

# Health, safety, security and environment (HSSE)

## Our policy

Health, Safety, Security and Environment (HSSE) is a key priority for Scatec Solar. We take responsibility, set requirements and monitor HSSE performance in the development, construction and operations phase of our projects. We define and communicate the health and safety standards to our employees and contractors.

### Our policy is to:

- Continuously work for zero harm to personnel, materials and the environment
- Always put safety first, evaluate risk and secure our working environment
- Ensure that all our business activities are conducted in accordance with applicable labour standards and fundamental human rights norms as prescribed by the International Labour Organisation and the Universal Declaration of Human Rights
- Apply a zero-tolerance approach to alcohol or other drugs in the work environment
- Ensure fair working hours and wages for all employees and contractors' employees working on site
- Always undertake risk assessments of new countries and regions we plan to enter and develop security plans based on this

## Our achievements and results in 2017

There were no fatal accidents in 2017. The Injury Rate (IR), excluding first aid injuries, amounted to 3.4 per million working hours, where 3.7 related to contractors and 2.7 to our own employees. Both operations and construction projects contributed to this, but none of the recordable injuries were classified as serious injuries. We had two lost time injuries during the year, both by contractors during maintenance work. No occupational diseases were registered in 2017. We are continuously working to monitor that all our subcontractors operate in line with our principles. Our Supplier Code of Conduct and Labour policy for site personnel is integrated into all our subcontracts to ensure that these basic principles are respected, also in the parts of the value chain we do not control directly.

One of our 2016 targets were to better analyse the data on accidents, lost time injuries and other HSSE indicators to be able to identify and respond to the challenges that can arise in this area. In 2017, we did an internal review of the HSSE reporting templates to ensure consistency across projects.

We established a common reporting system of incidents within our Operating System, which now all plants and projects are utilizing. We put a strong emphasis on creating safe and good work sites for our employees, and in 2017 we also implemented initiatives to encourage the reporting of near misses and unsafe conditions.

We will work to expand our GRI reporting practices related to occupational health and safety to include a breakdown per region. Additionally, we seek to improve the level of detail related to reporting of significant spills on our sites by including the total volume, location, material and the impact of such spills.

## Security practices

Safety and security are of primary importance when Scatec Solar employees travel abroad, particularly in environments where there is potential for exposure to health hazards, regions of political unrest and areas of high risk. In 2017, we have continued to develop our partnership with an international, third party security assessment company that provides country risk assessments, security and operational advice, pre-enter preparations, immediate security advice for special situations, emergency response and mandatory training of all employees. To safeguard our employees, the agency monitors the movement of our travelling personnel electronically by consent.

Scatec Solar also engages security personnel at its operational sites to protect employees, assets and local communities close to the company's projects and plants. While this is necessary for stable operations, it is important to be aware of the risk of misconduct. We try to mitigate this risk by training security staff on human rights and company policies. Approximately 60% of security personnel contracted by Scatec Solar globally have been trained in principles related to human rights. The training is conducted annually and is based on the following principles:

- Security officers should always be courteous to all employees, service providers, visitors and the public
- Security officers should use minimum force to detain suspect(s) found committing crimes related to the plant premises
- Security officers should respect individual integrity, dignity and privacy (sexual harassment not to be tolerated or condoned)



**Our ambitions and goals**

We work continuously for zero harm to personnel, materials and the environment, and we believe that all incidents can be prevented through awareness, training and preparedness. We will continue to set high HSSE standards in the countries where Scatec Solar operates. Further, we will build on developing our approach for a common understanding of our expectations with regards to high levels of work ethics and quality control on all our sites. We have set a goal to pass an external audit of our HSSE system by the year end 2018.

Our goal for 2018 is to have zero fatalities and serious injuries with disabilities. We have set the following targets for 2018:

We will work to expand our GRI reporting practices related to occupational health and safety to include a breakdown per region. Additionally, we seek to improve the level of detail related to reporting of significant spills on our sites by including the total volume, location, material and the impact of such spills.

We will continue to develop our partnerships for security, medical and emergency services to ensure that we offer accurate risk assessments and access to medical assistance in the regions where we operate. As part of developing our security training, we target to include human rights aspects in the training for all our security personnel globally in 2018.

KEY PERFORMANCE INDICATOR	TARGETS 2018
Fatality	-
LTIF (Lost time injury frequency)	≤ 1.7
TRIF (Total recordable injuries frequency)	≤ 3.4
Number of HSE observations including near misses	>1

**Injury Rate:** The frequency of injuries (excluding first aid injuries) relative to the total time worked by the total workforce in the reporting period