



CORPORATE POLICY BOOK

QHSE

RESPONSIBILITIES

PHASE	DATE	NAME	FUNCTION
Elaboration	14.05.2020	Vito Saluto	Head of QHSE
Validation	06.09.2020	Mahabir Sharma	CTO
Approval	24.09.2020	Hussain AINowais Jean Rappe	Chairman CEO

REVISION HISTORY

VERSION	DATE	AUTHOR	COMMENTS
00	21.09.2020	Management Committee	First issue

INDEX

QUALITY POLICY	5
HEALTH AND SAFETY POLICY	6
ENVIRONMENTAL POLICY	7
SOCIAL SUSTAINABILITY POLICY	8

AMEA Power is an independent power producer that acquires, develops, owns, and operates thermal and renewable power projects in Africa, Middle East and Asia with one common purpose: to provide responsible energy solutions for both people and the planet.

All AMEA Power entities, subsidiaries and work sites where AMEA Power operates around the world share this purpose and a common set of policies relating to quality, health, safety, social and environment.

These are known as AMEA Power's QHSE Policies.

AMEA Power's QHSE Policies are a mark of the company's commitment to building up a responsible business, and constitute a valuable and sustainable basis for the way AMEA Power conducts itself. These policies are fundamental to AMEA Power's business and its relationship with surroundings.

QUALITY POLICY

Statement of Intent

AMEA Power pledges to create value for its stakeholders through excellence in process management, being responsible for overseeing compliance with the international standard ISO 9001:2015 and all applicable requirements, and to lead by example in the application of good practices, prioritising the demand for continuous quality improvement of its work as well as in the different management systems implemented.

This culture of quality and efficiency in operations extends to all divisions and countries where AMEA Power operates.

Principles

Leadership – AMEA Power senior management takes on the leadership and commitment of managing quality throughout the organisation in line with the company's mission, vision and strategy.

Process approach – Achieving and maintaining a persistently high level of quality requires a team effort. This is why the culture at AMEA Power emphasises co-operation in all the business processes and is marked by knowledge-sharing, participative management and continuous evaluation.

Risk and opportunity management – AMEA Power manages the risks and opportunities identified in its processes to achieve the expected results, reduce any negative effects and take advantage of opportunities as they arise.

Participation – AMEA Power encourages the participation in and the promotion of health and safety responsibilities amongst all employees and third-parties through standards, education, training and coaching, supervision and effective communication.

Continuous improvement – AMEA Power encourages innovation and the development of specific projects to improve its processes and identify best practices and lessons learned, creating a culture that constantly seeks improvement and efficiency in operations.

Implementation

AMEA Power shall regularly monitor and maintain its quality objectives and updates as required by business needs and external obligations. The quality management processes and systems shall enjoy the continued commitment and full support of the Senior Management team. This commitment shall be shared with and demonstrated by all members of the team.

September 24th, 2020

Jean Rappe

CEO - AMEA Power



Hussain AINowais

Chairman - AMEA Power



HEALTH AND SAFETY POLICY

Statement of Intent

AMEA Power recognizes that Health and Safety is a key priority and commit to plan and implement all necessary preventive and protective measures during the development, construction and operations phases of all of its projects, in compliance with the international standard ISO 45001:2018, as well as local regulations and all applicable requirements.

The company strives to keep high standards of health and safety that extend to all operations, premises and countries where AMEA Power operates.

Principles

Protection – Protect and safeguard the health and safety of all personnel including contractors, visitors and local communities who may be affected by the projects both during development, construction and operation.

Risk Assessment – Analyse the current methods, processes and systems to identify health and safety hazards, assess the risks and implement preventive and protective measures aimed to minimize any negative or adverse impacts of the operations.

Compliance – Comply with local laws and legislation as well as international standards, and implement best safety practices in all projects.

Training - Ensure that all levels of employees receive appropriate and adequate instruction, training and supervision.

Communication – Establish effective communications and joint consultations with contractors and others who are involved in the projects so that matters affecting health and safety are both understood and properly addressed including through the implementation of suitable measures.

Implementation

AMEA Power is focused on promoting a health and safety culture based on international best practices. Awareness, knowledge-sharing, participative management, personal protective equipment (PPE) and continual improvements are some of the measures we use to improve HSE performance.

Every employee will actively support all personnel engaged on the project, including the contractors, the local communities and stakeholders to look after the health and safety of themselves and their colleagues by adhering to the spirit and requirements of this policy.

September 24th, 2020

Jean Rappe

CEO - AMEA Power



Hussain AlNowais

Chairman - AMEA Power



ENVIRONMENTAL POLICY

Statement of Intent

AMEA Power recognizes that preservation of and respect for the environment are the basic pillars of sustainable development including climate change mitigation, and as such are evident in the company's compliance with ISO14001:2015 and best environmental practices in all its activities, through responsible use of resources, prevention, correction, and compensation for adverse environmental impacts, as well as the conservation of natural resources so that they may be enjoyed by present and future generations. This commitment to the highest standards extends to all activities, premises and countries where AMEA Power operates.

Principles

Compliance – Act responsibly in every aspect of the company's operations and comply with all applicable environmental laws and regulations and voluntary commitments to which the company subscribes.

Risk management – Manage environmental risks and opportunities, including those associated with climate change and water resources, using a management plan centred around hazard identification, risk evaluation and the management of both.

Reduced environmental impact – Identify significant environmental aspects that affect the company's business at a local, regional and global level and continuously seek to reduce the impact the company could have on the environment, by promoting the sustainable use of resources, energy efficiency, and the rationalization of water use and management, applying the principles of the circular economy in the design, selection and/or use of raw materials, as well as waste management, pollution prevention, and protection of the natural environment and biodiversity.

Biodiversity protection – Prioritize the responsible management of natural resources through a precautionary approach to the protection, conservation and sustainable use of living natural resources and implementation of measures to safeguard and, where feasible, enhance ecosystems and the biodiversity they support.

Implementation

AMEA Power is committed on collaborating with the authorities at local, national and international levels, and with agencies and associations in the implementation and promotion of standards, guidelines and best practices in all its projects. Every employee as well as all stakeholders are encouraged to respect these principles.

September 24th, 2020

Jean Rappe

CEO - AMEA Power



Hussain AlNowais

Chairman - AMEA Power



SOCIAL SUSTAINABILITY POLICY

Statement of Intent

AMEA Power understands its leading role in contributing to the sustainable development of the communities in the countries where it operates and to the improvement of the quality of life of the people that live there.

To achieve this goal, AMEA Power seeks to align social collaboration with its business activities, through sustainable medium and long-term projects where it is present, reinforcing the trust between the company and the societies in which it operates and increasing its positive contributions to respect human rights and freedoms recognised by the Universal Declaration of the Human Rights as underpinned in the Sustainable Development Goals (SDGs) and the United Nation Compact Global (UNCG), and the International Labour Organization (ILO).

Principles

Ethics – Encourage ethical values of respect of diversity, equal opportunities, social inclusion, dignity, freedom of expression and non-discrimination as per the behavioural guidelines in the company Code of Conduct.

Employment conditions – Establish mechanisms to ensure that terms of employment and associated working conditions throughout our areas of operation are in line with international best practice and the applicable legal framework.

Grievance Mechanism – Facilitate a fully functional grievance mechanism which is culturally appropriate, readily accessible and allows confidentiality across all our projects.

Collaboration – Cooperate with reputable institutions, NGOs and associations for the effective development of its social actions. Relationships and partnerships with public and private institutions are intended to combine efforts to support the community.

Value for society – Bring value to the geographical areas where AMEA Power operates by developing business models that contribute to local social development and improve people's quality of life.

Medium and long term commitment – Focus on initiatives for social action and community relations intended to have a lasting effect in the medium and long term.

Implementation

AMEA Power is committed to fostering a culture of adoption of these principles among employees and stakeholders, making a positive contribution to the realization of human rights in ways that are relevant to its business. Every employee as well as the stakeholders are encouraged to make a tangible contribution to the delivery of AMEA Power's commitment to sustainable development.

September 24th, 2020

Jean Rappe

CEO - AMEA Power



Hussain AlNowais

Chairman - AMEA Power

