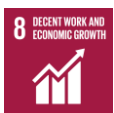


Health & Safety Policy



8 DECENT WORK AND ECONOMIC GROWTH



3 GOOD HEALTH AND WELL-BEING



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1. THE HEALTH & SAFETY POLICY

Peridot Solar believes that full compatibility between its business activities and the health and safety (“H&S”) of workers and stakeholders constitutes an essential condition both for the acceptability of its activities and for achieving its development and business objectives. Therefore, we constantly undertake to ensure that the operations of all Group companies are carried out in full respect of the high H&S standard of the Group for both employees and third parties.

Managing H&S issues effectively is critical to developing the professional culture of the Company and maintaining a solid reputation with our clients, investors and stakeholders. The implementation of this Policy is guided by the following principles or objectives:

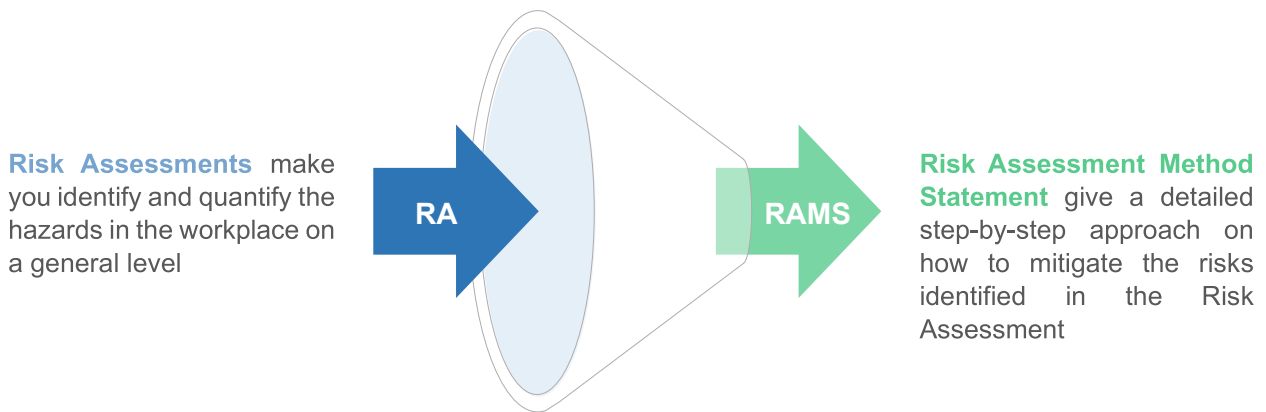
- Ensure compliance with all H&S laws wherever Peridot Solar conducts business,
- Provide a safe and healthy work environment for employees, contractors, visitors, customers and the community,
- Relentlessly pursue an H&S incident-free workplace through hazard identification and risk reduction,
- H&S is the responsibility of all. Demonstrate leadership and commitment, and encourage employee involvement in creating a safe workplace, free of occupational injuries and illness; emphasize individual responsibility for safety by all employees, supported at all levels of management,
- Monitor, measure and assess the Company’s H&S performance and management system on a regular and continuing basis in order to continuously improve H&S policies, procedures and implementation,
- Management is responsible for providing training, systems and resources to ensure a safe, healthy and environmentally sound workplace.
- All H&S incidents will be reported and major incidents investigated,
- Do not tolerate any parties directly or indirectly engaging in a violation of the Company H&S standard,
- Ensure proper training to all the employees in relation to H&S measures and protocols,
- Provide Employees with protection tools to prevent and mitigate potential risks on site.



2. H&S STANDARD FOR CONSTRUCTION, OPERATIONS & MAINTENANCE

2.1. RISK ASSESSMENT METHOD STATEMENT

Peridot Solar, its employees, stakeholders and anyone working on company’s projects should make all commercially reasonable efforts to protect workers, employees, visitors and persons affected by the project from hazards resulting from the project activity as well as to prevent trespass onto the project and to alleviate the risks to persons violating the company’s standard and guidelines. Anyone, contractor or employee, who introduces a hazard within a project site is required to demonstrate how he/she is managing this hazard and how he/she is addressing the issue in order to eliminate or mitigate the risks introduced. The Company expected mechanism for understanding and mitigating risks is a Risk Assessment (“RA”) followed by Risk Assessment Method Statement (“RAMS”) or similar, and it is the duty of everyone working on our projects and in our offices to ensure that they are familiar with any risks and controls detailed within the RAMS, which are relevant to them.



RA and RAMS are important not only on an internal level but also contractors and subcontractors working on our projects are expected to provide RAMS or equivalent tool which address their activities. RAMS consist of three separate elements combined into a single document which identify, assess and address the risks of the work activities being undertaken on a project.



General information with details of the contractor, supervision, scope of works and activities



Risk Assessment covering general and activity specific risks



Method Statement outlining the safe working procedure and sequence for each activity



2.2. RECORDING ATTENDANCE ON SITE

All projects must have a written record of persons on site, that must be always available for immediate consultation in the event of an incident. Moreover, any contractor working on a Peridot Solar project is obliged to maintain a written record of their workers and anyone attending site. This record should be made available to the Peridot Solar project teams and must be stored in the project file documentation folder.

2.3. EQUIPMENT AND CONSTRUCTION MACHINERY

Prior to undertaking any activity which involves the use of construction heavy machinery or equipment, the RAMS or equivalent documents must be reviewed to assess whether the activity has been fully addressed and suitable control measures implemented where appropriate. All contractors and subcontractors must follow the guidelines and risk mitigation measures:

Heavy Construction Machinery



- Maintain a register of construction heavy machinery and equipment and ensure pre-shift checks are undertaken and recorded
- Inspect regularly machinery and equipment according with local legislation and / or manufacturers literature
- Undertake noise and vibration assessments for the construction machinery and equipment
- Allow and ensure access to machinery and equipment only to authorized and trained person checking that they have relevant local qualification/certification
- Select construction machinery and equipment which is suitable for the task and environment in which it is being used
- Only use construction machinery and equipment which is suitably guarded against entrapment, entanglement and impact recorded
- Ensure operators undertake familiarization including isolation procedures on the actual construction machinery or equipment they are to be using

Lifting Machinery

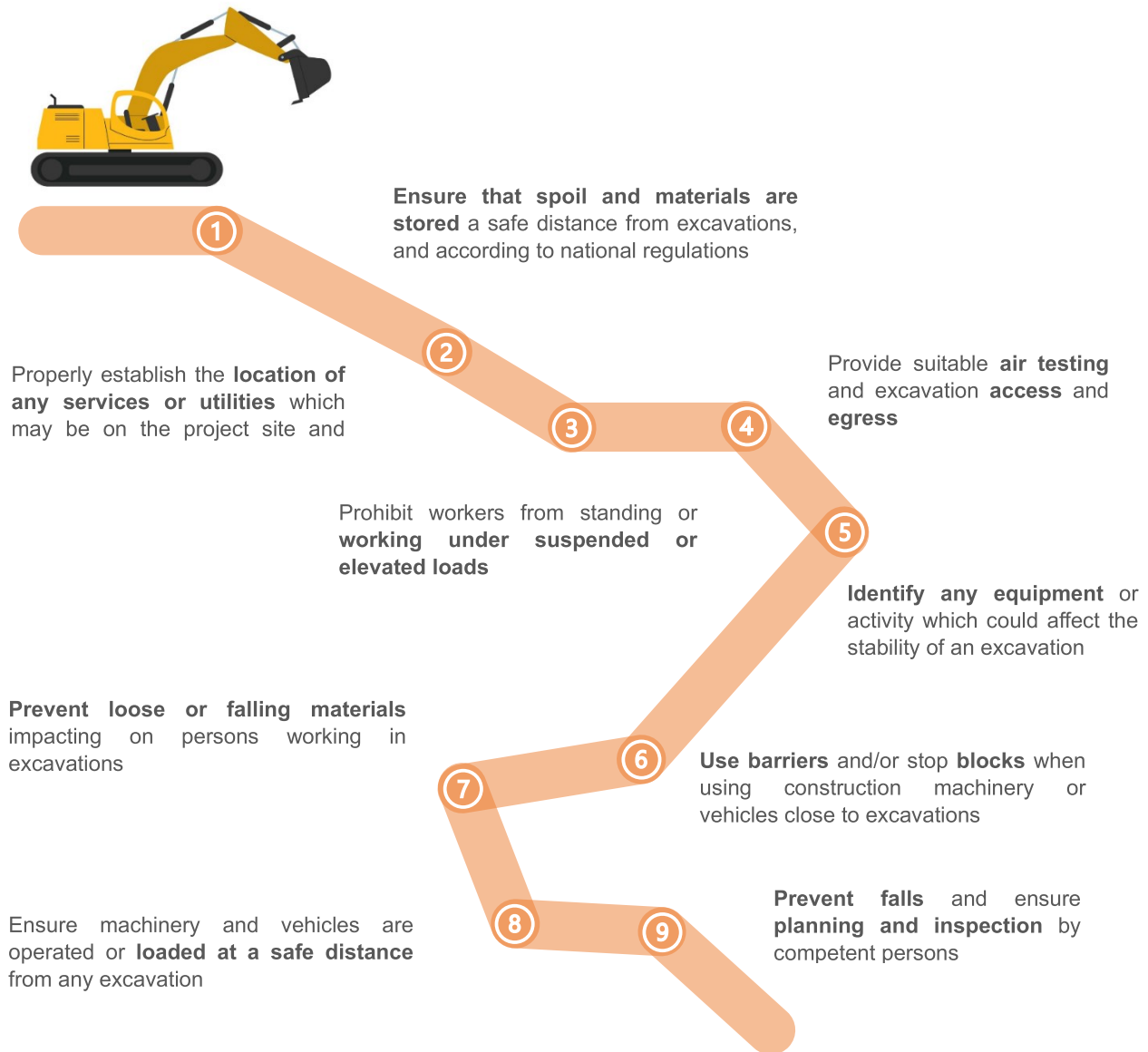


- Ensure that lifting operations are appropriately supervised by a competent person preventing persons not immediately involved from entering the area
- Only use construction machinery and equipment which is suitably guarded against entrapment, entanglement and impact recorded
- Specify lifting equipment that has safety hooks, safety devices, interlocks and over wind prevention to meet the relevant legal requirements
- Ensure that any loads being lifted have been assessed as within the capability of the plant or equipment and that equipment are used in accordance with the manufacturer's specification and load rating charts
- Ensure that the ground conditions are suitable for the lifting equipment being used
- Provide evidence that the lifting equipment has been inspected and tested by a qualified person and use a clear defined signaling system
- Prevent persons from working below suspended loads



2.4. EXCAVATION WORKS

Prior to undertaking any excavation works the RAMS or equivalent documents must be reviewed to assess whether the activity has been fully addressed and suitable control measures implemented where appropriate. In particular Peridot Solar and the contractors should:



Peridot Solar and all its contractors working on projects or production sites are responsible for ensuring that their respective workers and visitors are provided with a suitable and sufficient induction and training. Training and induction might be written recorder or can simply occur through dedicated training session or briefing before entering the sites or being involved in construction activities. No one is allowed to go on site if not properly trained and inducted about the activities he/she can or cannot be involved into and it is responsibility of each person on site to respect the guidelines received and to not violate H&S requirements.



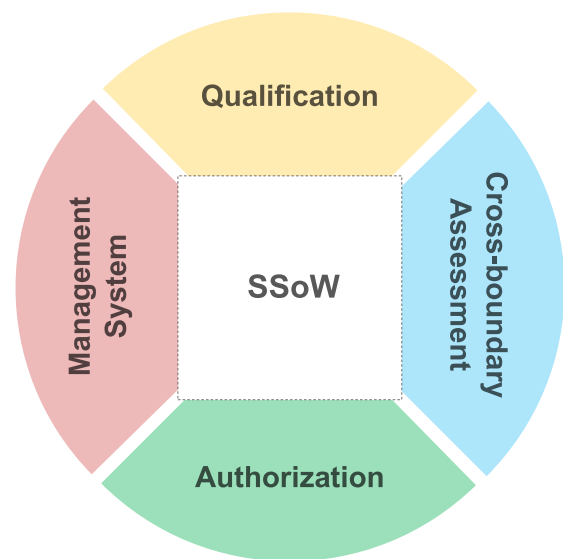
2.5. ELECTRICITY

Prior to undertaking any electrical work a specific Safe System of Work (“SSoW”) for electricity must be implemented ensuring electrical safety has been properly addressed and strict control measures implemented to protect anyone who might be involved in these activities. No one should undertake electrical works unless suitably trained, competent, qualified and authorized to manage such activities.

A SSoW is defined as a procedure or a set of procedures for removing or reducing the risks involved in an operation and it is a fundamental tool as it standardizes practices in the workplace to help ensuring that employees don’t get injured, either by the equipment that they use or through other means.

To be exhaustive a SSoW in each Peridot Solar project:

- Must be approved by a person with competent knowledge for MV and HV depending on the situation,
- Must ensure that all HV and MV electrical work are subjected to a strong management system aligned with national and international standards,
- Must address the arrangements required for cross-boundary switching and operations,
- Must define the level of approval and authorization required for all electrical system installation activities.



2.6. DUST AND VIBRATION

Prior to undertaking any work activity with vibrating tools or dust generation on site, the RAMS or equivalent documents must be reviewed to assess whether exposure levels to vibration and dust exposure have been identified and suitable control measures specified/implemented in accordance with the Hierarchy of Control.

Contractors must demonstrate that they are managing the risk to workers from vibration and that they have suitable periodic health screening to identify anyone who is at risk of hand arm vibration problems. The controls implemented should ensure that the vibration exposure stays under any exposure action value specified in local legislation which vary significantly dependent upon locality.

For dust exposure additional consideration must be given to providing suitable controls for workers undertaking activities in areas which are subject to high levels of dust such as adjacent to haul roads and traffic routes



2.7. HOT WORKS, FIRE AND EMERGENCY

Prior to undertaking any activity which involves the generation of heat, fire or sparks as well as emergency system, the RAMS or equivalent documents must be reviewed to assess whether hot works have been fully addressed and suitable control measures implemented.

All hot work should be made the subject of a contractor operated permit system including requirements for fire extinguishers and fire watch. Some of the possible control measures may include monitoring activities like for instance:

- Screening and monitoring of welding activities,
- Ensure there are fume extraction system in place if needed,
- Ensure the provision of suitable eyesight protection,
- Ensure everyone involved in these activities is wearing fire resistant clothing;
- Remove of flammable materials from work area,
- Provide industry recognized training for the activity.

When temporary living or office accommodation is provided on a project site, it is then the responsibility of the provider to ensure that all the fire prevention measure and emergency plans are well established and in place. In particular:



- The provider of the service must ensure that all commercially reasonable **measures are taken to prevent the risk of fire**,
- The facility must be equipped with **automatic fire/smoke detection**, means of raising the alarm and simple firefighting equipment which is appropriate for the type of fire likely to be encountered. Detection systems must be maintain regularly and kept in good conditions,
- People involved must be given **training/familiarization in the use of firefighting equipment**,
- **Fire exits** must be **clearly signed/illuminated** and kept free of obstructions at all times,
- The **contact details for local emergency services must be displayed** prominently in any site accommodation

In case a contractor brings flammable materials on site, these should be stored in a suitable flammable storage area. Gas cylinders should be properly secured to avoid falling and empty or spare cylinders should be stored in the flammable storage area. In particular, in case these are required on site for many reasons, all flammable storage areas must be configured according to base guidelines to ensure a safe storage of dangerous materials:

- 🔥 Flammable storage areas must be located away from any office accommodation and sources of ignition to avoid any unexpected fire risks,
- 🔥 These safety areas must not be located near ventilation intakes or vents,
- 🔥 Flammable storage areas must have suitable passive ventilation to prevent an internal build-up of fumes or gases,



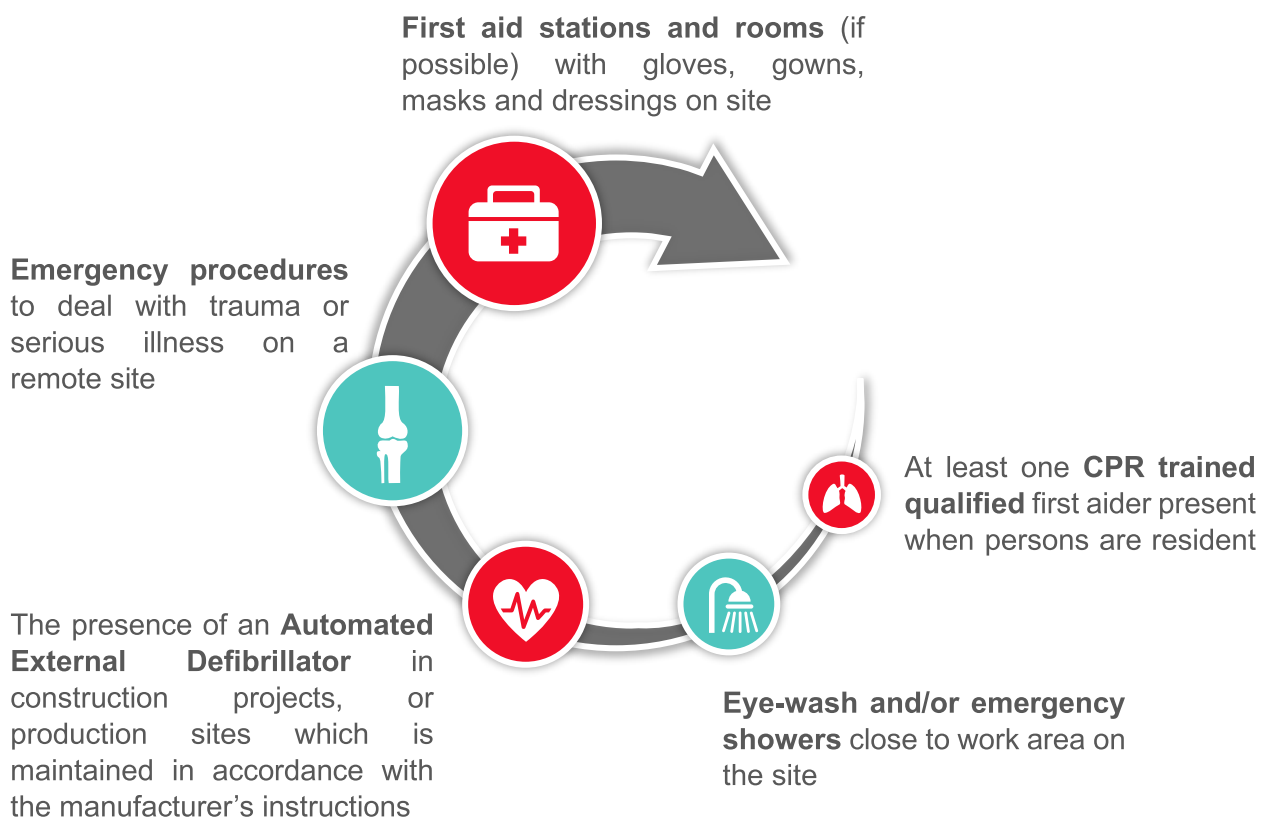
- 🔥 These areas must be secured and eventually locked in order to prevent the access to unauthorized persons or worker,
- 🔥 Flammable areas must be built with materials that provide good resistance to fire,
- 🔥 Flammable areas must be equipped with self-closing doors and fire extinguishers which are suitable for use on the materials being stored,
- 🔥 These areas must allow for the bonding and grounding of containers being stored,
- 🔥 Flammable storage areas must display external flammable warning signs, no smoking signs and warnings around the use of mobile phones or electrical equipment.

2.8. FIRST AID

Peridot Solar and its contractors working on site, must ensure the presence of an adequate first aid provision for their respective workers.

Peridot Solar expects to have only a limited presence of its employees and resources on site only have a small presence on a project site and as their activities will be entirely dedicated to EPCM tasks they won't be directly involve on site works.

For this reason it is expected that the contractors that are effectively working on the project site will make suitable allowance in their provision to cover also Peridot Solar resources. As a matter of example, main first aid provisions must include:





2.9. MANUAL HANDLING

Prior to undertaking any activity which involves manual handling, RAMS or equivalent documents must be reviewed to assess whether manual handling has been fully addressed and suitable control measures implemented.

Manual handling must be the subject of a RA which considers the full range of activity and provides suitable control measures.

The measures detailed must include risk minimization/elimination, selection of mechanical lifting aids and training/instruction. If a manual handling activity is not addressed within the RAMS, the contractor must arrange for the provision of a separate RAMS covering the activity and/or equipment to be used.

The measures identified should take into account the capability of the individual, as well as the type, height and position of the load being lifted.



2.10. WORKING TEMPERATURE



It might be possible to incur in injuries related to hot or cold working conditions. Prior to undertaking any work activity on site, the RAMS or equivalent documents, must be reviewed to assess whether work activities in extreme hot or cold temperatures have been identified and suitable control measures specified/implemented.

Whenever possible, the temperature of the working environment should be maintained constant and reasonable to avoid extremes peaks. If this is not possible, for instance in outdoors conditions, contractors are expected to manage the situation properly.

It is important to:

- Schedule the work trying to forecast efficiently extremes of temperature,
- Adjusting work and rest periods,
- Providing shelter for work and rest areas,
- Use of protective clothing,
- Providing easy access to hydration.



2.11. TRAINING AND INDUCTION

Peridot Solar and its contractors are responsible for ensuring that their respective workers and visitors are provided with a complete induction and training before entering the site being involved in any activity. The level of each training of training will vary per the role, its technical requirements and associated responsibilities. Training and induction might also vary depending on the person being a worker or a visitor on site.

Workers should be given an induction/training that should include the following:

Workers



- Site contacts and site orientation,
- Emergency procedures,
- Site rules and signage,
- Signing in and out
- Risks and hazards present,
- RAMS or equivalent
- Tidy sites and correct disposal of waste
- Drugs and alcohol,
- Location of first aid, eye wash stations, etc.
- PPE requirements,
- Knowledge of the task they are to be undertaking including known hazards,
- Knowledge of the materials, equipment, tools they will be using and any occupational health issues they present, including any task-specific PPE and clothing requirements,
- What to do in the event of an incident or accident.

Visitors



Visitors should be given an induction that should include the following:

- Site contacts,
- Emergency procedures,
- Signing in and out
- Key risks and hazards present,
- PPE requirements,
- They must be always accompanied.

Contractors are responsible for their subcontractors. They must monitor contractors and subcontractors ensuring that the level of competence is adequate before they start work on site.



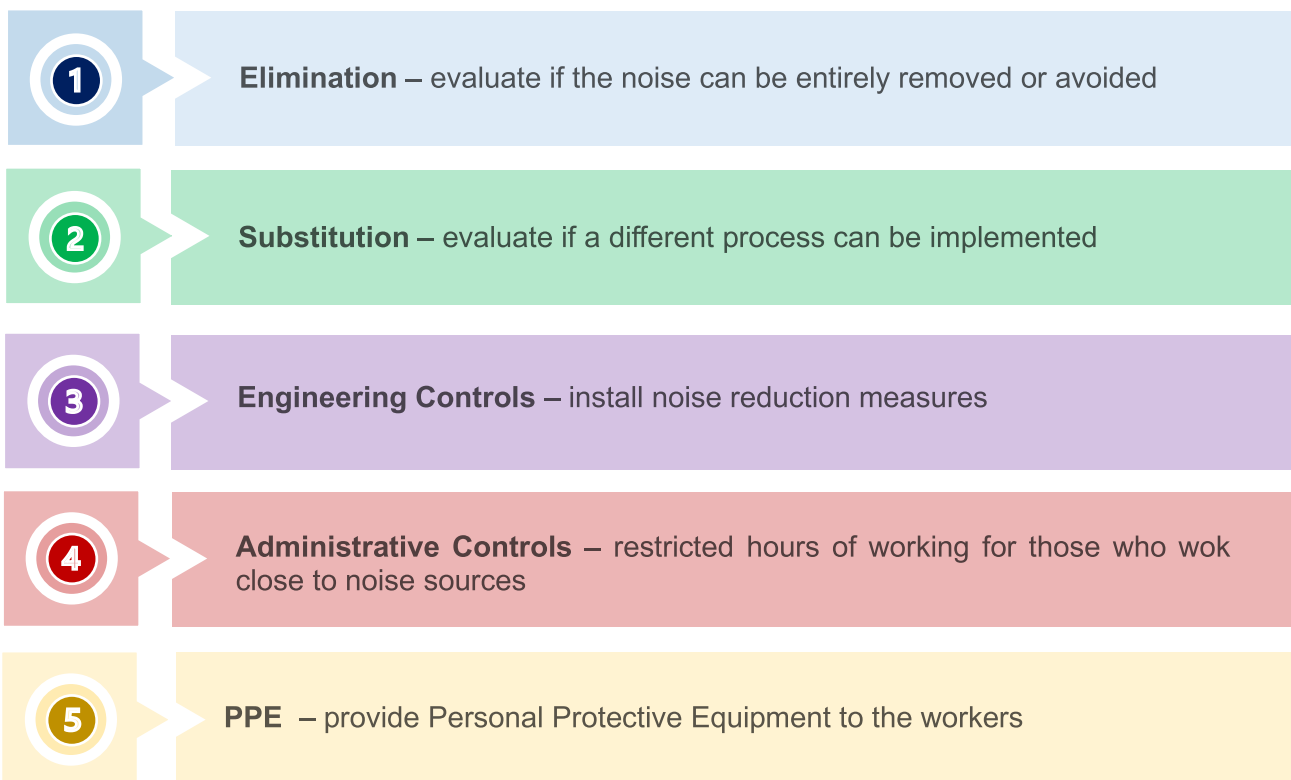
2.12. ISOLATED WORKERS

Before allowing lone working in remote areas, procedures must put in place to safeguard the H&S of the individuals. These procedures should be documented within the RAMS or equivalent along with an assessment of the risks to those working alone or isolated. These protocols should provide contact at defined time intervals and a means for the individual to summon emergency assistance.



2.13. NOISE

Prior to any noise generating work starting on site, the RAMS or equivalent documents should be reviewed to assess whether the noise exposure to unprotected workers is likely to exceed an 8-hour time weighted average of 85 dB (A) or a peak sound pressure (instantaneous) of more than 140dB(C). In all cases, national regulations should be met. If the noise exposure exceeds the above limits, the contractor will need to manage and monitor the activity and adopt mitigation actions to ensure workers hearing is not affected by the work activity. In these cases action must be taken in accordance with the following hierarchy of controls:



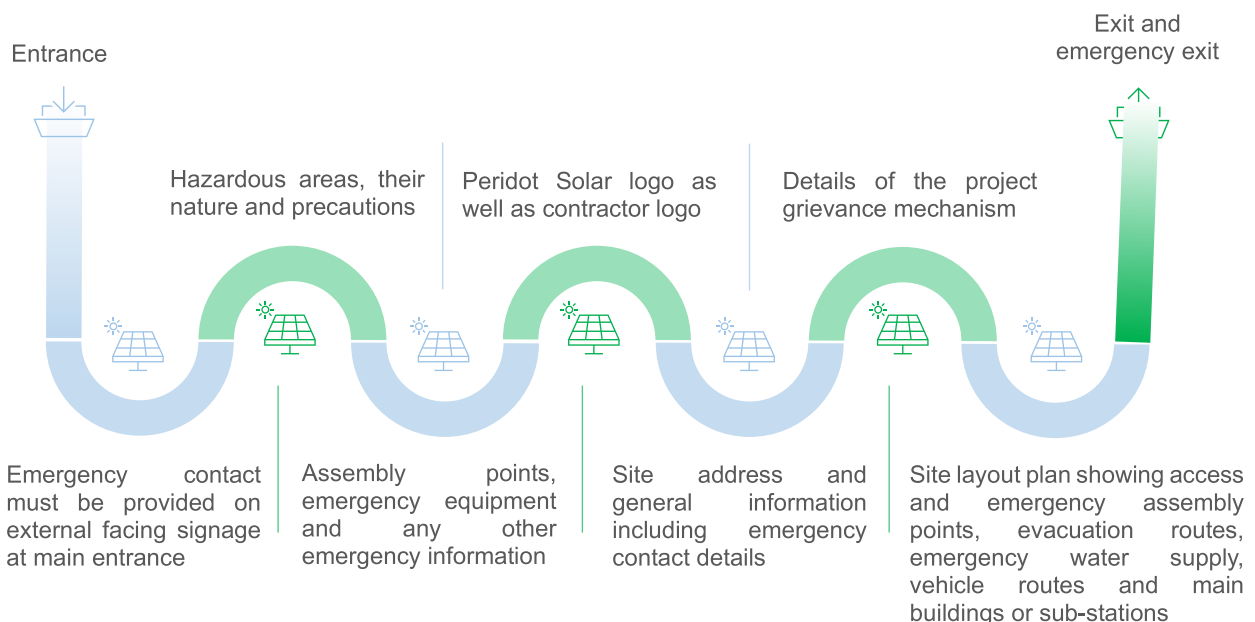


2.14. SECURITY AND SIGNAGE

before implementing any site security arrangements, each contractor must assess any risks related to persons working on the project ensuring that the arrangements selected are proportionate to the risks. In case security needs will be identified the security provider must be engaged only after proper due diligence process to avoid collaboration with providers that might be implicated in abuses or other similar allegations. Each security person engaged and involved in Peridot Solar Projects must:



Contractors must ensure the placement of clear signage on project site and that this signage is easily understood by personnel working or visiting the project and that all the signage applied are compliant with national and/or international standards. Signage should clearly identify:



Peridot Solar and its contractors are responsible to ensure that there are suitable measures to control access to the site and to prevent unauthorized access. When the site is within close proximity to local communities, the risks involved with unauthorized access to the project site should be controlled and further communicated with signage as part of the community engagement process.



2.15. SLIPS AND FALLS

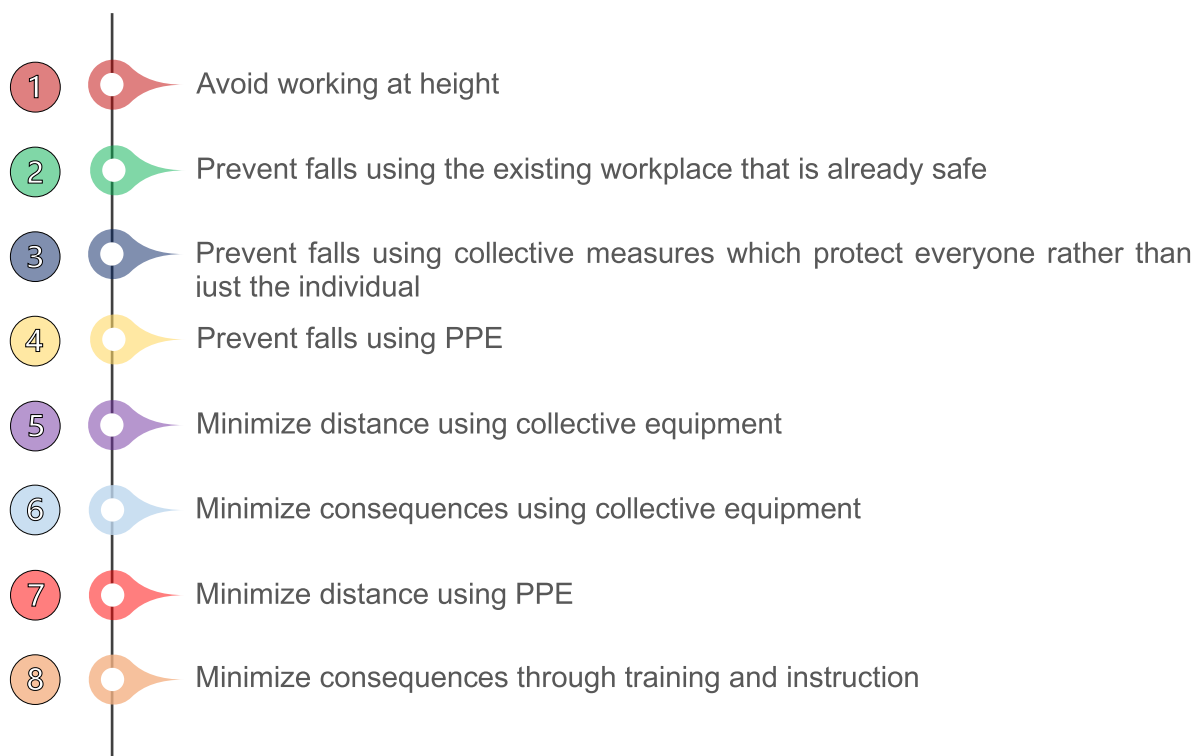
Peridot Solar and its contractors are responsible to ensure that their activities do not create a risk of slips, trips and falls. Some measures can be taken to ensure a good prevention, for instance:



- Use appropriate measures to minimize the risk of slips, trips and falls,
- Ensure paths and access routes are kept debris free,
- Always clean up excessive waste and spills on site,
- Ensure materials are well stored to not cause trip hazard,
- Design access platforms with suitable trip and fall protection,
- Provide suitable footwear when specialized footwear is appropriate.

2.16. WORK AT HEIGHT

Prior to undertaking any activity which involves working at height, the RAMS or equivalent documents, must be reviewed to assess whether suitable fall prevention and protection measures have been specified. The fall prevention and protection measures identified should consider the prevention of falling objects or materials which could cause injury. Any equipment selected should be appropriate and it is important to ensure that people undertaking these activities have suitable training and experience. For any working at height activity the following Hierarchy of Controls should be applied:



The contractor must ensure that the control measures identified are in place prior to work commencing. RAMS or equivalent documents should be reviewed in the event of a significant variation in the activity, such as a change of equipment or process.



2.17. TRAFFIC MANAGEMENT

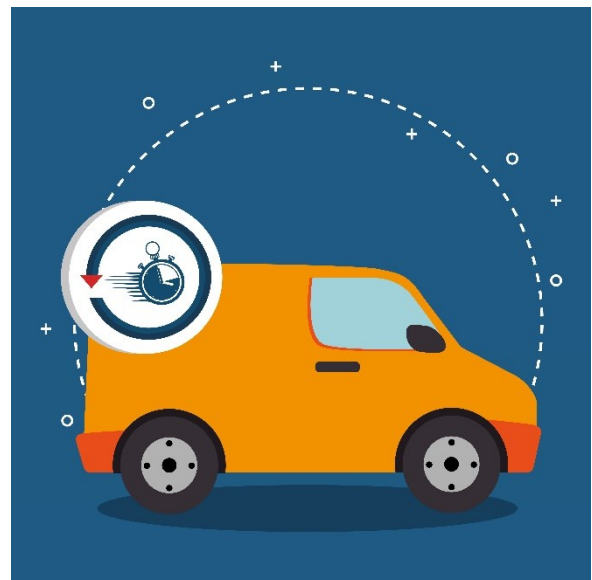
Prior to allowing vehicle movements on a project, RAMS or equivalent documents must be reviewed to ensure that suitable and sufficient control measures have been put in place to minimize the risks of accidents. In particular Peridot Solar and its contractors should:



- Ensure that vehicles and pedestrians are segregated to eliminate the risk of accidents,
- Minimize the need for vehicles to reverse and require the use of audible alarms of any vehicle with restricted rear visibility,
- Ensure that personnel driving vehicles are suitably trained, competent and authorized,
- Designate yards and storage areas where forklifts operate as pedestrian restricted areas,
- Manage delivery vehicles to ensure their movements are controlled and that their drivers do not put themselves or others at risk,
- Take special precautions when a site has live overhead power lines, including no approach zones, defined minimum clearance distances, signage and overhead barriers,
- Establish clear vehicle routes and rights of way,
- Include traffic management as part of the site induction.

Moreover, delivery specific issues, contractors should:

- Plan deliveries of materials and components to minimize the impact on the local community and work activities,
- Use specific unloading and lay down areas which are suitable and safe for delivery activities,
- Provide drivers with clear instructions and site rules specifics for delivery,
- Consider load security and address shifted/ unstable loads,
- Specify unloading methods appropriate to items being unloaded,
- Consider the risk from working at height on vehicles and the use of fall protection/prevention,
- Inspect vehicle mounted crane, vehicle carried forklift and vehicle hoist operator certificates and thorough examination certificates prior to use





3. PERSONAL PROTECTIVE EQUIPMENT

Prior to undertaking a work activity on site, RAMS or equivalent documents must be reviewed to assess whether the requirement for PPE has been fully addressed and suitable control measures implemented where appropriate. While Peridot Solar will provide the PPE for its employees, it is the responsibility of the EPC or O&M contractor to ensure that their workers are provided with the required PPE and that reasonable provision is also made for visitors.

3.1. GENERAL PROTECTIVE EQUIPMENT

Head protection/ helmet:

- Wide brim or specialist head protection may be used when identified by RAMS (where local legislation allows),
- Must be worn directly on the head with no hood or hats underneath.

High Visibility Jacket:

- With multiple reflective bands in addition to the hi-visibility color,
- Should be kept clean and in good condition.



Boots:

- Must provide ankle support,
- With protective toecaps and midsole protection from penetrating objects,
- Provide wearers a good fit and comfort.

Full Length Trousers:

- Should be abrasion resistant, well-fitting and in good condition.



3.2. ADDITIONAL PPE AFTER RISK ASSESSMENT



Hearing Protection:

- Must be suitable for the task and provide the correct degree of noise reduction,
- Should not interfere with or prevent the use of other protective equipment when worn.



Gloves:

- Suitable for the task being undertaken,
- Gloves must be abrasion resistance, chemical or solvent class,



Dust Mask:

- Must be suitable for the task for which is assigned,
- May require specific training or familiarization.



Eye protection:

- Must be safety specific and not just general eyewear,
- Should be suitable for the task,
- When using grinders, must be rated for high velocity/high impact use



Trousers and jacket or one-piece overalls:

- Full length trousers and long-sleeve jacket/ overall,
- Abrasion resistant, well-fitting and in good condition,
- Made of arc rated/certified flame proof material which is appropriate to the hazard,
- If a high visibility clothing is worn, then it must also be made of certified flame proof material.

Base layer:

- Made of flame-retardant materials.

Head/face/ eye protection:

- Suitably rated to the risk identified

Any visitor who is attending a site may, subject to a Risk Assessment agreed with the EPC or O&M contractor, wear a reduced level of PPE, such as toe-cap shoes, long trousers and high visibility vests. The visitors will not be carrying out or exposed to any construction or operational and maintenance risks and will be escorted at all times by project health and safety representatives. All users should be familiar with the PPE they are provided with and, where necessary, should receive training in its use and care.



4. CONTRACTOR HSEC MANAGEMENT

In relation to the engagement of any contractor to undertake construction activities on projects sites, the Company must ensure that the selected parties are always competent for the task assigned and that they have in place suitable systems to protect the health, safety, environment and community of everyone affected by or involved in the activity. Contractors may be requested to provide Peridot Solar with information or documents in relation to the below:



- Instruction on how the work assigned will be properly done,
- RAMS or similar document to show that all the activities have been fully addressed as well as how these activities will be done according to the RAMS and in compliance with Company's standard,
- Monitoring methodology to ensure that their work activities and those of their sub-contractors are done in compliance with HSE standard,
- How they intend to protect the health and safety of sub-contractors and 3rd parties and how they can ensure that their activities will comply with Company's standard,
- How they will manage proper due diligence and screening on third parties ensuring to not have business relationship with partners involved in bribery, corruption, immoral/illegal activities or violations of human rights,
- That they will proactively investigate any accidents reporting these to Peridot Solar in accordance with Company's incident reporting requirements.

Contractors must comply with Peridot Solar standard as well as with the local and applicable legislation. In case they might discover that Company's procedure have any conflict with local regulations they are requested to notify this immediately to the Company's project leader who should seek advice from the ESG team before proceeding.

5. HSEC INCIDENT REPORTING

Perido Solar ensures that all precautions will be taken to prevent incidents on its projects and offices, however these events might happen and it is important that all the personnel involved in projects and activities understand what is required of them in case an incident occur. Peridot Solar adopts an Incident Severity Matrix that provides guidance on how an incident should be categorized, treated and investigated. There are 4 categories in which an incident can be categorized: Significant, Extensive, Moderate, Negligible.

Investigation activities can vary of course depending on the magnitude of the incident occurred. For negligible incidents this might very quick however the more the incident is relevant the more the investigation must be deep and precise ensuring detailed report is later circulate internally allowing personnel in charge to make proper decision. Prior to the investigation commencing in full, it is essential that the Legal & Compliance Department is consulted about the application of legal privilege to the investigation and materials prepared therein. As part of the investigation, a lesson learnt briefing note should be prepared for circulation internally and to our contractors, subject to the approval of the Head of Legal.



5.1. SIGNIFICANT INCIDENTS

In the event of a **Significant** Incident the following people should be contacted immediately by telephone, email or both:

- During Construction: Technical Director,
- During Operations: Technical Director and Head of Operations,
- Offices incidents: Office Manager and HR Director together with the ESG Committee and Legal an Compliance

If the incidents happens on site during construction, other than making the immediate site/personnel safe, all work on the project must stop and the incident scene must be left undisturbed until formal instructions have been received from Company's management. Significant incidents must be addressed by a dedicated Investigation Team, appointed by the Compay, that should include people from Legal and Compliance, ESG and other functional team members.



An Investigation Team Leader will be also appointed based on competence and experience and he/she, together with the Investigation Team, will be supported also by EPC and O&M contractors and sub-contractors in case the Company will consider this appropriate. The Investigation Team must produce at the earliest opportunity a report to the Company CEO for further reviews and analysis.

5.2. EXTENSIVE INCIDENTS

In the event of an **Extensive** Incident the following people should be contacted within maximum 3 hours from the event by telephone, email or both:

- During Construction: Technical Director,
- During Operations: Technical Director and Head of Operations,
- Offices incidents: Office Manager and HR Director together with the ESG Committee and Legal an Compliance

If the incidents happens on site during construction, other than making the immediate site/personnel safe, consideration should be given to stopping all work activity on site until formal instructions have been received from Company's management. A Lead Investigator will be appointed based on competence and experience and he/she, will be supported also by EPC and O&M contractors and sub-contractors in case the Company will consider this appropriate. The scope of the Lead Investigator is to produce by 3 weeks a report to the Company CEO for further reviews and analysis.



5.3. MODERATE INCIDENTS

In the event of a **Moderate** Incident the following people should be contacted within maximum 24 hours from the event by telephone, email or both:

- During Construction: Technical Director,
- During Operations: Technical Director and Head of Operations,
- Offices incidents: Office Manager and HR Director together with the ESG Committee

Investigation on moderate incident may be managed directly by a contractor's HSE advisor, by the Project Leader of Peridot Solar or by the Office Manager provided that the person in charge has the right knowledge and competence. A report should be generated by 1 weeks and provided to Legal and Compliance and ESG Committee.

5.4. NEGLIGIBLE INCIDENTS

In the event of a **Negligible** Incident the following people should be contacted within maximum 48 hours from the event by telephone, email or both:

- During Construction: Technical Director,
- During Operations: Technical Director and Head of Operations,
- Offices incidents: Office Manager and HR Director together with the ESG Committee

The memo required following a negligible or insignificant incident should be submitted to the above identified recipients within 48 hours of the incident unless an extension of the timing is prior approved by ESG Committee.

This standard focuses on incidents that can be addressed in the limits of normal business procedures, and that do not require a tailored response outside of normal operating procedures. For critical events or situations which may dramatically impact an organization's profitability, reputation, or ability to operate and due to its nature require to be managed outside of the standard operating procedures contained in this governance standard different measure will be adopted.