

01. Objective

Establish the general guidelines on preventive matters that must be taken into account by the contracting companies for the execution of the tasks entrusted to them.

02. Reach

Applies to the activities and provision of goods or services carried out by 360 Energy contractor personnel reached by the “contractor control” process.

It contemplates the contracts and assignments carried out or participated in by the companies 360 Energy SA and its subsidiaries 360 Energy Solar SA and 360 Energy Catamarca SA and/or their employees.

The Contractor must inform its employees that compliance with these Guidelines for preventive management, including the associated Safety, Occupational Health and Environmental standards, are a condition of access and employment and must ensure that each of the employees understands the concepts and is aware of them, their implications and obligations that they represent.

03. Legal framework

These activities are covered by National Laws 19587/72 (Hygiene and Safety) and 24557/95 (Occupational Risks), and Decrees and Resolutions specific to the Construction activity. We quote below only some of the main ones (it is not limiting) and their applicability:

- Decree 911/96
- SRT Res. 231/96
- SRT Res. 35/98
- SRT Res. 319/99
- SRT Res. 299/11
- SRT Res. 3068/14
- SRT Res. 801/15 and 155/16
- SRT Res. 960/15

04. Definitions

Contractor: natural or legal person that provides services to 360 Energy.

Subcontractor: natural or legal person hired by the Contractor to outsource its work or part of it.

Resource: any Contractor, Subcontractor, person, vehicle and/or machinery affected by a specific Order.

Requirement: document or information that is presented and corresponds to one or more Resources, in accordance with the criteria established by 360 Energy.

O&M: Operation and Maintenance of solar plants in service.

Construction site: a ny project under development, whether new or expansion of an existing site already in operation.

SSOyA (EHS): Safety, Occupational Health and Environment.

Preventionist: Responsible for carrying out preventive management on site. Personnel with a university or higher tertiary degree in Hygiene and Safety at Work.

05. Development

5.1 SGI Policy

The Contractor must know and comply with the Integrated Management System Policy (PL-02) to be able to provide a good or service to 360 Energy Solar SA; and will be able to access it, and other documents of interest, through www.360energy.com.ar in the Suppliers section.

5.2 Introduction to Preventive Management

The Contractor must contact the EHS Coordinator, assigned to it, to clear up doubts about the requirements applicable to the activity based on its scope and obtain the associated procedures mentioned in these guidelines for preventive management.

Subcontractors must meet the same requirements as their Contractor.

Once the scope of the tasks to be carried out has been defined, the Contractor must inform the EHS Coordinator:

- List of resources (personnel, vehicles, equipment and tools) that will be affected during the development of the activities.
- General organizational chart indicating functions that will be assigned to your staff.
- Identification of those responsible (including telephone number and email) for carrying out:
 - Document management of resources: Administrative personnel responsible for delivering the documentary requirements for the authorization of income.
 - EHS Management: Responsible for Contractor Safety.
 - Technical management: Project Manager / Responsible for the activity.

The work schedule established by the employment contract law must be respected at all times, providing for the necessary relief in case of need for extensions of the working day.

5.2.1 Occupational Hygiene and Safety Service

The Contractor will have a Hygiene and Safety Service for the purposes of complying with current legislation, it will present to the EHS Coordinator the personnel within the terms established by the Law, providing the documentation that qualifies them for this purpose.

360 Energy will define, according to the complexity of the activity and associated risks, the need to have or not have on site, permanently and/or occasionally, the presence of a preventionist by the Contractor during the execution of the tasks, which must have a valid title and license plate recognized by the competent authority of the province where the activity is carried out.

The Contractor must present, prior to its incorporation, the resumes of the proposed preventionists for approval by 360 Energy.

In the event that the activity to be carried out by the Contractor warrants it, one Preventionist will be available on site for every 30 Operators.

In turn, the Contractor must provide for the assignment of a Preventionist in each work front when 360 Energy considers that:

- There is a considerable distance between them that cannot be covered by a single Preventionist.
- When there are considerable risks in the sector where the work will be carried out.
- The complexity of the work to be carried out warrants the exclusive presence of a Preventionist.

The contractor must deliver to 360 Energy's EHS team:

- Notice of Start of work presented to the ART
- Safety Program approved by the ART
- Training program on topics inherent to Preventive Management and on the specific tasks that will be developed.
- Training Records of personnel affected by the activity.
- Written procedures on tasks to be developed.
- Inspection/control records of tools, vehicles and equipment.
- Records of defensive driving courses for personnel who drive vehicles.

5.3 Entrance to the site

5.3.1 Entry qualification

Entry authorization to the site will be carried out based on the guidelines established in Annex II "Documentary requirements for entry authorization."

The EHS coordinator and/or Document Control Analyst will inform the Contractor and those responsible for the site on behalf of 360 Energy (Project Manager / Park / EHS) the status of the documentary control and the authorization of resources.

5.3.2 Income Induction

Once the documentation that enables the entry of each resource has been received and approved, the EHS Entry Induction must be carried out on site or through a digital platform in order to internalize the staff about the guidelines for preventive management and actions in the event of accidents, fires. or other contingencies.

Supporting documents will be provided with these indications and preventions.

5.3.3 Start of activities

The start of the tasks will be after all participants have received the EHS entry induction. In addition to this, a meeting will be held at the beginning of activities where, together with the Plant / Site Manager and the intervening personnel, criteria will be standardized to be adopted during the execution of the task / provision of the service.

At the Activities Start meeting, 360 Energy will convene the Contractor (and Subcontractors if any) to standardize criteria to be adopted during the activity and coordinate work to avoid overlaps and/or interferences.

At least Chiefs / Site Managers / Park Managers and Safety Managers of the parties will be present, and the call may be extended to other managers.

The Contractor, their Site Manager (or whoever they designate in the event of momentary or extraordinary impossibility) and their Safety and Hygiene Manager must be present at all times during the activity.

The preventions and measures defined in the Company's Security Program (s/Res. SRT 35/98) must be adopted by the Contractor as minimum budgets, and only its Security Programs are considered as a priority (Offerer, s/Res. SRT 51 /97) in the items that are more demanding than that of the Company.

5.4 Evaluation of the activity to be developed

All activities must be carried out after identifying their dangers, evaluating the risks of exposure and finally their elimination, reduction and/or mitigation, in order to guarantee the safeguarding of the psychophysical integrity of everyone who is part of the site. For this, the Occupational Risk Assessment Procedure (PR-34) must be applied.

At the same time, environmental aspects must be identified and their associated environmental impacts must be evaluated both under normal conditions of development of the activity, as well as potential aspects associated with abnormal (eventual foreseeable) or emergency situations.

For this, the Procedure for identification, weighting and control of environmental aspects and impacts (PR-29)

Under these premises, the elements that are part of the Risk Prevention Plan must be presented.

5.5 Permits for Work with Special Risks

Despite the result of the risk assessment and environmental aspects of the activity, the following activities require that, before carrying it out, a risk assessment must be carried out on the site to be intervened together with the operators involved to enable its execution, where The risks and their mitigation measures will be explained, in addition to the precautions to consider according to each case:

- Intervention of energized equipment or proximity to energized equipment.
- Works at more than 1.8 meters high.
- Work in excavations, more than 1.2 meters deep and/or long extensions.
- Work in confined spaces.
- Hot tasks (welding, grinding, blowtorch).
- Lifting tasks. Use of Hydrocrane or other lifting equipment.
- Tasks with environmental implications.

The applicability and management of the Work Permit is found in the ““Procedure Management of special work permits” (PR-36).

5.6 Personal protection items

For any non-administrative task outside the office area, staff must be equipped with the mandatory PPE:

- security shoes,
- work clothing,
- reflective vest, safety glasses and helmets.

According to the tasks to be carried out, the complementary or additional protection elements required (mechanical/electrical resistance gloves, hearing protection, safety harness, etc.).

All this PPE must be certified under IRAM/UL standards, in good condition and registered in accordance with Res. SRT 299/11.

The use of PPE is indicated in the “**Procedure Use of personal protection elements**” (PR-33).

5.7 Human Resource Management during the Work

Throughout the Work, personnel must be kept attentive, with a preventive and proactive attitude to avoid incidents. To do this, the following tools must be applied:

5.7.1 Training and Coaching Program

Activities must be planned and executed that contain, at a minimum, these topics:

- Risk identification. Measures to adopt. Use of PPE.
- General internal rules. Vehicle and pedestrian circulation.
- Waste management. Order and Cleanliness.
- Risks prevention. Hand and eye protection.
- First aid. Emergency care.
- Safe cargo handling. Head and foot protection.
- Electric risk. Protections.
- Excavations. Techniques, Signaling and Protections.
- Work at height. Scaffolding assembly. Use of Harness.
- Fire protection. Practice with fire extinguishers.

All these activities must be documented and signed by each participant, date and duration, and form part of the Technical File (consider applicable topics according to tasks).

Consider daily whether exposure to meteorological phenomena (sunwind, excessive heat, rain or possible runoff) or others is relevant.

5.7.2 5 Minute Talk

Before starting each day, a 5-minute talk must be held by a Supervisor or Site Manager, and the preventionist. The object is not only to inform staff about planned tasks, but also to indicate preventions to adopt and highlight attitudes that must be reinforced by detecting unsafe acts or incidents the day before.

5.8 Technical Resources Management

All materials and accessories must be properly identified, stored and protected. These areas must be properly marked and maintained in an orderly and clean manner. Its access must be free of obstacles.



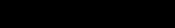









It is important, to carry out effective management, to know and apply the “Element Security Control Procedure” (PR-35), which reaches the following resources:

5.8.1 Manual tools

Once entered and registered (in order to be removed at the end of the Work), they must remain in the care of each operator or in the warehouse. In the latter case, the clothier (or whoever acts as such) will be responsible for maintaining and delivering ONLY those that are suitable, in good condition and with all its parts and components.

In order to ensure a periodic inspection, beyond that which must be carried out by the person who removes it, the clothier must thoroughly inspect them at least at the end of each month, documenting his control and placing a clipping of electrical tape (or other appropriate means attached to each tool in a visible place and that does not compromise its use). Each month will have the color indicated below, and if it does not match, it must be presumed that it has not been recently verified.

The color list must be visible to the person picking up, so that they can see that they are picking up a recently reviewed tool. When placing the tape, a record must be recorded of the day and who reviewed and placed it.

MES	COLOR		MES	COLOR	
January	Yellow		July	Yellow	
February	Black		August	Black	
March	Green		September	Green	
April	White		October	White	
May	Blue		November	Blue	
June	Red		December	Red	

5.8.2 Electric tools

The same treatment applies for Manual Tools. These require greater attention to their electrical protections, both for direct and indirect contacts, and complementary to mechanical aspects.

Cables, plug, drive device and protections for moving and energized parts must be checked.

5.8.3 Electrical Panels

Whether fixed or portable, they must be in good condition, with all their active protections (thermomagnetic and/or differential circuit breakers as appropriate) and identified which circuits they feed and with visible Electrical Risk signaling. Beyond complementary controls, the same monthly color system must be applied for the checkup.

5.8.4 Vehicles and Equipment

Every vehicle (car, pick-up, truck or any other) must, before entering, complete the qualifying requirements for it and the driver.

Special machinery (e.g. hydrocrane, crane, forklift, etc.), must also present the aptitude of the operator and, when applicable, the technical endorsements of the equipment.

When driving, they must do so respecting the established speeds, using a seat belt and with lights on.

Particular attention deserves the lifting equipment, regarding the control and checking of:

- Lifting device certification
- Lifting operator certification. Qualified training.
- Harness and certified lifting devices (sling, eyebolt, etc.)
- Knowledge of the lifting equipment load table
- Indication of Maximum Load and Range according to equipment configuration
- Knowledge and practice of load securing.

5.8.5 Scaffolding and Safety Harness

All work carried out more than 1.80 meters above ground level is considered Working at Height and must follow all related safety guidelines. To access higher levels, it is necessary to assemble standardized scaffolding by qualified personnel (with reliably demonstrated instruction and training).

The most practical and versatile scaffolds in this case are of the ACROW or modular type, but their selection is not exclusive. They must be complete, with all their constituent parts placed according to the manufacturer's specifications.

Every scaffold must have, from the moment it is assembled until it has been disassembled, a card with 3 possible options and with the signature and clarification of the person in charge:

- SCAFFOLD SUITABLE FOR USE
- SCAFFOLDING NOT SUITABLE. USE PROHIBITED.
- ARMED SCAFFOLDING. DO NOT USE.

The use of the scaffolding requires that the type C or complete safety harness be worn properly, with a mooring rope and a carabiner attached to the back, which must be attached to a fixed and resistant structure (not the scaffolding).

5.8.5 Equipment for driving metal posts

Mechanical driving of metal posts simplifies execution times and exposure to physical stress for operators. The simplicity and robustness of this equipment requires, on the part of the operators, that they pay due attention in their operation to avoid entrapments or impacts due to error in positioning or overexertion of the machine.

Although its movement is slow, it is important to keep those not involved in the operation away, also due to the movements that must be made to move each post manually from horizontal to vertical rest position.



5.9 Electrical installations

For interventions on energized lines, the guidelines of Res. SRT 3068/14 must be followed, which correspond to the Regulations of the AEA (Argentine Electrotechnical Association) for TcT (Work with Voltage) up to 1Kv.

Electrical locks must be carried out in these interventions using visible openings, interlocks and use of cards, following the 5 Golden Rules.

> Voltage levels:

- Very low safety voltage. (MBT) In dry and humid environments, up to 24 volts with respect to ground will be considered as Safety voltage.
- Low voltage (LV) voltage of up to 1000 volts (rms value) between phases.
- Medium Voltage (MT) Corresponds to voltages above 1000 volts and up to and including 33000 volts.
- High voltage (AT) Corresponds to voltages above 33,000 volts.

> **Safety Distance:** to prevent disruptive discharges in work carried out in the proximity of non-insulated parts of electrical installations in service, the minimum separations, measured between any point with voltage and the maximum part of the operator or the non-insulated tools used by him in The most unfavorable situation that could occur will be the following.

Minimum voltage level	Minimum Distance
Up to 24V	no restriction
(+)24V - 1KV	0,8 m (1)
(+) 1KV - 33KV	0,8 m
(+)33KV - 66KV	0,9 m (2)
(+)66KV - 132KV	1,5 m
(+)132KV - 150KV	1,65 m
(+)150KV - 220KV	2,1 m
(+) 220KV - 330KV	2,9 m

(+) 330KV - 500KV	3,6 m
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(1) These distances can be reduced to SIXTY CENTIMETERS (60 cm.) by placing insulating screens with an adequate level of insulation on the live objects and when there are no grounded metal cracks that come between the live element and the operators. (2) For remote work.

5.10 Facilities and Service for staff

In cases where the 360 Energy facilities cannot be used, the Contractor must have modules for the development of administrative tasks, tool collection, personnel protection and dining room; including facilities for refreshments and meals (furniture and equipment), as well as a locker room with lockers and sanitary services according to the provision.

Guarantee the availability of drinking water and toilets before starting the day. All environments must be in good condition, with sufficient lighting and ventilation to carry out activities normally.

5.11 Emergency Response Elements and Equipment

Depending on the existing risks, a sufficient amount of fire fighting equipment (fire extinguishers) must be provided, strategically located, duly marked and visible.

There must be 1 rigid stretcher and 1 complete first aid kit in the Workplace, and the same on the work front if it is more than 500 meters away from it, accessible and visible.

5.12 Behavior: Unsafe Acts and Incidents

Personal attitude determines and/or facilitates exposure to unnecessary and/or unperceived risks, and consequently the possible occurrence of incidents with or without damage or loss, so work must be done not only to provide the necessary knowledge (previous items), but also in the internalization of these premises and awareness. To achieve this, the observation and detection of unsafe acts and incidents is very useful. In both cases it is important to notice the deviation immediately, in order to stop unnecessary exposure to risk, ensuring that the worker understands and becomes aware of it. In order to correct deviations that may be widespread, it should be mentioned in the 5 Minute Talk and reinforced. The "Risk Notice Instructions" (IN-53) indicates the management that must be carried out.

5.13 Communication of events with incidents

Regardless of the magnitude of the event, and whether or not its consequences materialized in damage to the health of workers, facilities and/or the environment, the Contractor must inform 360 Energy about any incident that occurred on the work site immediately after its occurrence idea.

Any event that has caused or has had the potential to cause harm to people, the environment or facilities must be reported and recorded. It is essential to carry out an investigation to

determine the causes and establish corrective and/or preventive measures to avoid a new event with similar characteristics. To do this, it is required to have knowledge of the “**Incident Investigation Instructions**” (IN-54).

5.14 Work Environment

The area where each worker carries out their task must have the minimum conditions in which their exposure to contaminating agents that put their psychophysical integrity at risk would not be expected.

The mere existence of an agent does not in itself imply the existence of exposure, since to determine it, both the intensity or level and the time in which it is exposed must be considered. For this, it is important to attend, in the identification of Hazards, if the need to adopt control and/or mitigation measures arises from the Risk Assessment.

5.15 Monitoring of Polluting Agents

To safeguard the integrity of personnel in the face of possible exposures to contaminants, possible harmful substances must be identified and then evaluated if any mitigation is appropriate, or simply monitoring, or if it is considered irrelevant.

To this end, the Dangers that could be present and could require evaluating whether risks existed would be (the list is not limiting, only indicative):

- Noise and/or Vibrations
- Heat and/or Cold
- Forced Positions
- Falls and trips on level and/or unevenness
- Cuts
- Strikes by and with moving objects.

5.16 Order and Cleanliness

To contribute to the prevention of incidents, all areas and sectors must be permanently clean and orderly, and their circulation, access and egress routes must be clear and free of obstacles. All sharp elements such as iron, nails, etc. must be eliminated. that involve risk to people's safety.

To this end, beyond inducing personnel to maintain similar behavior at all times, it is also necessary to provide sufficient containers to collect the different types of waste that could be generated, duly marked and identified, and protected with lids to avoid the wandering of light discarded material such as bags or food packaging.

5.17 Waste management

It is expected that the following types of waste may be generated:

- a) **Urban Solid Waste or similar to Household Waste (RSU):** food scraps including packaging and paper. If there are differentiated treatments available, they should be separated (GREEN basket).
- b) **Recyclable:** typical construction remains, such as metal cuttings, pipes plastics and construction materials (not contaminated with products such as paints or solvents, for example). Also cardboard (panel packaging), wood (pallets) among others. (YELLOW basket).
- c) **Dangerous:** Those contaminated with materials that, if dumped on the ground, would cause degradation of the natural environment, for example, paint or solvent. Absorbents and PPE that could have been used to contain spills also go here (RED basket).
- d) **Sewage Liquid Effluents:** discharges from baths and washing of cookware.
- e) **Waste electrical and electronic equipment (WEEE):** Within this category there are cell phones. Notebooks, PCs, printers, among others (Gray basket).

The management of all types of waste must comply with the "Waste Management Procedure" (PR-30).

Collection containers and waste must be kept protected from the wind and taken to the Clean Point as a temporary collection. It is prohibited to light a fire and/or burn waste.

5.18 Emergency Care

In the event of possible events that could endanger the integrity of any person in their vicinity, as a result of the tasks carried out in the project, it is important that everyone knows their roles, what they should and should not do, and who to notify.

Not only must they recognize (upon entering) the potential danger scenarios and the measures to be adopted (Induction), but also who must give prompt warning and by what means.

Posters must be placed in visible places informing the Emergency telephone numbers, both of those responsible for the work and of the corresponding ART.

The hypothetical scenarios that could put the Emergency Plan on alert are:

- a) Earthquake Alert
- b) Alert for Strong Winds and/or Gusts and/or Storms Fire
- c) Electrocution or Contact with voltage
- d) Severely injured.

If it is necessary to evacuate the premises, those who are not assigned the event control function must go to the assigned Meeting Point and await instructions.

They must collaborate by providing First Aid assistance only if they are prepared, keep the access of the rescue means clear and await their arrival.

In all cases, after an event, the relevant investigations must be carried out in order to detect the root causes and take the appropriate actions to avoid its repetition. All those who were directly involved must participate in this investigation, and if necessary the scope will be extended.

This type of event is regulated in the procedures “Emergency Response” (PR-26) and “Environmental Contingencies” (PR-31).

5.19 Occupational health

Strengthen contagion prevention efforts by implementing actions to protect the health and integrity of people in the face of the pandemic declared by the WHO in relation to the coronavirus (SARS-CoV-2 and its variants) and the disease caused by COVID-19. Although on May 5, 2023 the WHO declared the end of the international public emergency, the need for basic care is still in progress. “Protocol for action against Coronavirus (PR-12).



5.20 Non-compliance in Preventive Management

Failure to comply with the guidelines will be considered a serious breach and will be subject to the penalties established by 360 Energy SA.

NOTE: *The different Procedures and Instructions mentioned in this document will be formally disseminated to each Contractor in the initial Induction. For the interpretation of a bidder's Prevention Management, the information contained in this document is sufficient.*