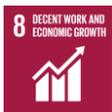


Wellbeing Policy



3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



11 SUSTAINABLE CITIES AND COMMUNITIES



9 INDUSTRY, INNOVATION ET INFRASTRUCTURE



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1. OUR APPROACH TO RESPONSIBLE BUSINESS

Peridot Solar, established in 2022, aims to be a leading entity in the energy transition process. Our purpose is to drive the future of renewable energy challenges through responsible investments, protecting the environment, enhancing wellbeing and creating value for all stakeholders. In line with our vision, focused on innovation and value creation, Peridot Solar fosters an environment that seeks to comply with the highest international standards, aiming to exceed market and investor expectations. Peridot Solar embraces a responsible approach to governance. Our values, initiatives, vision and commitment drive us to operate sustainably, ethically and with accountability whenever we develop, finance, build and operate our plants across Europe, whilst simultaneously being sure to create a positive impact on our people, the environment and with the communities in which we operate.

2. PURPOSE

A professional career should significantly contribute to an individual's overall wellbeing by fostering a sense of identity, providing intellectual challenges, nurturing skill development, facilitating new relationships, and fostering a sense of accomplishment. At our organization, we are committed to prioritizing the health and wellbeing of our employees.

We aim to foster a culture that empowers individuals to proactively enhance their health and wellbeing while at work. Our goal is to implement appropriate workplace health and wellbeing initiatives, as they positively impact overall health and attendance at work.

The purpose of this policy is to:

- Foster positive mental and physical health and wellbeing.
- Increase awareness regarding the importance of self-care, both physically and mentally.
- Address common issues associated with poor mental and physical health.
- Support line managers in effectively managing mental and physical health concerns.
- Direct line managers and employees to credible sources of information for mental and physical health and wellbeing assistance.
- Highlight the roles and responsibilities of individuals within the company who play a pivotal role in supporting colleagues' health and wellbeing.

3. SCOPE

This policy covers all Peridot Solar workforce employees, including full time employees, those on fixed-term or temporary contracts, as well as casual workers and contractors.

4. GOALS AND OBJECTIVES

This work health and wellbeing policy serves as the basis for implementing interventions and adjusting work organization, practices, procedures, and the work environment to promote the health and wellbeing of all employees.

Peridot Solar will enhance its work health and wellbeing by:

- Cultivating a healthy culture.
- Developing and supporting a work health and wellbeing strategy.
- Adapting work organization and the work environment.
- Managing risks to workers' physical and mental health.
- Consulting with workers.



- Supporting worker participation in work health and wellbeing interventions.
- Assisting workers in adopting and maintaining healthy behaviors.

5. RESPONSIBILITIES

5.1 HUMAN RESOURCES

The HR department is committed to enhancing the work health and wellbeing of workers by:

- Valuing the health of workers,
- Ensuring that the design of work, work systems, and the work environment prevents or minimizes modifiable chronic disease risks in the workplace and promotes work health and wellbeing,
- Facilitating workers' participation in health and wellbeing initiatives,
- Reviewing, revising, and developing human resources policies that support workplace health and wellbeing in consultation with the work health and wellbeing committee or representatives.

5.2 EMPLOYER

As an employer, Peridot Solar will support wellbeing practices and guidelines by:

- Cultivating and maintaining a health and wellbeing culture that aligns with the standards outlined in our policy,
- Providing training, instructions, and information to employees to enable them to carry out their work safely and without compromising their health,
- Taking a proactive approach to prevent poor health and wellbeing,
- Offering appropriate measures and facilities to support a working environment that fosters positive health and wellbeing,
- Providing comprehensive induction training to each new employee, emphasizing the importance of taking proactive steps to support their health and wellbeing at work,
- Ensuring that all managers understand their roles and responsibilities in fostering a positive culture that supports the health and wellbeing of all employees.

5.3 EMPLOYEES

Peridot Solar encourages all employees to actively support the company's commitment to fostering a positive health and wellbeing culture by:

- Ensuring awareness of their responsibilities regarding health and welfare.
- Adhering to healthy working practices outlined in health and safety guidelines and statutory provisions,
- Promptly informing HR or their line managers of any serious or imminent dangers and reporting any deficiencies observed in health and wellbeing arrangements,
- Seeking guidance from their manager if they have any uncertainties regarding health and wellbeing safety issues.

6. BENEFITS OF A HEALTHY LIFESTYLE

As per the World Health Organization, individuals who maintain a healthy lifestyle through regular exercise and a balanced diet significantly decrease their risk of major illnesses such as type 2 diabetes, strokes, cancer, and coronary heart disease. Furthermore, engaging in physical activity



enhances mental wellbeing by boosting self-esteem, facilitating goal-setting and achievement, and inducing chemical changes in the brain that can positively influence mood.

Healthy eating is crucial for maintaining good health and nutrition, guarding against numerous chronic medical conditions and diseases like heart disease, diabetes, and cancer. Peridot Solar is fully committed to supporting employees in making healthy food choices while at work. Regular physical activity is vital for aging well, as it is associated with enhanced immune function and resilience to illness. The company acknowledges the positive effects that physical activity has on both the body and the mind and will actively encourage and support employees in staying physically active.



6.1 COMMITMENT TO HEALTHY EATING AND PHYSICAL ACTIVITY

The company is committed to raising awareness of the importance and benefits of healthy eating and physical exercise and will support employees in making healthier life choices.

We will do this by:

- Distributing educational leaflets and links to official educational websites offering resources on healthy eating and exercise.
- Incorporating workplace health topics into team meetings.
- Organizing promotional events focused on healthy eating and physical activity.
- Encouraging employees to make healthy lifestyle choices through motivational resources and promotions.
- Providing fresh fruit for all employees at the office.
- Encouraging employees to take meal breaks away from desks.
- Offering information on local sports/leisure facilities, classes, and clubs.
- Establishing a lunchtime activity group like walking or running.
- Supporting sports or activity clubs, such as swimming or football.
- Providing welfare solutions like memberships at local fitness facilities or health spas for employees to utilize.
- Offering flexible working hours to accommodate physical activity before, during, and after work.



6.2 SMOKING

Smoking poses serious health risks to individuals, and passive smoking can also harm those exposed to it. In line with company's commitment to promoting a healthy workplace environment, smoking is strictly prohibited in all of our offices and enclosed areas on our premises. This includes reception areas, entrances, corridors, stairs, lifts, meeting rooms, restrooms, toilets, as well as production and storage areas and workshops. Recognizing that smoking is a personal choice and quitting can be challenging, Peridot Solar acknowledges that some employees may still choose to smoke during the working day. To accommodate this, we provide designated outdoor facilities where employees can smoke.



6.3 DRUGS, ALCOHOL AND SUBSTANCE ABUSE

Employees who struggle with drug-related, alcohol, and/or substance misuse issues deserve support and access to treatment. It's crucial for them to acknowledge their situation and seek help promptly. Seeking assistance early on increases the effectiveness of treatment and prevents the issues from affecting their work to the point of becoming a disciplinary concern. Employees who recognize they have a problem or are at risk of developing one are encouraged to seek help voluntarily. They may choose to inform their manager or the HR team, who can arrange an initial interview with a counselor for guidance and support, with the employee's consent.

7. MENTAL WELLBEING

The World Health Organization defines mental health as “a state of wellbeing in which every individual realizes their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community”.

The company recognizes the positive benefits that offering mental health initiatives can have on the body and mind and will encourage and support employees in keeping mentally well by:

- providing educational leaflets/links to official educational websites providing resources on mental health,
- raising awareness and increasing employees' understanding of mental ill health and common issues that are associated with it,
- supporting line managers who need help to manage a team member with mental health and wellbeing issues,
- offering line managers necessary resources and support to be able to work with their team member in drawing up an individual care plan that supports the management of their mental health diagnosis or providing support to an employee with mental health concerns that may not yet be diagnosed,
- supporting all employees who have a family member at home suffering with mental ill health,
- holding physical promotional events promoting good mental health practices,
- encouraging employees to make active choices using promotional and motivational resources, for example encouraging them to exercise and take regular breaks from work,
- encouraging employees to manage their annual leave entitlement so that it is taken evenly throughout the holiday year and not left to the end,
- providing welfare solutions that might be used for corporate memberships at local fitness facilities or swimming/health spas as we recognize the importance that physical activity has on the mind.

7.1 MENTAL HEALTH FIRST AIDERS

Peridot Solar has designated Mental Health First Aiders within its HR function. These individuals offer initial support to employees experiencing a mental health crisis in the workplace. Their primary responsibility is to provide immediate assistance until professional help is accessed or until the crisis is effectively resolved.

The objectives of a Mental Health First Aider are to:

- Preserve life in situations where an individual may pose a risk to themselves or others,
- Alleviate suffering by offering immediate support and assistance,
- Prevent the escalation of mental health issues into more serious problems,
- Facilitate the recovery of optimal mental health by directing individuals to appropriate professional support and resources.



The role and of the Mental Health First Aider include:

- Being a point of contact for anyone experiencing a mental health problem,
- Identifying the signs and symptoms of mental ill health,
- Engage supportive conversations,
- Listening non-judgmentally and providing reassurance,
- Assessing the risk of self-harm and if the person is a danger to themselves or others,
- Signposting and encouraging professional support,
- Reducing mental health stigma at work and challenging stigma, discrimination and bullying,
- Promoting a positive culture in the workplace,
- Being confidential, record-keeping and following up

8. STRESS AT WORK

Stress is defined as “the adverse reaction people have to excessive pressures or other types of demands placed on them”. While a certain degree of stress can be beneficial in certain situations, the company becomes concerned when employees experience stress that leads to adverse reactions and places undue pressure on them.

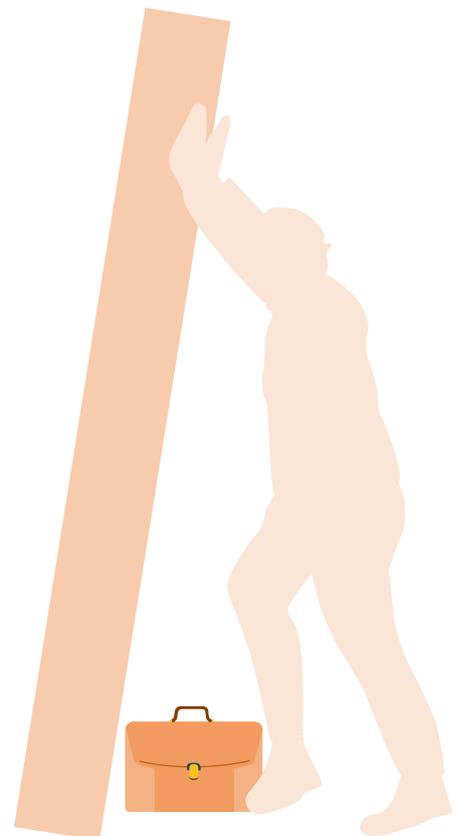
8.1 COMPANY’S RESPONSIBILITIES

Peridot Solar acknowledges that work-related stress can stem from various sources, including heavy workloads, tight deadlines, insufficient resources or support, conflicts with colleagues or management, and personal factors such as health issues or family responsibilities. To identify and evaluate potential stressors, the company will:

- Conduct periodic risk assessments of the workplace, taking into account individual jobs, work environments, and organizational factors,
- Consult with employees and employee representatives to gather their input and perspectives on stressors in the workplace,
- Review absenteeism rates, employee engagement surveys, and feedback from staff and management to identify areas for improvement.

To promote a positive work environment and reduce the risk of work-related stress, Peridot Solar will implement the following measures:

- Provide training and development programs aimed at improving time management, communication skills, conflict resolution, and stress management techniques,
- Encourage regular breaks and physical activity during working hours,
- Offer access to affordable psychological counselling through its dedicated private health insurance,
- Foster open communication between employees and management, encouraging constructive feedback and suggestions for improvements.





8.2 EMPLOYEES' RESPONSIBILITIES

Peridot Solar will do anything in its power to prevent and mitigate any possible source of excessive stress however the company also relies on employees monitoring and report to properly identify lacks and to improve the overall working environment.

In particular employees are responsible for:

- Identifying and reporting any stress-related concerns or symptoms to their supervisor or HR representative,
- Taking proactive steps to manage stress, such as practicing self-care, seeking support from colleagues or professionals, and prioritizing tasks and deadlines,
- Participating in training and development programs aimed at preventing and mitigating stress.

Any employee experiencing the adverse effects of stress is encouraged to address their concerns promptly. They may choose to discuss the matter with their manager or, if preferred, with the HR department. In cases where necessary, the company will conduct a stress risk assessment, which includes a thorough review of the employee's responsibilities in comparison to those outlined in their job description. This assessment aims to identify workplace pressures that may lead to prolonged and heightened stress levels, determine individuals susceptible to these pressures, and implement suitable measures to mitigate them. Such measures may involve workload reduction or reassignment to alternative duties where feasible and appropriate.

9. RIGHT TO DISCONNECT

Peridot Solar recognizes the significance of employees' presence in the workplace, yet acknowledges the vital importance of achieving a healthy work-life balance. The company fully supports employees' right to disconnect from work beyond their contractual hours, irrespective of their position or seniority.

To uphold this commitment, the company pledges to:

- Limit, to the extent possible, communication such as emails, phone calls, or instant messages to employees outside of regular business hours, including senior leadership.
- Respect employees' boundaries by refraining from expecting responses to work-related correspondence outside of their designated working hours.
- Ensure that senior leadership refrains from contacting employees outside of business hours.
- Acknowledge that exceptional circumstances may occasionally necessitate additional hours of work. However, such instances will be short-term and only arise in unforeseen circumstances that require immediate action.
- Encourage employees, even during such occasions, to prioritize rest breaks to manage any excess working hours effectively.

10. MONITORING AND EVALUATION

By implementing this stress-at-work policy, Peridot Solar demonstrates its dedication to fostering a positive work environment that prioritizes employee well-being. The company believes that through collaborative efforts, we can mitigate the risk of work-related stress and cultivate a culture of mutual respect, trust, and transparent communication. Peridot Solar will routinely monitor and assess the effectiveness of this policy, utilizing metrics such as absenteeism rates, employee engagement surveys, and feedback from both staff and management to identify areas for enhancement. We will periodically update the policy to reflect changes in the workplace landscape or emerging research insights, ensuring its continued relevance and efficacy in promoting a healthy and thriving work environment.