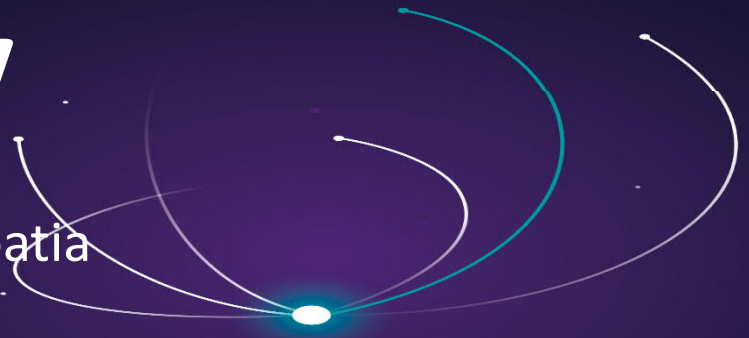


# EHS Policy

Siemens Energy d.o.o., Croatia



Siemens Energy is committed and aware of its moral and legal responsibilities for the management of health, safety, the protection of the environment and the wellbeing of our employees, business partners and other stakeholders who may be affected by our business activities. As a proactive business, Siemens Energy has identified key principles and policies that are applicable to all employees across all aspects of the business.

## Zero Harm Principles

- Zero Harm to our Environment, Health and our Safety is achievable
- We do not compromise on our Zero Harm Behaviors and Essential
- We take care of each other
- We develop locally and share globally

## Protecting People and the Environment. We will

- Identify, assess and manage hazards and risks
- Empower our employees to speak up, don't walk by and stop any unsafe behavior or situation
- Prevent injury and ill health, report all incidents, investigate and identify causes and actions to prevent reoccurrence
- Promote the health and well-being of our employees
- Ensure working environments are safe and healthy
- Protect our environment - identify and manage our environmental aspects and impacts
- Ensure efficient use of energy and natural resources supporting our sustainability ambitions.

## Ownership of EHS is everyone's responsibility

- Executive, Senior and Line Management are fully responsible for all aspects of EHS in their businesses
- Employees are responsible for their own health and safety and for the health and safety of others
- We demonstrate commitment by acting as role models across all aspects of the business internally and in the community
- Employee roles and responsibilities are fully understood
- Employees are trained, qualified and competent to carry out their work activities.

## Our business commitment to EHS. We will

- Engage and communicate with employees, subcontractors, suppliers, customers, stakeholders and interested parties on the environment, health and safety
- Comply with all relevant applicable legislation, regulation and standards
- Work in partnership with our customers to ensure that we understand their needs and expectations
- Review and continuously improve EHS arrangements and management systems within the business.

Siemens Energy, Executive Management and Senior leadership teams are fully committed to the execution of this policy across all aspects of the business and for its integration. Executive and Senior Management teams shall regularly review this policy to ensure its continued effectiveness.

Boris Miljavac  
Managing Director

Laura Musić  
Finance Director