EHS Policy

Siemens Energy d.o.o., Slovenia

Siemens Energy AG embraces our societal responsibilities for Environmental Protection and the Health and Safety of our employees, business partners and other stakeholders who may be affected by our business activities. As a proactive business, we have set the ambition of being an environmental, health and safety leader in the industry. We have identified a set of principles and commitments that align with our company values, "Caring, Agility, Respect and Accountability", that guide our actions and form our mindset in areas of the EHS Policy.

1. **Four principles that drive our Zero Harm culture:**

- Zero Harm is achievable.
- We do not compromise.
- We take care of each other.
- We develop locally and share globally.

2. **Protecting People and the Environment, we commit to…**

- Identifying, assessing, and managing hazards and risks.
- Empowering our employees to speak up. Don't walk by - stop any unsafe behavior or situation.
- Preventing injury and ill health, reporting all incidents, investigating, and identifying causes and actions to prevent reoccurrence.
- Promoting the health and well-being of our employees.
- Ensuring that working environments are safe and healthy.
- Protecting our environment by identifying and managing our environmental aspects and impacts.
- Ensuring efficient use of energy and natural resources to support our ambitions on environmental protection.

3. **Embedding our principles across the company, we commit to…**

- Executive, Senior, and Line Management understanding their responsibilities and the ownership of decisions regarding environment, health, and safety in their businesses.
- Employees, at all levels in the company, taking responsibility for their own health and safety and that of others.
- All employees acting as role models across all aspects of the business by amplifying our company Behaviors - acting quickly and decisively where risks are identified and demonstrating care for others through our actions.
- Employees being trained, qualified and competent to carry out their work activities safely.

4. **Ensuring that our Zero Harm culture is sustained in our business, we commit to…**

- Regularly engaging and communicating with employees, subcontractors, suppliers, customers, stakeholders and interested parties on environment, health, and safety topics.
- Complying with all relevant applicable legislation, regulations, and standards.
- Working in partnership with our customers to ensure that we understand their needs and expectations around environment, health, and safety.
- Reviewing and continuously improving our environment, health, and safety management systems and policies to ensure continued effectiveness.

Siemens Energy, Executive Management and Senior leadership teams are fully committed to the execution of this policy across all aspects of the business and for its integration. Executive and Senior Management teams shall regularly review this policy to ensure its continued effectiveness.

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Director

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