



Madrid, 30 July 2021

**X-ELIO** is a leading renewable energy development company with a long track record in the solar sector.

The Management of **X-ELIO** is aware that a culture of well-being that provides safe, healthy and environmentally friendly working environments is a major achievement for the organisation and its stakeholders, and that it ensures the competitiveness of the organisation and that the needs and expectations of stakeholders involved in the following activities are met:

**"MANAGEMENT OF THE DESIGN, CONSTRUCTION, COMMISSIONING AND MAINTENANCE OF PHOTOVOLTAIC SOLAR ENERGY FACILITIES"**

To meet this commitment, **X-ELIO** has put in place an Integrated Management System, which includes the **Healthy Organisation Management System (SIGOS, in Spanish)**.

The basic cornerstones of our Healthy Organisation Management System are:

- Promote the **continuous improvement** of the Healthy Organisation Management System to improve the health and safety of the members of the organisation, and their personal, family and community environments.
- Promotion of **healthy lifestyles**.
- Commitment to the **community** in the vicinity of the organisation.
- Socialisation of **employees**.
- Continuous review and updating of the organisation's **health and safety programs**.
- **Continuous improvements** to the organisation and working conditions by **promoting the participation** of everybody who forms part of the organisation.
- Taking into consideration the **specific risk factors** and their **consequences**, their direct and indirect **contexts** and the **legal and other requirements** to which the organisation adheres.
- This policy shall also be used as a reference for setting System **objectives**, which will be periodically reviewed.

Approved by Executive Committee of X-ELIO

