



GROUP INTEGRATED POLICY OF HEALTH, SAFETY, ENVIRONMENT, QUALITY AND SOCIAL RESPONSIBILITY



Revisions

Rev. No.	Date	Author	Comment
0.1	17. 03. 2022	Luis Martínez	First draft
0.2	04. 01. 2023	Luis Martínez	2 nd version

Policy properties

ITEM	Details
DIN	GP19
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Effective Date	15. 01. 2023
Applicability	All Companies All Departments All Employees





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1. Policy Provisions

1.1 Objective

SOLEK Group is providing business in the renewable energy sector. With a focus on solar power, it develops, builds, owns, operates, and maintains solar power plants across the European and Latin American continents. Its mission is to build 500 MW of installed solar energy capacity by the year 2023. Global energy demand for renewable sources of energy indicates constant growth. Particularly, solar energy generation has huge potential to grow and is currently the second absolute generation of all renewable technologies, slightly behind wind. SOLEK is delighted to be part of the effort to generate our planet's energy demand with the use of sunlight. SOLEK is achieving this with a commitment to Health, Safety, the protection of the environment, and social responsibility as its core values.

1.2 Scope

This Policy applies to all employees. All are expected to abide by the provisions of this Policy that are reasonably applicable to them. This Policy is intended to apply to the above persons in all countries in which the SOLEK Group operates a business.

2. Definitions and Abbreviations

For the purpose of this Policy the terms shown below has the following meaning:

Term	Description
Company	SOLEK HOLDING SE, ID No.: 29202701, with registered seat at Voctářova 2497/18, Libeň, 180 00 Prague 8, registered in Commercial Register kept by the Municipal Court in Prague, file No. H 218
Employee	All employees, officers, contractors, directors or members of statutory bodies of all Group Companies
Environment	Includes especially our focus on Biodiversity protection and conservation, GHG emissions, Resource Efficiency and Waste management, and Climate change.
Group Company	All companies that are part of the SOLEK Group
Health & Safety	Regulations and procedures intended to prevent accident or injury in workplaces or public environments
Integrated Management System	Is a single system designed to manage multiple aspects of an organization's operations in line with multiple standards, such as those for quality, environmental and health and safety management.
Policy	The Group Integrated Policy of Health, Safety, Environment, Quality and Social Responsibility
Quality Assurance	Is a systematic process of determining whether a product or service meets specified requirements.
Social Responsibility	The responsibility of an organization for the impacts of its decisions and activities on society and the environment, through transparent and ethical behavior that (i) contributes to sustainable development, including health and the welfare of society; (ii) takes into account the expectations of stakeholders; (iii) is in compliance with applicable laws and consistent with international norms of behavior; and (iv) is integrated throughout the organization and practiced in its relationships.
SOLEK Group	The Company and all its subsidiaries

3. Commitments and Guiding Principles

3.1 Principles to respect and follow

SOLEK Group declares the following commitments as an integral part of its culture of preventive and proactive management in matters of Health, Safety, protection of the Environment, Quality Assurance and Social Responsibility:

- Promote Health & Safety culture as a core value of the SOLEK Group.
- Monitor operations controlling any hazard that could become a risk to the health.
- Implement effective tools for continuous hazard and environmental aspects identification that may cause harm by analyzing, evaluating, and applying appropriate controls to associated risks.
- Ensure continuous improvement of the Integrated Management System, incorporating learning and new processes.
- Integrate our workers in the implementation, maintenance and improvement of our integrated management system through participation and consultation mechanisms.
- Continuously identify, evaluate, and ensure compliance with the applicable legal requirements in Health, Safety, Environment, and communities in the country of operations.
- Provide a service to clients in line with SOLEK Group and international quality standards and have mechanisms in place for product quality control.
- Establish and maintain good relations with our community environment through the development of participation and integration initiatives.

4. Compliance

Successful compliance with this Policy and its commitments applies to our entire organization and collaborators, with the leaders of each area being primarily responsible for its communication, implementation, and maintenance.

Approval Authority Signature and Date

In Prague, on 11. 01. 2023

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Zdeněk Sobotka, the Group CEO



