

1. Article 1: Definitions

The following definitions shall apply in the context of these Regulations:

- “Employee”: anyone, employed or otherwise, working for by the Company and/or the latter’s group companies;
- “Company”: the private limited liability company TenneT, Transmission System Operator B.V.;
- “Counsellor”: any such person as the Chairman of the Board has appointed as such on behalf of the Company and the latter’s group companies;
- “Suspected Abuse”: any reasonably substantiated suspicion in relation to the business pertaining to:
 - a. any (threatened) offence;
 - b. any (threatened) infringement of legislation and regulations;
 - c. any (threatened) deliberate misinformation of public bodies;
 - d. any violation of any code of conduct that applies to the business;
 - e. any (threatened) danger for the public health, safety or environment;
 - f. any (threatened) waste of public means; or
 - e. any (threatened) deliberate non-disclosure, obliteration or manipulation of any information concerning the above.

2. Article 2: Procedure

1. The Employee shall notify the Chairman of the Board and/or the Counsellor of any Suspected Abuse, in the form of a duly substantiated written notice.
2. The Chairman of the Board and/or the Counsellor shall confirm to the Employee the date on which the latter’s notice was received. Where the Employee has submitted his or her notice of Suspected Abuse only to the Counsellor, the latter shall forthwith provide the Chairman of the Board with a version of such notice from which all references to the Employee’s identity have been deleted, on disclosure of the date on which the notice was first received.
3. The Board shall launch an investigation immediately on receipt of any notice of Suspected Abuse.
4. Both the Employee who files the notice of Suspected Abuse and the recipient of same shall treat the notice confidentially. Any disclosure of information to any third parties either within or outside the Company and the latter’s group companies shall be strictly subject to the prior consent of the Chairman of the Board. Where information is disclosed, the Employee’s name shall be withheld and the information disclosed in such a manner as to safeguard the Employee’s anonymity where possible.

2.1 Article 3: Decision Period

1. The Employee shall be notified by or on behalf of the Chairman of the Board, within an eight-week term of the date of submission of the notice of Suspected Abuse, of the Board’s position regarding the Suspected Abuse as per the Employee’s notice, on reference to the actions the notice has or has not prompted.

2. Where the Board's position cannot be communicated within eight weeks, the Employee shall be notified accordingly by or on behalf of the Chairman of the Board, on reference to the term within which he or she can expect such position to be communicated.

2.2 Article 4: Notification of the Chairman of the Supervisory Board

1. The Employee may file a notice of Suspected Abuse with the Chairman of the Supervisory Board if:
 - a. given the circumstances, the position referred to sub (3.1) above qualifies as unacceptable according to criteria of reasonableness and fairness;
 - b. he or she has failed to be informed of the Board's position within the preset term referred to sub (3.1) and (3.2) above;
 - c. the term referred to sub (3.2) qualifies as unreasonably long in view of the full set of circumstances and the Employee has duly objected with the Chairman of the Board, with the latter having refrained from fixing a reasonable term that is shorter;
 - d. the Suspected Abuse concerns the Chairman of the Board him or herself; or
 - e. the notice refers to Suspected Abuse already having been reported in accordance with the procedure as set out in articles 2 and 3 above without this having resulted in removing same.
2. The Chairman of the Supervisory Board shall confirm to the Employee the date on which the latter's notice was received.
3. The Supervisory Board shall launch an investigation immediately on receipt of any notice of Suspected Abuse.
4. Both the Employee who files the notice of Suspected Abuse and the (Chairman of the) Supervisory Board shall treat the notice confidentially. Any disclosure of information to any third parties either within or outside the Company and the latter's group companies shall be strictly subject to the prior consent of the Chairman of the Supervisory Board. Where information is disclosed, the Employee's name shall be withheld and the information disclosed in such a manner as to safeguard the Employee's anonymity where possible.
5. The provisions as per article 3 above shall apply *mutatis mutandis* to the (Chairman of the) Supervisory Board.

2.3 Article 5: Safeguarding of Legal Rights

1. Employees having in good faith filed notice of Suspected Abuse with due observance of the provisions as per the present Regulations shall not suffer in any way whatsoever in their capacity as employee as a result of having filed such notice.
2. A counsellor as meant in article 1, who is employed by the employer, shall not suffer in any way whatsoever acting as such under these Regulations.

3. Article 6: Effective Date

The present Regulations take effect on 1 January 2005.