



## SUSTAINABILITY

This Policy outlines the core principles for business conduct within the GAZELLE WIND POWER Group regarding our responsibility toward sustainability and the protection of the environment for future generations.

### 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.



# SUSTAINABILITY

This Policy states the core principles values of GAZELLE WIND POWER regarding our corporate responsibility toward sustainability and environmental protection.

## 1 General principles

GAZELLE is dedicated to fast, agile execution and sustainability. We are committed to setting ambitious targets, continuing our path toward reducing our environmental footprint and contributing to sustain our natural resources for our future generations. Embracing and committing towards the United Nations Sustainable Development (SDGs) our products contribute massively to unlocking affordable, reliable, sustainable, and modern energy to many.

We therefore expect our business partners, employees, and stakeholders

- To act with integrity toward our sustainability goals
- To comply with the environmental law applicable to us
- To embed this commitment into product development and business operations and
- To actively reduce own carbon footprint.

## 2 Leadership commitment

At GAZELLE we demonstrate our accountability toward a clean energy supply with our products and processes by measuring the effectiveness of our actions, make them part of our strategic decision making and our daily life routines.

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

**Organization** In our organization we assigned responsibilities to keep track of our efforts toward achieving our sustainability goals at all levels from Top Management to Field Service and Product Design.



**Growth** We are aiming to provide green and clean energy to the world and increasing economic growth without harming our planet or exhausting its resources.

**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 reduce our own carbon footprint and those of our products and manufacturing processes. This involves risk evaluation, preventive actions and elimination of undesired effects contradicting with our non-financial targets and goals. Emergency procedures for the unlikely events our products & services might cause a negative impact to the environment are in place and review for their accuracy regularly.

**Competence** We take our responsibility to empower our teams to act toward our values and invest in their training, providing 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.

**Product Development** Core to our product design and development are the reduction of our own and our products' carbon footprint throughout the entire value chain of renewable energy generation, while reducing investment cost for our customers, increase sustainability of our products, and minimizing our product maintenance schedule and wear of parts, without any compromises to our product performance, quality, and operational reliability.  
All our products are aimed at reducing material required to generate wind energy to electrify the world and answer the call of more clean energy.

### **3 Operational excellence**

**Material** Our entire value chain from product design, material sourcing, manufacturing to installation a strong emphasis is on reducing materials used and choosing the least harmful to the environment components, while making no compromises on our product performance.

**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 material that has less impact to the environment, recycling of material we are striving toward a carbon zero wind energy generation with significant positive impact to the climate.



- Production** Selection of suppliers is based on our core principles to protect the environment and we collaborate with those who are taking themselves efforts to reduce their impact and accelerate environmental management policies within their network of business affiliates. Suppliers certified as per ISO 14001 and Eco-Management and Audit Scheme (EMAS) validation assure us, that they are not taking compromises in their environmental approach.
- Technology** We are using our technological advantage to push boundaries and rethink manufacturing processes. Our innovative approach captures the entire product life cycle, from development through manufacturing and use, to reuse, recycling or disposal. Without compromising the performance of our products.
- Footprint** 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. Gazelle promotes digital collaboration and usage of IT software tools to collaborate with its customers, suppliers, and employees.
- Marine Life** 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.
- Installation** During installation the usage of vessels to set up our Wind Power Plants is reduced significantly compared to offshore solutions broadly available 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.
- Performance** 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.



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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