

# **Health & Safety Policy**

# **BRUC**

2023

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## 1. INTRODUCTION

BRUC Energy S.L. (hereinafter the "Company"), and its group of subsidiaries (hereinafter "BRUC"), through this document and in line with the provisions of the ESG Policy, the applicable legislation and standards, formalizes its commitment to occupational health and safety. The purpose of the Health and Safety Policy is to provide, in line with international reference standards, guidance regarding the management of Health and Safety risks in order to support the achievement of corporate objectives through the identification, management and control of those risks BRUC is exposed to, providing maximum level of assurance to shareholders.

## 2. ROLES, RESPONSIBILITIES AND GOVERNANCE

### **Policy and Related Matters - Approvals**

The Board of Directors of BRUC is responsible for approving (i) the Health and Safety Policy and any amendment or update of it, as the case may be, and (ii) any associated business plans and budget allocations. The Board will discuss material H&S issues regularly and review the Policy and/or approve plans or budgets at least annually.

### **Policy and Related Matters - Execution, Monitoring and Reporting**

Management is responsible for developing, delivering, monitoring, reporting on and evaluating the Health and Safety Policy. Every employee of the BRUC is responsible for knowing and complying with this policy's principles in his/her day-to-day operations, hence every employee must receive information or training on the Policy and plans as needed.

BRUC's management will also report H&S metrics regularly to the Board of Directors.

## 3. SCOPE

The Health and Safety Policy applies to all assets in any stage (i.e. development, construction or operation) and all the operations where BRUC has an effective control.

In those operations where BRUC does not have a controlling position, the Company will promote its principles and guidelines.

Specific site corporate risk management and own workers health surveillance is developed through an official external prevention service (SPA) under supervision of BRUC's Health and Safety Department.

## 4. COMMITMENTS

BRUC establishes the commitment to provide safe and healthy working conditions, in order to raise the levels of safety, health and well-being of the organization by assuming the following commitments:

- Risk management is a cornerstone of business management practices and is everyone's duty from the Board of Directors to every BRUC employee.
- Risk management is integrated in all processes, especially in those related to construction and operating or that have a higher impact in reaching the corporate objectives.

- The approach to identification, management and control of risks is homogeneous and systematic across all assets (according to Spanish law 31/1995) and ensures the involvement in decision taking of all concerned parties.
- The right and the responsibility of every employee and contractor to contribute to safe work performance, with all empowered and expected to stop work if conditions or behavior are thought to be unsafe.
- The obligation of every employee and contractor to promptly report any identified H&S accidents, near-misses and risks to BRUC's management.
- Reporting of the main risks faced by BRUC, that could affect the achievement of corporate objectives will be transparent and on due time.
- Regular reporting of the H&S metrics on the overall portfolio to the Board. The metrics will be reviewed annually.
- Extensive planning and preparedness for emergency situations in all work sites where BRUC has an effective control.
- Regular inspections and technical supervision of work sites to assess hazard controls, working conditions and regulatory compliance.
- Regular training for every employee according to the risks associated to each workplace and activities.

## 5. COMMUNICATION

BRUC will make this H&E Policy available on its website to ensure knowledge and encourage compliance with the principles and commitments established in this document. The Health and Safety policy must be known, understood, available, implemented and kept up to date by all levels of the organization.

Questions on the Policy should be directed to: [cristobal.perez@brucmanagement.com](mailto:cristobal.perez@brucmanagement.com)

This Policy has been approved by BRUC's Board of Directors on 31th January 2024.