

GEI POWER LIMITED

HEALTHY AND SAFETY POLICY

1. Introduction

At GEI Power, we are committed to ensuring the health, safety, and well-being of all employees, contractors, visitors, and anyone else who may be affected by our operations. We recognize that our activities in sustainable energy infrastructure development, including green hydrogen, hydropower, battery-integrated solar PV, and the water-energy-food nexus approach, can pose health and safety risks. As such, we are dedicated to managing these risks and fostering a workplace that prioritizes the safety of everyone involved.

This policy outlines our approach to health and safety and the responsibilities of all stakeholders in ensuring a safe and healthy working environment.

2. Purpose

The purpose of this Health and Safety Policy is to:

- Ensure compliance with relevant local and international health and safety laws, regulations, and industry standards.
- Prevent workplace accidents, injuries, and health-related incidents.
- Promote a culture of safety and well-being across all GEI Power operations and projects.
- Outline responsibilities and expectations for employees, contractors, and other stakeholders in maintaining a safe work environment.

3. Policy Statement

GEI Power is committed to maintaining a safe and healthy working environment in all aspects of its operations, including the generation, transmission, and distribution of energy. We aim to:

- Eliminate or minimize health and safety risks associated with our activities.
- Provide and maintain safe working conditions, equipment, and systems of work.
- Ensure that employees and contractors are properly trained, equipped, and supported in their efforts to work safely.
- Comply with all relevant health and safety laws, regulations, and industry standards.
- Regularly review and improve our health and safety practices.
- GEI Power will not tolerate any form of negligence that endangers the safety of our employees, contractors, or the communities in which we operate.

4. Scope

This policy applies to:

- All GEI Power employees, including full-time, part-time, temporary, and contract staff.
- Contractors, subcontractors, and suppliers working on GEI Power projects.
- All activities related to GEI Power's operations, including green hydrogen, hydropower, battery-integrated solar PV, water-energy-food nexus projects, and energy transmission, generation, and distribution.



5. Health and Safety Objectives

- Risk Management: Identify, assess, and control health and safety risks associated with our operations.
- Training: Provide regular health and safety training and resources for all employees and contractors to ensure safe practices are followed at all times.
- Incident Reporting: Establish clear procedures for reporting accidents, incidents, near misses, and unsafe conditions, and ensure they are investigated to prevent future occurrences.
- Emergency Preparedness: Ensure that emergency procedures are developed, communicated, and practiced regularly to mitigate the impact of accidents or disasters.
- Compliance: Ensure that all operations comply with local, regional, and international health and safety regulations and standards.

6. Responsibilities

Management and Supervisors:

- Ensure that adequate resources are available to implement this policy effectively.
- Ensure that all employees and contractors are trained on health and safety procedures.
- Foster a safety culture that encourages open communication regarding health and safety concerns.
- Regularly review and assess the effectiveness of health and safety procedures and policies.
- Take immediate corrective actions in the event of any safety hazards or incidents.

Employees:

- Adhere to the health and safety policies, procedures, and guidelines established by GEI Power.
- Use safety equipment and protective gear as required.
- Report any unsafe practices, conditions, or incidents immediately to their supervisor or designated safety officer.
- Participate in safety training programs and adhere to safety protocols while on-site or in the workplace.
- Cooperate with management in risk assessments, investigations, and audits related to health and safety.

Contractors and Third Parties:

- Comply with GEI Power's health and safety policies and practices.
- Participate in safety training and provide their workforce with the necessary safety equipment.
- Report any unsafe working conditions or practices.
- Ensure that their own safety procedures are aligned with GEI Power's standards.

7. Risk Assessment and Hazard Identification

Health and safety risks must be systematically identified, assessed, and controlled. GEI Power will:

- Conduct regular risk assessments for all work environments, tasks, and projects to identify potential hazards.
- Implement risk control measures, including engineering controls, administrative controls, and personal protective equipment (PPE).
- Continuously monitor risks associated with specific projects such as green hydrogen production, hydropower facilities, solar PV installations, and energy transmission networks.

8. Safety Training and Competency

GEI Power will ensure that all employees, contractors, and visitors are adequately trained in health and safety matters relevant to their role and tasks. This includes:

- Induction Training: All new employees and contractors will receive induction training on GEI Power's health and safety procedures, risks in their work environment, and emergency protocols.
- Ongoing Training: Regular refresher courses on safety best practices, equipment usage, and specific health and safety concerns related to our projects will be provided.



- **Specialized Training:** Employees involved in specialized tasks, such as working with electrical equipment, machinery, or hazardous materials, will receive targeted training to ensure they understand the specific risks and how to mitigate them.
- **Emergency Drills:** All employees and contractors will participate in emergency evacuation drills and other safety exercises on a regular basis.

9. Safety Equipment and Personal Protective Equipment (PPE)

GEI Power will ensure that all employees and contractors have access to appropriate safety equipment, including but not limited to:

- Hard hats, gloves, safety footwear, and high-visibility clothing.
- Respiratory protective equipment, hearing protection, and eye protection where required.
- Safety harnesses, fall protection systems, and other specialized safety gear for high-risk tasks.
- Fire extinguishers, first aid kits, and emergency safety showers in all work areas.
- All employees and contractors are required to use safety equipment in accordance with GEI Power's policies and procedures.

10. Emergency Procedures

GEI Power will develop and maintain emergency response procedures to address potential incidents such as fires, accidents, electrical shocks, chemical spills, or natural disasters. These procedures will include:

- Clear emergency contact information and evacuation routes.
- Designated first aiders and emergency response personnel.
- Fire-fighting equipment and first aid kits readily available at all sites.
- Procedures for reporting incidents and injuries to relevant authorities.
- Emergency drills will be conducted regularly to ensure all personnel are familiar with the procedures.

11. Incident Reporting and Investigation

GEI Power has established a formal incident reporting and investigation process. All employees and contractors must report accidents, near misses, or unsafe working conditions promptly. Key steps in this process include:

- **Immediate Reporting:** Incidents must be reported to the supervisor or safety officer without delay.
- **Investigation:** A thorough investigation will be conducted to identify the cause(s) of the incident and determine corrective actions.
- **Corrective Action:** Based on the investigation findings, GEI Power will implement measures to prevent recurrence, such as updating safety protocols, providing additional training, or modifying work practices.

12. Monitoring and Auditing

Regular audits and inspections will be conducted to assess compliance with this policy and identify areas for improvement. These audits will:

- Include site inspections, equipment checks, and assessments of employee behavior and safety practices.
- Review accident and incident reports to identify trends and areas of concern.
- Evaluate the effectiveness of the health and safety training program.

13. Continuous Improvement

GEI Power is committed to the continuous improvement of its health and safety performance. We will:

- Regularly review and update safety policies and procedures.
- Seek employee feedback on health and safety matters and incorporate suggestions for improvement.
- Stay informed about the latest health and safety best practices and regulations, and implement improvements where applicable.

14. Compliance with Laws and Standards

GEI Power will comply with all applicable national and international health and safety laws, including:

- The Occupational Health and Safety Act (Zambia).
- Relevant Zambian environmental health and safety standards.
- International safety standards (such as ISO 45001:2018 Occupational Health and Safety Management).

15. Review and Updates

This policy will be reviewed annually and updated as necessary to ensure its relevance and effectiveness. Employees and contractors will be notified of any significant changes.