



Occupational Health and Safety Policy

About Norsk Solar

Norsk Solar AS is a Norwegian limited company operating across targeted markets globally, directly from its headquarters in Stavanger, Norway, or through its subsidiaries (“Norsk Solar Group”).

At Norsk Solar, we fight climate change and support growth in emerging markets by giving businesses the power to choose solar energy at a low cost. Our success is not only measured by the growth of our business, but our contribution to helping the world reach its climate and sustainable development goals.

Our mission is to deliver solar energy as a service to customers in emerging markets, providing a low-cost, clean power solution to drive growth while reducing emissions. Customers count on us for quality, cost-competitive solutions delivered on time, with full transparency and high ethical standards.

Applicability

This policy is applicable to Norsk Solar and any company in which Norsk Solar has direct or indirect ownership. It is applicable for Norsk Solar both on a company level and, where applicable, where Norsk Solar assumes the capacity of asset manager. It is applicable also to contractors and co-investors in Norsk Solar projects.

We comply with international standards for Occupational Health and Safety

At Norsk Solar, we are obliged to follow all applicable national laws and regulations, and in addition, we have committed to comply with the international standards for occupational health and safety made by the International Finance Cooperation IFC as well as the World Bank Group.

Where national laws and regulations differ from the requirements presented in the IFC Performance Standards and the World Bank Group guidelines, we will achieve whichever is the more stringent.

Our overall commitments to environmental and social management, including occupational health and safety are that:

- We manage environmental and social risks and impacts in all our projects through our Environmental and Social Management System (ESMS)
- We use the mitigation hierarchy: to avoid, minimize, and where residual impacts remain, to compensate/offset for risks and impacts to workers, affected communities, and the environment
- We commit to continuous improvement of our environmental and social performance
- We report on our performance on an annual basis. In the case of non-compliance, we commit to an action plan with appropriate targets, responsibilities, and a timetable for improvements

We comply with IFC Performance Standard 2 *Labor and Working Conditions* which aims to promote safe and healthy working conditions, and to protect and promote the health of workers. This covers living conditions as well in cases where worker's accommodation is the responsibility of Norsk Solar.

We comply with the following World Bank Group guidelines intended to create healthy and safe workplaces:

- *The World Bank Group Environmental, Health and Safety Guidelines* (EHS Guidelines)
- *World Bank Environmental, Health and Safety Guidelines for Electric Power Transmission and Distribution*

We strive to improve occupational health and safety performance with the goal of zero harm

- Manage OHS issues as any other critical business activity
- Control OHS risks to be as low as reasonably practicable
- Take all reasonable steps to prevent injury, ill health, pollution, and security breaches to ensure asset integrity, control of work and a safe and healthy working environment
- Establish and periodically review OHS objectives, targets and programmes
- Report openly on OHS performance and strive for continual improvement
- Be prepared for emergencies
- Provide appropriate OHS training to employees and contractors
- Motivate and reward excellent OHS performance among employees and contractors
- Ensure that contractors manage OHS in line with this policy

Revision and Approval

This policy will be subject to review by end of 2022, in consultation with both employees and external stakeholders.

Approval level: CEO

Revision table

Policy number	Revision content	Author
2020-02-20	New policy	OS
2022-03-24	Revision	MN