

POLICY 5.1 OCCUPATIONAL HEALTH AND SAFETY

OBJECTIVES

- *Minimize incidents, injuries, and occupational illnesses.*
- *ENERWAVE to be the industry leader in personnel Health and Safety performance.*
- *Employees at all levels to be committed to health and safety and involved in personnel safety system activities.*

SCOPE

Company's Safety Framework addresses the significant aspects that can impact the objectives of particular area.

REQUIREMENTS

- R.5.1.01. An Occupational Health and Safety System, compatible with ISO 45001 including security-related considerations, is in place to identify and evaluate health and safety risks that potentially affect employees, contractors, or the public.
- R.5.1.02. The organizational structure, H&S Policy, obligations, procedures, roles, responsibilities, and accountability for managing health and safety risks are defined and communicated to its employees, subcontractors and related third parties working under the control of the Company and to any other interested party and the public.
- R.5.1.03. Management is visibly and actively involved in the personnel safety management system.
- R.5.1.04. Top Management ensures the establishment of policies and promotes activities that encourage the commitment and involvement of all employees to safety. Top Management ensures the establishment of operations integrity standards, supporting practices and procedures (e.g., site standards, cardinal rules, etc.). Expectations and intervention processes are clearly defined, communicated and stewarded.
- R.5.1.05. A process is in place for Health and Safety hazard recognition and mitigation which requires that:
 - a. Hazards are identified and mitigated as a part of work planning and job execution. When the activity entails design, H&S issues will be addressed from the initial design phase ("safety by design")
 - b. The interface between the worker and the workplace is evaluated for health and ergonomic factors to minimize potential hazards and mitigate potential health exposures.
 - c. Information on potential hazards is provided to personnel. Mitigation steps to control exposure are implemented and communicated throughout the organization to employees and all personnel with potential for exposure.
 - d. Training is provided for hazard recognition. Employees also are trained on the nature of the hazards to which they may be exposed and the engineering controls, work practices, and personal protective equipment used to control the hazards.
- R.5.1.06. Health and Safety hazards are identified in the workplace and addressed associated with job activities, including:
 - a. Personnel are encouraged to identify and mitigate hazards
 - b. Hazards are tracked through resolution
 - c. Results of hazard resolution are communicated to the personnel involved
 - d. Use of data for trend analysis to guide hazard reduction effortsWithin this context, a job observation and intervention process is in place to encourage and reinforce positive behaviors and address the causes of at-risk behavior. Behaviors, at-risk conditions, and other precursors that can lead to incidents are recorded, analyzed and addressed.

- R.5.1.07. Activities where personal protective equipment or other special equipment or procedures are required to operate safely are required are identified and communicated to employees and contractors. Responsibilities are assigned for specification, procurement, training, use, testing/calibration and care of personal protective equipment.
- R.5.1.08. Personal safety plans are established, as appropriate (e.g., participation in safety audits, work observations, safety meetings).
- R.5.1.09. Individuals and teams are recognized for their contributions in improving personnel safety.
- R.5.1.10. An occupational injury management process is in place, consistent with the Incident, Injury and Hazard Loss Reporting Guide (IIHL). The process is documented, and includes periodic reviews of injury classifications and stewardship of follow-ups. Individual responsibilities are defined and communicated to employees.
- R.5.1.11. Employee off-the-job safety awareness information is included in the safety programs and activities.
- R.5.1.12. A complete and up-to-date listing of chemical, physical, biological agents (including products), and radioactive materials is maintained at the site and is available to employees and all personnel with potential for exposure (e.g., Hazard Communication and MSDS data).
- R.5.1.13. New chemicals or potentially hazardous materials are reviewed for potential health hazards prior to their introduction into the site.
- R.5.1.14. An exposure assessment program is in place which ensures that regulatory requirements are met, that potential personnel exposures are detected, that monitoring records are maintained, and that monitoring results are communicated to appropriate members of the workforce. Testing or measurement equipment is properly tested, calibrated, maintained and records retained.
- R.5.1.15. Required medical and other personal records relating to health hazards and control are retained and held confidential and are in compliance with EU's GDPR and to GDPR-related National Legislation. The process to access medical records is communicated to employees as required.
- R.5.1.16. Processes are in place to ensure that workplace illnesses are detected, diagnosed, treated and followed to encourage a timely return to health. In addition, patterns of occupational illness are evaluated to assess possible causal factors in the workplace.
- R.5.1.17. Medical fitness for work is determined as appropriate. In case of exposure, illness, injury or impairment, the ability of employees to do their work without undue hazard to themselves or others is evaluated by Medical, and precautions are taken as necessary.
- R.5.1.18. Health and Medical recommendations are documented, communicated, and stewarded.
- R.5.1.19. Appropriate emergency medical response training is provided to employees.
- R.5.1.20. ENERWAVE adopts a "zero accident" H&S policy, and expects suppliers to adopt best practices in the H&S field. Suppliers are responsible for ensuring a safe, secure and healthy working environment to all their personnel. Suppliers are also responsible for minimizing risks, supporting its personnel training and seeking continuous improvement in health and safety management.
- R.5.1.21. The supplier must adhere to all applicable laws and specific requirements agreed with ENERWAVE whilst providing goods/services as agreed under the contract. This may involve the introduction of risk assessments to ensure measures are in place to protect the health and safety of all individuals impacted whilst managing activities under the contract.
- R.5.1.22. Full compliance to all relevant and applicable Greek and European legislative, normative, contractual and other requirements, as well as standards, guidelines and best practices is ensured.
- R.5.1.23. The company provides all necessary resources for the protection of the health of employees and third parties.
- R.5.1.24. The company set's-up, maintains and monitors a safe, comfortable working environment, aligned

with requirements and best practices related to health, safety and ergonomics, taking into account the nature, scale and particularities of company activities.

- R.5.1.25. ENERWAVE employees participate and are involved in the decision-making process in the OH&S management system through dedicated regular meetings.
- R.5.1.26. Staff and third parties are trained continuously and rigorously on health and safety issues.
- R.5.1.27. Health & safety performance is continuously measured and evaluated based on appropriate indicators and objectives.
- R.5.1.28. OHS management system is continuously improved to enhance the organization's OHS performance through training and dedicated inspections.

ENERWAVE is committed to providing a healthy and safe working environment, and to protecting the life and well-being of its employees, suppliers, subcontractors and all visitors to the company premises. To this effect, ENERWAVE continuously improve work conditions.

ENERWAVE is committed to review and update this policy and related documentation so that it remains relevant and appropriate to the company's needs and operations and fully aligned with current legislation. Moreover, ENERWAVE is committed to communicate this policy to its employees, subcontractors and related third parties working under the control of the company.



ENERWAVE S.A. – PGD

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