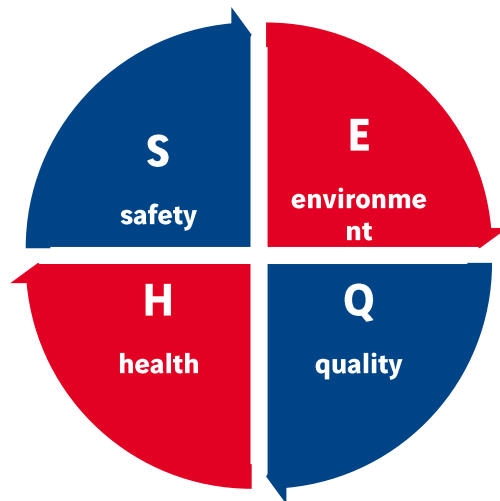


## HSEQ policy



VINCI Energies Finland complies with the principles and requirements of the ISO 45001, ISO 14001 and ISO 9001 standards. Our HSEQ policy supports our strategy and defines the basis of our management's commitment.

We also follow the general HSEQ principles according to VINCI Group – such as Essentials – fundamental principles, ethics and code of conduct, environment guidelines and health and safety manifest. We operate according to the VINCI Quartz management system.

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## Our commitment

Health and safety of our personnel is always a priority. Everyone should be able to go back home without injuries or ill-health after workday. We believe that every accident and occupational disease is preventable, and our focus is strongly on developing a preventative and positive safety culture.

We are committed to minimizing the impact of our operations on the environment and climate change. We are aiming to minimize the amount of waste and to increase recycling and reusing. We protect the biodiversity. We work continuously to improve our environmental performance according to the principles of sustainable development.

Our aim is to improve our HSEQ processes all the time to achieve our client's expectations and to create profitable and sustainable business. The processes support us to be the accelerator of energy transition and digital transformation.

We are committed to fulfill the requirements of our clients, VINCI Group, legislation and regulations. However, the internal ambition, which is often exceeding the minimum requirements, is always the prerequisite in our actions.

## Our principles

Our operations are guided by continuous improvement and uncompromising desire to improve. We evaluate and define key development targets and goals systematically as part of our business processes, and we continuously improve the monitoring of the performance.

We identify the HSEQ impacts of our operations, manage our risks, and develop our processes to improve efficiency and reduce negative impacts.

We select our suppliers carefully, strive for long-term cooperation and monitor the HSEQ performance of our entire supply chain.

We provide training and ensure that our staff has sufficient knowledge and skills - such as instructions, tools and implements - to act responsibly. We encourage and demand our staff and partners to act responsibly and in sustainable a manner.

We promote open and transparent communication.



We invest in creating a positive employer image and in active cooperation with various stakeholders, such as employees, customers, authorities, suppliers and other organizations.

While senior management is responsible for developing the organization's HSEQ operations, ultimately our success depends on the involvement of all of our staff.

Our values are in the core of our business:



- Responsibility
- Empowerment
- Trust
- Entrepreneurship
- Solidarity

June, 2024 *Veera Höglund*  
Country Director /  
VINCI Energies Finland