

EWE Offshore Service & Solutions GmbH

Complementary Supplier Requirements on Sustainability and Safety at Work

As a service provider in the energy sector, EWE OSS not only has the opportunity to contribute to the success of the energy transition, but also to drive forward the company's development towards a more sustainable business. EWE OSS aims to promote fair, safe and environmentally friendly working methods. The following section outlines the ecological and social aspects of EWE OSS's understanding of sustainability. It results in requirements for service providers and suppliers, who further are referred to as partners. Although occupational safety forms a part of social sustainability, it has a particularly high priority at EWE OSS, which is why these values and the resulting requirements are listed separately in this document. Compliance with legal regulations by all partners is regarded as a matter of course. For the future, EWE OSS reserves the right to review specific key performance indicators in order to fulfil the following criteria. We expect our partners to clearly commit to our requirements, which you agree to by accepting our order.

1. Sustainability

Ecological Commitment

Impact reduction on flora and fauna in our sphere of action

EWE OSS uses the North Sea ecosystem to provide energy that is as environmentally friendly as possible. Accordingly, all activities must be designed in a way that does not have any avoidable negative impact on animals and their habitat or on plants. If incidents with environmental impacts occur they are reported in accordance with the legal requirements, appropriate measures are initiated and EWE OSS as a customer is notified immediately.

Careful handling with and successive reduction of hazardous substances

With the help of a substitution test, it is continuously checked whether there are alternatives to the hazardous substances used, so that a reduction of the hazards is achieved. For all hazardous substances, professional storage, use and disposal are guaranteed at all times by stable processes. Implemented emergency plans ensure that adequate action can be taken in case of emergencies.

Efficient and ecofriendly use of resources

From an ecological and economic point of view, reducing use of resources is reasonable and represents a contribution to environmental protection. In addition to optimized deployment planning to minimize fuel consumption, importance is also attributed to waste reduction. Working equipment should be used over a long period of time. The partners pursue the overriding goal of continuously reducing their CO₂eq emissions and identify appropriate measures.

Promotion of the energy transition

Driving forward and promoting the energy transition in Germany are elementary milestones for the long-term achievement of climate neutrality. Contributions can be made at the level of individual companies, e.g. through sector coupling using green energy, electricity generation with renewable energy sources or the purchase of "green" electricity for their own operations. The use of hydrogen or e-mobility can also represent steps towards climate neutrality.



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Quality ISO 9001:2015 | Environment ISO 14001:2015 | Health & Safety BS OHSAS 18001:2007

Social Commitment

Promotion of health, well-being, and development of all employees

Through fair employment practices, the partners ensure a good work-life balance for employees. The personal development of employees is promoted through internal and external training opportunities, including educational leave.

Diversity and equality are a matter of course

The partners are committed to establishing equal opportunities and to fostering a prejudice-free working environment. In addition, equal salary structures are guaranteed, thus ensuring fairness and transparency. In order to ensure equal rights in interaction with each other, EWE OSS would like to use a gender-sensitive language when creating documents (e.g. person-hour instead of man-hour, etc.).

2. Safety at Work

Particularly in the working environment of offshore wind energy, accidents that could easily be handled in other situations can become a high risk for people, the environment and materials. For this reason EWE OSS has established Safety Rules which are binding for the company and its partners.

Safety at Work is firmly established in the corporate culture.

EWE OSS demands for an intensive debate and thus a sensitization to the topic of safety at work, e.g. by implementing an occupational safety management system, a certification according to ISO 45001 or an establishment of the Safety Culture Ladder. For this purpose, comprehensive resources (both monetary and personnel) are provided by the partners.

The Safety Rules of EWE OSS

We take our time to work safely and to take care of us and our partners.

EWE OSS presupposes that partners record and evaluate all accidents and near misses, derive necessary measures and track them. The partners provide key performance indicators relevant to occupational health and safety and also demand these from their subcontractors. Furthermore, partners are expected to grant their employees sufficient time, both before and during activities, to comply with all occupational safety precautions.

We take responsibility for our actions.

EWE OSS expects an prevention-oriented culture from its partners, which encourages employees to take responsibility.

We only work if a Work Permit and a risk assessment / LMRA is available.

EWE OSS requires that its partners and their employees only start work when an approved task and a risk assessment or LMRA are available. Managers encourage their employees to behave in this way and ensure that they have been instructed in the activity and the risk assessment. A defined process is used to react to changes in existing risks.

We only work with tested PPE and tested tools.

EWE OSS requires its partners to provide employees with personal protective equipment and tools for their work. With the help of a suitable system they ascertain that all materials requiring testing are registered, regularly checked by competent personnel and that the results of the tests are documented.



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We use every opportunity for improvement and share it.

EWE OSS expects its partners to take a systematic approach to continuously develop and improve their occupational health and safety system. To this end they use all relevant input and share their knowledge of proven occupational safety approaches.

We only work if we are appropriately qualified and physically and mentally able to do so.

EWE OSS requires that its partners only use personnel qualified in the respective activities who have sufficient experience with the activities and the work equipment used. The selection of suitable personnel for each task is subject to a regulated process. Required knowledge, skills and qualifications are assessed and documented before the start of the activity. The partners' employees are physically and mentally fit for the activities. Our partners ensure this by at least offering their employees occupational health check-ups. Importance is given to the physical and mental ergonomic design of the workplaces.

3. Compliance with Requirements

EWE OSS reserves the right to review the above-mentioned criteria in the course of (unannounced) audits. In addition, relevant key performance indicators can also be queried. Should the partners fail to meet expectations, this will at least be taken into account in the (supplier) evaluation, but may also result in the exclusion of the partner from current or future tenders. EWE OSS also reserves the right to adjust the formulated expectations more stringent. (Potential) partners inform themselves about any changes on their own responsibility. Furthermore, the partners will make reasonable efforts to demand the requirements of EWE OSS from their subcontractors and to check compliance with them.

By submitting an offer, the partners commit themselves to meeting the outlined expectations.

Other Applicable Documents:

- AEB der EWE OSS
- Code of Conduct for Suppliers of EWE Holding
- Optional: HSE Concepts of the respective OWF

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