

Environment, Health and Safety Policy (HSE)

Gamesa Electric embraces our societal responsibilities for Environmental Protection and the Health and Safety of our employees, business partners, and other stakeholders who may be affected by our business activities.

As a proactive business, we have set the ambition of being an environmental, health, and safety leader in the industry. We have identified a set of principles and commitments that align with our company values "Caring, Agility, Respect, and Accountability" that guide our actions and form our mindset in areas of the EHS Policy.

1. Four principles that drive our Zero Harm culture:

- Zero Harm is achievable.
- We do not compromise.
- We take care of each other.
- We develop locally and share globally.

2. Protecting people and the environment, we commit to:

- Identifying, assessing, and managing hazards and risks.
- Empowering our employees to speak up. Don't walk by but stop any unsafe behavior or situation.
- Preventing injury and ill health, reporting all incidents, investigating, and identifying causes and actions to prevent reoccurrence.
- Promoting the health and well-being of our employees.
- Ensuring working environments are safe and healthy.
- Protecting our environment by identifying and managing our environmental aspects and impacts.
- Ensuring efficient use of energy and natural resources to support our ambitions on environmental protection.

3. Embedding our principles across the company, we commit to:

- Executive, Senior and Line Management understanding their responsibilities and the ownership of decisions regarding environment, health, and safety in their businesses.
- Employees, at all levels in the company, taking responsibility for their own health and safety and that of others.
- All employees acting as role models across all aspects of the business, by amplifying our company behaviors, acting quickly and decisively where risks are identified, and demonstrating care for others through our actions.
- Employees being trained, qualified, and competent to carry out their work activities safely.

4. Ensuring that our Zero Harm culture is sustained in our business, we commit to:

- Regularly engaging and communicating with employees, subcontractors, suppliers, customers, stakeholders, and interested parties on environment, health, and safety topics.
- Ensuring participation and consultation with employees on environmental, health, and safety matters.
- Complying with all relevant applicable legislation, regulations, and standards.
- Working in partnership with our customers to ensure that we understand their needs and expectations around environment, health, and safety.
- Reviewing and continuously improving our environment, health, and safety management systems and policies to ensure continued effectiveness.

Thank you for understanding and applying this policy and for ensuring that it is implemented in all aspects of our business.

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