

**ENERGO-PRO Group**

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# **Health & Safety Policy**

**2021**



## **OCCUPATIONAL HEALTH AND SAFETY POLICY (THE “POLICY”)**

### **1. Introduction**

Our core business is the hydropower sector. We operate hydropower plants in Central and Eastern Europe, the Black Sea and the Caucasus. We are also engaged in the electricity distribution and power trading, operating large-scale distribution grids in Bulgaria and Georgia with more than 2.3 million grid customers.

Our company was established in 1994 in the Czech town of Svitavy, participating in the modernization and rehabilitation of hydropower energy in Central and Eastern Europe in the period of economic transition. The total installed capacity of our power plants is 1,243 MW, while the annual power generation is more than 3.8 TWh.

One part of the multinational group ENERGO-PRO, headquartered in Prague, is the Slovenian manufacturer of water turbines, Litostroj Power d.o.o., with projects delivered to more than 60 countries worldwide. Its subsidiary, Litostroj Engineering a.s., registered in the Czech Republic (formerly known as ČKD Blansko Engineering, a.s.), focuses on research, design and engineering works. Litostroj Group also supplies equipment for hydropower plants, including pumped-storage HPP and pumping stations.

ENERGO-PRO is committed to protecting the health and safety (HS) of employees, contractors, visitors, and the communities affected by our operations. Safety is indispensable for the success of our business and through this policy and concrete actions, we aim to motivate our employees to become passionate about health and safety and build a safety culture in all our sites. ENERGO-PRO requires all employees, visitors, and contractors and sub-contractors to adhere to this Policy.

### **2. Objectives.**

The objectives of this policy are:

- To maintain and improve health and safety in the workplace for employees, contractors and visitors.
- To protect the health and safety of the communities impacted by operations.
- To provide direction and build management and employee accountability.
- To build a health and safety culture in all sites and offices and remove or minimise the risks to the health, safety and welfare of all employees, contractors and visitors, and anyone else who may be affected by our business operations.

### **3. Commitment**

We endeavour to maintain and improve a health and safety culture within our organization. To reach our goals, we will:

- Employ a zero-incident culture towards health and safety and prevent and/or reduce harm to personnel and property.
- Prepare and implement occupational, health and safety (OHS) plans in all our sites.
- Conduct regular health and safety risk assessments, including risks for the communities.
- Investigate all accidents and implement corrective actions.
- Develop and implement health and safety management systems in all our construction and operation sites.
- Develop continuous improvement for health and safety.
- Enhance health and safety awareness and provide appropriate training and monitoring.
- Comply with all relevant legislation and applicable Good International Industry Practice (GIIP).

- Appoint suitably qualified personnel to manage health and safety.
- Regularly review organizational HS policies, plans and procedures.

#### **4. The Requirements**

Each employee of the Group, through his/her daily actions, professionalism, and initiative, is a key player in the Group's Health and safety Policy, where the key objective is zero lost time injuries (LTI) and fatalities. Most accidents are preventable and are due to human error and we will create a safe working environment aimed at achieving Zero Harm through management accountability, individual responsibility for health and safety, effective management, provision of fit for purpose training and risk minimization before undertaking any activity that could expose workers to an unsafe environment. The specific requirements of this policy are:

##### **I. Health and Safety Management**

Senior management at all sites will be responsible for ensuring there are fully functional Health and Safety Management Systems (HSMS), including all the required plans and procedures, Occupational Health and Safety Plans, HS performance indicators aligned with the corporate ESG/Sustainability reporting requirements, and suitably qualified health and safety (HS) personnel.

##### **II. Health and Safety Culture**

Senior management will ensure that a culture of 'Zero harm' will be instilled throughout the workplace to remove health and safety risks and promote safe practices both in the workforce and when employees return to their home environment.

##### **III. Good Industry International Practice and Legal Requirements**

- Develop adequate health and safety practices in accordance with Good International Industry Practice.
- Comply with legal requirements and ensure that all procedures and permits are in place to conform with country specific legal requirements.
- All sites will prepare health and safety risk assessments, hazard identification and management, incident reporting, Non-Conformance Reports (NCRs) and Emergency Preparedness and Response Plans (EPRP).

##### **IV. Contractor Management**

- Health and safety management must always be taken in consideration in supplier and contractor selection processes. The contracts must be explicit about the H&S requirements to be fulfilled.
- Contractors and other third parties entering Group sites must have sufficient training, relevant documentation and processes, and be properly equipped to execute their tasks safely.
- Contractors must follow all applicable Group rules and procedures while at ENERGO-PRO managed sites.

##### **V. Responsibility**

- Senior management shall demonstrate commitment by ensuring adequate financial and human resources are available to implement and maintain HSMS(s).
- Management, including managers, supervisors and site managers are responsible for occupational health and safety.
- Workers are responsible for:
  1. Ensuring their personal health and safety, and that of others in the workplace.

2. Complying with health and safety directions such as safe work procedures and wearing personal protective equipment, given by management.

3. Contributing ideas, suggestions, or observations for continuous OHS improvement.

- Regular health and safety meetings shall be scheduled at all sites, including meetings with contractors.
- All occupational incidents will be reported and investigated to identify the root causes and to set up corrective actions and lessons learned.
- All sites will assess community health and safety impacts and if required put in place control measures.

#### VI. Education

- Senior management will ensure that all people performing tasks that can impact occupational health & safety (OHS) are suitably trained to perform the task.
- Senior management will ensure that all sites have adequate OHS capacity building training programs and are provided on a regular basis, as needed.

#### VII. Monitoring

- Senior management will ensure that all sites have procedures in place to monitor and measure OHS performance on a regular basis.
- The procedures will include data recording, reporting, prevention measures based on monitoring, incidents (including accidents, NCRs and near misses). It is important to keep historical data to measure performance and facilitate subsequent corrective and prevention actions.
- Monitoring will include performance against objectives, goals and targets established for each site.
- The outputs from management reviews shall be consistent with the Group's commitment for continuous improvement and shall include any decision and actions related to possible changes to the Health and Safety Policy, OH&S performance, resources and other elements of the OH&S management system.

#### VIII. Communication

Senior Management will be responsible for ensuring that all employees and contractors have access to this Policy and that it is communicated and well understood.

### **5. Distribution**

This document is available on the company website, incorporated in selected standard terms and conditions of business, and may be reviewed by company executives, management, employees, contractors and subcontractors. This policy will be reviewed regularly and updated if necessary to meet the requirements of partners and stakeholders by performing periodic, systematic and internal OHS audits.

### **6. Entry into Force**

This version of the Policy enters into force and is effective on and from July 15, 2021.