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| Title: Avanti GWO Policy | [Appendix] |
| Replaces: Alimak Group GWO Policy 2019 | Page 1 (1) |
| Responsible: Alimak Group Training Manager | Valid date: 2022-03-03 |
| Approved by: EVP Avanti Wind Systems | Approved: 2022-03-03 |

AVANTI WIND SYSTEMS GWO BASIC SAFETY TRAINING (BST) AND BASIC SAFETY TRAINING REFRESHMENT (BSTR) POLICY

Avanti Wind Systems is committed consistently to deliver training and its refreshment that is compliant to the relevant GWO standards within the scope of approval.

Current scope is:

GWO Basic Safety Training (BST): Working at heights / Manual Handling / First Aid / Fire Awareness.

GWO Basic Safety Training Refreshment (BSTR): Working at heights/ Manual Handling/ First Aid/ Fire Awareness.

The objective is, at any time to deliver a comprehensive safety training, which as a minimum meets the GWO requirements, which always is well prepared and well executed, by competent instructors in a safe and ideal training environment.

The means, the material and the documentation for the training are considered very important and essential to achieve the objective.

The performance and efficiency will be monitored by continually satisfaction surveys (NPS) with defined targets according to relevant training syllabus.

José Maria Nevot
Executive Vice President
Avanti Wind Systems

03/03/2022

Date