




**GREE ENERGY LIMITED**

**OCCUPATIONAL HEALTH AND SAFETY POLICY**

**OCTOBER 2021**

<b>Approved by CEO</b>	 30/09/2021
<b>Adopted by Company</b>	30/09/2021
<b>Year/Version</b>	<b>2021/1</b>

## **OCCUPATIONAL HEALTH AND SAFETY POLICY**

### **I. INTRODUCTION**

GREE aims to address the food industry pollution problem, combat climate change and improve access to energy in rural areas. At the heart of delivering this mission, is the well-being of GREE's employees and suppliers. GREE is committed to provide a safe and healthy working environment to ensure no harm for its employees and suppliers. GREE believes protecting the health and safety of the employees, contractors and local communities will drive sustainable business growth which benefits all of GREE's stakeholders.

### **II. PURPOSE**

This Occupational Health and Safety Policy ("Policy") provides a framework to meet GREE's commitment on providing a safe and healthy workplace environment for workers, contractors and minimizing exposure of risk to local communities.

### **III. SCOPE**

GREE Limited Energy and its subsidiaries, in which GREE owns more than 50% of the voting rights or has the right to control the entity as well as contractors.

### **IV. POLICY GOVERNANCE**

The responsible people for updating, reviewing, and approving this Policy is as follows:

<b>Responsibility</b>	<b>Responsible Person</b>
Updating policies	Occupational Health and Safety Team
Reviewing policies	Technical Manager
Approving policies	CEO

### **V. MAIN OBJECTIVES/ GOALS**

To create a safe and healthy working environment, GREE is committed to:

1. Comply with laws and regulations related to occupational health and safety and other requirements.
2. Create a safe and comfortable workplace for employees, contractors and visitors.
3. Eliminate hazards and reduce occupational health and safety risks
4. Prevent work accidents and occupational diseases

5. Provide a forum for consultation and worker participation to carry out continuous improvement of occupational health and safety performance

## **VI. IMPLEMENTATION FRAMEWORK**

This policy is implemented through GREE's Occupational Health & Safety System (HSE) whereby management is accountable in its implementation. GREE's OHS approach follows a continual improvement management cycle and is outlined as follows:

1. Collection of accurate OHS information to understand baseline and establish annual OHS targets to improve health and safety performance and comply with established legal requirements or industry standards
2. Establish an annual OHS management plan
3. Provision of resources and training to relevant employees in the application of health and safety practices
4. Monitor, evaluate and communicate our progress in implementing the annual HSE plan.

To ensure consistent implementation of GREE's OHS commitment, GREE is aligning its policy with IFC PS, B corp and ISO 45001.

## **VII. DEFINITIONS**

B CORP	Certification for businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.
IFC PS	A set of standards related to managing their environmental and social risks, which includes the Performance Standards, applies to all investment and advisory clients whose projects go through IFC's initial credit review process after January 1, 2012.
ISO 45001	A set of international standards related to occupational health and safety, issued to protect employees, contractors and visitors from work-related accidents and diseases