 45001 to prevent injuries, occupational illnesses, and workplace-related harm.
- We provide employees and contractors with the necessary information, guidance, training, and supervision, taking into account the nature of their work and associated risks.
- We promote active participation of employees and contractors in ensuring safety and foster an environment where hazards or nonconformities can be freely reported. We support and expect all employees and contractors to intervene in any hazardous activity or situation to prevent incidents.
- We strive to ensure that all RBE employees and contractors possess the required skills, knowledge, experience, and the correct attitude to perform their tasks safely.
- We ensure prompt reporting, investigation, and implementation of corrective actions for near misses and incidents. We support the safe and early return to work of employees following injury or illness by providing suitable work opportunities.

- We conduct regular occupational health and safety inspections and audits both within RBE and at contractor sites, and we immediately suspend work if a threat to life or health is identified.
- We enforce contractual sanctions if contractors or supervision fail to comply with occupational health and safety or contractual requirements.
- We require that each construction site has an up-to-date occupational health and safety plan and risk assessment, and that a competent safety coordinator is appointed.
- We require contractors to immediately notify RBE of all reportable work-related accidents and serious hazards, and we discuss them openly to share lessons learned and prevent recurrence.
- We ensure that no employee is discriminated against for participating in occupational health and safety activities or for refusing to work under hazardous conditions.