



---

# SAFETY POLICY

---

NOFAR EUROPE N.V.

## Nofar Energy - a safe place to work

**Nofar Energy is a public renewable energy company that engages in the initiation, development, construction and operation of renewable energy facilities and storage facilities and produces and supplies clean electricity to private customers and the electricity company. The construction and maintenance activities of solar energy facilities in which Nofar specializes contains the potential for various safety risks arising from the performance of contract work, work at height, electrical work and the like.**

Maintaining the safety and health of the company's employees and contractor employees working at Nofar's sites is Nofar's top priority.

In Nofar, the issue of safety is a central part of the organizational culture that strives to enable a safe work environment, preliminary detection of safety and health risks and hazards. This is in order to prevent physical harm to the group's employees, its customers and suppliers, passers-by and any other person as well as damage to property.

As part of this approach, the company is obliged to meet all the requirements of the law and act strictly to prevent safety risks in all the company's activities. For this purpose, the company is extremely careful in its activities to cultivate and preserve a culture of safety and compliance with the company's procedures on the subject, maintaining the competence of the employees and the contractor's employees through employee training, drawing lessons and improving processes and is careful as part of its work processes to promote internal enforcement programs in the field

At the same time, the obligation to ensure a safe working environment falls on all employees and managers of the group. For this purpose, the company's employees are obliged to be familiar with all the procedures, rules and instructions regarding safety relevant to their role and function and to comply with them in full; to know the safety risks and dangers involved in every action they perform and the ways to prevent accidents and injuries; take action in any case where another person puts himself or others at risk; and report without delay to the safety manager in the group or another relevant manager about any safety hazard or event that may cause injury to the body or property or a work accident.

All company employees have an obligation to their personal safety and the existence of a safe working environment for all the various stakeholders. Therefore, all employees are required to maintain a high awareness of the various safety issues and the company's management must ensure that all employees are instructed on the safety risks in their work and that the safety procedures are fully complied with without compromises, exceptions or casualties.

## Commitment to regulatory requirements

As part of the construction and operation services that Nofar provides, the company is subject to the safety and labor laws that apply to the execution of relevant works, as well as the orders and regulations established pursuant to them, in Israel and in the countries where it operates.

Nofar Energy entered into an agreement with a third party that provides the services of a safety officer to the company in order to comply with the various requirements, including the Occupational Safety Ordinance [new version], 1970 (hereinafter: the "Safety Ordinance"), the regulations and orders published pursuant thereto, The regulations of the Labor Inspection Organization, etc., Concerning aspects of safety at work, including work at height, construction work and electrical work, the appointment of a safety committee, a safety commissioner and the appointment of a professional manager in the various projects. In accordance with the provisions of the Safety Ordinance.

### The company's occupational health and safety policy

The company formulated a safety and correctness plan which is updated annually and was recently updated in January 2022 and allocates the necessary resources for this purpose.

As part of the program, the company emphasizes the following activities:

**A. Management involvement:** Senior managers are required to demonstrate their involvement in the occupational safety and health policy by participating in safety patrols, holding safety talks, taking part in accident investigations, and meeting the established safety goals. Each manager will set a personal example in being careful about safety and health issues.

**B. Employee participation:** The management will actively participate with the employees in all issues of maintaining occupational safety and health, and this is within the framework of the factory safety committee, and through the participation of the employees or their representatives in safety patrols, investigating accidents, writing or changing safety procedures, and in management meetings where the issues of occupational safety and health are discussed quarterly.

**C. Providing information to employees about risks:** The company's management will inform all employees about risks that are exposed to them in their work, and instruct them on how to defend themselves against them.

**D. Safety procedures and safety instructions:** For each activity that has risk factors, the company has formulated procedures/or work instructions that teach the employee the work methods, which will prevent injury:

1. Training procedure and safety and health training program according to the type of employee
2. Safety hazard detection procedure
3. Procedure for approval and control of the introduction of new risk factors
4. Work procedure and employment of subcontractors
5. Procedure for locating and identifying hazards and how to eliminate them
6. Excavation work procedure
7. Procedure for working at height

8. Electrical work procedure
9. Work procedure in an enclosed space
10. Procedure for operating mechanical engineering equipment
11. Work procedure and use of electric tools
12. Procedure for safe use of lifting tools
13. Reporting and evacuation procedure in case of emergency
14. Behavior procedure in case of emergency
15. Work procedure in extreme weather conditions
16. Fire safety procedure and fire prevention
17. First aid procedure
18. Work procedure during the hours of darkness (night)
19. Child and youth employment procedure
20. Work instruction prohibition of eating and drinking in the workplace

**E. Safety risk management and activities to lower the level of risks in the company:**

Nofar Energy annually updates the company's safety risks as part of the annual safety plan. The main safety risks as mentioned in the annual safety plan and detailed in detail in the company's safety plan are:

1. Risks of working at height and falling
2. Risks of lifting and conveying works
3. Risks of electric shock
4. Risks of injury from heavy mechanical equipment

The company will use all the means at its disposal in order to reduce significant risks that have been identified to an acceptable level of risk.

**G. Safety work equipment and personal protective equipment:** The company's management will provide the employees with equipment and work tools that are normal and safe to use, that meet the requirements of the standards, and will also provide all the personal protective equipment required by law, standards, procedures, and the manufacturer's or supplier's instructions.

**H. Conducting regular safety inspections:** The company's management will direct the conduct of regular safety inspections at the activity sites to examine various deficiencies and the degree of compliance in the safety requirements. The results of the tests will be documented and discussed in the safety committee.

**I. Determining an acceptable level of risk:** The management of the plant and the employees are obliged to comply with laws, regulations and safety requirements and proofreading in Israel. Each employee is obliged when necessary to use personal protection according to the type of work and/or the process performed. Work that requires the performance of certification holders, will only be performed by certified employees whose certification is valid.

Jobs with a high and medium risk level are only approved by the company's CEO or COO, jobs with a low risk level are only approved by a department manager.

## The safety management system in the company

As part of Nofar's commitment, the company operates a safety system headed by NofAr Energy's Chief Operating Officer, Zur Lanes. As part of the company's system, the company has a safety committee that includes management representatives, employee representatives and the safety trustee:

Chairman of the Chief Operating Officer Zur Lanes

The representatives of the management, the CEO of the company, Nadav Tenne

Chairman	COO	Zur Lanes
Management representative	CEO	Nadav Tenne
	COO	Tzur Lanes
Employee Representative	Project supervisor	Nathaniel Hazot
	Project manager	Yeftah Shiloh
	Project manager	Chen Biton
	Project manager	Uri Avikar
	Service department manager	Avi Fish
	Project manager	Ram Duani
	Project manager	Amir Avnon
	Project manager	Eyal Lozato
	Manager of the technician department	Leonid Marahsin
	Director of Engineering Infrastructures	Adi Glasman
Safety Officer		Rizk Halavi

## The safety measures

The company formulated a series of indicators to manage the issue of safety in the company:

Subject	Index/target
Decrease in work accidents	100% drop in work accidents with casualties
Performing a risk analysis	Carrying out 60% of JSA processes (risk assessment process in the fields of safety and health Analysis Safety Job: for each job position) or relevant processes once every three years
Employing workers with the necessary qualifications and authorizations to perform the works	100% of the required authorities
Full use by all employees of the personal protective equipment required at work	100% use of personal protective equipment
Report accident / safety incident on the site	100% reporting of accidents and safety incidents
Investigating every accident with casualties	100% documented investigations for safety incidents with casualties
Providing a general safety briefing and safety training focused on the activity, to every new employee who is absorbed into the company and to every employee working on the company's sites	Carrying out 100% training of new employees before starting their work, both by the safety supervisor and by the direct manager. All trainings will be recorded

## Monitoring and control system

In order to ensure the realization of the company's safety goals as part of the company's safety plan, the company conducts a series of tests and audits to supervise the observance of safety instructions at the various company sites and, to the extent that safety incidents occur, conducts a series of investigations. All of this report directly to the CEO of the company.

## Inquiries on safety issues

For public inquiries on safety issues in Nofar Energy activities, you can contact

Contact Zur Lanse by phone 0506977005 and by email [zur@nofar-energy.co.il](mailto:zur@nofar-energy.co.il)

Rizk Halabi by phone 0527501366

For anonymous inquiries, you can contact [nir@nslawfirm.co.il](mailto:nir@nslawfirm.co.il)

**Appendix** - "Safety Management Plan" for Nofar Energy according to the regulations of the Labor Inspection Organization (Safety Management Plan) 2013-2022