



HEALTH, SAFETY, AND ENVIRONMENT POLICY

GREENCELLS CEE S.R.L

At Greencells CEE, we are dedicated to excellence in providing efficient, safe, and sustainable photovoltaic solutions, aware that this can only be achieved by ensuring a safe and healthy working environment for all employees. This policy represents our commitment in this direction. Operating in the field of photovoltaic construction, we assume responsibility for identifying, assessing, and controlling the risks associated with our activities, complying with legal requirements and international standards, including ISO: 45001 and ISO 14001 standards.

HEALTH, SAFETY, AND ENVIRONMENT POLICY OBJECTIVES

For Greencells CEE, ensuring health, safety, and environmental protection at work is an ongoing commitment. To this end, the company has set the following specific objectives in the field of health and safety at work:

- Ensuring safe working conditions by reducing workplace incidents and developing a culture of health, safety, and environmental protection.
- Ensuring employee training in health, safety, and environmental protection in order to promote safe working methods and prepare employees to respond to emergency situations.
- Protecting the environment by reducing the amount of waste generated, controlling company activities that could have an impact on the environment, and using hazardous substances responsibly.
- Using energy and resources efficiently by minimizing fuel and resource consumption at construction sites and minimizing the amount of waste generated.
- Compliance with European, national, and regional legislation, as well as the implementation of best practices in the field of health, safety, and environmental protection.
- Participation and consultation of employees and their representatives on health, safety, and environmental protection issues.

MANAGEMENT COMMITMENT

Greencells CEE management assumes responsibility for ensuring and continuously improving health, safety, and environmental protection, considering the protection of employees, subcontractors, and all persons involved in the company's activities an absolute priority. To this end, we are committed to providing the necessary resources to implement an effective management system that is aligned with



national requirements as well as ISO:45001 and ISO:14001 standards. Management will ensure that it establishes and supports an organizational culture based on prevention, responsibility, and continuous improvement of working conditions, always keeping in mind the training and ongoing awareness of employees and subcontractors, so that everyone involved in the company's activities is prepared to work safely.

COMPLIANCE WITH REGULATORY REQUIREMENTS

Greencells CEE is committed to complying with legal requirements, national and international regulations, and relevant health, safety, and environmental standards applicable to the construction of photovoltaic parks. To this end, we will ensure compliance with current legislation on health and safety at work, apply the requirements of ISO:45001 and ISO:14001 standards, collaborate with the competent authorities, carry out audits, and implement control and prevention measures.

EMPLOYEE INVOLVEMENT

The success of our policy is guaranteed by the active involvement of all employees in the effective implementation of health, safety, and environmental policies.

Each employee participates in *training sessions* so that all employees are informed about safety rules and procedures, and appropriate protective equipment and training on its correct use will be provided to reduce the risks associated with construction activities.

CONTINUOUS IMPROVEMENT

Greencells CEE is committed to continuously improving its health, safety, and environmental system. Continuous improvement is a process that involves: (a) regular monitoring and analysis of HSE and environmental performance (b) regular audits and checks to verify compliance with health, safety, and environmental standards (c) implementation of corrective and preventive measures.

COMMUNICATION AND IMPLEMENTATION

This policy will be accessible to all employees, partners, and stakeholders. This policy is implemented through regular employee information and training.

Greencells CEE's health, safety, and environmental policy is available to all employees and is displayed at work sites.