



Health & Safety Policy

Document manager: HSE Manager
Approved by: Board of Directors
Date: 15 May 2025

1. Purpose

This policy confirms our commitment to a healthy and safe environment for employees, contractors, stakeholders, and visitors. It aligns with our goal of zero injuries and highlights our commitment to health and safety in all operations.

2. Policy statement

We are committed to providing a sustainable, safe, and healthy work environment. Safety is upheld at all times for employees, contractors, customers, and the communities in which we operate. In collaboration with our employees, we cultivate a safety-first culture where safe practices are integral to daily operations. Health and safety considerations are incorporated into every decision and activity.

Our commitments

I. Compliance with Standards:

- We adhere to all legal and regulatory health and safety requirements, ensuring full compliance or exceeding the standards set forth
- Our commitments to customers and stakeholders are diligently maintained

II. Continuous Improvement:

- We proactively evaluate health and safety performance to pinpoint areas for enhancement
- Risk assessments are conducted annually within all teams and prior to any organisational changes
- Regular safety inspections and Safety Walks are implemented across all offices, projects, and operational sites
- Comprehensive investigations of incidents and near-misses are standard procedures
- We actively involve employees in identifying and implementing safety measures

III. Incident Management:

- We adhere to best practices for reporting, investigating, and learning from incidents and near-misses
- Root cause analysis is conducted swiftly to prevent recurrence, ensuring lessons learned are effectively implemented
- Reported incidents and accidents are regularly communicated to all employees to ensure that insights are shared, and awareness is heightened

IV. Supplier- and Business Partner Expectations:

- We uphold high health and safety standards for ourselves and our partners
- We promote open communication to ensure mutual understanding and shared learning

3. Relevant Entity

This policy applies to all entities, projects, and operations within the Eolus Group.

4. Roles and responsibilities

The HSE Manager is responsible for the content of this policy and Eolus Management Team is responsible for the implementation of this policy.

The policy is approved by the Board of Directors.

5. Exceptions

Health and Safety principles are integral to our operations and are non-negotiable.

6. Monitoring of compliance

1. Management Oversight:
Annual management reviews with the Eolus Management Team assess policy effectiveness and drive strategic improvements
2. Internal Audits:
Regular audits of HSE performance ensure adherence to the policy and highlight areas for enhancement
3. Safety Rounds:
Periodic safety inspections are conducted to identify and address potential risks proactively