



SONNEDIX HEALTH AND SAFETY POLICY

Purpose

To promote a safe and healthy workplace environment, eliminating or minimizing H&S-related risks, incidents and accidents in all our activities, with the ultimate goal of protecting Sonnedix and its employees, our partners and suppliers, in all places we operate.

Guiding Principles

- At Sonnedix, we are harnessing the power of the sun to build a cleaner, healthier future for people and our planet.
- We firmly believe that our people are the heart of our success. We're one team focused on achieving our goals with positive energy and an owner's mentality, and we know it's not just what we achieve together, it's how we achieve it that helps us succeed and grow sustainably. With a foundation of honesty and integrity at the center of our values, we strive to always do the right thing.
- Preserving the safety of our employees, partners, visitors and communities is a fundamental value.
- Safety is everyone's job, a condition of work and a basic responsibility of all employees and contractors; always; and, at all locations. Each of us has a responsibility for our own health and safety and for those around us.

Strategy

- **Leadership:** Our Senior Leadership Team and all levels of management establish clear safety expectations and objectives and lead by example, providing the necessary resources. Safety is not to be compromised by any other business priority. It is a fundamental value that guides all our actions and decisions.

We promote initiatives to consolidate a strong culture of health and safety and integrate H&S considerations in all decisions and business processes.

- **Prevention of Incidents:** We are committed to working safely at all times and locations and demand the same commitment from our partners. We believe that with proper safety measures, training, and a proactive safety culture, incidents can be prevented or minimized. We prevent incidents through different means from engineering design, promotion of safe work practices and operation procedures, evaluation of near misses, proactive reporting of unsafe conditions or acts, and sharing learnings.
- **Risk Management:** We promote among our employees and partners the identification and assessment of work hazards in all activities with the aim of eliminating them or reducing their consequences.
- **Training and Education:** We actively define and implement safety programs and training and raise and address any safety concerns. We provide the knowledge and skills necessary to allow each team member to work safely.



- **Compliance:** Compliance with all applicable laws, regulations, company policies, and procedures is a fundamental requirement for all our employees and partners.
- **Implementation and Continuous Improvement of an H&S Management System:** We design, implement, maintain, and continuously improve a management system based on best practices and international standards. We assess and compare our results with best-in-class organizations to enable learning and relentless improvement, with the ambition of achieving zero incidents.
- **Emergency Response:** We establish and maintain effective response mechanisms to handle emergency situations promptly and efficiently.
- **Implementation of an Audit & Inspection Program:** We conduct regular audits and inspections to ensure compliance with safety standards and identify areas for improvement.
- **Contractor Management:** Contractors are key partners and a significant part of our risk profile. We are committed to ensure that contractors adhere to our safety standards and are integrated into our safety culture. We manage contractor safety through rigorous selection, contracting, induction, monitoring, and evaluation processes, maintaining effective channels of communication and participation.
- **Mental Health and Psychological Safety:** We are committed to promoting mental health and psychological safety in the workplace. We provide resources and support to help employees manage stress, anxiety, and other mental health issues. We foster a culture of openness and support, where employees feel safe to speak up about their mental health and seek help when needed.

Ownership and Review This policy is owned and signed by the CEO and will be reviewed at least annually.

Signature:

Date:

A handwritten signature in black ink, appearing to read "Asad Khan", written over a horizontal line.

Feb 6th, 2025
