



# QUALITY, ENVIRONMENT HEALTH & SAFETY

This Policy outlines the core principles for business conduct within the GAZELLE WIND POWER Group regarding our responsibility toward product and process quality, Environment, Health and Safety.

## Disclaimer:

This policy extends to the operations and business activities of GAZELLE and its affiliates throughout the world, as well as to GAZELLE employees wherever they live and work.

In case of conflict between the applicable laws of a country and GAZELLE's policies, the law becomes precedence. It lies within the responsibility of the discoverer to make GAZELLE aware of such differences. In cooperation with GAZELLE's legal team conflict resolution needs to be pursued. Please use GAZELLE's compliance notification system [compliance@gazellewindpower.com](mailto:compliance@gazellewindpower.com) to reach out.

Subject to changes and errors.



# QUALITY, ENVIRONMENT, HEALTH & SAFETY

This Policy states the core principles values of GAZELLE WIND POWER regarding our corporate responsibility toward product and process quality, Environment, Health and Safety.

## 1 General principles

GAZELLE is dedicated to fast, agile execution and the generation of clean energy for the world. We are committed to setting ambitious targets, continuing our path toward reducing our environmental footprint and ensuring a healthy and safe work environment. ISO 9001 is only one guideline which helps us accelerate our efforts and create value for our customers and stakeholders.

We therefore expect our business partners, employees, and stakeholders

- To act with integrity toward our quality goals
- To comply with the environmental law applicable to us
- To embed continuous improvement into product development, material, and business operations
- To focus on customers and
- To proactively prevent safety exposures and eliminate risk hazards.

## 2 Leadership commitment

At GAZELLE we take our responsibility toward Quality, Environment, Health & Safety serious and build upon it in all what we do. Effective measurement systems to track & trace our product quality, regular audits ensure process quality and protection of the environment and employees' competence are core to our business dealings. Our strategic decision making is based on Key Performance Indicators (KPIs) to support our non-financial and financial goals and targets.

**Management System** An established environmental and quality management system supports our activities through transparency, traceability, impact measurements, continuous improvement activities and communication of our goals broadly and effectively.



**Organization** Our organization is built to uncover, prevent, and eliminate quality, environmental and safety hazards before they occur. A designated team and responsibilities within various functions keep track of our efforts toward a safer and better business environment.

This enables us to bring attention to the management board of risk exposure, preventive and corrective actions and enable broad communication to multiple stakeholders.

**Satisfaction** Our customers are centre to all what we do, and we measure customer satisfaction also on this core principles regularly formally and informally. We learn from them and strive for evolutionary products and solutions that fit with our set targets on product quality and reduction of carbon footprint. Customer's feedback is collected and shared within our organization. Implementation of improvements and elimination of concerns are monitored by the board of directors and responsible functional leaders.

**Control** Embedded in our periodic management reviews with the Board of Directors are our environmental key performance indicators to ensure we are operating toward our ambitious goals to increase our product and process quality, reduce our own carbon footprint and those of our products and manufacturing processes. We are ensuring our employees and those of our business affiliates health and safety through audits and a stringent reporting system which involves anonymous notification of any exposure contradicting our values and approach.

**Competence** We take our responsibility to empower our teams to act toward our mission and according to our values serious and invest in their training, providing them resources to gain knowledge on most innovative environmental solutions, document for future reference their insights and test their ideas. We actively pass on our knowledge to the communities we serve with our products on how to accelerate their sustainable targets.

**Messaging** Core to our product design and development are highest product quality standards while generating renewable energy through wind power. Documentation on Health & Safety Standards to be followed by our business affiliates and customers to prevent accidents are part of our compiled customer documentation packages. We are acting without compromises to our product performance, quality, and operational reliability.



All our employees receive regular updates on our progress toward a better, healthier, and safer working space.

### 3 Operational excellence

- Value Chain** Our entire value chain from product design, material sourcing, manufacturing to installation a strong emphasis is on delivering the best product quality. Our material suppliers undergo a strict onboarding process and need to comply with our [Code of Conduct](#) before qualifying as a supplier to Gazelle. We are taking responsibility for activities inside our plants and factories but also for those en-route transportation and installation at site, minimizing exposure to risk and increasing our quality standards.
- Supplier** Our suppliers and affiliates follow us on this approach and pass on our core principles of sustainable operations to their own value chain. By choosing innovative material causing less impact to the environment and recycling of material we are striving toward a carbon zero wind energy generation with significant positive impact to the climate.
- Audit** Gazelle orients itself along ISO 14001 and Eco-Management and Audit Scheme (EMAS) recommendations and set out to accelerate our standards and evolve over time.
- Improvement** Our tireless efforts to continuously improvement our products and lowering our environmental footprint requires us to apply systematic ways. Guided by our Sustainable targets, our [Quality, Environment, Health and Safety](#) Standards and [Code of Conduct](#) the Management Team put strong emphasis on combining the best of all worlds.

### 4 Product & process quality

We are using our technological advantage to push boundaries and rethink manufacturing processes and product quality. Our innovative approach captures the entire product life cycle, from development through manufacturing and use, to reuse, recycling or disposal. Without compromises to the performance of our products.

- Evaluation** Our product development teams are reliant toward reducing environmental footprint, minimizing materials required to operate our products and strict health & safety regulations.



**Testing** That is also why we put a lot of effort into developing, testing, and piloting our products before market launch. Our internal durability tests are supported by world leading experts in their field and field tests are conducted to correspond with the utmost possible real life operational scenarios.

Information and data collected remotely and manually, gets digitalized and documented to enable our teams to learn and improve.

Product Performance is key to what we do, to live up to our customer's expectations, provide what we set out to deliver and ensure reliable operation throughout product life cycle. We are collecting information and data on field installations and combine them with our testing results to evaluate proof of concept, embed our learnings and enable references to the fast progress we are making.

**Quality** Products which do not correspond to our highest quality standards are pulled out of our operational flow processes, marked clearly as not fit for use and moved into a restricted area for further investigation and root cause analysis. This is true for supplied parts and our own manufacturing parts and covers also packaging and tooling.

**Processes** In all we do we follow a fast, agile, and lean actionable approach, striving for solutions and respond to business operational execution obstacles timely. In regular reviews we identify opportunities to fasten our processes, reduce transport, waste and waiting time, eliminate operational risk and health & safety exposure to our employees and business affiliates.

## 5 Health & safety

**Zero Approach** The wellbeing of our employees is uncompromisable and we follow a zero-accident approach. Health & Safety stand above financial targets and are core to our company values.

**Prevention** We invest significantly in prevention of risk exposure to our safety and health of our employees by actively guiding our product development efforts toward a hazardous free production, assembly, erecting, installation, and maintenance. To us this means a holistic approach on all what we do to keep us and our customers safe.

**Organization** At Gazelle we care for your wellbeing and your safety, and we take the extra mile to do maintain and create a protective workspace mentally, physically,



and socially. That is why we have a designated team in place who is tasked to identify safety risks, take preventive actions and solid measures to document unexpected occasions with the purpose of avoidance in the future. Our Management is committed to zero tolerance regarding breaches of safety and wellbeing and disciplinary procedures are in place to address safety violations.

- Training** Our employees receive regular updates on Health & Safety related topics in the form of trainings, reminders, newsletters, and conversations with their leadership. In joint sessions with their team every employee is given the opportunity to raise awareness on issues previously unknown to Gazelle and your functional leaders are bound to follow up on your concerns, ideas, and thoughts to become a safer employer, protecting you and your team members. In these session exchange among each other is highly desired, learning from each other is key to all we do. Solutions can be implemented at all levels immediately but need to ensure that solution is not creating a safety hazard elsewhere in the organization.
- Report** Employees shall report safety hazard cases to its manager and customer representative immediately.
- Prevention** Preventive actions are the first weapon to battle safety risk exposure and some key guidelines aiming to help you creating a risk-free work environment for all.
- Workspace** Workspaces need to be kept free of post traps (cables, open cabinets and windows, no storage on corridors, etc.), fire extinguishers accessible always, staircases and emergency exits open, and any alarm signals shall be followed in case these are activated. Assembly points outside all our Gazelle facilities indicate where to gather in case of an emergency. Assist people who need assistance without bringing yourself into danger.
- Facilities** In our manufacturing facilities including storage plants same rules as stated above apply and in addition colour coding of paths accessible to people visiting the plants and do not require safety shoes and/or hard heads. Any person entering our facilities need to be instructed on safety rules.
- PPE** Personal Protective Equipment (PPE) required to execute jobs needs to be always worn and exchanged frequently but latest once the protection is not given any more due to excessive wear or damages to the equipment.



Material	Hazardous Material needs to be stored separately, cannot be accessible to people who did not receive training on handling of such material and clearly labelled.
Lifting	Take precaution when lifting material, equipment, parts, tools or other. Utilize supporting gear ready for use.
Heights	Working at heights is only allowed for people who received proper training. Wearing of fall protection gear is required for any works above 2 meters (6.75 ft), while working in a manlift basket/boom lift or on suspended platforms.
Travel	For travels from and to customer sites or Gazelle's facilities precautions and situational adapted behaviour needs to be applied by everyone. Such precautions include but are not limited to while driving always wear a seat belt, drive defensively and in reference to weather and road conditions, try to reduce time spend in public spaces and large crowds of people, be aware of your surroundings, hold yourself back from texting and walking, let a peer or colleague know your destination, share your emergency contact details with Gazelle's team members.
Customer Locations	All safety guidelines implemented and enforced at customer sites or applicable at non-Gazelle owned properties apply to our employees and need to be followed. In case Gazelle's safety and security measures are more stringent and certain tasks can't be performed, inform the customers about your concerns and work with him collaboratively to overcome safety hazards.
Emergency	In the event of needing immediate assistance ensure you are not exposing yourself to harm by retrieving from the situation, contact Gazelle emergency hotlines and always follow authorities' guidelines (police, ambulance, fire department, governmental security personnel, etc.).
Crisis Management	We are preparing constantly for emergency situations, establish a response protocol and response scenarios. Our security and crisis management plans are updated regularly and reviewed by experts in their field to be always ready. Clearly our preventive actions, training, and preparation of events (traveling, field work, etc.), and the exemplary behaviour of our employees help us to never use those crisis plans.



## 6 Environment

- Protection** Our product solutions significantly reduce underwater noise and generates much less impact on marine life than current offshore wind power plants. We are working on continuing these efforts.
- Reduction** Carbon zero is not just a buzz word to us. We also live it by reducing our own office environmental impact wherever possible. Encouragement of our employees to reduce their footprint of transportation by enabling them to work from home. Following waste management standards and recycling guidelines and encourage a paper free workspace.
- We deliver** During installation the usage of vessels to set up our Wind Power Plants is reduced significantly due to our lean design. A significant efficiency gain can be achieved, and the current standard time of installation minimized setting new standards in the industry.

## 7 Report

- Report** We encourage you to report any concerns or in case of uncertainty seek clarification.

To continuously improve our compliance standards and policies, we also ask you to provide us with insights on what we can do better.

You can connect with us ombuds person directly ([compliance@gazellewindpower](mailto:compliance@gazellewindpower)) or speak to your manager.

Our Compliance Ombuds Process and Tools enable internal and external stakeholders to report possible misconduct. Reports can be submitted 24/7, incoming reports are not traced (“Whistle-blower”) or reporting parties registered. The decision on further actions to be taken is made by our independent corporate compliance office and all reports are treated confidentially. We are taking every single report very serious and are hopeful we can develop better as an organization





Visit our website  
[Gazellewindpower.com/integrity](https://www.gazellewindpower.com/integrity)

You'll find more information including:

- Our management approach
- Sustainable governance
- Policies and commitments
- Stakeholder value
- Technological advantage
- How to raise a concern

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