

Management in Avanti Wind Systems (AWS), and as a company of Alimak Group, has an ongoing commitment to strengthen the health and safety culture at work throughout the Group and to make sure that employees always instill safe behavior at work.

Avanti Management must provide all necessary resources to:

- Ensure a safe and healthy working environment for its employees, contractors, and visitors guaranteeing legal compliance.
- Promote training of employees in relation to hazards present in their job activities, thereby informing them and encouraging compliance with safety regulations.
- Protect facilities and equipment to ensure adequate safety conditions.
- Be aware of safety hazards which are key to managing and preventing them in order to keep all employees safe and emphasize safe behaviour.
- Foster a Group safety culture through awareness, participation, communication, and involvement of employees and external service providers in matters of occupational health and safety.

**Safety** is integrated in all quality aspects of AWS and Alimak Group products and services.

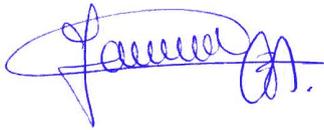
This Health & Safety Policy applies to all AWS business units in their different geographies.

The guidelines for Occupational Health & Safety Practice at AWS are the following:

- 1) **Safety** (hygiene & health at work) is an integral part of AWS' activities being evident in all decisions.
- 2) **Safety** is an attitude and willingness based on respect and fulfillment of procedures and instructions. Contributing to improving **Safety** is an ongoing development.
- 3) **Safety** is a natural part of Management's responsibility such as:
  - Ensuring implementation of required regulations
  - Showing a visible and permanent personal commitment
  - Promoting training and information to its employees
  - Controlling the work environment
- 4) At all times and in any situation, each business unit assumes responsibility and management of its Occupational Health & Safety activities with the ultimate objective of "**zero accidents**".

- 5) **Safety** at work is achieved through a systematic risk analysis and assessment involving employees, contractors, and visitors with the consideration of all activities performed by above mentioned parties.
- 6) The main tools in AWS and in the whole Alimak group for the continuous improvement of prevention of accidents and work-related illness:
  - Investigation and analysis of accidents and incidents
  - Safety observations
  - Measurable OH&S objectives and targets
- 7) Keep safety procedures and instructions updated according to existing risks and relevant local regulations.
- 8) No situation or urgency of any service activity can justify endangering any employee's safety.

Avanti Wind Systems guarantees that this policy is made available to interested parties including associates and the public.



---

19-March- 2019

**José María Nevot – Executive vice president Alimak Group**  
**Global Head of Wind**

**Date**