

 <b>ENERGY OUTSOURCING SERVICES</b>	<b>HEALTH, SAFETY AND ENVIRONMENTAL POLICY (HSE)</b>		Issue date: December, 2021
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### **EOS Energy Outsourcing Services Group**

An international Group providing solutions for Staffing, Procurement, Construction, Logistics and Maintenance for the development of Energy Infrastructure, including Recruitment services and training for specialised personnel.

**EOS Energy Outsourcing Services Group** recognises that a successful Health, Safety and Environment Management is a key driver to business excellence and, as such, we are committed to conduct all business and activities by applying international best practices and compliance with the applicable HSE legislation in the countries where we operate and the HSE principles set out in this policy as well as within the Company HSE Management System.

As a Company and individuals, we promote the continuous improvement, towards excellence, of the quality of processes, services and products of our activities as an essential element of our job. HSE matters are managed in the same manner as any other critical business activities.

**EOS Energy Outsourcing Services Group** is committed to:

- pursue the goal of causing no harm to people and environment; preserve and protect the environment, and efficiently using natural resources and energy;
- ensure a safe, healthy and secure workplace for all of our employees, clients and visitors;
- establish and promote an HSE Culture where all employees lead by example, regardless the position they take within the organisation, and feel accountable for the prevention of incidents;
- have a systematic approach to HSE Management where HSE risks and opportunities are identified and effectively controlled, and targets are set to measure the performance at Company and individual level;
- be always ahead of the event by using proactive means, and also the set of all the practical controls and emergency preparedness to mitigate the negative consequences of the event when it happened;
- create a learning organisation where knowledge will be cascaded throughout the organisation as well as lessons learned from experience, audits, incident investigations and risk assessments;
- ensure that all our employees are trained and competent in their job;
- verify and periodically review the principles outlined here above to ensure continual improvement of our HSE Management system.

**I shall support any employee intervening and stopping any unsafe behaviour or harming the environment.**

The HSE Policy and objectives are communicated to all employees through Management messages and training.



Managing Director

Luca Pettini

