



IC ENTERRA

Renewable Energy

OUR OCCUPATIONAL HEALTH AND SAFETY POLICY

The long-term business success of IC Enterra Renewable Energy depends on our ability to continuously improve the quality of our operations while protecting people, the environment, assets, and our reputation..

Therefore, Occupational Health and Safety (OHS) is an integral part of our work.

Our ‘Injury-Free and Loss-Free Operation’ Vision guides our behaviors, actions, and decisions:

Leadership and Compliance

- We hold ourselves accountable for our systems, products, services, and operations.
- We demonstrate commitment and leadership at all levels of our organization.
- We expect our employees, partners, and contractors to comply with this policy and our management system.
- We act in accordance with applicable national regulations and relevant standards, customer expectations, and management system requirements.
- We ensure the participation of our employees in all related processes by considering their opinions and encouraging their involvement.

Performance and Risk Management

- We carry out activities to raise awareness of occupational health and safety among all our employees, subcontractors, suppliers, visitors, and the local community, creating a culture of occupational health and safety.
- We set specific targets for continuous performance improvement, measure our progress, and benchmark against the best standards.
- We identify, assess, and effectively control health and safety risks within our operations by establishing and implementing a systematic structure.

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Focus Areas

- We focus on the health of our employees by improving working conditions, medical services, and health promotion programs.
- We provide a safe working environment for our Employees, Subcontractors, Suppliers, and Visitors, and we establish and implement the necessary infrastructure in all our operations to ensure continuity and to reduce/prevent the risk of occupational illnesses and workplace accidents.
- We actively engage in stakeholder dialogue and manage our social impacts and risks.
- We continuously improve by reviewing all stages of our operations and conduct preventive and corrective actions.
- We set Occupational Health and Safety targets in line with this policy and continuously improve by carrying out all necessary actions to achieve those targets.
- We fulfill the applicable legal requirements, relevant standards, and conditions concerning Occupational Health and Safety; and we take all necessary precautions for the health and safety of our Employees, Subcontractors, Suppliers, Visitors, the Local Community, and Personnel assigned outside the workplace. We ensure the availability of all necessary equipment, tools, and personal protective equipment and enforce their use when needed.
- Through a proactive approach and with employee participation, we identify hazards, anticipate associated risks, monitor OHS performance, and ensure its continuous improvement.
- We enhance our resilience and flexibility to respond promptly to incidents, mitigate their effects, and maintain business continuity.

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