

## Workplace Health, Safety & Environmental care within the ENcome

As a leading provider of operation and maintenance services in the photovoltaic industry, ENcome is aware of its responsibility towards its employees, its subcontractors and its visitors as well as towards the protection of the environment.

To control workplace, health, safety and environmental aspects (WHSE), it has therefore issued a WHSE-Policy, the regulatory content of which is summarised below.

### Scope

The WHSE policy can be found on the ENcome homepage ([www.en-come.com](http://www.en-come.com)) and is applicable to the entire ENcome group<sup>1</sup>. ENcome expects its subcontractors that they also comply with the rules of the WHSE Policy.

### Certification

ENcome is certified according to ISO 45001 (Occupational Health and Safety Management System), ISO 14001 (Environmental Management System) and ISO 9001 (Quality Management System).

### Hazard identification, risk assessment and risk control

Ensuring the availability of sufficient resources for the WHSE system to be fully effective through the PDCA (Plan/Do/Check/Act) cycle; identification of risks in each country organisation through:

- Hazard identification
- Risk assessment
- Risk control

### Environmental Considerations

- Compliance with laws, ordinances, official notices and customer-specific regulations as a matter of course
- Additionally, continuous reduction of existing environmental pollution within the scope of economic possibilities

### Documentation and Operational Control

- Proper storage of all data, information and documents by a locally responsible employee that must be kept in accordance with the WHSE management system
- Establishment of procedures for the issuance, review and revision of all documents and forms relevant to the WHSE Management System in an WHSE Manual
- Documentation of operational and management controls of relevant activities in the WHSE Manual

### Reporting

Any incident in relation to WHSE must be reported immediately to the Compliance Officer.

Klagenfurt, 14/09/2022



Jörg Christiansen  
CEO ENcome Energy Performance GmbH



Sebastian Nieding  
COO ENcome Energy Performance GmbH

<sup>1</sup> ENcome Energy Performance GmbH and its subsidiaries and affiliates