

HSEE POLICY

TERNA S.A. applies an Integrated Health, Safety, Road Safety, Environmental and Energy Management System in accordance with **ISO 45001:2018, ISO 39001:2012, ISO 14001:2015 and ISO 50001:2018**, throughout its range of activities, in order to reduce the negative impact of its operation on the Health and Safety of employees, Road Safety, Environment and Energy Management but also the creation of a positive impact.

Therefore, **TERNA S.A. is committed to:**

- ☞ **Comply with applicable legal and other requirements.**
- ☞ **Define and review** the objectives it has set and
- ☞ **Ensure** the necessary **resources** to achieve the objectives related to the Health & Safety of its employees, Road Safety, Environmental and Energy Management.

In addition, **TERNA S.A. is committed:**

- ☞ To **prevent** injuries, diseases, pandemics and adverse health and safety incidents that could arise from its operation and activities, to **recognize** occupational risks, and to **minimize** their consequences for all its employees.
- ☞ To contribute to the **prevention and combating of violence** and all forms of harassment at work and incidents that occur during work, whether related to it or resulting from it.
- ☞ To ensure **employee participation** in issues related to health and safety at work.
- ☞ To contribute to the **elimination of fatalities and serious injuries** as a result of road traffic incidents.
- ☞ To **identify and evaluate** the environmental aspects of its activities
- ☞ Not pollute the environment, to protect flora and fauna, biodiversity and ecosystems.
- ☞ To reduce the amount of **waste generated** and ensure in an environmentally sound way its handling and disposal.
- ☞ To **conserve natural resources** through **reuse, recycling, recovery** of materials and packaging, to reduce pollution and maintain environmental balance.
- ☞ **Support** the procurement of **energy-efficient products** and **services** that affect energy performance.
- ☞ To use energy **responsibly** in all its operations.
- ☞ **Support studies** that consider the improvement of energy performance.
- ☞ Act towards **climate change** mitigation and adaptation.
- ☞ To protect **ancient monuments** and **cultural heritage** by adopting environmentally friendly methods and technologies.
- ☞ To continuously improve the Unified System in relation to the operating framework within which it operates.

The Top Management of TERN SA believes that the health and safety of its employees, road safety, environmental protection, and responsible energy management are the result of collective effort and obligation of **ALL**.

Signature:

Date: **01/09/2024**



Konstantinos Vavaletskos

Executive Director for the implementation of Certified Management Systems