

Policy

Safe & Healthy Working Environment Policy

NWP

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1. SAFE & HEALTHY WORKING ENVIRONMENT POLICY

As one of the pillars of Nabla Wind Power S.L.U. we believe in the importance of preserving people's safety and always having a healthy workplace. We are therefore committed to promoting the principles and commitments adopted in this policy to all employees, both internally and externally.

This Safe and Healthy Working Environment Policy has been design, based on Nabla Wind Power S.L.U. principles, the International Labor Standards, and The United Nations Sustainable Developments Goals (SDGs) linked to health and safety in the workplace (The company is member of the GLOBAL COMPACT). Below are the following principles that encompass this policy:

- Manage risk in all activities carried out and incorporate different activities to promote it.
- Comply with the legal requirements in force in each place, such as internal regulations, taking into account local laws and international standards, and external regulations with commitments with other organizations.
- Lead health and safety programs from Nabla Wind Power S.L.U. efficient management, establishing a Safety Committee.
- Provide the necessary technical and human resources, as well as train all workers so that they can carry out their work safely. In this case, when new people join the workforce, Nabla Wind Power S.L.U. will provide special occupational risk training through a specialized external company. Same for the workers that need to move to the Wind Farms for any inspection or dismantling trip.
- Provide all workers with the necessary tools to be as safe as possible in their jobs, such as PPEs.
- Verify the proper use of collective and individual protection elements.
- Keep a systematic assessment of performance, setting annual goals, and after analyzing its impact and implementation.
- Preserve an atmosphere of trust in the workplace in order to communicate any inconvenience to whom it may be necessary.
- Keep a continuous review of possible infringements or accidents at work.

These principles have been approved by Alfonso San Emeterio, General Manager of Nabla Wind Power S.L.U., on 19/09/2023, with the most recent review conducted on 23/01/2025. It will be also reviewed periodically, in order to include modifications and updates as necessary at the time, with the aim of improving its operation.

These principles and policies mentioned above will be available to all employees in the common media of all departments, in addition to the corporate website.

