

Project Health, Safety and Security Policy

Vision: Thor Impex is committed to developing renewable wind energy in a manner that supports the health, safety and security of all its employees and those working on its Project

Key commitments: In developing this Project Thor Impex (and its Suppliers¹) will seek to:

- Comply with all legal and regulatory requirements in the Republic of North Macedonia and the requirements of good international industry practice.
- Demonstrate an adequate health and safety management system for the protection of health and safety in relation to the development, construction and decommissioning of the Project.
- Put in place all reasonable measures to provide control of health, safety and security risks to employees or others who may be affected by the work activities.
- Consult with employees on matters affecting health and safety.
- Provide and maintain safe plant and equipment.
- Ensure safe handling and use of substances.
- Ensure all employees to receive information, instruction and adequate supervision for conducting the work.
- Ensure all employees are competent to do their tasks and / or to ensure adequate training has been provided.
- Put in place mechanisms and procedures to prevent accidents and cases of work-related ill health including providing personal protective equipment (PPE).
- Maintain safe and healthy working conditions.
- Establish and implement a workers' grievance mechanism.
- Review and revise this Policy as necessary at regular intervals.

Responsibility:

Overall and final responsibility for health, safety and security is that of the Project Director.

The Project Director is responsible for adequate communication of the health, safety and security policy to all Suppliers and to oversee the effective implementation of health, safety and security measures by all Suppliers.

Day to day responsibility for ensuring this Policy is put into practice is delegated to relevant Suppliers.

All employees of Thor Impex and its Suppliers are required to:


- co-operate with supervisors and managers on health and safety matters.
- not interfere with anything provided to safeguard their health and safety.
- take reasonable care of their own health and safety.

¹ Suppliers is defined as Lead Contractor and their direct staff, Sub-contractors and their employees ; contracted workers (long-term, short-term or casual); sub-consultants and Contractor supply chain.

- report all health and safety concerns to an appropriate person (as detailed in this policy statement).

All employees working on behalf of the Project must commit to the requirements of the Thor Impex 'Code of Conduct for Workers'.

All security personnel working on behalf of the Project are required to commit to the requirements of the Thor Impex 'Code of Conduct for Security personnel'.

<p>Approved on: 14/6/21</p>	<p>B. Lazarevski Project Director Thor Impex d.o.o.</p> 
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