



# HSES POLICY

## Heath, Safety, Environmental and Social Policy IMPROVE GLOBAL ENVIRONMENT FOSTER LOCAL DEVELOPMENT

Renvolt, as a company dedicated to engineering, procurement, construction (EPC), operation and maintenance of renewable energy assets, guided by our values **Transparency & Partnership, Quality & Reliability, and Ethics & Integrity** is committed to protecting people's health and safety, preserving the environment, ensuring the highest quality standards, and promoting sustainability throughout the lifecycle of our projects and operations, in full alignment with ISO 45001 and ISO 14001 standards requirements, to guarantee continuous improvement in production processes, health and safety conditions and environmental protection within the organization.

Renvolt's Top Management is committed to the continuous improvement of health, safety and environmental (HSE) conditions and the protection of social (S) performance by establishing, maintaining and appropriately monitoring decisions that guarantee the fulfilment of the following objectives:

- A full understanding of our clients' HSES requirements/needs; and the subsequent fulfilment and satisfaction of these.
- That the relevant health and safety conditions, the protection of employees, and the preservation of the environment are systematically considered in all the geographical areas where the company operates.
- Compliance with all applicable legislation, regulations and standards, as well as compliance with other health and safety and environmental requirements to which Renvolt voluntarily subscribes.
- The implementation and maintenance of the highest standards of performance in HSES uses all means at its disposal to prevent non-conformities, accidents and occupational illnesses, eliminate hazards, and reduce risks.
- The mitigation of the impact of its activities on the environment, in support of measures to mitigate 'Climate Change', promoting the rational use of natural resources, the prevention of pollution and support for the development of renewable energies.
- Training its employees in safe working practices and procedures that comply with quality standards, ensuring that their skills are appropriate for the activities they carry out, and so that they can comply with the required standards in terms of HSES.
- Raising awareness among its workers about good environmental practices.
- The acceptance of responsibility by employees, contractors and subcontractors to work safely, respect work rules and procedures, using the equipment provided and, in general, to contribute to the maintenance of safe and healthy conditions in accordance with Renvolt HSE Golden Rules and Renvolt HSE minimum requirements.
- Clear and regular communication with all interested parties, such as customers, providers and/or suppliers and employees.
- The promotion of employee participation in the objectives assumed by the company.
- The participation and solid commitment of each worker in the company's HSES initiatives, ensuring regular communication on initiatives related to Renvolt, its stakeholders, suppliers, and service providers.
- As a participant in renewable energy projects, Renvolt will ensure that it incorporates the IFC's (a World Bank Group entity) performance standards regarding integrated environmental and social risks.

This HSES Policy Statement will be made available to all employees on our intranet, as well as to other interested parties upon request; it applies to all employees, contractors, suppliers, partners, and third parties working on behalf of the organization.

This policy is reviewed periodically (objectives and targets) to monitor its effectiveness and ensure that it reflects changing needs and circumstances. This policy comes into force immediately and supersedes all previous versions.

France, 1st March 2026

  
**Eduardo Porras**  
CEO