



Health & Safety Policy

Document manager: Chief People and Culture Manager
Approved by: Board of Directors
Date: 6 May 2026

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 employees of all legal entities within the Eolus group of companies.

4. Roles and responsibilities

The CEO is responsible for this policy. The policy is approved by the Board of Directors and reviewed annually.

Document Manager:

- prepares annual updates of the policy in Q2
 - o Ensures the policy is clear, consistent, and aligned with corporate governance requirements
 - o Removes outdated or redundant content
 - o Submits the policy for approval
- secures for publishing of the policy on Eolus Intranet (/About Eolus/Corporate Governance).
- implements the policy by specific training sessions or other appropriate communication activities
- monitors compliance of the policy.

5. Exceptions

Any exceptions to this policy must be clearly defined and documented. All exceptions must be approved by the Board of Directors.

6. Monitoring of compliance

The following measures shall be taken by the Document Manager to ensure that the objectives of the policy can be met:

- Annual confirmation that:
 - o the policy has been timely updated
 - o safety inspections and audits have been conducted to identify and address potential risks proactively
- Quarterly confirmation that:
 - o All incidents occurring within the period have been duly reported and documented.