

H&S Policy



October 2024

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About Verdian

Verdian Power is an independent power producer (IPP) dedicated to renewable energy production that generates a positive social and environmental impact on the local communities in which it operates and on society as a whole. Established by the Clean Energy Fund IV strategy from Nuveen Infrastructure, Verdian focuses on developing, constructing, and operating renewable energy assets that contribute to the global energy transition and decarbonisation efforts. We embrace an activist stance with the aim of improving our world, prioritising the needs of local communities and fostering collaboration with local companies and workers.

As part of Nuveen Infrastructure Clean Energy, Verdian is committed to sustainability and long-term impact, distancing itself from speculative activities and focusing on real, tangible contributions to Europe's energy independence and the global fight against climate change. Our principles of corporate activism, humanisation, and proximity guide our approach to health and safety management.



Background

This Health and Safety Policy outlines Verdian's commitment to ensuring a safe and efficient working environment for all stakeholders, including employees, contractors, and visitors. We recognise the unique challenges posed by operating across multiple countries and dealing with advanced renewable energy technologies, including solar photovoltaic (PV), wind, and battery energy storage systems (BESS). Verdian outsources all its development, construction, and operational site-based work to specialised contractors, which makes our health and safety responsibilities closely linked with those of our contracting partners.

As the client in Engineering, Procurement, and Construction (EPC) projects, Verdian has several health and safety obligations to ensure that the project is executed safely and in compliance with relevant regulations. These obligations are central to our

health and safety strategy and are designed to comprehensively address the challenges we face throughout the project lifecycle—from development and construction to operations and maintenance.

Our mission extends beyond energy production; we aim to generate a positive social and environmental impact on the local communities where we operate. This commitment to the well-being of our neighbours, suppliers, employees and contractors is deeply integrated into our health and safety strategy. We also integrate community engagement into our health and safety strategy to ensure that our operations contribute positively to the local environment and societal well-being.

Verdian H&S vision

At Verdian, our vision is to cultivate a culture where health and safety are integral to every decision and action, extending this responsibility to our contractors. We aim to create a working environment where everyone feels valued, protected, and empowered to contribute to safety. Achieving zero incidents through a proactive approach to health and safety is not just a regulatory requirement; it is fundamental to our corporate identity and a key driver of our operational success.

This vision aligns with our broader mission to make a positive social and environmental impact. We prioritise the needs of local communities and work in collaboration with local companies and workers to ensure that our operations are not only safe but also beneficial to the people and environments where we operate.



Scope

The Verdian Health and Safety Policy applies to all stakeholders involved in our operations, regardless of location or role. This includes:

Offices

Ensuring a safe working environment in all administrative and operational offices, including ergonomic assessments, fire safety, and emergency preparedness.

Project Sites

Covering all activities at solar, wind, and BESS project sites, from initial site assessments and construction to ongoing operations and maintenance. Since Verdian outsources all site-based work, our policy mandates that our contractors adhere to the highest health and safety standards.

Supply Chain

Extending health and safety expectations to all contractors, suppliers and partners involved in the delivery of our projects, with a focus on collaborating with local companies and workers.

Community Engagement

Addressing the health and safety concerns of local communities affected by our projects, ensuring transparent communication and proactive risk management. We prioritise listening to community needs and developing social and environmental projects that foster greater well-being for the inhabitants of these communities.

This comprehensive approach ensures that health and safety considerations are integrated into every aspect of our operations, aligning with our broader commitment to corporate responsibility, environmental stewardship, and the well-being of the communities in which we operate.



Policy Statement

We, at Verdian, recognise our duty to our employees, contractors, stakeholders, and the communities in which we operate. Our Health and Safety policy is built on the following principles and commitments:

Health and Safety First

The health and safety of our employees, contractors, visitors, and the public are our top priorities. We strive to prevent all work-related injuries and illnesses through proactive risk management and continuous improvement of our safety practices. This includes rigorous safety assessments at each stage of project development, from initial design and site selection to construction, operation, and decommissioning. For outsourced work, we require our contractors to comply with these standards and to provide regular updates on their health and safety performance.

Risk Management

While our contractors are required to develop and implement their own safety policies and procedures, Verdian plays a crucial role in overseeing the management of project risks related to health and safety. We work closely with our contractors to ensure that

all identified risks are appropriately managed throughout the project lifecycle. Verdian is committed to monitoring the implementation of safety measures, conducting regular inspections and reviews, and ensuring that any emerging risks are promptly addressed. Our goal is to ensure that the highest standards of health and safety are maintained, with a strong focus on proactive risk management.

Compliance and Beyond

We comply with all applicable health and safety laws and regulations in the countries where we operate. Beyond mere compliance, we aim to exceed these requirements by adopting best practices, leveraging innovative safety technologies, and fostering a culture of continuous improvement. Contractors are expected to meet or exceed these standards, and we actively monitor their compliance. This includes getting assurances that the project has all necessary permits and approvals related to health and safety before project commencement. Furthermore, all contracts with our contractors include clear health and safety requirements, expectations, and compliance standards.

Welfare Focus

We are committed to promoting the welfare of our people across teams and ensuring the safety and well-being of individuals visiting or working at our sites. For site-visits carried out by employees, we provide appropriate personal protective equipment (PPE), appropriate risk assessments and inductions. We mandate our contractors provide appropriate PPE, regular health checks, and access to welfare facilities. Our focus on welfare extends to the local communities, where we actively engage in projects that improve well-being and social conditions.

Training & Competence

Verdian is dedicated to ensuring that all employees and contractors possess the necessary skills and knowledge to perform their tasks safely. We provide health and safety training and competence assessments for our own employees to ensure that they meet the required standards. Additionally, we verify that all contractors, including their personnel and subcontractors, have the necessary qualifications and competencies to perform their tasks safely. We ensure that our employees and contractors receive ongoing training to stay updated with the latest safety practices and regulations.

Emergency Preparedness & Response

Emergency preparedness and response plans are primarily developed and maintained by our contractors for our projects. Verdian ensures that our internal procedures are aligned with those of our contractors to guarantee a cohesive response in the event of an emergency. We also work closely with contractors to conduct regular reviews and updates of these plans. The contractor is responsible for gathering relevant information in a timely manner and ensuring that all stakeholders are informed and prepared according to the established procedures.

Incident Reporting & Investigation

Incident reporting and investigations are conducted by our contractors, who are responsible for identifying and addressing the root causes of any incidents. Verdian ensures that our internal procedures are aligned with those of our contractors and that we receive timely and accurate information on any incidents. We closely monitor the contractors' investigation processes to ensure that corrective actions are implemented effectively and that lessons learned are integrated into future practices.

Leadership and Accountability

Health and safety excellence is a shared responsibility. Senior management leads by example, while employees and contractors are empowered to take ownership of their safety and that of their colleagues. Contractors are held accountable for implementing and maintaining robust health and safety practices on our project sites.

Health and Wellbeing

Verdian is committed to promoting the physical and mental health and wellbeing of our employees through dedicated programmes that foster an inclusive and positive culture. We recognise that the wellbeing of our workforce is essential to maintaining a safe and productive working environment. We also expect our contractors to implement similar programmes for their personnel managing our project sites, ensuring that they promote a culture of inclusivity, respect and support.

Continuous Improvement

At Verdian, continuous improvement is not just a commitment but a strategic approach to enhancing our health and safety practices. We actively seek out opportunities to refine our procedures, informed by regular inspections, audits and the latest industry developments.

Feedback from incidents, near-misses, and safety observations are systematically analysed to identify areas where we can enhance our safety measures. These insights are used to develop strategic initiatives and improvement programmes that align with our overarching safety objectives. We collaborate with our contractors to ensure that these initiatives are implemented effectively across all operations.



Health and Safety Objectives

To achieve our health and safety commitments, we will:

Promote Health and Safety

Ensure that all Verdian employees are provided with the necessary training, resources, and support to perform their tasks safely. We will develop and implement tailored health and safety training programmes that address the specific risks associated with our operations, and foster a culture where safety is a core value.

Ensure Compliance to Health and Safety Legislation and Regulations

Continuously monitor, review, and update our health and safety practices to meet or exceed regulatory standards. We will maintain a robust compliance framework that includes regular audits, inspections, and assessments to ensure adherence to all relevant health and safety laws and regulations.

Prevent Incidents through Proactive Risk Management

Implement effective risk assessment and management strategies to identify and mitigate potential hazards.

Verdian will conduct thorough risk assessments at every stage of our operations, ensuring that identified risks are managed proactively and effectively.

Engage and Communicate Transparently

Maintain open and transparent communication with all internal stakeholders regarding our health and safety policies, practices, and performance. Verdian will ensure that health and safety information is easily accessible and that employees are encouraged to provide feedback and report concerns.

Monitor and Review Performance

Regularly monitor and review Verdian's health and safety performance against set targets and objectives. We will use both leading and lagging indicators to track our performance and implement necessary improvements. Regular reviews by senior management will ensure that our health and safety initiatives are delivering the desired outcomes and remain aligned with our strategic goals.

Stakeholder Engagement

Senior Management

Provide leadership and resources necessary to implement this policy effectively. Senior management oversees the health and safety performance of contractors, ensuring alignment with our strategic objectives and our mission to keep the workforce safe and generate a positive impact on local communities.

Employees and Contractors

Adhere to and communicate the Verdian health and safety policy and procedures. Employees are encouraged to collaborate closely with contractors to promote a safe working environment, fostering a culture of compassion and collaboration.

Health and Safety Representatives

Develop, implement, and maintain health and safety management systems, including regular reviews of this policy. Representatives work closely with contractors to oversee their health and safety practices and facilitate communication between management and the workforce.

Contractors

At Verdian, we oversee the management of our assets while relying on an extended team of external expert contractors to support us. Our contractors are integral to upholding health and safety standards, as they are tasked with adhering to our health and safety policy, conducting regular risk assessments, and reporting on their performance. We collaborate closely with them to ensure legal compliance, drive continuous improvement, and align with our health and safety objectives, alongside our broader mission of fostering a positive social and environmental impact.

Promotion and Awareness

Facilitate awareness initiatives and promote health and safety standards across all levels of the organisation and among stakeholders, including contractors. We conduct regular awareness campaigns to highlight the importance of health and safety, both internally and externally, with a focus on community well-being.

Management Commitment

Verdian is committed to achieving excellence in health and safety performance through strong leadership, active engagement, and continuous improvement.

We will work closely with our contractors to ensure the sustainability of our business and the safety of all involved, while also contributing positively to the communities in which we operate.

This policy will be reviewed regularly to ensure its relevance and effectiveness.



Future Development & Certification

As Verdian continues to grow and mature, we recognise the importance of further enhancing our health and safety management systems to align with international best practices. As part of our ongoing commitment to health and safety excellence, we are exploring the potential for certification under ISO 45001, the internationally recognised standard for occupational health and safety management systems.

Achieving ISO 45001 certification would represent a significant milestone in our journey towards continuous improvement, providing a formal

framework for managing health and safety risks, ensuring compliance with global standards, and demonstrating our dedication to safeguarding the well-being of all stakeholders involved in our projects. We view this potential certification as a natural progression of our existing efforts and a testament to our unwavering commitment to creating safe and sustainable working environments.

Related Policies, Procedures and Guidance documents

Document Title	Revision
Environmental, Social, and Governance (ESG) Policy	October 2024
Self-certification statements	July 2023
GDPR Policy	October 2020
Whistleblowing Policy	October 2020
Business Continuity Plan	October 2020
Outsourcing Policy	October 2020

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