

# Sustainability policy

Voltalia's environmental, social and societal commitments



## IMPROVE GLOBAL ENVIRONMENT FOSTER LOCAL DEVELOPMENT

Since its creation in 2005, the Voltalia Group has committed to improve global environment and to foster local development. Throughout the years, the teams have consistently proven their ability to combine competitiveness and loyalty to this mission.

As a fast-growing company, Voltalia has significantly expanded its international footprint, grown its teams and enlarged its service offer to tackle climate change. To remain within its core values and its mission, the Group aligned its sustainability policy with its growth trajectory. As a result, it is committed to be uncompromising on health and safety as well as business ethics. Furthermore it also strives to comply with the IFC performance standard in terms of environmental and social management. As a power producer and a service provider, Voltalia seeks to be a reliable and trustworthy partner for all its stakeholders. To do so, the Group's sustainability commitments relies on the four pillars outlined below:

### People first

Voltalia puts great efforts into preserving the safety of its employees. Therefore, its Health and Safety policy sets ambitious targets with the full support and the strong commitment of top executives. The dedicated team directly reports to the CEO and strives to achieve continuous improvements. All Voltalia's employees have a direct stake in the Group's health and safety performance through their variable remuneration. It is Voltalia's ambition to reach the zero-accident goal everywhere its teams operate, which also applies to the Group's suppliers and contractors.

In addition to a safe work place, the Group is determined to offer its people a working environment that encourages diversity, wellbeing and social dialogue. To favor people's personal and professional development, it provides regular training programs and encourages internal mobility. As the sustainability of our activities relies on our people, attracting, developing and retaining talents is key to our success.

### Environment protection

Voltalia's activities have positive environmental impacts in many different ways.

First, the production of renewable electricity contributes to the fight against climate change. Each, year, Voltalia's renewable power generation avoids the emissions of CO<sub>2</sub> equivalent in the atmosphere while providing a reliable power supply. Second, Voltalia makes the most responsible and optimal use of natural resources. The Group integrates environmental mitigation measures such as biodiversity protection, soils co-use and waste management plans all along the value chain, in accordance with local possibilities.

It is our core belief that renewable electricity generation cannot go without an effective and efficient environmental management aligned with international standards.

## Uncompromising ethics

Voltalia's mission to foster local development can only be fulfilled if each employee acts in the most ethical and responsible way. The Group's responsibility goes beyond compliance with applicable regulatory frameworks. Ensuring the promotion of renewable energy around the world, Voltalia intends to be exemplary and to pursue the growth of its activities while remaining faithful to its core values: integrity, ingenuity, team spirit and entrepreneurship. In this regard, Voltalia has chosen to adopt and apply an ethical charter to which all Voltalia's employee and partners should adhere, hence formalizing their commitment to behave ethically in accordance with our values. Whether it is with our colleagues, our teams, our partners, our clients or the local communities hosting us, teams are determined to respect and act by these principles. It is also a prerequisite of our partners' long-lasting trust and, ultimately, a competitive advantage.

## Trust-based long term relationships

It is Voltalia's strongest conviction that renewables' competitiveness is the answer to reconcile economic growth, social development and climate preservation. This conviction makes us a privileged partner for countries and communities engaged in this sustainable growth process.

Our local presence is key to build long-term relationships with the communities in which the Group operates. Its active stakeholder dialogue contributes to build an accurate knowledge of local needs and expectations to provide customized and innovative solutions. To understand its stakeholders' expectations and offer them the most suitable options, Voltalia develops tailored engagement tools to involve them at each stage of the projects, from the development phase through to construction and operation of the power plant.

As members of the executive committee, we hold ourselves accountable for the respect of this sustainability policy. We will actively promote these commitments and ensure each employee acts in accordance with them.

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