



HEALTH, SAFETY, WELL-BEING AND ENVIRONMENTAL POLICY FOR SOUTH AFRICA

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VERSION: A1

DATE: 30/06/2026

SUMMARY:

TITLE	Health, Safety, Well-Being and Environmental Policy for South Africa
SUBJECTIVE SCOPE OF APPLICATION	South African Gransolar Group Companies (as defined below)
GEOGRAPHICAL SCOPE OF APPLICATION	South Africa
DISCIPLINE	Health, Safety, Environment, Quality and Sustainability
CATEGORY	Policy
PREPARED BY	HSEQ Department (as defined below)
RESPONSIBLE DEPARTMENT	HSEQ Department
APPROVAL DATE	30/06/2026
APPROVING BODY	Corporate & Governance Director
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APPROVAL HISTORY:

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A1	30/06/2026	Corporate & Governance Director

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1. INTRODUCTION

This health, safety, well-being and environmental policy for South Africa (hereinafter, the “**Policy**”) is approved under the framework of (i) the *Health, Safety, Environment, Quality, and Sustainability Corporate Macro Policy* (hereinafter, the “**Macro Policy**”), (ii) the *Health, Safety and Well-Being Policy* and (iii) the *Environmental, Energy Management and Climate Action Policy* (collectively, the “**HSE Policies**”) of “**Gransolar Group**” - a group of companies within the meaning provided for in Article 42 of the Spanish Commercial Code, whose parent company is GRUPO GRANSOLAR, S.L., and of which, among other companies, PV HARDWARE SOUTH AFRICA (PTY) LTD and GRANSOLAR DEVELOPMENT AND CONSTRUCTION SOUTH AFRICA (PTY) LTD, as well as their respective subsidiaries, form part - and shall be governed by the general principles set forth in the Macro Policy and the health, safety, well-being and environmental principles set forth in the HSE Policies.

This Policy benefits from the commitment and active leadership of Gransolar Grupo’s senior management to ensure safe and healthy work environments, as well as the continuous improvement of the occupational health and safety management system.

2. OBJECT AND PURPOSE

To establish the principles that must guide the actions of Gransolar Group companies incorporated or operating in South Africa (collectively, the “**South African Gransolar Group Companies**”) in matters of health, safety, well-being, and environment, with the aim of guaranteeing safe, healthy, sustainable and environmentally responsible working conditions, ensuring compliance with (among others) (i) the Occupational Health and Safety Act 85 of 1993 and its regulations, (ii) applicable environmental legislation and regulations in South Africa, (iii) applicable labor and employment legislation relating to workplace health and safety, (iv) any applicable codes of practice, industry standards, permits, licenses, or customer requirements and (v) ISO 45001 and ISO 14001 standards, where applicable.

3. SCOPE OF APPLICATION

This Policy applies to all the South African Gransolar Group Companies, as well as to all their employees, executives, and any person acting on their behalf or representation within South African territory,

4. PRINCIPLES OF ACTION

In addition to (i) the general principles established in the Macro Policy and (ii) the health, safety, well-being and environmental principles established in the HSE Policies, in the development of its activities regarding health, safety, well-being and environment in South Africa, Gransolar Group shall act in accordance with the following principles:

- (i) Leadership, accountability, and legal compliance: Gransolar Group is committed to complying with all applicable South African health, safety, and environmental legislation and to maintaining a management system appropriate to the nature, magnitude, and context of its activities and risks. Senior management shall ensure that adequate resources, supervision, and leadership are provided to implement this Policy effectively.
- (ii) Safe and healthy workplaces: Gransolar Group is committed to providing and maintaining safe and healthy workplaces through the identification, assessment, elimination, and control of physical, psychological and mental health hazards and risks arising from manufacturing, construction, operations, maintenance activities, travel, and other business activities. Special attention shall be given to machinery safety, ergonomics, workplace environmental conditions, and high-risk operational activities.

- (iii) Stop Work Authority and worker participation: Gransolar Group promotes a preventive culture in which employees are empowered to identify hazards, report unsafe conditions, and stop or suspend work where there is a serious or imminent risk to health, safety, or the environment, without fear of retaliation. Gransolar Group shall promote consultation and participation mechanisms, including safety committees where required by law.
- (iv) Training, awareness, and competence: Gransolar Group shall provide appropriate information, instruction, training, supervision, and awareness to ensure that employees and contractors are competent to perform their activities safely and responsibly.
- (v) Contractor and supplier management: Gransolar Group shall assess the competence of contractors and suppliers and shall ensure that appropriate information is exchanged regarding health, safety, and environmental matters. Contractors and suppliers operating on behalf of Gransolar Group in South Africa shall be expected to maintain standards consistent with this Policy.
- (vi) Emergency preparedness and incident management: Gransolar Group shall establish and maintain procedures for responding to emergencies, including fire, medical emergencies, environmental incidents, and other foreseeable situations. All incidents, injuries, occupational illnesses, near misses, and environmental events shall be reported, investigated, and reviewed periodically to identify corrective and preventive actions.
- (vii) Environmental protection and resource efficiency: Gransolar Group is committed to minimizing the environmental impact of its activities through pollution prevention, responsible waste management, recycling initiatives, efficient use of resources and energy, and the promotion of environmentally responsible practices.
- (viii) Continuous improvement: Gransolar Group shall pursue the continuous improvement of its health, safety, well-being, and environmental performance through monitoring, audits, management reviews, corrective actions, and the establishment of measurable objectives and targets

5. COMMUNICATION

This Policy shall be published on (i) Gransolar Group's corporate intranet, so that it is disseminated among and accessible to the South African Gransolar Group Companies' employees, and (ii) Gransolar Group's websites, so that its South African stakeholders can access it.

Gransolar Group will provide the necessary training, education, and awareness to ensure that this Policy is properly understood and implemented at all levels of the organization.

6. REVIEW AND UPDATE

This Policy shall be reviewed periodically (at least every three years) by the HSEQ Department, in coordination with the Governance Department, and may be updated sooner in the event of regulatory, organizational, or risk profile changes, or when otherwise deemed appropriate.

In any case, any amendment proposal must be reported to Gransolar Group's ESG Committee, which shall be responsible for submitting said proposal to the Board of Directors for approval.

7. APPROVAL

This Policy has been approved by the Corporate & Governance Director in accordance with the instructions issued by the Corporate Social Responsibility Committee, which is a delegated committee of the Board of Directors.

8. ADDITIONAL PROVISIONS

This Policy shall be interpreted in accordance with applicable South African regulations and the Internal Regulatory System.

In the event of conflict between this Policy, the HSE Policies and the South African mandatory regulations, the most stringent requirement or the applicable mandatory South African legal requirement shall prevail.



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