Windar renovables

Health & Safety Policy

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Statement

The Senior Management of Windar renovables is aware and firmly recognizes the importance of Occupational Health and Safety risks (hereinafter H&S), for its people and professionals, for which it undertakes to implement all the necessary measures that allow us to provide safe and healthy working conditions. This commitment is intended to prevent injuries and deterioration of the health of people and professionals that are related to aspects of work, both our own staff and those subcontractors working under our premises or on our behalf.

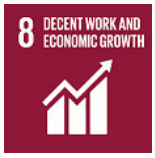
This H&S Policy has been developed to be appropriate to the Mission and Vision of Windar renovables, as well as to its current context, and the specific nature of each of the risks for the company's professionals has been taken into account national and international production centers. With this Policy that includes the commitment to occupational H&S, Windar renovables aims to contribute to the fulfillment of the United Nations Sustainable Development Goals, SDG 3 and SDG 8.

Principles of action

ABOUT WORKING CONDITIONS

To achieve the commitments of this Policy, Windar renovables promotes the following principles of action that will govern its activities anywhere in the world, which will be assumed by Senior Management and promoted at all levels:

- Promote a preventive culture regarding H&S in each of the company's business processes as a principle of responsibility for all people and professionals and subcontractors
- Promote that the responsibilities assigned in terms of H&S to each member of the company: management team, technicians, managers and own workers own or subcontractors, are fully assumed by integrating the criteria in all actions, decisions and work methodologies.
- Guaranteeing the H&S of all the people and professionals of the company is part of the value chain, being considered as fundamental objectives that increase the competitiveness of the company.
- Meet regulatory, regulatory, and other H&S requirements.
- Ensure that the necessary resources, training and competence of people and professionals are allocated, to prevent injuries and deterioration of health at work.
- Eliminate hazards and reduce risks to occupational H&S, thus promoting the continuous improvement of SSL management systems.
- Consult and involve all people and professionals of the company in the aspects of H&S.



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Golden rules & Life Saving Rules

The Corporate Management is aware of the importance of the Health and Safety of its workers and those who work on our behalf or for us in any way. Therefore, it has developed golden rules within all areas and processes of the company that save lives. For the company, compliance with these rules is a commitment and a challenge that all workers must meet.

These are rules and standards relating to access and security controls, confined spaces, driving, energy insulation, hot work, fire fighting, safe lifting of elements, work permits and work at height.

Principles of action

ABOUT THE USE OF PPE´S

- Ensure that Windar renovables professionals or who work for it on its behalf, (as our subcontractors) use the Personal Protective Equipment (PPE) assigned to the job at all times, including moving around the facilities: safety shoes and helmet, goggles and hearing protection, as well as, reflective vest.

- Verify that the professionals are responsible for the proper use and maintenance of the PPE that have been delivered to them and that they are suitable for the job performed.

ABOUT THE RISK IN THE FACILITES

- Ensure that measures are established so that people do not stand or walk under suspended loads, nor are people near them.

- Establish the necessary measures to avoid any body contact with materials, such as plates or others.

- Prevent the manipulation of machine switches without the proper authorization, as well as, when their function is not perfectly known, including the manipulation of any type of electrical installation and electrical cabinets that may be open, due to exposure to direct electrical contact risks such as indirect.

- Ensure that people are prevented from approaching machines in operation without the professionals who operate them being adequately warned of their presence. Promote the movement of all people and professionals within the safety areas defined within the facilities, avoiding the risks of being run over due to the movement of forklifts and lifting platforms and following the instructions of the people in charge of the themselves.

- Ensure that no unauthorized person or professional and without the necessary competence can climb, drive and manipulate any forklift and lifting platfform.

Health and Safety Policy

Principles of action

ABOUT CHEMICALS

- Make sure that containers with toxic or irritating products are not handled, especially in the case of people who are especially sensitive to this type of risk.

- Verify that the Safety Data Sheets (SDS) of the products are available to people and professionals in the workplace and SSL department, before handling any product, to ensure that it is done in adequate and safe conditions .

ABOUT HEALTH AND WELLNESS

- To prevent, maintain and improve, to the best of our ability, the health and well-being of our professionals, both at a work and personal level.

- Establish, maintain and periodically review a Health Surveillance protocol for workers, which includes periodic supervision of their health, through periodic examinations appropriate to the jobs.

- Guarantee our professionals healthy working conditions that allow them to carry out their activities and functions in the workplace in the most efficient way without any danger or damage.

ABOUT TOBACCO, ALCOHOL AND DRUGS

- Fight against tobacco, alcohol and drug use, as factors that can generate seriously harmful and harmful effects on health, interfering with productivity and work safety and efficiency. These factors compromise the performance of both professionals and the company.

- **Against smoking:** Prohibit smoking inside the company's production centers and facilities, as well as those of our customers and suppliers, always taking into account the current legislation in each country.

- **Against alcohol abuse:** Strictly prohibit the consumption, possession, distribution and sale of any type of alcoholic beverages within our facilities, or the facilities of our customers and suppliers, during the working day, as well as Prohibit the assistance of people to the workplace, under the influence of alcohol. Adopt the necessary regulatory measures in accordance with the Code of Ethics, in the event that the use, transportation, distribution, and sale of alcoholic beverages, or drugs, by the professionals of Windar renewables is verified. In the case of people hired by third parties, they will be removed from the work center and will not be able to provide services to Windar again.

- **Against drug use:** Strictly prohibit the use, possession, distribution and sale of drugs within our facilities, or the facilities of our customers and suppliers, during the working day, as well as the assistance of people to work, under the influence of drugs.

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Right to STOP work

WINDAR Group Management authorize any employee of the organization, our working on our behalf, to interrupt any activity they carry out and even leave the workplace, when they consider that said activity entails a serious or imminent risk for both their personal safety and the of the people around, without these actions being retaliated against or persecuted by other people.

Tools for compliance

All levels of Windar renovables will be aware of the importance of H&S in the planning of activities and subsequent actions to be carried out, contributing all people and professionals to the fulfillment of the commitments. To promote the principles of action that we have just listed, Windar renovables has a series of instruments that support and promote their achievement:

⇒ H&S Policy and H&S Golden Rules, including the “Authority to STOP THE JOB”.

⇒ High Level H&S Technicians and other financial and human resources including a preventive organizational structure in terms of H&S, where the responsibilities defined for each person and professional in terms of H&S are collected as well as professional profiles adapted to each job position.

⇒ Development, implementation and certification of a global H&S Management System based on internationally recognized standards (ISO 45001), which includes the minimum levels to be achieved and ensures the harmonization of criteria in all national and international production centers.

⇒ Periodic preparation, evaluation and monitoring of risk management plans, to determine the priorities and key issues in preventive matters.

⇒ Continued awareness through training, education and information plans to promote safe behaviors and educate them about the impact of their work on the safety of people, processes and facilities.

⇒ Permanent objectives on accident reduction and others regarding H&S.

⇒ Processes, procedures and practices regarding H&S harmonized among all production centers.

⇒ Coordination with subcontractors that work in the company's facilities so that H&S is present in all its services and Works as well as H&S requirements in supplier approval processes.

⇒ Collaboration with the competent Public Administrations in the field of H&S to become a reference in this area where we develop our businesses and operations.

⇒ Improvement Plans, follow-up and monitoring of H&S aspects through inspections and audits.