



# HSSQ Policy

Corio Generation

24 October 2023

**CORIO**

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Version:	3.0
Last review date:	24 October 2023
Policy owner:	Head of HSSQ
Approver:	Board of Directors
Policy statement:	<p>Corio is fully committed to managing Workplace Health, Safety, Environment and Sustainability and Quality (HSSQ) risks effectively by implementing control measures aimed at preventing injury, ill health, environmental impact, or negative social impact, quality issues and promoting a positive HSSQ culture.</p>
Application	<p>All Corio employees, suppliers, contractors, and partners are expected to understand, and work in line with this Workplace Health, Safety, Environment and Sustainability and Quality (HSSQ) policy. Corio will only engage contractors, suppliers, and partners who have equivalent if not higher HSSQ standards. Where required, Corio will work collaboratively with partners and contractors to develop and bring them up to Corio HSSQ standard. In such cases, Corio shall maintain a register <b>FO-HSQ-01 Partner/Contractor engagement monitoring</b> containing:</p> <ul style="list-style-type: none"><li>(a) the identity of all such partners and contractors;</li><li>(b) the key findings of any HSSQ due diligence exercise;</li><li>(c) the key feature of the Improvement Plans that have been agreed to achieve the required HSSQ standards (including the timing for implementation of the Improvement Plan), and;</li><li>(d) The Board shall be notified on a quarterly basis of any such arrangements that have been entered into and shall be provided with further details upon the request of any Board Member.</li></ul>

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# 1. Policy declaration

Corio is a leading offshore wind developer that takes projects from origination, through development and construction, and into operations. HSSQ considerations are fully integrated in Corio's strategy, decision making processes and culture, ensuring HSSQ is a core value embedded in all decisions and operations.

## 1.1 Our commitment to HSSQ

In Corio we are fully committed to providing and promoting a positive HSSQ culture, aiming for zero injury, ill health to employees & contractors, to avoid any adverse impact on the environment and the communities in which we do business and ensuring continue improvements in our processes. We believe that everyone in Corio owns HSSQ, is expected to meet the high HSSQ standards we set and be held accountable for any contraventions against this policy.

Corio declares the clear commitment to HSSQ, by:

1. Ensuring that our business does not place employees, contractors, or the broader public at risk of injury or illness, and promotes social and environmental sustainability, compatible with the needs of the environment & communities in which we operate;
2. Complying with applicable laws, regulations and offshore wind international standards and meeting best practices when managing safety, health, environmental, sustainability and quality issues. Where there are no applicable laws, we will adopt and apply international standards and our own internal standards;
3. Promotion of a just HSSQ culture, ensuring open communication, engagement, consultation and encourage involvement of employees, contractors, partner and communities on responsible occupational health, safety, environmental and community management issues;
4. Providing the necessary resources, information, instructions, training, and supervision to employees to proactively improve our HSSQ performance;
5. Promoting continuous improvement by regularly reviewing and updating our Integrated Management System as well as by continuously training and instructing our employees;;
6. Strive to customer and stakeholders' satisfaction & that expectations are achieved, and;
7. Fostering commitment to this policy at all levels of the company.

**Jonathan Cole**  
Corio Generation – CEO

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## 2. Strategy to achieve policy declaration

Our HSSQ policy provides the basis for the HSSQ Management System.

### 2.1 Corio HSSQ Management System Framework

The effective implementation of Corio's HSSQ Management System ensures we operate in compliance with the policy declaration and with all relevant HSSQ legal requirements and offshore wind standards.

Corio HSSQ MS framework requires that, the **Corio Leadership team**:

- Provides strong and visible leadership on HSSQ matters;
- Exclusively works with partners that commit to doing business in accordance with Corio HSSQ MS framework (or equivalent).
- Promotes work life balance;
- Strives to create an inspiring and caring culture where every employee feels empowered to speak up;
- Strives to develop Corio employees to their fullest ensuring they have the right HSSQ competencies;
- Acts as role models and take personal responsibility for the protection and work-related well-being of Corio's staff, partners, suppliers, and the local community;
- Commits to be transparent and engage with stakeholders to listen, discuss, learn, understand, and balance the varied expectations;
- Ensures Health & Safety and Quality risks and Environmental & Social impacts are identified, assessed, and eliminated or reduced as low as reasonably practicable from origination to operations;
- Considers health, safety, quality as well as environmental and social aspects early in decision-making;
- Continuously identifies opportunities, risks, and improvement possibilities in our value chain from different perspectives: health and safety, quality, environment, local communities, social impact, and the respect for human rights;
- Identifies and comply with local laws & regulations and periodically evaluate our compliance;
- Establishes HSSQ goals and targets for Corio and its OWFs, both long and short term;
- Incorporates HSSQ KPIs into staff targets and incentive schemes;
- Rewards HSSQ proactive performance;
- Clearly communicates HSSQ related issues creating awareness and increasing engagement;
- Actively engages with suppliers, contractors, and partners directly and indirectly to improve HSSQ performance;
- Influences our supply chain and set targets for HSSQ performance and improvement;
- Measures, monitor, and continuously improve our HSSQ performance;
- Ensures emergency procedures are in place to mitigate adverse HSSQ consequences;
- Seeks to continuously improve Corio HSSQ MS requirements and performance, and;
- Ensures that Corio only engages with contractors, suppliers and partners who have equivalent if not higher WHSES standards.

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## 2.2 Corio expectations from the Offshore Wind Farm (OWF) project teams

Every **OWF project**, from origination to operations shall, where applicable and endorsed by projects Boards of Directors:

- Comply with Corio's HSSQ Policy and Management System framework;
- Comply with applicable HSSQ legal requirements;
- Set targets for improvement and review, evaluation, and reporting of HSSQ performance;
- Require contractors and suppliers to manage HSSQ in line with Corio HSSQ policies and MS framework as part of contracts agreements;
- Work to optimize use of resources such as energy, fuel, waste, and land in all operations, and to avoid use of hazardous chemicals;
- Ensure the risk register is updated;
- Closely monitor OWFs stakeholders in particular the community where the OWF is operating;
- Use its influence to promote strong and positive HSSQ culture;
- Ensure adequate resourcing for HSSQ and that people responsible for tasks with a significant hazard have the necessary training and skills;
- Comply with Management of Change procedure for changes related to technology, equipment, facilities, processes, design specifications and Hazardous material are assessed;
- Promote HSSQ awareness through sharing and exchange of knowledge;
- Monitor, audit and inspect its activities to ensure compliance with HSSQ performance targets;
- Initiate appropriate responses, including escalation, in the case of unforeseen HSSQ risk & impacts;
- Ensure adequate completion on the requirements defined for the OWF's life cycle process assurance;

## 3. Policy implementation

The ultimate responsibility for the HSSQ management of Corio is with the Board of Directors and the Chief Executive Officer, who will ensure implementation of this HSSQ policy and the HSSQ Management System.

The Chief Executive Officer and the Global Head of HSSQ, shall be responsible for ensuring efficient communication and oversight of implementation of this policy an HSSQ Management System throughout Corio.

Operational implementation of this policy is everyone's responsibility, and failure to comply with or meet the stated standards may be dealt with in accordance with the Corio Disciplinary Policy.

Corio is entitled to revise this policy at any time without prior notice. Any amendments to this policy shall be communicated to all employees and where applicable other relevant stakeholders.

Please contact the Global Head of HSSQ- Rachel Porto with any questions about this policy or its application.