greenyellow

SHIFT TO PROFITABLE ENERGY!

THE GOLDEN RULES









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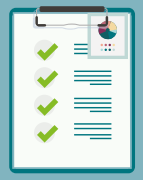
9 GOLDEN RULES

The **GreenYellow Golden Rules** apply across the Group and are to be shared by **all employees** as well as by **all companies** working on behalf of GreenYellow, in every country **and every business activity.**

They must be fully **known, understood and respected by everyone.**

These rules apply to anyone working on or visiting a GreenYellow site worldwide, whether in offices, operational facilities or on construction sites, and whether they are an employee, a consultant or a contractor.

1 FITNESS, TRAINING AND AUTHORISATION



2 DRIVING AND TRAVEL



3 HOUSEKEEPING AND CLEANLINESS



4 PERSONAL PROTECTIVE EQUIPMENT



5 EQUIPMENT AND TOOLS



6 INDUCTION AND WORK PERMITS



7 WORKING AT HEIGHT



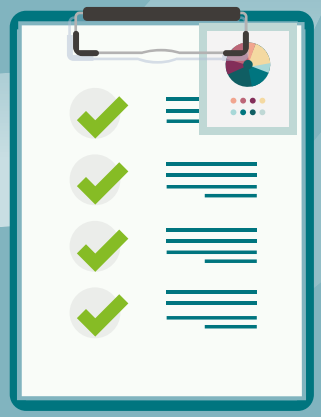
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1



FITNESS, TRAINING AND AUTHORISATION:

I am fit, trained and authorised to do my job

Before starting any activity on site:

I make sure my medical fitness is valid and suited to my job, in line with local requirements. I report any physical limitation, unusual fatigue or situation that could put my safety or that of others at risk.

I am never under the influence of alcohol or drugs, and I commit to remaining in a physical and mental condition compatible with working safely.

I have received the required training (safety, technical, specific authorisations) to carry out the assigned task.

I hold the appropriate qualifications and authorisations (electrical, work at height, mobile plant operation, etc.) and I never carry out any activity for which I am not qualified or authorised.

I carry my site access card or professional ID, as required by local regulations,
and I can present it at any time during site checks.

2



DRIVING AND TRAVEL:

I follow safety rules whenever I travel

Whenever I travel, whether on the road, on a construction site or within a client site, I commit to driving responsibly and in line with safety rules. To do so:

- ***I know and comply with local traffic laws*** as well as on-site traffic rules (speed limits, right of way, pedestrian zones, signage).
- ***I always wear my seat belt,*** on short and long journeys alike, and I make sure all passengers do the same.
- ***I do not use my mobile phone*** while driving, except via a hands-free system and without taking any risk. Whenever possible, I stop the vehicle to communicate.
- ***I never drive under the influence of drugs or alcohol,*** or under the effect of medication that may impair my alertness or abilities.
- ***I make sure the vehicle or plant is suitable for its intended use,*** considering the load, type of journey, site conditions and required equipment (lighting, signage, protection, etc.).
- ***I am authorised to drive the vehicle / mobile plant concerned,*** and hold the required licences, qualifications or internal authorisations. I never drive a vehicle / plant I am not trained for.
- ***I maintain the vehicle / mobile plant entrusted to me,*** carrying out the required periodic checks and immediately reporting any defect or malfunction.

3



HOUSEKEEPING AND CLEANLINESS:

I keep my work area clean and safe

To ensure a safe working environment, I keep my workspace clean and well organised at all times.

I organise and tidy my work area to prevent clutter, falling objects, obstructed walkways or any risk of accident, and I secure sensitive areas.

I install appropriate barriers and signage to mark hazardous areas, delimit work zones, inform and protect people outside the site and keep workers safe. I make sure this signage is visible, compliant and properly maintained.

I protect excavations and floor openings by installing the necessary barriers and guardrails to prevent falls, unauthorised access or damage. I regularly check that these protections remain effective.

I sort and dispose of waste in line with local regulations, using suitable containers, following the sorting channels and disposing of hazardous products according to applicable procedures. I make sure waste does not create any risk on site (obstacles, slips, pollution).

I immediately report any hazardous situation or damage that could create a risk, so that corrective actions can be taken without delay.

4



PERSONAL PROTECTIVE EQUIPMENT:

I always wear the required PPE

To ensure my safety, I commit to correctly using the PPE required by my activity and by the site.

I know and apply the PPE rules, using the right equipment for each task: helmet with chin strap, high-top safety shoes, high-visibility vest, gloves, safety glasses, hearing protection, harness, etc.

I carefully inspect my PPE before and after each use, to check its integrity, proper functioning and compliance with site requirements.

I keep my PPE in good condition, storing it correctly and avoiding any misuse that could damage it.

I immediately inform my manager of any defect, wear or missing item, and I do not continue working until the necessary equipment is available or replaced.

I inform site visitors of the minimum PPE required: helmet with chin strap, safety shoes and high-visibility vest.

5



EQUIPMENT AND TOOLS:

I use compliant, Inspected and safe equipment

To keep my work and other workers safe, I only use suitable, inspected equipment in good condition.

I inspect tools and equipment before and after each use, checking their condition, operation and the absence of defects that could create a risk (wear, damaged cables, missing parts, anomalies).

I strictly follow the instructions for use of tools and equipment, whether manufacturer instructions, site rules or instructions received during training. I only use each item for its intended purpose.

I never use defective or non-compliant equipment,
and I immediately report any problem or anomaly to my manager to prevent any risk of accident.

I store and maintain equipment properly, to extend its service life and ensure my safety during future use.

6



INDUCTION AND WORK PERMITS:

I have completed my safety induction and hold a work permit

I make sure I follow induction and work procedures before starting any activity.

I have completed the GreenYellow safety induction, and the site induction where applicable, so that I know the risks, the general prevention rules, site-specific instructions and how to respond in an emergency.

I hold the appropriate work permit for the high-risk tasks I carry out (electrical work permit, work at height permit, crane lifting permit or hot work permit).

I strictly comply with the conditions and limits of my work permit, and I never start an activity without a permit or without understanding the associated safety measures.

I contact my manager if I have not received my safety induction or do not have the permit required for a specific task, in order to prevent any risk linked to unauthorised work.

7



WORKING AT HEIGHT:

I protect myself effectively against any risk of falling

To prevent any fall-related accident, I commit to following good practices and using safety devices suited to my work environment.

- *I identify areas with a risk of falling from height* (scaffolding, ladders, platforms).
- *I check that collective protection is in place. Where there is none, I always use the required protective equipment*: harness, lanyards, lifelines, according to the task and applicable local regulations.
- *I make sure protective devices are properly installed and in good condition,* before and during use. I check their compliance and strength, and report any anomaly to my manager.
- *I maintain a safe posture and position* when working at height, ensuring stability and balance, and securing tools and materials.
- *I stay alert to hazardous situations,* such as changing weather, unstable ground, cluttered areas or missing protection, and I adapt my behaviour accordingly.
- *I never take unnecessary risks* and I ask my manager for help or authorisation if I must work in a situation with a high risk of falling.

8



ELECTRICITY:

I secure all energy sources before any work

To ensure my safety and that of my colleagues, I make sure all energy sources are properly isolated before any work on site.

I identify all energy sources involved in the work: electrical, hydraulic, pneumatic, mechanical or chemical.

I switch off and isolate energy sources in line with applicable procedures, using appropriate lockout/tagout (LOTO) devices.

I verify the absence of voltage or residual pressure before starting work, to prevent any risk of shock, unexpected movement or hazardous leak.

I follow the specific instructions for equipment and installations, and I never re-energise a system until the work is completed and approved.

I report any anomaly or difficulty encountered when securing energy sources to my manager or the person in charge of safety.

9



MANUAL HANDLING AND LIFTING:

I carry out every lifting operation safely

To prevent accidents during lifting operations, I make sure I follow procedures and use equipment correctly.

- ***I plan every lifting operation*** by assessing risks related to the load, work area, surrounding hazards and technical constraints.
- ***I check lifting equipment*** before each use: slings, hoists, cranes, forklifts, cables, hooks and safety devices, making sure they are compliant, inspected and in good condition.
- ***I comply with the instructions for use and load limits*** set by the manufacturer and site rules.
- ***I secure the lifting area*** to keep unauthorised people out and limit risks from suspended loads or moving equipment.
- ***I communicate with my colleagues*** to coordinate the operation, using appropriate signals or means of communication and appointing a trained lift supervisor.
- ***I never stand or work under a suspended load*** and I make sure the operation is carried out under safe conditions.

THE GOLDEN RULES

By signing this document, I confirm I have read and understood the GreenYellow Golden Rules and commit to following them.

Company

First name

Last name

Job title

Date

Signature

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