

ID: 04.01	Occupational Health and Safety Policy	
Version: 1.0	Owner: HR, IT & GENERAL SERVICES	Security Level: Public
Published: 28/04/2023	Level: I	Page: 1 of 4

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OCCUPATIONAL HEALTH AND SAFETY POLICY

Proposed by

HR, IT & General Services

Revised by

Audit Committee

Approved by

Board of Directors

Date: 12 January 2023

Date: 22 March 2023

Date: 24 April 2023

Knowledge Matrix

<input checked="" type="checkbox"/>	ALL FUNCTIONS, AREAS OR DEPARTMENTS
<input type="checkbox"/>	1. FINANCE DEPARTMENT
<input type="checkbox"/>	2. STRATEGY & CAPITAL MARKETS
<input type="checkbox"/>	3. LEGAL & COMPLIANCE
<input type="checkbox"/>	4. HR, IT & GENERAL SERVICES
<input type="checkbox"/>	5. DEVELOPMENT
<input type="checkbox"/>	6. M&A
<input type="checkbox"/>	7. ENERGY
<input type="checkbox"/>	8. POWER GENERATION & EQUITY
<input type="checkbox"/>	9. EPC
<input type="checkbox"/>	10. SERVICES
<input type="checkbox"/>	11. PURCHASING
<input type="checkbox"/>	12. INTERNAL AUDITING
<input type="checkbox"/>	OTHERS:

Control Requirements

The Control Requirements arising from this policy are as follows:

Risk	Risk description	Person responsible for implementing controls	Summary of controls put in place
4.01.1	If the health and safety of employees is jeopardised	HR, IT & GENERAL SERVICES	<ul style="list-style-type: none"> - Health and Safety Policy - Health and Safety Procedures - Training - Human and technical resources

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1.- PURPOSE

GREENERGY's Occupational Health and Safety Policy promotes and protects the health and wellbeing of the company's employees. In accordance with the GREENERGY Code of Conduct, GREENERGY protects its employees against the risk of accidents at work and provides a safe working environment to ensure that its employees and partners return home safely at the end of the working day.

This policy outlines the company's commitment to providing safe and healthy working conditions for all employees and third parties associated with GREENERGY.

One of the core objectives of this policy is to raise the Safety, Health and Welfare standards within the organisation and to integrate procedures to prevent harm, injury and damage to workers' health into the company's culture.

2.- SCOPE

This document applies to all GREENERGY employees, as well as to all Group companies, including investee companies in which GREENERGY has effective control or the possibility of effective control.

It is the responsibility of the above-mentioned natural and legal persons, regardless of their function within the organisation or company of the Group to which they belong, to be familiar with this document and to ensure that it is adhered to and complied with.

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3.- OCCUPATIONAL HEALTH AND SAFETY POLICY

The responsibility for Occupational Health and Safety management applies to all GREENERGY staff, including all stakeholders, all of whom undertake collectively to implement its principles in the day-to-day activities carried out at GREENERGY.

Continual improvement in preventive action can only be achieved through information, consultation and staff involvement at all levels of the organisation.

In accordance with these principles, GREENERGY is committed to the following:

1. Maintaining a high level of Occupational Health and Safety, complying with all legal and binding requirements regarding Risk Prevention, together with those to which GREENERGY voluntarily subscribes;
2. Identifying Occupational Risk Prevention as a priority, which means that it must be part of every single company activity;
3. Promoting a preventive culture amongst our employees, contractors, suppliers and visitors, with the aim of improving their Health and Safety conditions;
4. Fully integrating Occupational Health and Safety management throughout GREENERGY, so that it is a feature of all activities carried out in the workplace;
5. Promoting a zero-accident culture, encouraging ongoing training and continual improvement of safety procedures and processes;
6. Developing training activities in Occupational Risk Prevention in order to ensure safe behaviour throughout the team;
7. Providing GREENERGY with the human and material resources necessary to eliminate hazards and reduce risks within the framework of Health and Safety;
8. Establishing channels of communication and cooperation between GREENERGY staff and other stakeholders;
9. Ensuring that GREENERGY staff are involved and informed by exercising the workers' right to consultation;
10. Encouraging the promotion of health and wellbeing amongst GREENERGY employees.

This Occupational Health and Safety Policy must be acknowledged, understood, available, implemented and updated at all levels of the organisation.

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4 TRANSITION PERIOD

No transition period is provided for in this policy.

5 APPENDICES

Appendix No.	Title

6 ABBREVIATIONS AND DEFINITIONS

Abbreviation	Description
OHS	OCCUPATIONAL HEALTH AND SAFETY

7 MAIN AMENDMENTS COMPARED TO THE LAST REVISION

Version:	Description of amendment
1.0	First version