

Health, Safety, Environment & Quality (HSEQ) Policy

It is the policy of **The Renewables Consulting Group Limited** (“RCG”) to provide its clients with services and products that are intrinsically safe, environmentally sound and of a quality and value that meets or surpasses their expectations.

Everyone within the organisation has responsibility for their own health and safety and that of their colleagues, for ensuring the quality of their own work, and for minimising their impact on the environment.

The Board of Directors takes responsibility, so far as is reasonably practicable, to ensure:

- » the **health and safety** of employees and others who may be affected by our work;
- » that the **environmental impacts** of the company’s activities are minimised; and
- » that the **quality** of services and products meets or exceeds our clients’ expectations.

To achieve these aims, RCG operates an integrated management system for matters of health, safety, environment and quality (HSEQ). The system comprises documented procedures and processes designed to identify and manage foreseeable health, safety and environmental risks, while ensuring the delivery of consistently high-quality products and services. These procedures and processes are applied consistently across the organisation and communicated to employees and contractors.

Specifically, RCG:

- » provides a safe and healthy working environment, suitable for all its employees, contractors and visitors;
- » endeavours to always comply with legislation, standards, and codes of practice applicable in the jurisdictions in which it operates;
- » aims to minimise pollution in all its forms, the consumption of raw materials and the size of its carbon footprint;
- » continually monitors and assesses its HSEQ performance;
- » strives to continually improve performance by setting objectives and providing the necessary information to enable active participation in the meeting of these objectives;
- » provides instruction and training to ensure the highest standards to HSEQ performance are achieved; and
- » responds to accidents, near misses, observations, complaints and concerns to ensure lessons are learned.

The company’s management has overall responsibility for the integrated management system and provides the necessary resources to ensure its effective implementation.

Everyone within the organisation is required to co-operate fully in the implementation of this policy and in all measures put in place by the company to achieve this policy.

RCG actively fosters a culture of continual improvement, open dialogue and consultation between Directors, employees, contractors and clients in the pursuit of the highest standards of health, safety, environment and quality of service.

RCG expects that contractors working with, and for, the company are competent and that they accept comparable HSEQ standards.

This policy shall be reviewed annually and updated as necessary.

A handwritten signature in black ink, appearing to read 'S. Chivers', with a long horizontal flourish extending to the right.

Mr. Sebastian Chivers
Chief Executive Officer

5th October 2020

For and on behalf of the Board of Directors