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**CCE Holding GmbH**  
**Health and Safety Policy**  
**approved by Mr. Martin Dürnberger and Mr. Jörg Menyesch,**  
**Co-CEO's CCE Holding GmbH**  
**on**  
**14 August 2023**

CCE Holding (CCE) offers international solar solutions ranging from commercial rooftop systems to large-scale ground-mounted systems. In addition, we are also engaged in the development of flexible energy storage solutions.

Health and Safety is the top priority at all our workplaces. CCE is committed to prioritising the well-being of employees, subcontractors, clients, and the general public during the entire lifecycle of our projects.

As an employer we are committed to provide a healthy and safe working environment to every employee. We believe all injuries and hazards can be prevented. Our ambition is to have zero accidents at our workplaces.

We have a strong belief that a healthy workplace has a positive impact on the performance of our employees and that an inclusive and healthy work environment sets the basis for us to succeed with our ambitious targets. In CCE every employee shares the responsibility of making our workplaces safe.

*To meet these commitments, we will:*

- › Establish and maintain a Health and Safety Management System to ensure the integration of health and safety considerations into all aspects of our operations.
- › Demonstrate safe working practices and immediately stop any work that is potentially unsafe.
- › Conduct thorough risk assessments for all stages of solar power projects and implement appropriate control measures to mitigate identified hazards.
- › Develop and communicate site-specific Health and Safety Plans to enforce safety measures for working at heights, excavation, heavy equipment operation, and other activities common in the solar power sector.
- › Apply the same rules and measure for our employees, our contractors, our customers, and our stakeholders.
- › Develop and communicate site-specific emergency response plans to enforce fire protection systems and to address accidents, incidents, and potential natural disasters. The emergency response plans include fire safety drills and evacuation procedures.
- › Promote an open culture where individuals speak up and act upon signals on lack of psychological and physical safety.
- › Report all incidents including accidents, near misses and hazardous observations and implementing corrective actions when necessary.
- › Ensure to have the relevant Personal Protective Equipment (PPE) in place at all working sites.
- › Ensure personnel only use tools, machinery, and equipment they are trained to use.
- › Provide guidance to employees on how to handle chemicals and/or biological substances without harm to health.
- › Report our health and safety performance in a transparent manner.
- › Ensure that employees and subcontractors have the necessary competence and qualifications to perform their tasks safely, including electrical safety procedures such as lockout/tagout.

## Health and Safety Policy

CCE Holding GmbH



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- › Raise awareness among employees and subcontractors about the importance of health and safety.

We are adhering to relevant health and safety laws, regulations, and industry best practices.