

Environmental, Social & Governance Policy

Galileo Green Energy GmbH

Galileo Green Energy GmbH and its group companies (“**Galileo**”) are committed to adhering to the best practice in the Environmental, Social and Governance (“**ESG**”) fields. The management team at Galileo aims to ensure that ESG considerations are embedded in the operating principles that govern the activities and decisions of Galileo. That includes developing more detailed policies on relevant topics, establishing an ESG SteerCo to plan and oversee all ESG initiatives and working with partners, suppliers and contractors who also strive to operate ESG-responsible business practices.

Galileo’s **ESG** ambitions are reflected in the following overarching **ESG objectives**:

1. Minimise our environmental footprint and act sustainably across all our activities;
2. Empower and promote safety and well-being in the workplace;
3. Conduct ourselves in a legally compliant, ethical and trustworthy manner.

Environment: Galileo will always strive to:

- Respect and protect biodiversity and habitat;
- Adopt and promote sustainable and responsible use of water, land and energy;
- Minimise and, when not possible to avoid entirely, offset the greenhouse gas emissions from our activities;
- Avoid, remedy, or mitigate any adverse impact of our operations on air, water, soil, vegetation and animal life.

Social: Galileo has the highest level of consideration for its team and is committed to:

- Lead by example in promoting safety, health and well-being in the workplace;
- Implement fair and ethical employment and pay practices and invest in training and development;
- Promote equal opportunities for all, respect human rights and guarantee an inclusive workplace;
- Engage transparently and fairly with the communities where our operations have an impact.

Governance: Galileo is committed to complying with all applicable regulatory obligations and laws. Galileo will:

- Understand and act transparently in relation to its corporate and legal obligations;
- Foster a culture of transparency, honesty and accountability across all stakeholder groups;
- Implement a Code of Ethics in order to raise awareness of, prevent and tackle dishonest or unethical conduct.

Galileo’s **expectations for its group companies, people, partners, contractors and suppliers** are that:

- This ESG policy and related policies are adopted by all Galileo group companies and only adapted in compliance with applicable legislation and any other more stringent local requirements;
- They empower and encourage all employees to feel individually and collectively accountable for upholding these ESG commitments;
- There are regular discussions on the status of ESG compliance and any breach is promptly notified;
- Efforts are taken to continuously improve our ESG capabilities and impacts, recognising that not all of us have the resources or business maturity to tackle all topics at the same time or to the same extent;
- Each of us holds ourselves and others accountable for adhering to this policy and ensuring compliance with the rules and conditions that apply to our activities.

Other relevant policies include: HSE, Ethics, Financial Crime Prevention, Information Security and Diversity & Inclusion.


Zurich, 16/03/2023

Authority to Approve	CEO
Policy Owner	COO
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Version #	Revision Date	Author	Description
1.0	18/09/2020	PGR	First edition
2.0	19/01/2023	CTO	Update and alignment, objectives definition, one-page version

Material Changes from Previous Version

Section	Page	Change Description
	All	Policy has been rewritten by the ESG SteerCo: shortened, defining key ESG Objectives and commitment on each topic.



 Ingrid Wilhelm (Mar 16, 2023 12:20 GMT+1)

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