



Health and Safety Policy

Shaped
— by Nature

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Health and Safety Policy

1. INTRODUCTION

The Health and Safety Policy materializes one of the commitments of the **GreenVolt's Group Sustainability Policy**, where the principle of ensuring a Health and Safety culture is enshrined in everything that the GreenVolt Group does, as determined by its Top Management.

Health and Safety at work directly influence the performance, daily activities and, ultimately, reputation of the Company. The main purpose of this Policy is to ensure that **all workers, suppliers, service providers, clients and third parties** are able to perform their activities in a Healthy and Safe working environment that prevents risks, occupational illnesses and incidents, and comply with labour legislation and applicable Health and Safety standards, taking into account specific local circumstances.

No situation, procedure or urgency of service can justify endangering someone's life.

2. PURPOSE

This Policy develops principles that should guide the application of best Health and Safety practices by GreenVolt Group professionals, which should be present in **every decision, activity and geography where GreenVolt operates, specifically in planning, construction, operation and maintenance, as well as on staff management, procurement, governance and on relations involving suppliers and other stakeholders.**

It should be read and interpreted in accordance with the **Code of Ethics and Conduct of GreenVolt Group**, as well as with other Recommendations published by responsible Regulatory and Advisory entities at Group level, namely ACT (*Autoridade para as Condições do Trabalho*), DGS (*Direção Geral da Saúde*), ILO (International Labor Organization), and voluntarily initiatives subscribed by the Group recognized as Health and Safety market best practices.

Moreover, the GreenVolt Group reinforces Health and Safety issues for suppliers and service providers in the terms defined by its "Supplier Code of Conduct" and, in a more targeted manner, through the "Health and Safety Guidelines for O&M Service Providers" and "**Health and Safety Guidelines for Construction Activities**", respectively for asset management and construction activities.

3. SCOPE OF APPLICATION

This Policy applies to all companies of the GreenVolt Group, within the limits established by law in each different country where GreenVolt operates.

This Policy is subject to disclosure to the GreenVolt Group, in compliance with the following rules:

- in the case of companies wholly controlled by GreenVolt, the respective management bodies must carry out the local transposition and the respective disclosure of this Policy;
- in the case of companies in which GreenVolt exercises control, co-control (Joint Ventures) or significant influence (associates), the representatives of GreenVolt attending in the management body shall, for the purpose of exercising control, co-control, or significant influence, promote the adoption of the necessary measures for local transposition and the respective dissemination of this Policy;
- in the case of companies in which GreenVolt does not exercise significant control or influence, GreenVolt representatives shall observe the provisions of this Policy in the performance of their respective functions and, to the extent possible, encourage the adoption of rules and procedures consistent with this Policy.

4. HEALTH AND SAFETY COMMITMENTS

The GreenVolt Group aims for a Health and Safety System consisting of:

- **Culture:** Ensure a vision that promotes a corporate culture of Health and Safety at work, by developing awareness, strengthening skills and providing the necessary resources, policies and procedures to prevent adverse health effects to workers, service providers and other interested parties, in any environment where GreenVolt activities are carried out.
- **Management Leadership:** Recognize Health and Safety as everyone's responsibility, in every level or hierarchy position within the Group, with managers being responsible for enforcing regulations, undertaking a visible and permanent commitment, promoting training and providing information to their workers, while controlling the environment where work takes place.
- **Compliance:** Ensure compliance with legal and other requirements or specifications voluntarily subscribed by the GreenVolt Group, related to Health and Safety at work.
- **Risk management:** Perform systematic occupational risk assessments to identify, measure and mitigate potential risks involving workers and their representatives, as well as service providers. If there are no conditions to carry out an activity, it must not be started or, if it is already in progress, it must be stopped.
- **Incident management:** Perform systematic investigation and analysis of all incidents (accidents and near misses) and draw up conclusions to prevent their repetition, a critical condition to continuous improvement and prevention of occupational accidents and adverse health effects on workers.
- **Zero accidents:** Apply preventive measures to eliminate hazards and reduce occupational risks that might influence the Health and Safety of workers, service providers and related parties, and monitor according to Health and Safety management practices to achieve the target "zero accidents".

- **Assess:** Monitor and implement audit plans and other relevant actions to manage Health and Safety systems and ensure continuous improvement and compliance with this Policy and other GreenVolt Group internal specific requirements.
- **Training and Awareness:** Promote training and awareness to all workers, suppliers and related parties regarding activity-related risks, to ensure compliance with defined Health and Safety rules.
- **Prevention and Planning:** Plan and protect facilities and equipment, by adopting best techniques combined with monitoring procedures to eliminate or minimize risks to all who might come into contact with GreenVolt infrastructures and create a formal preventive plan, supported by risk assessments and specific targets. Provide workers, suppliers and subcontractors with collective and individual protection measures to reduce the risks for the Health and Safety at work.
- **Communication:** Ensure communication, consultation and active participation, of workers and their representatives in planning, implementing and evaluating relevant aspects of the Safety and Health management system, and share commitments and principles set on this Policy with external stakeholders involved in Group activities.
- **Accountability:** Keep record of initiatives and up-to-date Health and Safety procedures in accordance with existing risks and the applicable local regulations, ensuring that service providers and its workers and/or subcontractors have the necessary documentation to carry out their activities on a proper and safe manner.

5. HEALTH AND SAFETY ESSENTIAL RULES

At GreenVolt we complement the commitments set on this Policy with five essential rules that keep us safe and should be put into practice by everyone. These rules are common sense, easy to understand and complement existing practices, fostering a Health and Safety culture and working environment where we all want to work.

1. We follow our processes, rules and procedures.

Health and Safety commitments are based on our experience and legal requirements. Compliance with these commitments is everyone's responsibility. We apply and follow Health and Safety rules and reject unsafe practices.

2. We promote Health and Well Being on and off the job

We know the risks to health and well-being that we may be exposed to at work, and we are informed about the controls in place to protect ourselves. Adopting safe and healthy lifestyles help us to reconcile both personal and professional life.

3. We only take on activities and work for which we are competent

We know the risks, our limits and skills. We take responsibility for planning activities in such a way that work can be performed safely. We only do the work for which we are authorized.

4. We take care of each other and work as a team

We work as a team with the same goal: to return home healthy and safe.
 We know our own responsibilities within the team and listen to the concerns of others.
 We always constructively question unsafe behaviors and decisions.

5. We think before acting

We think before we act, evaluating the environment and situations surrounding us.
 We identify and assess risks, implementing and following control measures.
 We believe that if a situation seems unsafe to us, it probably will be.

6. SUPERVISION AND POLICY CONTROL MECHANISMS

The GreenVolt Group, through its Technical (including Health and Safety area), Asset Management, Human Resources and Sustainability Departments define and review this Corporate Health and Safety Policy, as well as related internal processes, initiatives, and targets across all company geographies. The Policy must be communicated to all Group professionals and external stakeholders.

GreenVolt ensures the necessary tools and resources to carry out accountability and monitoring of this Policy, as well as an organisational structure responsible for achieving these objectives and implement the defined risk procedures. In this sense, updating this Policy may involve, whenever appropriate, other relevant internal and/or external stakeholders directly involved in the practice to address possible changes on Health and Safety procedures.

The effectiveness of the Health and Safety policy and the continuous improvement of Safety and Health performance at work must be achieved with the involvement and support of all levels of management and all employees, service providers, suppliers and stakeholders. In this sense, GreenVolt requires from all the adoption of practices in line with the principles underlying this policy.

Whenever a professional is a witness of a situation where any Health and Safety principles as set on this Policy are not complied with, they should report as following:

- Topics related with this Policy or other Corporate Health and Safety procedures or targets should be addressed by email to health.safety@greenvolt.pt;
- Topics related to specific Health and Safety issues from each Group Company should be addressed to their Health and Safety Departments/Specialists in order to ensure compliance within each geography and business.