



# Health & Safety Policy Statement

"We never compromise on health and safety — nothing matters more than people going home safe and well."

## Purpose

Sonnedix is a global renewable energy company delivering 100% clean electricity through a diversified portfolio of solar, wind and storage assets.

With nearly two decades of sustainable growth, we are committed to powering a bright future as we continue acquiring, developing, building, and operating renewable energy projects for the long-term, delivering innovative, tailored, and fully renewable, energy solutions directly to our customers.

## Policy priorities

As a renewable energy company, Sonnedix places health and safety above all other management responsibilities and business objectives.

## Health and safety management system

Our Management System is aligned with industry best practice and ensures compliance with applicable legal and regulatory requirements through recognised standards and codes of practice applied across the design, construction, and operation of our renewable energy assets.

## We are committed to:

Delivering **class-leading health and safety performance**, with the aim of preventing injury, ill health, and environmental harm. We do this by:

- Conducting our activities in compliance with all applicable legislative, regulatory, and recognised industry standards.
- Applying a "Safety by Design" philosophy, ensuring that assets are designed, constructed, operated, and maintained in a manner that eliminates or reduces risk so far as reasonably practicable.
- Identifying our highest-risk tasks and implementing Life-Saving Rules supported by critical controls and systematically verifying the effectiveness of those controls.
- Ensuring our people and contractors are competent, and that they receive the information, instruction, training, and supervision appropriate to their role and risk exposure.
- Working in partnership with customers, approved contractors, and suppliers who demonstrate the capability, leadership, and commitment required to manage health and safety risks effectively.
- Promoting learning and continuous improvement by encouraging the reporting of incidents, near misses, and observations, and using these to improve risk awareness, decision-making, and the effectiveness of our critical controls.
- Empowering all employees and contractors with the authority and responsibility to stop work (Power to Stop) where they believe there is an unacceptable risk to health and safety.

At Sonnedix, everyone has the right to go home safe and well every day. This is non-negotiable and underpins every decision we make as a business - from how we design, build, and operate our assets to how we lead our people and partners.

**Signature:**

**Date:** 01/01/2026

**Name:** Axel Thiemann

**Position:** Chief Executive Officer (CEO)