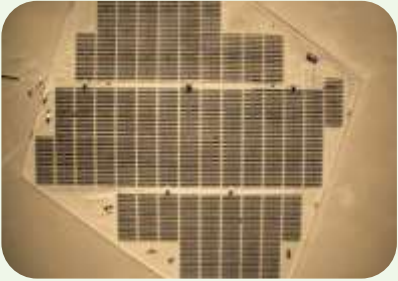


Health, Safety, Environment and Security Policy



X-ELIO

XEE-01-HS-PLY-001-RevA

16/11/2021

X-ELIO is committed to develop and implement all necessary actions to provide safe and healthy conditions for the **prevention of incidents** in all our operations. We also establish all the necessary **control mechanisms** for the adequate management of all risks in all the unit of the Company.

We are committed to **protecting our employees, our contractors, the general public, the environment and the assets** we operate.

We comply with the legal requirements applicable in the sector, being much more demanding with this compliance if necessary. Responsibility for these principles involves **C-Suite, the whole workforce and contractors** through the integration and proactive application of the integrated management system. In order to fulfill these commitments, **X-ELIO** has established an **integrated management system** for the **environment, occupational health, safety and welfare** in accordance with the ISO 14001:2015 and ISO 45001:2018 standards and the healthy organization management system.



Health and Safety

X-ELIO's ultimate objective is to achieve **zero high risk incidents and zero lost days** due to workplace injuries.

Health and safety commitments are assumed and promoted through the following instruments:

- C-Suite **engagement and leadership** in health and safety management.
- **Responsibility and rights** of the entire workforce to contribute to the **safe performance** of their work.
- Focussing efforts on the **elimination of all risks** that could lead to any type of incident for the **employees, contractors, visitors, third parties and the communities** that could be affected by our activity.
- Clearly defined **organizational structure and responsibilities**.
- Establishment of clear, measurable, challenging and auditable **objectives**.
- **Ongoing training, education and coaching** to promote safe behaviors and raise awareness of the impact of our work on the safety of people, processes and facilities.
- Planning for emergency situations by establishing appropriate **response plans**.

This policy is customized for our organization and it is communicated to personnel and understood by them as a commitment of their participation and as a commitment with Quality Management, Environment, Occupational Health and Safety of employees and labor welfare.



Environment

X-ELIO considers the **environment a key element** in the sustainability agenda and one of the key elements in achieving a sustainable energy model.

We are committed to the following guiding principles:

- Observing environmental regulations and **complying with legal requirements** in the countries where we operate.
- Managing and mitigating the risks and impacts on the environment related to our operations with **continuous improvement as a global objective**.
- **Consume with responsibility**, by making a sustainable, efficient and **conscientious use of natural resources**.
- Establish adequate management systems, based on continuous improvement, that contribute to **reduce environmental risks**.
- **Respect nature, biodiversity and historical and artistic heritage** in the natural environments in which the company's assets are located.
- Establish a **constructive dialogue** with public administrations, regulatory bodies, non-governmental organizations, multilateral organizations, shareholders, customers, local communities and other stakeholders.



Security

X-ELIO maintains a **structured security system** based on the foundation of continuous risk management for the security of our personnel, contractors, subcontractors, members of the public and our assets.

We are committed to the following guiding principles:

- **Identifying, analyzing and assessing the threats** that could affect our activity in order to adopt the appropriate protection measures /convenient protection controls to reduce the risk.
- **Protecting** by means of human, technical and organizational controls **our strategic personnel and assets of the company against threats** that lead to security incidents and minimizing the potential risks identified.
- **Mitigation of our exposure in all areas of personal, physical, and organizational and cyber security**.
- **Defining the roles and responsibilities** in terms of security for all workforce that makes up its organizational and operational structure.
- Promoting the **participation of managers and employees** relating to the diverse business areas of the organization.
- Focusing on the fundamental elements of the **preparedness, prevention, detection, response, and recovery**.

Approved by Executive Committee of X-ELIO

