

# HSEQ POLICY

## VINCI ENERGIES FINLAND



VINCI Energies Finland complies with the principles and requirements of the ISO 45001, ISO 14001 and ISO 9001 standards. Our HSEQ policy supports our strategy and defines the basis of our management's commitment.

We also follow the general HSEQ principles according to VINCI Group, such as

- VINCI Code of Ethics and Conduct
- VINCI Anti-Corruption
- VINCI Human Rights
- VINCI Essential and Fundamental Actions Occupational Health and Safety
- VINCI Environmental Guidelines
- VINCI Manifesto
- VINCI Energies Quartz management principles
- VINCI Energies Essentials.

Health and safety of our personnel is always a priority. Everyone should be able to go back home without injuries or ill-health after workday. **We believe that every accident and occupational disease is preventable**, and our focus is strongly on developing a preventative and positive safety culture.

We provide training and ensure that our staff has sufficient knowledge and skills - such as instructions, tools and implements - to act responsibly.

While senior management is responsible for developing the organization's HSEQ operations, ultimately our success depends on the involvement of all our staff.

We promote open and transparent communication. We invest in creating a positive employer image and in active cooperation with various stakeholders, such as employees, customers, authorities, suppliers and other organizations.

We are committed to **minimizing the impact of our operations on the environment and to mitigate climate change**. We are aiming to minimize the amount of waste and to increase recycling and reusing. We protect the biodiversity. We work continuously to improve our environmental performance according to the principles of sustainable development.

Our operations are guided by continual improvement and uncompromising desire to develop. We evaluate and define key development targets and goals systematically as part of our business processes, and we continuously improve the monitoring of the performance.

Our aim is to improve our HSEQ processes all the time to achieve our client's expectations and to **create profitable and sustainable business**. The processes support us to be the accelerator of energy transition and digital transformation.

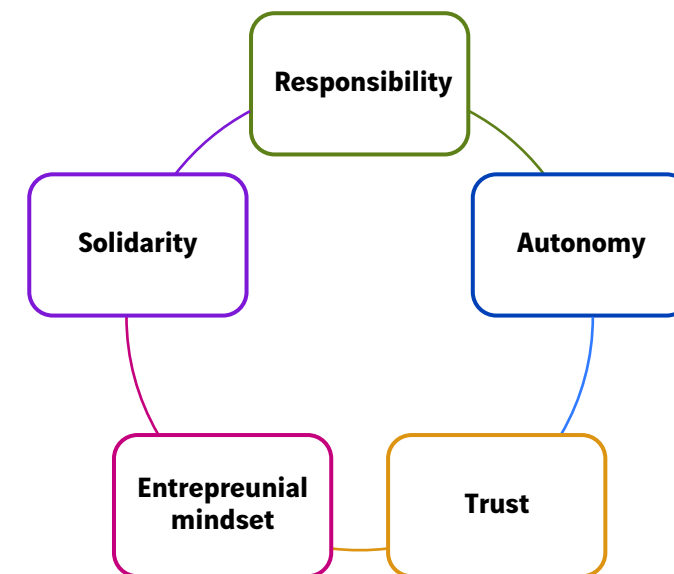
We identify the HSEQ impacts of our operations, manage our risks, and develop our processes to improve efficiency and reduce negative impacts.

We are committed to fulfill the requirements of our clients, VINCI Group, legislation and regulations. However, the internal ambition, which is often exceeding the minimum requirements, is always the prerequisite in our actions.

We select our suppliers carefully, strive for long-term cooperation and monitor the HSEQ performance of our entire supply chain.

We encourage and demand our staff and partners to act responsibly and in sustainable a manner.

Our values are in the core of our business:



*Veera Höglund*

Managing Director, VINCI Energies Finland 6/2026