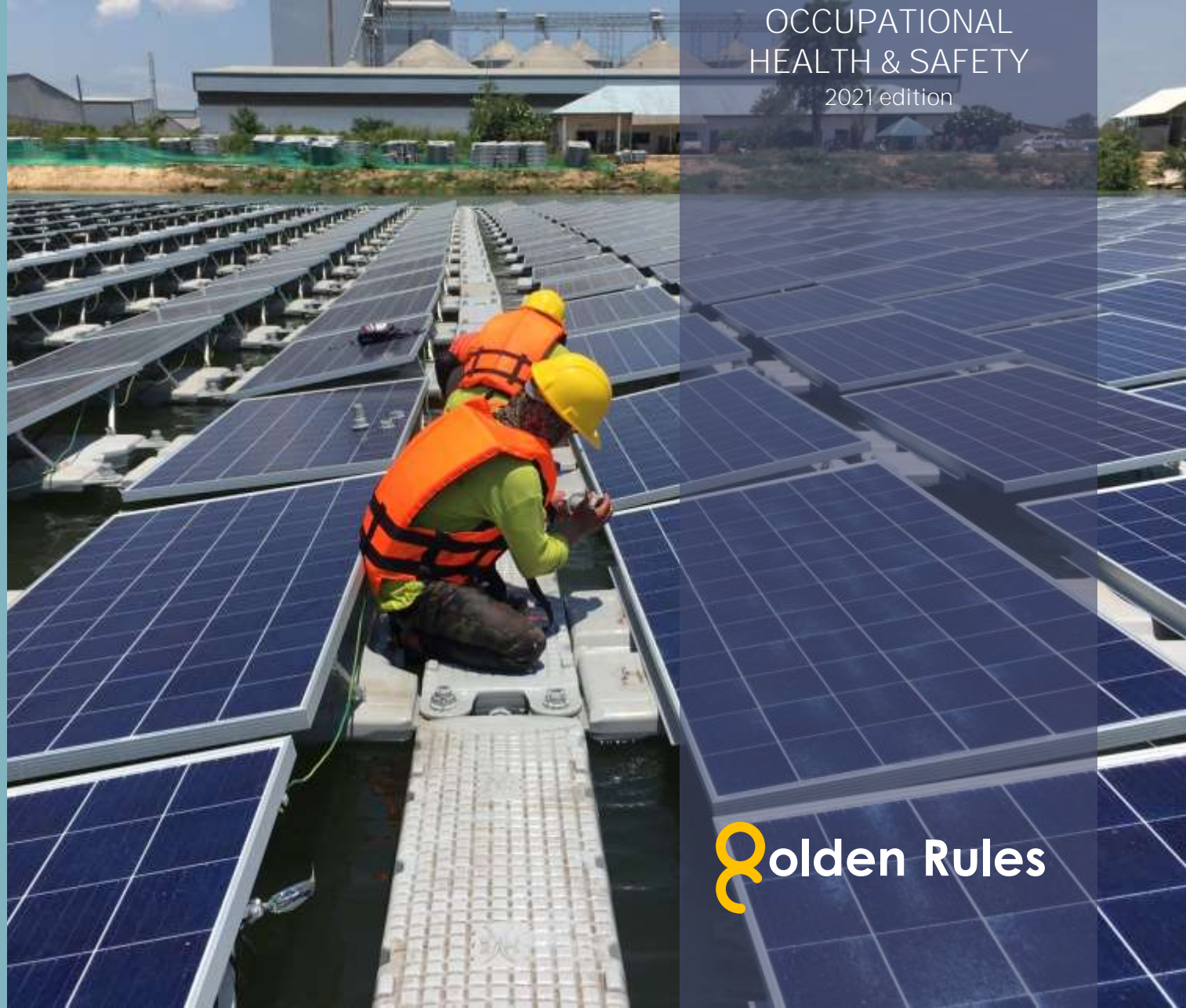




greenyellow
SHIFT TO PROFITABLE ENERGY!



 Golden Rules



At GreenYellow, we are deeply committed to serve the energy transition and have a positive impact around us. Through our activities, we contribute directly to fighting against global warming. Thanks to the Casino Group, signatory of the United Nations Global Compact, we adhere to the highest standards in the conduct of our activities, and in particular to respect for human rights, social rights and environmental protection.

We believe that our commitment to environmental, health, and safety is what keeps our employees, job sites, subcontractors and clients safe every single day. That is not just our promise, it is how we do business.

Everyone must understand the basic rules of incident prevention and comply with them on a daily basis. These essential rules are derived from experience and lessons learned, as well as from accident investigations conducted across our various industries.

At GreenYellow, every person, at every level, has stop-work authority **when they observe a safety issue or see something that isn't in line with the safety standards**, wherever they are.

This, combined with management commitment and our global environmental & safety management system, sets the foundation for our goal to *“provide a safe and healthful place of employment, and make sure that each team member goes home safely at the end of the day.”*

Virginie Lanier, Chief HR Officer

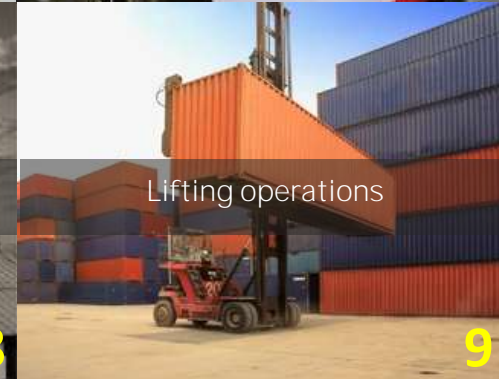
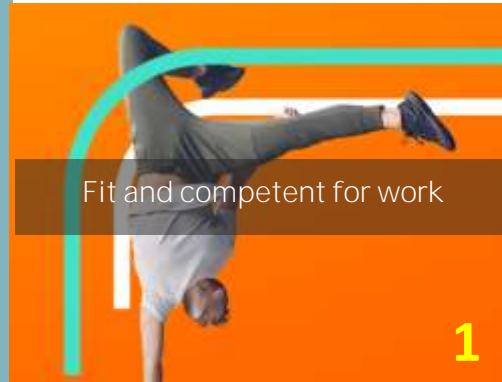
GreenYellow Golden Rules

The Golden Rules for safety at work are intended to be shared across GreenYellow businesses and operations.

They must be fully understood and diligently followed by everyone.

The Golden Rules apply to anyone working within GreenYellow's sites, from offices to construction sites, as either an employee, a consultant or a contractor, anywhere in the world.

They are based on systematic processes for identifying, assessing and managing risks.





Fit and competent for work

- I have received all necessary trainings* and instructions, and I am now competent to perform my assigned tasks
- I am physically able to fulfil my duties
- I am free from the influence of drugs and/or alcohol
- I am free from fatigue (e.g. heat stress, dehydration, physical exertion,...)
- I am able to fully focus on the task at hand and not preoccupy myself with other issues (e.g. medications, stress, mental and physical health, etc.)

* Typical trainings include: road safety, specific permits, first aid, vehicle risks, working at height, electrical safety



Driving safety (all means or vehicles)

- I always wear a seatbelt
- I do not use a cell phone while driving
- I do not drive under the influence of alcohol or drugs
- I make sure the vehicle is suitable for the task
- I am informed of the local driving conditions
- I have / my driver has a valid license for the vehicle driven
- I am aware of and adhere to local road rules, site traffic rules and speed limits



Travel security

- I have checked with my employer that a risk assessment has been made to assess potential medical and security risks of my destination, and that clear travel guidelines are available
- I am properly informed (risks, hazards, and cultural behaviors) about my final destination
- I make sure my documents are valid
- I am up to date on the vaccines requested
- I check for updated information available regarding safety and security issues at destination



Personal Protective Equipment

- I am aware of the rules concerning PPE
- The rules have been clearly defined and shared
- I do not access installations or perform work without wearing the appropriate PPE for the task or project
- I inspect my PPE carefully prior to, during and after work tasks
- My PPE is fit and in good condition



Body, mechanics and tools

- I do not carry out work if I don't have the right tools and environment for the job
- I inspect the tools and equipment prior to and after use
- I follow the appropriate operating procedure to use the tools and equipment
- I know when 2 people or machinery may be needed to perform work, depending on the weight, size or bulk of the load
- I assess and place my body in the safest position in relation to heights, suspended loads, moving equipment and during materials handling



Work permit

- I understand work permits are an essential and mandatory management tool to be adopted for non-routine or dangerous activities
- I always ensure that the permits, and the risk controls, are in place and communicated to all impacted parties before the work commences
- I do not perform specific work without a valid work permit
- I perform work once my work permit has been reviewed and authorized by a responsible person for the site or facility



Work at height

- I do not work at height without a safety harness when there is no collective protective equipment
- I am trained and competent to perform the activity including the use of fall prevention and fall arrest equipment

The person(s) in charge of work at height operations are competent to carry out the necessary tasks including :

- checking the integrity of building roofs and the installation of appropriate protective device
- Inspecting scaffolding, elevated work platforms (scissor lifts, boom lifts, etc.) prior to use and checking they are used by approved/ licensed and competent personnel



Work on powered system

The person(s) carrying out the electrical work are competent to carry out the necessary tasks including :

- Identifying all energy sources including electrical, mechanical, potential (e.g. gravity, kinetic, etc.)
- Checking that the power and product supply has been rendered inoperative prior any work
- Using lockout and tag out devices to inform of isolation and to prevent non-authorized operations
- Ensuring that no work or equipment movement is allowed under or near an overhead power line unless precautions have been taken



Lifting operations

- I do not walk or stand under a load while lifting is taking place

The person(s) in charge of the lifting operations are competent to carry out the necessary tasks including :

- Performing a specific risk assessment
- Inspect the lifting equipment and accessories to ensure good working order
- Ensuring securely slung and properly bundled load, as well as control of the moving load at all times.
- Always ensuring the presence of a banksman during the entire lifting operation
- Avoiding unplanned blind lifts

Key principles

At GreenYellow, we cannot accept to have an injury due to a predictable cause, or to actions that are unsafe.

Management of Change

Changes can occur across many dimensions (equipment, processes, key personnel, procedures, materials or substances used, operating conditions or work methods, etc.) and most often than none, will generate additional risks.

It is our duty to remind our teams that no technical or organizational changes can be carried out without prior formal authorization based on :

- an updated risk assessment,
- Corresponding mitigation measures are identified and implemented,
- Workers must be given appropriate training if necessary,
- The relevant documentation is updated.

Typical change situations

Changes to equipment and to safety systems or devices on installations;

Changes to planned operating conditions or safety parameters;

Changes to procedures;

Changes to the materials or substances used;

Changes in personnel, especially safety-critical positions;

Changes to the organization.

Stop work authority

We empower every employee to exercise their right to refuse unsafe work or to take appropriate steps to stop work.

Any GreenYellow employee or sub-contractor has the right – and the duty - to stop work if they :

- Believe a health & safety risk is not adequately controlled or mitigated,
- Are unsure of the way to manage the risk,
- Do not hold the necessary competency to manage the risk.

Employees are empowered to stop work in accordance with the above criteria without concerns about being reprimanded by GreenYellow.

It is our duty to ensure that any activity is conducted in a safe manner, keeping both ourselves and our colleagues safe!

The basic rules set out in this booklet are based on feedback and lessons learned. Encompassing the situations most frequently encountered at our project sites and in our transportation and day to day activities, these rules move us closer to efficient, effective management of the risks specific to our businesses.

We also ask our subcontractors and partners to adopt the same commitment and philosophy to environmental, health, and safety practices. The result is exceptional safety performance, even in hazardous work environments and remote project locations.

Strict compliance with these rules is a pivotal to preventing accidents in our own and contractor operations. **Safety is everybody's business, every day.** Achieving it requires education, discipline, and the courage to step in as soon as you see something being done wrong or when a situation deteriorates. Sharing these principles and meeting their stringent standards is the best way for us to prevent accidents

APPROPRIATE STEPS WILL BE TAKEN IN RESPONSE TO ANY BREACH OF THE RULES
Anyone:

- Flagrantly violating a safety rule,
- Working or driving under the influence of alcohol or drugs,
- Smoking outside designated areas,
- Refusing to obey an order in the event of imminent danger,

will immediately be removed from the work in progress and be subject to disciplinary action.

By signing this code, I acknowledge having read the document and commit to ensure full compliance with its terms and engagements.

Company

First name

Last name

Role

Date

Signature