



## Occupational Health and Safety Policy 2024

Being aware of the importance of every person in carrying out our mission, we consider preservation of our personnel health and safety as a priority, in accordance with our corporate vision.

Our goal is primarily the prevention of all occupational injuries and the maintenance of safe working conditions, but our goal is as well to provide the best working conditions in-house (resting areas, events celebration, caring atmosphere) and off-work with extra benefits (Health care, partners' discounts for sport, massage etc). This is as important as economic performance, respect for the environment, and satisfaction of our customers.

On behalf of éolane Tallinn, I acknowledge our responsibility and commit to:

- **Compliance:** Adhering to all relevant occupational health and safety laws, regulations, standards, and other requirements applicable to our operations (to have 0 Non-Conformities to laws and regulations);
- **Prevention and Protection:** Systematically identifying and assessing hazards and applying risk management systems to implement appropriate control and monitoring measures to ensure the prevention of occupational injuries and maintaining safe working conditions. We extend this commitment to providing in-house amenities and off-work benefits for our personnel (Risk assessment is done in due time, needed actions are closed according to plan);
- **Communication and Awareness:** Establish effective communication, both internally and externally, with all interested parties to obtain their cooperation and participation in our health and safety initiatives, raise awareness to empower the understanding of importance to be safe at every moment (at least 1 awareness program per month);
- **Emergency Preparedness:** Developing and implementing effective emergency response procedures to minimize harm in the event of an incident (at least 2 simulations per year);
- **Monitoring:** Monitor regularly working places from the viewpoint of occupational health and safety and ergonomics by supplying employees with necessary protective means and regularly check their health (to keep Safety Observation Tours minimum 2 per month);
- **Sustainability:** Integrating health and safety considerations into our business practices and get the involvement of all our staff in the implementation of measures to prevent accidents and occupational diseases to ensure long-term sustainability and inclusion.

To develop the company in the direction of continuous occupational health and safety improvement, we also monitor and take into use experiences of other éolane' subsidiaries. Occupational health and safety performance requires the cooperation of everyone, and we aim to achieve "Zero Harm" goal.

**Antoine Yon**  
Managing Director