



HEALTH & SAFETY POLICY

Alcazar Energy recognises that the health, safety, security and wellbeing of our employees, contractors, visitors and those in the communities where we operate are fundamental to business continuity and enduring business success, and as such, one of our sustainability guiding principles. We fulfil our health and safety responsibility through the diligent implementation of risk assessment and management processes.

This Policy sets out our genuine and lasting commitment to achieving a safe, healthy and secure work environment as guided by the International Labour Organization (ILO) Conventions and the World Health Organisation (WHO) guidance as well as the international standard of good practice ISO 45001.

Alcazar Energy promotes health and safe behaviours in line with the principles and commitments set out in this Policy throughout the whole value chain.

COMMITMENT

- To apply sound health and safety management practices guided by our proprietary Quality, Health & Safety, Security, Social and Environmental Management Systems, certified according to the ISO 45001:2018 for the systematic assessment, identification and effective control of work-related hazards and associated health and safety risks;
- To integrate occupational health and safety considerations across our operational processes and activities with the aim to eliminate or mitigate risks by identifying hazards, putting safeguards in place and assuring that our safeguards are functioning. In particular, written safe-work practices are vital to ensure that potentially hazardous work is suitably planned, permitted and executed;
- To prevent accidents, injuries and occupational illnesses of our employees, contractors, visitors and those who may be directly impacted by our activities;
- To report and investigate any accidents, incidents and near misses that may result from our operational activities, to identify, evaluate and implement as applicable any corrective and/or preventive measures and to document and share any lessons learned;
- To operate our assets safely by increasing the effectiveness of operational and maintenance procedures and continuously improving risk identification and safeguard management processes;
- To define health and safety indicators, objectives and targets and actively measure the performance of our activities against those through reporting systems, internal inspections and external audits, as well as, to seek opportunities for improvement and for implementing feasible and practical actions that enhance overall health and safety performance of our operations;
- To promote a global culture of excellence in risk prevention, in which safety always prevails, in which all employees are consulted and encouraged to achieve 'zero harm' and in which all employees are responsible and accountable for making health, safety and wellbeing a priority; and
- To promote knowledge sharing ensuring health and safety performance indicators and management actions, are regularly communicated to all employees and to provide ongoing training to raise awareness of the impact of their work on the safety of people, processes and facilities.

IMPLEMENTATION

Our performance excellence commitments are promoted through:

- The effective communication of the principles of health and safety at all levels of the organisation from top management through to employees across different geographies, as well as internal and external stakeholders, to promote responsible behavior; and
- Our integrated and proprietary management system developed in line with good international industry practice (GIIP) that enables effective management and continuous improvement of our health and safety performance and which implementation contributes to determining operational, strategic and investment decisions.

September 1st, 2021

Daniel Calderon

Co-Founder & Managing Partner Alcazar Energy