

<b>ID:</b> 13.02	<b>Occupational Health and Safety, Quality and Environmental Policy.</b>	
<b>Version:</b> 1.0	<b>Owner:</b> GREENERGY EPC EUROPA	<b>Security level:</b> Public
<b>Published:</b> 20/12/2024	<b>Level:</b> III	<b>Page:</b> 1 de 5

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# OCCUPATIONAL HEALTH AND SAFETY, QUALITY AND ENVIRONMENTAL POLICY.

Proposed by

Reviewed by

Approved by

IMSR

Executive Management EPC

Executive Management EPC

Date: 01/09/2024

Date: 16/09/2024

Date: 16/09/2024

## Knowledge Matrix

- ALL FUNCTIONS, AREAS OR DEPARTMENTS
- 1. FINANCE DEPARTMENT
- 2. STRATEGY & CAPITAL MARKETS
- 3. LEGAL & COMPLIANCE
- 4. HR, IT & GENERAL SERVICES
- 5. DEVELOPMENT
- 6. M&A
- 7. ENERGY
- 8. POWER GENERATION & EQUITY
- 9. EPC
- 10. SERVICES
- 11. PROCUREMENT
- 12. INTERNAL AUDIT
- OTHERS .....

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**Control Requirements**

The control requirements resulting from this policy are:

Risk	Risk description	Responsible for implementing the controls	Summary of established controls
09.13.02	Failure to define business commitments and objectives	GREENERGY EPC EUROPA	- IMS

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## 1. PURPOSE AND OBJECTIVES

The objective of this Integrated Policy is to establish a Management System that ensures:

- The Health and Safety of employees.
- The protection of the Environment across all construction facilities.
- The Quality of the services provided.
- Compliance with current legislation and internal regulations of the organization.

GREENERGY EPC EUROPE is committed to fulfilling legal, regulatory, and any other obligations, while continuously improving the effectiveness of its management system to:

- Ensure customer satisfaction.
- Minimize environmental impact.
- Guarantee safe and healthy working conditions.

Prevention and continuous improvement are fundamental pillars of our corporate culture, present in all management and operational areas.

## 2. SCOPE

This policy applies to all activities and processes of GREENERGY EPC EUROPE, which include the construction and commissioning of renewable energy installations. It covers:

- All employees.
- Subcontracted companies and suppliers.
- Any other stakeholders within the scope of our operations.

It is the responsibility of all individuals and legal entities involved to understand, respect, and adhere to this document, regardless of their role within the organization.

As GREENERGY EPC EUROPE is a subsidiary of the GREENERGY RENEWABLES group, all actions are carried out in accordance with the regulatory framework established for the group.

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### **3. OCCUPATIONAL HEALTH AND SAFETY, ENVIRONMENTAL AND QUALITY POLICY.**

The management of Occupational Health and Safety (OHS), Quality, and Environment, along with regulatory compliance, is a shared responsibility of all GREENERGY EPC EUROPA personnel and stakeholders. Every individual within the organization must commit to integrating the principles of this policy into their daily activities.

GREENERGY EPC EUROPA will implement, maintain, and continuously improve an integrated management system based on the following standards: ISO 45001:2018, ISO 9001:2015, and ISO 14001:2015. This system aims to ensure safe, efficient, and environmentally respectful operations, fully aligned with applicable regulations and GREENERGY EPC EUROPA's internal policies.

Commitments of GREENERGY EPC EUROPA:

1. Training and awareness of personnel in OHS, Quality, and Environment.
2. Evaluation of suppliers based on OHS, Quality, and Environment criteria.
3. Improving the efficiency of our operations to promote environmental sustainability and comply with applicable regulations.

The fundamental principles of this integrated policy are:

Occupational Health and Safety (derived from the global policy):

1. Comply with legal requirements and commitments related to OHS.
2. Prioritize Occupational Risk Prevention in all activities.
3. Promote a preventive culture among employees, contractors, suppliers, and visitors.
4. Integrate OHS management into all GREENERGY EPC EUROPA operations.
5. Promote a zero-accident culture through continuous training.
6. Develop OHS training programs to ensure safe behaviors.
7. Provide the necessary resources to eliminate hazards and reduce occupational risks.
8. Establish communication channels between personnel and stakeholders for continuous improvement.
9. Ensure employee participation and their right to be consulted.
10. Promote employee health and well-being.

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Quality:

1. Comply with customer requirements, applicable regulations, and standards.
2. Ensure high-quality services and continuous improvement of processes.
3. Implement a process-based approach to optimize activities.

Environment:

1. Identify environmental impacts and implement preventive measures to avoid them wherever possible.
2. Use natural resources and raw materials efficiently.
3. Comply with applicable legislation and regulations.
4. Ensure a continuous commitment to pollution prevention and improvement of environmental performance.

Regulatory Compliance:

1. Ensure all our activities comply with applicable legislation in every location where we operate.
2. Guarantee compliance with GREENERGY EPC EUROPA's internal regulations and those of the GREENERGY RENOVABLES group.
3. Provide adequate training and resources to ensure regulatory compliance at all levels of the organization.
4. Proactively identify and manage legal risks, proposing corrective actions when necessary.

#### **4. TRANSITION PERIOD**

During the transition period for the full implementation of this integrated policy, GREENERGY EPC EUROPE will carry out:

- Initial compliance assessments and internal audits.
- Specific training for employees and subcontractors.
- Adjustments to operational processes and documentation to align with ISO regulatory requirements.

This period will last for 6 months, after which the full integration of the principles of Quality, Environment, and OHS will be expected in all areas of the company.

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## 5. APPENDICES

Annex N. °	Title
1	Specific Procedures for Quality, Environment, and OHS Management.
2	Specific forms and register for each procedure.

## 6. ABBREVIATIONS AND DEFINITIONS

ABBREVIATION	DESCRIPTON
Q	Quality
E	Environment
OHS	Occupational health and safety
ISO	International Organization for Standardization
UNE-EN-ISO 9001:2015	Quality management system
UNE-EN-ISO 14001:2015	Environmental management system
UNE-EN-ISO 45001:2018	Occupational health and safety management system

## 7. MAJOR CHANGES COMPARED TO THE LAST REVISION

Version:	Change description
1.0	Initial version