

Health & Safety and Environmental Policy

Prepared by
GridLink Interconnector Ltd

February 2023


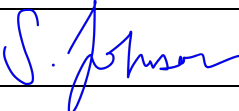
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Revision No:	01
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Revision History

Revision No	Date of Issue	Version		
00	24.03.2022	Approved for use		
01	27.02.2023	First revision		
02		Second revision		
03		Third revision		
Author		Signed	Name	Date
			David Barber	22.02.2023
Approved for use		Signed	Name	Date
			Sarah Johnson	27.02.2023

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Health & Safety and Environmental Policy

GridLink intends to provide reliable and secure transportation of electricity between the UK and France in a responsible and sustainable manner whilst creating value for society.

We are committed to socially responsible management that integrates quality, health & safety, environmental and governance considerations into all aspects of our business as we plan, design, build and operate the GridLink Interconnector Project.

Our guiding principles are to:

- Nominate a member of the Board responsible for the implementation of this policy, and ensure the allocation of suitable and sufficient **organisational, physical and financial resources**;
- Promote a **culture of excellence** and high performance standards in health & safety and environmental management;
- Ensure compliance with the requirements of **applicable laws and regulations**;
- Ensure compliance with national and international standards for **good industry practice**;
- Set clear and transparent **objectives and targets**, and plan, implement and monitor performance in order to realise these goals;
- Seek to **prevent incidents** and mitigate any consequences related to health & safety and the environment;
- Carry out risk assessments and seek to **eliminate hazards** and, if not practicable, implement controls to mitigate residual risks;
- Provide a **safe and healthy workplace** for employees, contractors and any other persons to prevent injury and promote wellbeing by demonstrating leadership, defining roles & responsibilities, providing resources, proactively implementing measures to prevent and minimise risk of injuries or occupational illness, and providing information, instruction and training;
- Prevent pollution and **protect the environment**, including biodiversity and ecosystems and the human or built environment, by minimising adverse impacts from land take, use of natural resources and emissions to air, water or soil throughout the project lifecycle;
- Avoid wherever practicable and otherwise **minimise the use of greenhouse gases and fossil fuels**, and contribute to the mitigation of the effects of climate change by encouraging energy efficiency, the use of renewable energy and adaptation;
- Proactively **engage with stakeholders**, including local authorities, Non-Governmental Organisations, local communities, members of the public and any other interested parties, to communicate, collaborate and build trust and positive long term relationships;
- Regularly **monitor, measure and report on performance** through unsafe condition/near-miss reports, incident reports, inspections and walkdowns, environmental monitoring and surveys, and internal and external audits;
- Ensure understanding and shared commitment to conformance with this policy by **communicating and consulting** with workers and workers representatives, including employees, contractors and any other persons;
- Ensure **continual improvement** of health & safety and environmental performance.

This policy applies to all employees, contractors and any other persons working within our Project Areas and across all our business activities.

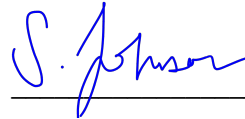
This policy guides our management decisions and actions, relationships with our business partners and investors, and contracts with suppliers of goods and services.

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We recognise that leadership and commitment from senior management is an essential component of success, and we are committed to ensuring that all Directors and senior executives are fully conversant with, and committed to, this policy.

This policy is reviewed and updated, if required, at intervals not exceeding one year.

Signed

A handwritten signature in blue ink, appearing to read "S. Johnson".

Director
GridLink Interconnector Ltd

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