

# AXIAN ENERGY

## HEALTH-SAFETY-ENVIRONNEMENT-SOCIAL (HSES) POLICY

### Purpose of the Policy

AXIAN ENERGY's mission is to create a positive and sustainable impact on the greatest number of people through its activities by being a major actor and accelerator of inclusion and energy transition. AXIAN ENERGY's environmental and social responsibility, which includes Environmental Issues, Workers' Rights, Health, Safety and Security of employees, customers, contractors and communities, is of growing importance to our stakeholders and should be an integral part of AXIAN ENERGY's policy and contribute to its economic performance.

AXIAN ENERGY and its subsidiaries are committed to the effective implementation of an appropriate E&S management system to manage their HSES responsibilities and performance, which will enable them to meet the commitments contained in this Policy.

### 1. Scope of application of the Policy

This policy applies to all AXIAN ENERGY and Subsidiaries' employees, contractors, suppliers and visitors.

### 2. Reference Framework

Our HSES Policy and approach are based on:

- Host countries legal and compliance requirements;
- International Finance Corporation (IFC) Environmental and Social Performance Standards;
- The World Bank Group's General Environment, Health and Safety Guidelines.

In the conduct of our business, we commit ourselves, our employees, our partners, our suppliers and our customers to:

### 3. Environmental impacts and occupational health and safety

- Comply with all applicable national and international laws and regulations and, in the absence of such regulations, apply industry standards in a responsible manner;
- Integrate HSES requirements into routine operational frameworks and in the selection, design, construction, operation and decommissioning phases of projects;
- Avoid, to the extent operationally and financially feasible, implementation of projects in areas that may negatively impact AZE (Alliance for Zero Extinction)<sup>1</sup> or UNESCO World Heritage<sup>2</sup> sites;
- Ensure that contracting of services, the purchase, hire or lease of equipment and materials, as well as all other activities with contractors, are carried out in a way that minimizes any adverse HSES consequences and, where possible, enhances community development opportunities;
- Adopt a zero-tolerance approach to the possession, purchase, exchange or collection of legally protected and/or threatened wildlife and forest species;
- Identify, assess and appropriately manage the health, safety, environmental and biodiversity risks associated with current and future activities that could affect staff, customers, contractors, communities and any other identified stakeholders in line with the Reference Framework;

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<sup>1</sup> <https://zeroextinction.org/site-identification/2018-global-aze-map/>; etc.

<sup>2</sup> <https://whc.unesco.org/fr/list/>



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- Put in place adequate corporate and site-specific emergency preparedness and response measures to ensure timely and appropriate intervention in case of emergencies;
- Encourage and support our partners with regards to the application of our health, safety, environmental and biodiversity protection rules and consider their implementation as a criterion for their assessment;
- Assess and prevent accidents and incidents where reasonably possible;
- Communicate to new employees, contractors, suppliers, partners and visitors the HSES rules and their purpose;
- Provide adequate training, supervision, tools and information to ensure a safe and healthy workplace for all employees and stakeholders;
- Investigate, record and report all incidents.

### 4. Resource consumption and pollution prevention

- Take feasible and cost-effective measures to improve the efficiency in our resource consumption;
- Measure, monitor and reduce our greenhouse gas emissions to promote the sustainable use of natural resources and nature-based solutions;
- Identify and adopt green initiatives where viable, including renewable energy;
- Adopt recognized best practices in waste management, implement a coordinated waste reduction strategy and raise awareness of this issue among our internal and external stakeholders, including the contractors and suppliers.

### 5. Stakeholder engagement and grievances mechanism

- Respect the different cultures, traditions and rights of communities in accordance with applicable regulations and local and international best practices;
- Effectively communicate and consult with local communities and stakeholders with the aim to foster mutual understanding and shared benefits by promoting and maintaining open and constructive dialogue and working relationships;
- Maintain a transparent and effective communication mechanism for resolving grievances related to our operations, accessible to all our employees, contractors' employees and the communities surrounding our operations.

### 6. Monitoring and reporting framework

- Ensure that the HSES performance and management system is regularly monitored, audited and reviewed by management to identify new risks, measure progress and trends, assess compliance, communicate issues and drive continuous improvement;
- Translate the stated commitments into objectives and actions through a management program relating to the identified health, safety, environmental, biodiversity and social risks;
- Disclose HSES performance annually through the impact report or other required format.

### 7. Resources

AXIAN ENERGY is committed to providing the necessary resources, both human and financial, at both corporate and subsidiary level, to ensure the effective monitoring and implementation of this policy and the related HSES Management System.



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At Corporate level, the Impact & Sustainability Manager is responsible for ensuring compliance and adherence to this policy and for implementing the HSES Management System.

### **Conclusion**

AXIAN ENERGY commits to developing an HSES culture where each employee feels engaged and involved, and is empowered to take ownership of their part in it.

This Policy manifests the AXIAN ENERGY's voluntary commitment to acting responsibly and in a way that creates a positive and sustainable impact through the adhesion or the adoption by AXIAN Group of:

- UN Global Compact;
- A Gender-equality policy;
- A Harassment policy;
- An anti-corruption policy;
- An ethics code;
- A supplier code of conduct.

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**Benjamin Memmi**

CEO AXIAN ENERGY