High Impact Safety Rules

(HISR)

Index

Introduction to Greenvolt's High Impact Safety Rules

At Greenvolt, we believe Health & Safety are fundamental pillars of our operations — a collective effort and a daily commitment.

Our High Impact Safety Rules are key to promoting a strong safety culture, helping everyone stay focused on the most important actions that keep our work safe, efficient, and well-controlled. They are designed to protect everyone — including contractors and the public — and demonstrate our ongoing commitment to safety in everything we do.

We all share the responsibility to ensure that our activities and work environment align with these High Impact Safety Rules and to commit to their enforcement.

The HISR are a core component of Greenvolt's 5 Essential Safety Behaviors (*Think before acting; Only take an activities and work for which we are competent; Follow our defined processes rules and procedures; Take careofeachotherandwork asteam; Promote Health and Well-Being on and off the job*), which are fundamental principles with a broad application across all work situations. These rules aim to create and maintain a safe, secure, and healthy work environment. They not only play a key role in preventing incidents and reducing risks but also promote a strong safety culture and proactive mindset, creating a positive work environment where safety is a collective responsibility.

Please remember:

- These rules are unbreakable and non-negotiable.
- They apply to everyone (including contractors), everywhere (regardless of local regulations), and under all operational circumstances.
- Each High Impact Safety Rule may be reinforced by relevant local regulations and company policies. If local regulations are more stringent, they take priority.

Keeping us Safe

Introduction to Greenvolt's High Impact Safety Rules

Mandatory safety expectations applicable to all HISR

Planning, Pre-Assessment and Continuous Alert

Assess, Plan, Execute—Safely Every Time

Evaluate and inspect operations, equipment, and tools before starting work, considering all potential risks and disruptive factors that may impact scheduled tasks. Factor it in each stage of the work and any challenges that may emerge throughout its lifecycle.

Conservative Approach

When in Doubt, Choose the Safer Route!

Always take the more conservative approach when local regulations conflict with corporate safety best practices, prioritizing the stricter standard to ensure the highest level of safety in every situation.

Leadership and Leading by Example

Leadership Drives Safety and Set the Standard

Leaders must model safe behaviours, enforce rules, and foster a safety culture through collaboration and accountability. Senior managers should lead by example, ensuring compliance and balancing rewards with consequences to reduce risks and protect employees.

Continuous Awareness of Work Environment Risks

Recognize it, Understand it, Stop it!

Stay vigilant in your work environment to identify and mitigate hazards. This includes recognizing biological risks like pathogens, physical risks such as slips, trips and falls, noise and vibrations and extreme weather conditions, and chemical risks from hazardous substances. Use appropriate Personal Protective Equipment (PPE), follow safety guidelines, and reassess risks as conditions change to ensure ongoing safety.

Take Care of Each Other

Your Safety is My Safety

Take responsibility for your own safety and wellbeing and of others. If you observe a colleague in an unsafe or unfit condition, or engaging in unsafe behavior, approach them respectfully and offer guidance on the necessary steps to ensure their safety and the safety of the team.

Empowerment to Speak Up with Confidence. Notify and Report.

Your Voice Saves Lives: Courage to Speak, Strength to Act and the Responsibility to Notify.

Report safety risks to supervisors to protect yourself, colleagues, and contractors. unsafe acts and nearmisses.

Continuous Training & Awareness

Empower Through Training, Strengthen with Awareness

Continuous training and awareness are key to ensuring safety and performance, empowering individuals to make informed decisions and act responsibly.

Learning Culture

Review, Learn, Improve, Prevent

Identify and report hazards, incidents, near misses, best practices, and weaknesses to drive continuous improvement. Sharing lessons learned enhances prevention, strengthens safety measures, and promotes a culture of learning.

01

Stop work

Scope of this rule

This universal and transversal rule empowers all workers (including contractors) to stop work immediately if they identify unsafe conditions or actions that may pose imminent risk to health and safety. It emphasizes the shared responsibility of every individual on-site to recognize hazards and take proactive measures to prevent accidents. The authority to halt work, regardless of hierarchy, ensures that safety is prioritized above all else, fostering a culture of accountability and vigilance in every work environment. This rule is vital for protecting workers and maintaining a safe operational environment.

Stop work

How to apply Stop Work

1.

Any Greenvolt employee or contractor who detects an unsafe action or condition during work MUST apply a Stop Work.

Remember, there are no hierarchies in safety. We are all responsible for our own safety and that of our colleagues.

2.

Implement the Stop Work at the site.

Immediately stop the activity safely if you identify a risk that could compromise safety.

3.

Approach the supervisor, activity responsible, and/or safety representative.

Inform them of what you've observed and explain the situation clearly.

4.

Gather all personnel involved in the activity.

It's important that everyone is informed and participates in finding a safe solution.

5.

Work with everyone to determine the best option to continue the work safely.

The goal is to find the safest way to resume the activity.

6.

If the risk is adequately controlled or eliminated, the activity may continue.

Ensure everything is under control before resuming the work.

7.

If the risk cannot be controlled, the activity must be suspended.

Safety must always come first; if it's not safe, the activity must stop.

8.

Ensure that a record of the Stop Work, and the proposed/ applied improvement is made.

Use the defined formats from your business line (for Greenvolt personnel) or from your company (for contractors).

To consider when applying a Stop Work:

- Always be kind.
  Respectful and professional communication is key to resolving any situation.
- You can also propose a solution to the problem.
  Your input may be crucial in finding a safe way to continue.
- Always involve the supervisor in charge.
  It's critical that the responsible person is aware of the situation.
- Always prioritize your personal safety.
  Always identify yourself and do not risk your integrity when making the initial contact.
- Respect the opinions of everyone present.
  Listening to others' perspectives can help find effective solutions.
- Solutions to the problem may not always be immediate.
  Take the time necessary to ensure that the solution is the right one.

Stop work

Safety Expectations

Workers Safety as a Core Value

Safety Powers Our Future

Both employees and contractors are integral to our success, and their safety is non-negotiable. Workers' safety is fundamental — both employees and contractors have the right to stop work if they see immediate danger to themselves or others.

Empowerment & Accountability

Every Voice Matters, Every Action Counts

Everyone, regardless of their role or experience, has the authority and the duty to speak up and take action to stop work if they identify unsafe conditions, unsafe acts, or have legitimate safety concerns.

Adressing Disruptive Precursors

Stay Alert, Prevent Harm

Safety is not only about reacting to hazards—it's about proactively identifying and mitigating potential risks before they grow. Recognize, assess, and prevent external factors that could affect your safety and your team's, such as adverse weather, unexpected organizational changes, or management challenges. Adapt to changing conditions and take proactive measures to address any emerging risks.

Problem Solving Mindset

Assess the Hazard, Address it Promptly, and Protect the Team.

Management is responsible for addressing safety concerns in collaboration with the team before work resumes. This includes assessing the hazard conditions and taking immediate action to resolve them on-site, if possible, to safely restart operations.

No Retaliation Philosophy

Safety Over Silence

Employees will not face any punishment for stopping work due to safety concerns, and managers are fully committed to protecting employees from any negative consequences for taking such action.

Notification

See it, Stop it, Report it

Any stopped work events must be reported immediately to a supervisor or safety representative.

Readiness to work

Scope of this rule

It ensures that workers have the necessary skills, equipment, PPEs, and both physical and mental conditions to perform tasks safely, especially critical ones. This includes a strict ban on alcohol and drug use, as well as raising awareness of the fatigue effects, stress and lack of sleep.

Readiness to work

Safety Expectations

Fit & Able

Stay Ready, Stay Sharp, Stay Safe

Ensure physical and mental readiness by keeping your skills up to date, staying fit, and avoiding substances that could impair your performance. Focus on self-assessment and take responsibility for your own well-being to carry out tasks safely and effectively.

Fatigue Management

Rested and Alert Minds Prevent Accidents

Prioritize getting enough rest, manage fatigue, and stay aware of your physical and mental state. Take breaks when needed and step back if you're feeling fatigued or unable to perform safely.

No Alcohol and Drugs

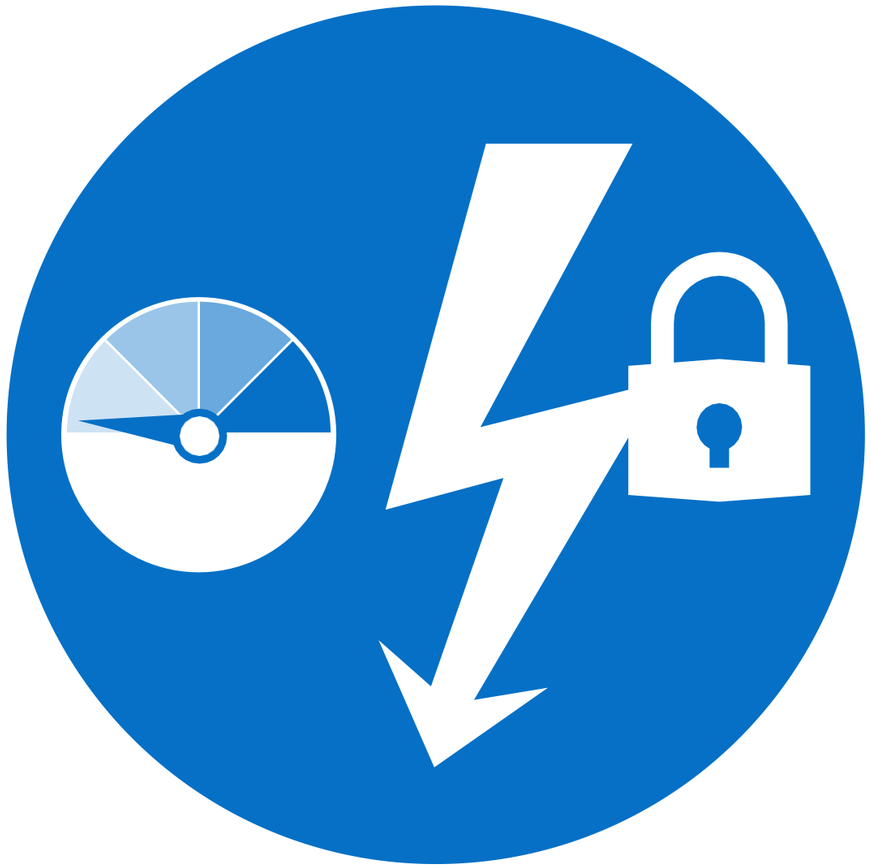
Clear Mind, Safe Work – Zero Tolerance for Alcohol and Drugs

Ensure that all workers are mentally alert and not under the influence of alcohol or drugs, including prescription medications or pharmaceutical that may impair their skills and abilities.

PPE & Equipment/Tool Check

Right Gear, Right Protection, Every Time

Always use the appropriate equipment, tools, machinery, and PPE for the task. Regularly inspect their condition, ensure proper maintenance, and wear PPE correctly to protect against identified hazards. Equipment, tools, and machinery must be job-specific and ready for safe use.



Hazardous energy control

Scope of this rule

This rule focuses on the risks of electrocution, burns, and injuries from projectiles, covering all energy types. It highlights the need for Lock-Out, Tag-Out, and Try-Out (LOTOTO) procedures to safely isolate energy sources, along with the Five Fundamental Rules for energy isolation. By implementing proper procedures, controls, and involving specialized personnel, safety is ensured during activities involving energized systems.

The hazardous energies under the scope are:

- Electrical Energy: Energy stored in electrical systems and equipment, including power circuits, batteries, and capacitors. This is one of the most common types of energy that requires isolation.
- Mechanical Energy: Energy stored in machines or mechanical systems, such as springs, flywheels, or rotating parts, that could cause injury if accidentally released.
- Hydraulic Energy: Energy stored in pressurized fluids, typically used in systems such as hydraulic lifts, presses, and valves. Accidental release of hydraulic pressure can lead to dangerous conditions.
- Pneumatic Energy: Energy stored in compressed air systems, often used in tools, machines, and actuators. Improperly isolated pneumatic energy can cause equipment to move unexpectedly.
- Thermal Energy: Energy in the form of heat, including steam, hot water, or heated surfaces. This type of energy can cause burns or other injuries if not properly controlled.
- Chemical Energy: Energy stored in chemicals or gases under pressure, which can be hazardous if released, such as flammable, toxic, or reactive substances.
- Gravitational Energy: Energy resulting from the height of a mass or object, such as overhead loads or materials that could fall if not secured or isolated.
- Stored Potential Energy: Energy that is stored in systems such as tensioned springs or weights, which can cause injury if released unexpectedly.

Hazardous energy control

Safety Expectations

Only Authorized & Trained Personnel

No Authorization? No Action!

Only authorized and specifically trained personnel are allowed to perform lock-out / tag-out and try-out procedures or work on de-energized equipment according to the type of energy involved.

Permit to Work/Method Statement

Work Smart, Permit First!

Always obtain a valid Permit to Work and adhere to a detailed method statement for critical tasks to ensure that safety controls are clearly defined, implemented, and followed throughout the activity.

Proper PPE

Protect Yourself Before You Proceed

Always wear the correct PPEs for the task (while working with electricity), ensuring it is in good condition, maintained and appropriate for the type of energy involved.

LOTOTO

Lock it, Tag it, Try it – Control the Energy, Ensure the Safety

Always apply LOTOTO to the equipment/machine or installation before starting work:

- Identify all the potential applicable energy sources or fluids.
- Isolate them.
- Lock-out using appropriate locking devices.
- Tag-out, including essential information.
- Try-out, dissipate and verify the absence applicable energy or fluids (or implement additional measures, if necessary, when dissipation is not possible) before start working using the correct measurement equipment.
- Apply lockout tagout device(s).
- Remove the locking once finished.
- Reactivate the equipment/machine or installation safely.

Eletrical 5-Steps Energy Golden Rule *Isolate, Secure, Verify, Ground & Protect – the 5 Golden Steps*

Follow these five key steps to prevent electrical accidents:

1. Isolate: Disconnect and isolate all energy sources.
2. Secure: Lock-out and tag-out to prevent accidental re-energization.
3. Verify: Check that the equipment is de-energized using proper testing.
4. Ground: Ensure electrical systems are grounded to avoid shock.
5. Protect the Work Area: Use barriers, signs, and proper PPEs according to the type of voltage and conditions to secure the area and protect workers from arc-flash.

Working at height

Scope of this rule

This standard establishes safety requirements for work at height, emphasizing fall risk mitigation and the use of personal fall protection systems, such as harnesses and secure attachments points. Greenvolt defines work at height as any task where a fall from a height poses a risk of injury, when the potential fall distance exceeds 2 meters, or the limit defined by local legislation whenever it is more restrict.

It covers safe practices for working with ladders, scaffolding, mobile elevated work platforms, and other high-risk tasks at height. The standard also emphasizes collective protection systems, such as railings, lifelines, and anchor points, to ensure worker safety.

Examples of high-risk work at height situations include:

- Working without fixed collective fall protection.
- Installing or maintaining collective protection systems such as scaffolds, guardrails, wors, or grids.
- Working on aerial platforms with telescopic arms, scaffolding.
- Using mobile and fixed ladders to access to platform or roof.
- Working on wind turbines tower (nacelle), roofs or near fragile materials or equipment, such as skylights, where there is an increased risk of falling.

Working at height

Safety Expectations

Collective Protection Equipment

Collective Protection First – Protect the Many, Not Just the One!

Whenever possible, collective protection systems like guardrails, lifelines, anchoring points, safety nets or edges protections should be installed and prioritized as engineering control to protect all workers from falls, particularly in areas where work at height is common or high-risk and with presence of fragile materials (for example skylights).

Specific Training and Authorization

Train to Gain - Only the Qualified Climb High!

Only trained, authorized, and fit-for-duty personnel should carry out tasks at height. Training should include proper use of specific PPE, safe operation of equipment used in the tasks, and fall rescue procedures to ensure safety.

Permit to Work at Height

Plan Ahead, Work Safe – Assess Risks Before You Climb!

A detailed risk assessment must be conducted before performing work at height. This assessment should identify potential hazards, define necessary safety measures, and outline emergency response protocols.

PPE Use: Secure Yourself First

Secure Your Harness, Secure Your Life!

Before starting work, harnesses and related accessories must be inspected and checked regularly.All fall protection equipment should be reliable, in good condition, properly fitted, and designed to minimize fall from height and prevent impact. Every worker must wear the appropriate fall protection gear based on the task at hand, ensuring they are properly secured and always protected, with consideration for the pendulum effect. The entire lanyard and energy absorption system must have an elongation shorter than the potential fall height, maintaining a safety margin.

Safe Use of approved Mobile Elevated Work Platforms

Operate with Care – Only Qualified Hands – on Mobile Elevated Work Platforms!

Only qualified and trained personnel must operate on approved MEWPs, based on the specific type used. Always adhere to the manufacturer's instructions, ensuring proper setup and safety checks are completed before operation, including reviewing emergency procedures and periodical inspection. Operators must be secured with harness.

Safe Use of Approved Scaffolding: No Excuse

Build it Right, Secure it Tight – Trust Your Scaffold!

Scaffolding must be installed and maintained by competent personnel, ensuring it is stable, secure, and ready for use. Proper inspection and maintenance are key to its safe operation.

Safe Use of Approved Mobile Ladders

Climb with Confidence – Trust Your Ladder!

Mobile ladders must be inspected for stability before use and should be used in accordance with safety guidelines (such as maintaining the 3-point contact rule) to ensure safe climbing and working at height. Mobile ladders are not permitted for use at fixed workstations.

Rescue Plan & Work in Pairs

Two is Safer: Always Work in Pairs for Protection and Quick Rescue!

Ensure that all fall protection measures are in place, and that rescue procedures and equipment are readily available. In the event of a fall, a rapid stop must be achievable within 15 minutes to minimize injury. Always work with a partner and ensure that proper rescue systems are in place before beginning any high-risk task.

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Front-line caution zone

Scope of this rule

This rule addresses the risk of collisions, crushing, and exposure to sudden sharp-end hazards, such as dropped objects, moving and rotating equipment, and pressure and thermal releases. It ensures the safety of front-line workers in areas where pedestrians intersect with moving equipment, including vehicles, forklifts, loaders, and machinery, especially in high-risk environments like construction zones, wind farms, and biomass plants. The goal is to prevent accidents and injuries by creating clear boundaries between workers and dynamic hazards, while maintaining constant awareness of changing conditions in these high-risk areas.

Front-line caution zone

Safety Expectations

Clear Separation Between Pedestrians and Vehicles/Moving Equipment

Stay in Your Lane, Stay Safe!

Each site or construction site that presents pedestrian-vehicle collision risks or vehicle-to-vehicle collisions must have a formalized traffic plan.
Stay out of the path of moving machines, vehicles, equipment, and moving parts. Avoid blind spots of vehicles and machinery. Comply with traffic rules and pedestrian-only zones. Respect safety perimeters and exclusion zones. Position outside the activity area of heavy plant excavators/heavy machinery (or others). Wear high-visibility clothing.

Safe Distances from High-risk Areas

Keep Your Distance, Stay Protected!

A safety distance must be always maintained between individuals and moving vehicles, facilities, and equipment, in particular in case of absence of physical delimitations and barriers. Workers shall always be aware of the designated safety boundaries and ensure that they do not enter areas where they may be exposed to these risks. Proper signage, barriers, and clear communication with colleagues can help maintain these safe distances.

Presence of Dropped, Moving and Rotating Objects *Stay Alert to Falling, Moving, and Rotating Hazards – Guard Against Every Angle!*

Be aware and respect safety distance from falling, moving, and rotating objects, maintaining awareness of their surroundings, particularly overhead hazards or objects that could fall. Workers must wear the appropriate PPE, such as helmets, and high- visibility clothing to ensure they are easily seen by operators. Clear communication with colleagues is also necessary to avoid entering hazardous zones.

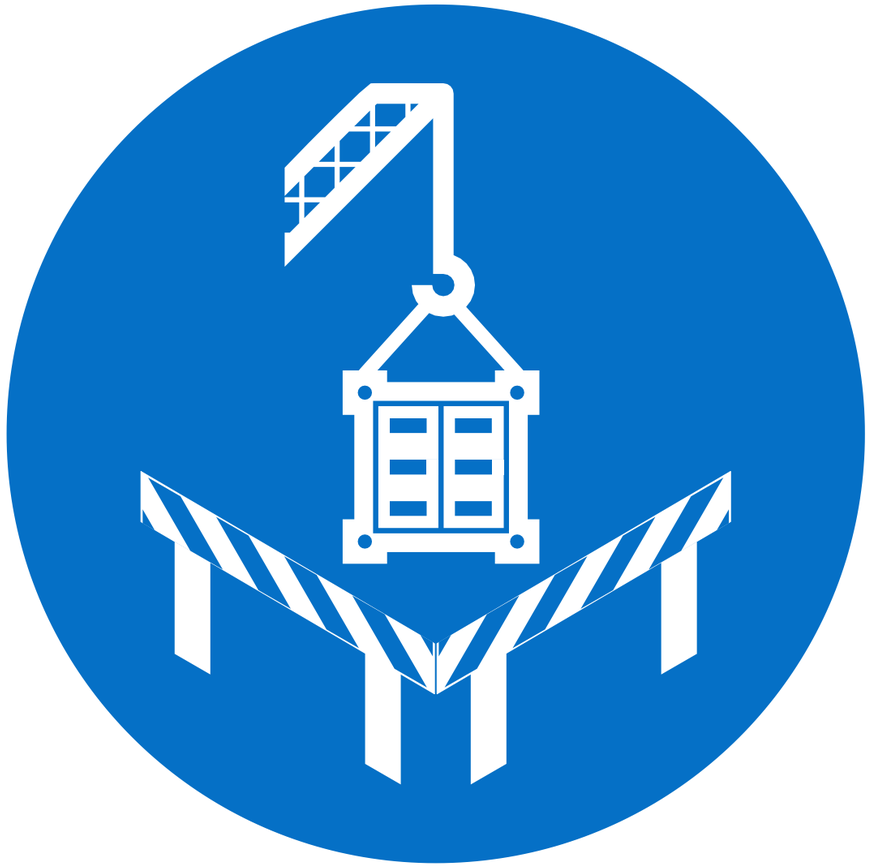
Presence of Pressure & Thermal Release *Pressure and Heat Can Strike – Be Prepared, Stay Safe*

Stay alert to potential hazards from pressure and thermal releases, which can result in severe injuries like burns or explosions. Ensuring the proper maintenance of equipment, using the correct PPE, and adhering to safety protocols are key steps to prevent accidents.

Constant Awareness of the Surrounding Environment and Changes

Eyes on the Move, Know the Line, Stay Out of Harm's Way!

Ensure eye contact with the operator of moving heavy machinery. Prevent colleagues and third parties from entering areas with vehicle movement. Stay vigilant to environmental risks and changes that may increase exposure to hazards.
In areas where equipment is being operated, avoid all sources of distraction, such as phones or tablets.



Lifting operations & mechanical handling

Greenvolt

Scope of this rule

This rule encompasses both traditional lifting operations involving heavy loads and mechanical handling tasks that require specialized equipment for moving materials or performing specific actions like pushing, pulling, or rotating. It applies to various types of equipment, such as cranes, forklifts, conveyors, and other machinery, designed to facilitate safe handling of materials in different work environments. The rule ensures that all operations, whether they involve lifting heavy objects or maneuvering materials, are conducted in accordance with safety standards to prevent accidents, injuries, or damage to the equipment. It emphasizes proper training, use of safety features like load limits and equipment inspections, and adherence to established protocols for handling and securing loads. Additionally, it calls for effective communication and clear visibility in the work area to minimize risks related to mechanical handling operations, ensuring safe practices for all personnel involved.

Lifting Operation

- Definition: A lifting operation involves the use of lifting equipment (such as cranes, hoists, or forklifts) to raise or lower heavy materials or loads.
- Scope: Primarily focuses on vertical movement (lifting or lowering) of loads.
- Equipment Used: Lifting machines (cranes, hoists, winches, etc.), lifting slings, hooks, or other lifting accessories.
- Common Examples: Moving large construction materials, lifting heavy equipment, or unloading cargo from ships.
- Risk Consideration: The main risks involve load stability, equipment malfunction, and worker safety from falling objects or equipment.

Mechanical Handling

- Definition: Mechanical handling refers to the use of machines and equipment to move materials horizontally or perform operations like pushing, pulling, or rotating.
- Scope: Includes both horizontal and vertical movement but is not strictly limited to lifting; it also includes other mechanical processes to facilitate handling.
- Equipment Used: Conveyors, forklifts, pallet jacks, trolleys, or mechanical arms.
- Common Examples: Transporting materials within a warehouse, using forklifts to move pallets, or using conveyors for assembly line operations.
- Risk Consideration: Risks involve equipment handling, operator errors, and potential hazards during material movement or transportation.

Lifting operations & mechanical handling

Safety Expectations

Planning and Organizing Lifting Operations

Lift Right, Plan Tight—Safely Lifting Every Time

Carefully evaluate the load, materials, environment, and potential hazards, and develop a comprehensive, detailed plan for the lifting operation or mechanical handling (if needed) prior to execution, considering external conditions and organizational factors.

Specific Training & Autorization

Trained & expert Hands, Safe Lifts

Only personnel who are specifically trained and authorized to operate lifting and mechanical handling equipment are allowed to perform such operations, ensuring they are carried out safely and in compliance with standard procedures.

Proper Equipment, Accessories & PPEs *Lift with Confidence – Proper Equipment and PPE in Place*

Always use properly inspected and maintained mechanical and lifting equipment, along with the necessary accessories, suited to the type of load and its geometry.

Load Stability and Secure Handling (Rigging Process)

Secure the Load, Secure Your Safety

Before starting any lift, ensure that the load is evenly distributed, properly rigged, and securely fastened to avoid any shifting, tipping, or falling. This includes verifying that the rigging equipment (slings, hooks, shackles, etc.) is in good condition and appropriate for the load's weight and size before commencing operations.

Clear Communication

Keep the Lines Open, Keep the Lift Safe

Ensure clear and continuous communication among the team during the operation, using standard hand signals or radios to confirm readiness, address hazards and maintain safe operations.

Safety Distance and Stay Alert During Operations

Think Safe, Act Safe: Keep Your Distance, Stay Alert, and Respect Exclusion Zones!

- Never walk or stop beneath suspended loads and always respect safety distances and properly marked areas with suspended loads.
- Stay vigilant by continuously monitoring the operation, keeping an eye on the surroundings and looking up when moving through areas with lifting operations or mechanical handling and transport. Watch for any signs of instability.
- Do not cross barriers marking exclusion zones* and immediately stop operations if the identified control measures are not being followed.
- Use of guide ropes to control the load when it may tilt or rotate.

**Exclusion zone definition: The lifting area, and the area covered by the swing or fall of the load in case of an accident (including potential rebound), along its entire path.*

Safe work equipment & machine

Scope of this rule

This rule applies to all tools, equipment and machine used during routine work operations.

This includes cutting and drilling tools, construction machinery like earthworks and civil works equipment, and standard mechanical workshop machines used for maintenance tasks.

This rule emphasizes the need for proper maintenance of tools, machines, and equipment, ensuring they are used safely within their limitations and intended purpose.

It also requires that all safety devices are in place according to these limitations. Tampering with safety devices is strictly prohibited unless formal authorization is given after a thorough risk assessment. The rule also mandates regular inspections, adequate worker training, and the use of appropriate personal protective equipment (PPE) to address residual risks.

Safe work equipment & machine

Safety Expectations

Proper Maintenance & Inspection of Tools, Machinery and Equipment

Check, Maintain, and Protect—Always Inspect Your Tool, Machine or Equipment Before Use!

Always inspect tools, equipment, and machinery before use, including the properly check of the type and installation of supporting components (such as disc for angle grinder). Regular maintenance and checks are essential to ensure they are in proper working condition, considering the specific environment conditions in which they will be used (e.g., outdoor/indoor, with presence of dust etc.) If any equipment shows signs of wear, damage, or malfunction, do not use it until it has been properly inspected and repaired.

Specific Training and Authorization

Master the Tools, Equipment, and Machinery —Master the Safety!

Always ensure proper training before using tools, machinery, or safety devices to minimize accidents. Understand and follow correct operating and maintenance procedures and recognize the importance of safety devices. Never use equipment or machinery that you haven't been trained or certified to operate, to ensure a safe workday.

Use the Required PPEs

The Right PPE Makes All the Difference—Gear Up Accordingly!

Always wear the required PPEs as outlined in the user and maintenance manual for machines, and equipment. Always check the compatibility between the PPE required for the machine/ equipment and the PPE needed for the workplace or tasks to ensure proper protection and safety.

Safe Use According to Limitations and Intended Purpose

Know Your Machine and Equipment, Respect their Limits!

Always use tools, equipment and machinery within their designed limits and intended purpose. Be properly trained and understand the operational boundaries to prevent misuse and ensure a safe work environment.

Prohibition of Disabling Safety Devices *No Shortcuts—Keep Safety Devices Active at all Times!*

Safety devices must never be disabled without proper authorization. If disabling a safety device is necessary, a comprehensive risk assessment will be conducted first.
Should a colleague fail to adhere to these rules, address the situation respectfully and guide them on the correct approach to ensure safety is maintained.

Hot work

Scope of this rule

Hot work* includes any activity that generates heat, sparks, or open flames, creating a potential risk of fire or explosion. This includes, but is not limited to, tasks such as welding, grinding, drilling, and cutting.

The risks of hot work arise from the use of equipment that generates open flames, heat, or hot sparks, which can extend beyond the immediate workspace or on pressurized pipelines or tanks containing flammable substances.

These hazards are heightened in environments containing combustible or flammable materials or in atmosphere classified areas.

Additionally, external factors, such as the introduction of flammable gases or vapors required for the task (e.g. acetylene- oxygen torch) and the use of improper tools or equipment in explosion-classified areas, can further heighten the risk.

** Hot work typically involves temperatures exceeding 400°C (750°F), which are sufficient to ignite combustible materials. However, ignition can also occur at lower temperatures under specific environmental conditions. Certain atmospheres containing flammable vapours, gases, liquids, or combustible dust may reach their ignition point at significantly lower temperatures, posing fire or explosion hazards. Factors such as oxygen concentration, humidity, and static electricity can further influence the risk. Therefore, it is crucial to assess each work environment carefully before conducting hot work.*

Hot work

Safety Expectations

Specific Training and Authorization

Hot Work, Cool Heads – Only the Trained Can Handle the Heat!

Ensure that only trained and authorized personnel perform high- risk hot work activities, such as welding, cutting, or grinding. Proper training and authorization help manage hazards, use correct protective equipment, and follow safety protocols to prevent accidents, ensuring the safety of both workers and the environment.

Preparedness and Hot Work Permit

Hot Work, Cool Planning – Hot Work Permit First!

Before starting work, ensure the use of a specific Permit to Work for activities involving open flames or ignition sources, and implement appropriate fire-fighting measures. Conduct a thorough risk assessment, ensure all necessary tools, PPEs, and mitigation and control measures of source of ignition are in place, and review the emergency contingency plans, considering environmental factors.

Awareness of the Working and Surrounding Areas (Fire/ATEX Risk)

Keep Your Eyes on the Fire & Atex risks – Know Your Surroundings!

Before starting hot work, ensure that the work area and its surroundings are free from combustible materials or explosion hazards, and that the work does not affect areas beyond the designated zone.
Identify and eliminate any potential ignition sources near flammable or explosive materials before start working. Depending on the results of the risk assessment (e.g., presence of an “explosive atmosphere” area), use materials and equipment designed for use in such areas.

Fire Prevention Measures

Stop the Fire Before it Starts – Fire Prevention First!

Implement fire prevention measures such as “fire watch personnel”*, fire extinguishers, fire-resistant barriers, and removing combustible materials from the work area to minimize the risk of fire.
Ensure that the work area is clearly defined. Keep all areas clean and tidy.

Post Work Control

Hot Work’s Over, Fire’s Not – Check, Monitor, Control!

Once hot work is finished, perform a detailed inspection of the area to ensure there are no lingering sparks or fire risks. Examine surfaces, equipment, and materials for any signs of heat accumulation or potential combustion. Fire watch personnel should monitor the area for a specified duration to identify any signs of fire. These actions help prevent delayed fires and maintain a secure working environment.

** Fire watch personnel are responsible for ensuring fire safety during hot work operations. They monitor work areas for sparks, flammable materials, and potential fire hazards while ensuring that fire prevention measures like fire-resistant blankets, shields, and barriers are in place. Their role includes responding immediately to small fires using available firefighting equipment and activating emergency alarms, if necessary. After hot work is completed, they remain on-site for a pre-defined period according to hot work permit to work to detect and address any smoldering fires. Fire watch personnel must have knowledge of fire hazards, fire prevention techniques, and firefighting equipment. They need to stay vigilant, understand emergency procedures, and may require fire safety training or certification depending on industry regulations.*

Confined space

Scope of this rule

A confined space* is an area not designed for continuous occupancy, with restricted access and evacuation, and potential hazards such as oxygen deficiency or the presence of toxic or flammable gases. It is not limited to full-body entry but also includes partial access, such as for visual inspections.

Safe entry, work, and exit require thorough pre-assessment and planning, supported by a Permit to Work System. Specific authorization, training, continuous atmospheric monitoring, and the use of appropriate PPE and engineering controls are essential. A strong focus is placed on always having a rescue plan in place in case of emergencies.

** This is not an exhaustive list, but examples of confined spaces include pipes, ducts, wells, manholes, tanks, storage containers not intended for regular access, low-lying areas with restricted ventilation (such as empty pools), boilers (e.g., biomass burner chambers), enclosed equipment, sewers, pits, wind turbine nacelles, and the interiors of wind blades.*

Confined space

Safety Expectations

Pre-Assessment & Planning

Are you Sure Entry is Necessary? Plan Ahead, Stay Ahead – No Plan, No Entry – Safety Begins with Planning!

Before entering a confined space, a thorough risk assessment must be conducted. This includes identifying potential hazards (such as asphyxiation, poisoning, fire, explosion, and energy control), establishing control measures, and ensuring the availability of all necessary equipment, PPE, procedures, and rescue resources. It's crucial to prioritize measures that avoid entry into the confined space and explore alternative, safer intervention methods. Additionally, always check access and work conditions, considering any changes in tasks or conditions that could introduce new risks and require updated control measures.

Specific Training and Authorization

No Training, no Authorization, No Entry – Knowledge is Your Best Protection!

Only workers who have received specialized training according to the type of risks and confined space access and formal authorization must enter confined spaces. Training must cover hazard recognition, emergency response, and the proper use of equipment and PPEs to control risks and ensure safety.

Confined Space Permit to Work

No Permit, No Entry – Get The Permit First!

A formal permit to work system is mandatory before entry into a confined space.

The permit ensures that all necessary precautions, including hazard identification, atmospheric testing, and emergency procedures, have been reviewed and approved by authorized personnel.

A log or sign-in sheet has to be maintained to track the entry and exit of personnel from the confined space.

Contaminated Atmosphere Monitoring and Control

Breathe Safe, Work Safe – Always Monitor the Atmosphere Before and During the Work!

The atmosphere of a confined space must be checked for potential contaminants before entry, using a monitoring strategy specific to the space's geometry and the types of pollutants. This check should be performed by a trained individual. Continuous atmospheric monitoring is essential to detect hazardous gases, low oxygen levels, or other toxic conditions. Proper ventilation and control measures must be in place to ensure safe air quality. Always use calibrated equipment and detectors.

Specific PPEs

Our Final Line of Defense– the Right PPEs Can Save Lives!

Workers must wear the necessary PPE, including respiratory protection masks or self-contained breathing apparatus, gas detectors, retrieval harnesses, and protective clothing, according to the risk assessment, work permit, type of access, confined space geometry, and the nature of the work being performed.

Rescue Plan

Prepare For the Worst, Plan For the Best – Always Have a Rescue Plan!

A trained team on specific rescue plan strategy and equipment shall be available throughout the operation.

A clear and well-defined rescue plan must be established before entering a confined space, considering the type of access, tasks to be performed, and the geometry of the space. This plan should include trained rescue personnel, the necessary equipment (such as emergency respiratory gear, appropriate detectors, first aid kits, and rescue tools like a tripod), and a defined evacuation procedure in case of an emergency. The emergency respiratory equipment must be tested before use and kept readily accessible near the confined space.

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Emergency preparedness

Scope of this rule

This rule ensures that all workers, regardless of the site they are working on, are fully familiar with the specific emergency plans for that site, enabling effective responses in potential emergency situations. Every individual on-site—whether workers, contractors, or visitors—must be aware of the emergency procedures, their roles, and the appropriate actions to take in different scenarios.

Emergency preparedness

Safety Expectations

Preparedness and Planning

Be Ready Today for a Safer Tomorrow

Every Greenvolt site (including construction site) must have a well- defined emergency plan tailored to its specific risks. Employees, contractors, and visitors must be trained on emergency response procedures, with periodic drills to ensure familiarity. Designated emergency response teams must be established and equipped to act efficiently in case of an incident. Plans must be reviewed and updated regularly to adapt to evolving risks and operational changes.

Hazard Identification and Risk Assessment

Spot the Risk, Stop the Threat

Ongoing hazard identification and risk assessment are vital for ensuring effective emergency preparedness and response. Evolving environmental and operational risks must be evaluated and integrated into response plans, with workers receiving proper training tailored to specific emergency scenarios.

Emergency Equipment

The Right Gear, The Right Response

Emergency equipment must be accessible, well-maintained, and clearly marked. Regular inspections ensure readiness, with clear signage for exits, evacuation routes, and equipment locations.

Emergency Resources

The Right People, The Right Actions

Ensure that a trained and experienced emergency team is always on standby, well equipped and ready to handle emergencies and support external authorities, while ensuring the safety for the occupants.

Clear Communication and Effective Response During Emergencies

Act Safely & Communicate Timely

The affected area must be secured immediately to prevent further risks, and evacuation protocols must be followed to ensure all personnel are accounted for and relocated to safety. Greenvolt sites must establish clear communication protocols, ensuring all workers and visitors understand emergency signals and response actions. Teams act swiftly and efficiently in high-pressure situations.

On Going Training and Awareness

Stay Up to Date, Be Ready to React!

Regular training and refresher sessions are essential to reinforce emergency procedures, keeping workers vigilant, proactive, and confident in their response to emergencies. Training should also address new risks and evolving emergency scenarios. Employees should be encouraged to report concerns and actively participate in safety drills to enhance the organization’s overall preparedness.

Regular emergency drills must reinforce communication procedures, helping teams act swiftly and efficiently in high-pressure situations.

Ergonomics

Scope of this rule

Ergonomics rule focuses on optimizing work tasks, tools, and environments to minimize physical strain and prevent injuries. This involves designing tasks to reduce repetitive motions, manual handling, awkward postures, and excessive force, as well as arranging workstations for optimal body positioning. Also, proper lifting equipment is crucial for preventing musculoskeletal disorders and injuries. Furthermore, this rule address indirect risks associated with manual handling of heavy objects, such as falls and impact hazards.

Ergonomics

Safety Expectations

Reducing Repetitive Movements and Awkard Postures

Move Naturally, Work Comfortably — Your Posture Matters!

Tasks must be planned to reduce repetitive movements and prevent workers from adopting awkward or uncomfortable postures that can lead to long-term injuries. Whenever possible, rotate tasks and introduce variety in work activities to minimize strain. Always maintain a natural posture and avoid unnecessary bending, twisting, or overstretching during work.

Manual Handling: Lifting, Pushing, and Pulling Safely

Think Before You Lift! Use Your Brain, Not Just Your Muscles. Your Back Will Thank You!

- When feasible, rely on mechanical aids such as forklifts, hoists, and dollies to minimize physical strain and lower the risk of injury.
- Always evaluate the task before manual lifting or moving heavy objects and consider the safest approach.
- Use proper manual handling techniques and equipment to prevent injuries when lifting, pushing, or pulling heavy objects:
    - Handle the loads with the body in a straight and stable position.
    - Always bend at the knees, keep loads close to your body, avoid twisting, and use both hands for control.
    - Pushing is safer than pulling, as it engages stronger muscles and reduces strain on the lower back.
    - When pulling, maintain a stable stance and use leg power.
- If the load is too heavy or awkward, ask for help from a colleague.
- AUse the appropriate PPE that is suited for the task and the load being handled.
- Follow the Greenvolt's best practices and standards related to ergonomic topics.

Handling Heavy Objects & Impact Hazards

Clear Paths, Safe Hands—Reduce the Risks, Avoid the Falls!

When moving heavy objects, always ensure that the path is clear to prevent slips, trips, and falls. Clear the area around the object to provide ample space for maneuvering, and make sure the entire moving path is unobstructed.

Communicate effectively with colleagues and coordinate movements to ensure safe handling. Store heavy items at waist height to reduce strain and prevent awkward lifting postures. Follow these practices to minimize risks and ensure a safer work environment.

Workstation Design: Fitting the Work Environment to Workers

Fit Your Workspace, Enhance Your Health —Design For Comfort!

Workstations must be tailored to fit workers' physical needs, promoting natural movement and reducing strain. Use adjustable furniture, position tools properly, and ensure frequently used materials are within easy reach to prevent awkward postures and repetitive stress. A well-designed workspace enhances comfort, efficiency, and long-term well-being.

Safe Use of Computers, Laptops, and Visual Display Devices

Rest Your Eyes, Adjust Your Space — Work Smart, Stay Healthy!

Prolonged use of screens and poor workstation setups can cause eye strain, headaches, neck pain, and posture-related injuries. Screens should be positioned at eye level, chairs and desks adjusted for comfort, and regular breaks taken to reduce strain.

Safe driving

Scope of this rule

This rule applies to all vehicle categories, including passenger cars, commercial vehicles, road transport vehicles, trucks, and heavy machinery at all sites, including construction sites and site internal boundaries.

It covers the safe operation of both personal and company vehicles during commutes or mission trips, as well as heavy machinery on-site. The rule covers adherence to traffic regulations, proper vehicle maintenance, prohibition to use communication devices while driving, whether on the road or on-site, speed control, and the use of appropriate PPE when necessary. It also emphasizes the importance of being aware of specific site hazards and requires drivers to navigate safely around workers and obstacles.

Safe driving

Safety Expectations

Regular Maintenance and Inspection

Maintain for Safety – Inspect Before You Drive!

Ensure that all vehicles, including heavy machinery, undergo regular maintenance and inspections to guarantee proper functionality, minimizing the risk of accidents due to mechanical failures. Conduct a basic visual check and test key safety devices before starting to drive.

Use of Safety Belt and Helmet

Safety Starts with a Click—Wear Your Belt / Helmet Every Time!

Before starting any vehicle, always ensure that your seatbelt and those of any passengers are fastened. Additionally, always wear your helmet when riding your two-wheels vehicle like bicycle or scooter to protect yourself from potential injuries.

Defensive Driving

Anticipate Hazards – Be Ready for Anything!

Always stay alert, anticipate potential hazards, and be ready to take action to avoid accidents or collisions, according to the traffic, weather and road situations.

Respect Basic Traffic Rule, Parking & Travel Plan Management

Follow the Rules – Drive Responsibly!

Always follow traffic rules, both on the road and on-site, to ensure safe and predictable movement. Make sure you are visible and seen by everyone. Adhere to permitted driving times and the approved travel management plan and use the designated lanes for your mode of transport, following the authorized direction.
Vehicles should be parked in reverse to enable the quickest possible evacuation.

Safety Distance

Keep Your Distance – Avoid the Crash!

Keep a safe distance from other vehicles or machinery to avoid potential collisions and provide adequate reaction time in case of unexpected events.

Respect Maximum Speed Limits

Speed Limits Save Lives – Stay Within the Limit!

Always adhere to posted speed limits and adjust your speed according to type and conditions of the road, visibility and environmental conditions, particularly in work and busy zones, and areas with heavy traffic.

Use of Communication Devices While Driving

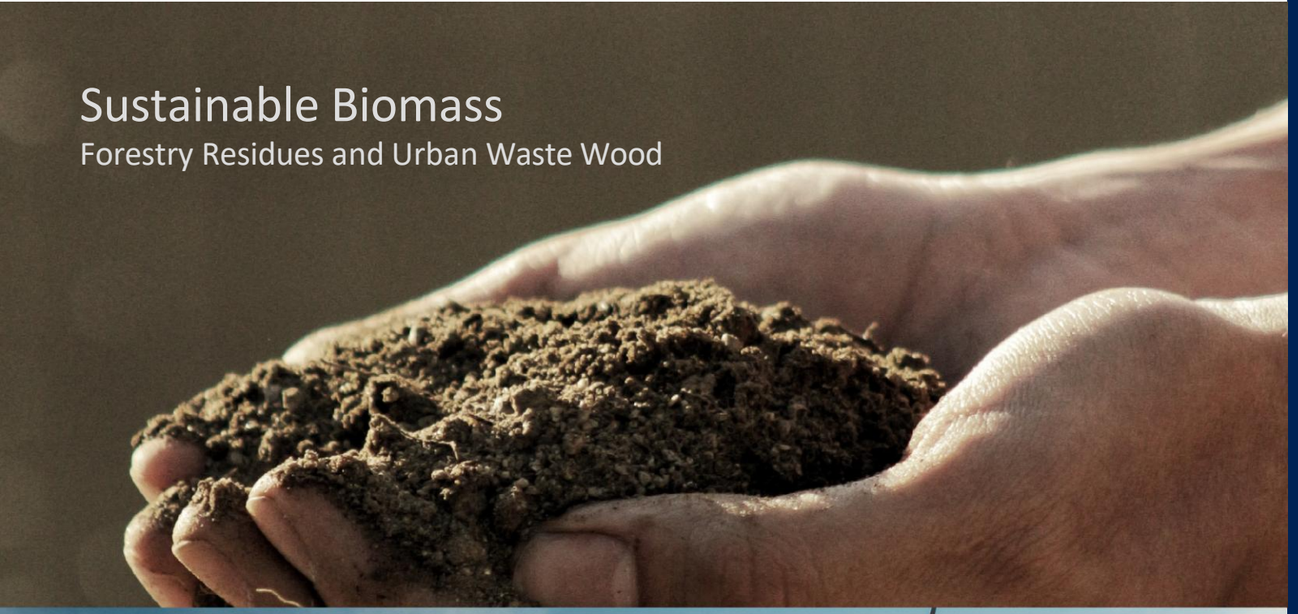
No Texting, No Talking – Focus on the Road!

Do not handle a phone or any other communication device (for example tablet, laptop, etc) while driving. Always refrain from using communication devices while driving. Ensure all communication is completed before or after driving or when the vehicle is safely stopped.
Phone conversations while driving should be limited to emergencies and only with a hands-free kit. If the conversation needs to be extended, the driver must park safely for the duration of the call.

Fatigue Management

Rest Well, Drive Safe – Fatigue Doesn't Belong Behind the Wheel!

Ensure proper rest and manage fatigue by taking breaks, following work-hour limits, and getting enough sleep before driving or operating machinery. Never drive or operate equipment if fatigued and speak up if you feel unfit to drive safely.



Safety is more than a word, *it's a way of life.*

Keeping us Safe

Every day, in everything we do