

RES Group Health, Safety and Environmental Management Policy

Document No.: IMS-1781949

Revision History

Issue	Date	Name	Latest changes
01	01/09/2020	Michael Sinclair-Williams	First Created
02	27/11/2020	Michael Sinclair-Williams	Updated to extract Quality commitments - New Quality Policy
03	11/01/2021	Kristofer Råvik, Marwa Bouziane	Checked to HIVE document control

Contents

1.	Introduction.....	5
2.	Organisational commitment	5
3.	Scope.....	5
4.	Approach	5
5.	Strategic programme	5
6.	Country and Business Accountabilities	6
7.	Assurance.....	6

1. Introduction

RES is a family-owned multi-national renewable energy company that operates globally, and which is fully committed to maintaining the health, safety, and wellbeing of its people and those who work with us. RES is equally committed to its duty as a custodian of the environment in which we work and operate. This policy sets out our commitment, and arrangements to ensure that we achieve market-leading performance in health, safety and wellbeing and protecting the environment from pollution in which we work through our aspects and impacts assessments.

2. Organisational commitment

We are collectively and individually committed to achieving market leading safety performance by ensuring everyone goes home safe ('Zero Harm'), and to be a good custodian for the environment in which we work and operate. We strive for operational excellence in all that we do in providing '*power for good*'.

3. Scope

This policy is applicable to all countries in which RES operates, all employees including sub-contracted labour and suppliers of goods and services. It also applies equally to all regardless of age, sex, religion or faith, pregnancy or maternity, gender identity, race, sexual orientation, disability, marriage or civil partnership, socio-economic background.

4. Approach

The above commitment will be achieved through our strategic programmes, our regional and country plans and our PACE (Passion, Accountability, Collaboration and Excellence) values.

5. Strategic programme

In order to achieve our mission of 'market leading' performance we have adopted the goal of 'Market Leading Safety Performance' which will be delivered by continually reviewing our performance through our Key Performance Indicators (KPIs) so that we are able to communicate and deliver on our programmes. Our strategic programmes include:

- Developing one consistent 'Don't Risk it' culture through effective consultation and engagement;
- Sharing learning internally and externally to help us set objectives to continually improve;
- Transition to a HS&E learning partnership, where ownership of safety and environmental compliance is led by the operating business;
- Standardise all monitoring and reporting so as to understand and control hazards (Velocity EHS, Power BI) to ensure a single accessible source of truth;
- Foster greater standardisation, innovation and agility, to leverage our multi-national approach;
- Promoting a work culture which emphasises fairness, inclusion and opportunity;
- Improve our understanding of health and wellbeing impacts; and
- Proactively reduce risk via procurement.

6. Country and Business Accountabilities

To ensure ownership and accountability, all countries (including EMEA development & construction and support services) will contribute to achieving our commitment by:

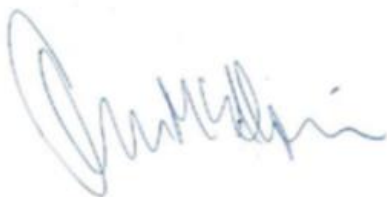
- Providing strong leadership and governance via a ‘Safety and Environmental Leadership and governance Team’ (SLT).
- Developing their own ‘Health and Safety’ and ‘Environmental Management’ systems that are commensurate with the size and nature of their operations and risks, and that will meet both regulatory and industry standards and company obligations;
- Having in place arrangements for working collaboratively with partners to understand the hazards and risks from technologies (Wind, Solar, Storage, T&D and Green Hydrogen) and alignment of the roles all parties play in controlling such risks;
- Developing and fostering a tailored behaviour-based approach that allows appropriate benchmarking;
- Ensuring that all people driving operational and HS&E performance have the required competencies to carry out their activities and therefore receive the necessary training and knowledge to gain these competencies;
- Ensuring the workplace is designed to be inclusive and to consult where appropriate; and
- Having in place a suitable assurance regime to monitor and review performance.

7. Assurance

In parallel we will operate an assurance regime which encompasses both internal and external audits/reviews so that we can be confident we are delivering both our statutory and moral responsibilities.

Gavin McAlpine and Eduardo Medina

on behalf of the RES Executive Committee



Gavin McAlpine



Eduardo Medina



Richard Russell



Rachel Ruffie



Chris Marsh



Marco Perona



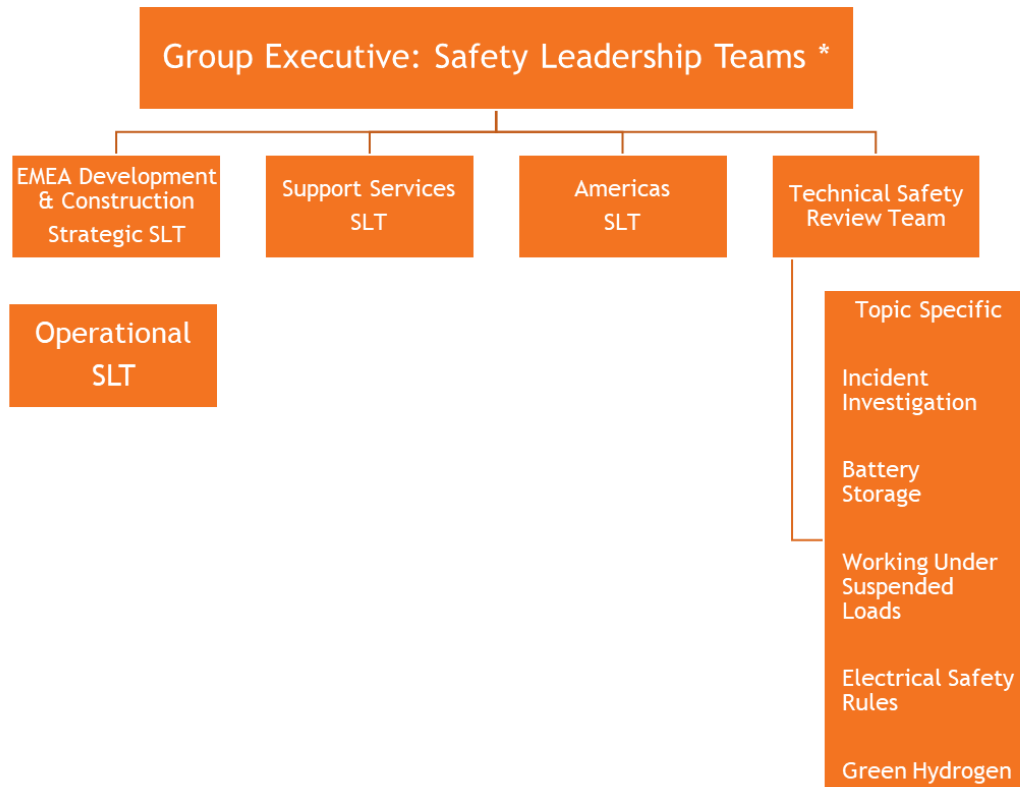
John Rohde



Douglas McAlpine



Dominic Hearth



*see terms of reference