

HEALTH AND SAFETY POLICY

CHAPTER I - INTRODUCTION

Solaria Energía y Medio Ambiente, S.A. (hereinafter "Solaria" or the "Company"), and its group of subsidiaries (hereinafter "Solaria Group"), through this document and in line with the provisions of the ESG Policy, the Code of Business Ethics, the applicable legislation and standards, formalizes its commitment to occupational health and safety, the quality of its services and business excellence through this Occupational Health and Safety Policy (hereinafter "the Policy").

The Policy is conceived as an integral part of the set of rules created by the Company in order to manage risks and minimize violations in the business environment, all of them constituting Solaria's Corporate Policies.

CHAPTER II - OBJECTIVE

The Policy defines the Company's commitment to the health and well-being of persons through ongoing improvement of conditions in the workplace and the integrated and suitable management of the safety of its activities. The involvement of all employees and the participation of affected individuals allows evaluation and control of risks and the taking of measures that prevent damage and promote a safe and healthy environment.

CHAPTER III – SCOPE OF APPLICATION

The Policy applies to all Solaria employees, both direct and indirect, as well as to administrators, management team, suppliers, customers, agents and any other person associated with the Solaria Group.

Likewise, Solaria promotes knowledge of the Policy and the commitments and principles of action contained therein -encouraging their adoption- among all third parties and the rest of the stakeholders with whom Solaria maintains a collaborative relationship.

CHAPTER IV - COMMITMENTS

Solaria, with a vocation of continuous improvement towards direct and indirect employees, investors, society in general and other interested parties, develops its activities in accordance with the following commitments:

- To offer safe and healthy working conditions and work to prevent injuries and damage to health, by identifying hazards and risk assessments and continuously improving equipment, facilities and procedures.
- Comply with legal requirements, as well as with those requirements that may be established internally or voluntarily subscribed with collaborating agents, investors and interested parties.
- Integrate health and safety criteria in business decision making and in the company's operations -activities, projects, staff and suppliers-.
- Minimize hazards, acting on their origin, and reduce risks in the development of routine and non-routine activities, including emergency situations.
- Provide the necessary equipment and means of protection for the correct development of the work.
- Establish training plans that allow people working in Solaria, as well as collaborators and interested parties, to participate and contribute to the improvement of management systems to preserve safety in the work environment.
- Establish objectives and systems to evaluate the continuous improvement in the quality of the Company's activities and in the performance of health and safety at work.
- Develop the necessary actions to achieve the established objectives and annually review the results obtained by the management.
- Facilitate the consultation and participation of the workforce and their representatives in issues related to the protection of health and safety in the workplace.
- To promote a corporate culture based on the prevention of occupational risks at all levels of the organization and in all production processes, as well as to extend the value of prevention to third parties with whom Solaria collaborates on a regular basis.

CHAPTER V – HEALTH AND SAFETY COMMITTEE

The Health and Safety Committee is the company's internal participatory body for regular and periodic consultation on its actions regarding the prevention of occupational hazards. Its function will be to facilitate the exchange of points of view between the parties, creating a stable forum for orderly dialogue.

The Health and Safety Committee is governed by the provisions of the Internal Regulations of the Solaria Health and Safety Committee.

CHAPTER VI - COMPLIANCE

Control of the effective application of this Policy is a function attributed to the Head of Occupational Risk Prevention in conjunction with the Health and Safety Committee, as well as to promote, follow up and periodically review compliance with the commitments assumed. Likewise, the Occupational Risk Prevention Manager must report to the Ethics, Compliance and ESG Committee whenever required to do so on compliance, the need for improvement or updating, magnitudes, etc.

The Ethics, Compliance and ESG Committee supervises and monitors this Policy through objectives and indicators that it must report periodically to the Ethics, Compliance and ESG Committee.

The Board of Directors, through the Ethics, Compliance and ESG Committee, is responsible for evaluating and approving this Environmental Policy, as well as periodically supervising and evaluating the overall integration of this Policy.

In the event of a breach of any of the commitments or principles of action included in the Environmental Policy, Solaria will adopt the corresponding measures.

The Company has established a communication channel, to which both employees and third parties can address, in order to communicate any doubts or suggestions, as well as to denounce unethical or illegal behaviours of which they are aware: canalcompliance@solariaenergia.com

CHAPTER VII – APPROVAL AND COMING INTO EFFECT

This Policy has been approved by the Board of Directors of Solaria, at the proposal of the Ethics, Compliance and ESG Committee, at its meeting held on July 28, 2020, coming into force the day after its approval.

CHAPTER VIII – COMUNICATION OF THE POLICY

This Policy will be available to all Solaria employees as well as to all the Company's stakeholders through the corporate website (www.solariaenergia.com).

The Policy will be the object of all communication and training actions required for its knowledge and understanding.