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RECURRENT ENERGY
A subsidiary of Canadian Solar

Health & Safety Policy

The Corporate Management of Recurrent Energy implements and instills at all levels of the organization **a vision and values focused on excellence** through a faithful commitment to Health and Safety management.

We are committed to **provide and maintain a safe and healthy workplace** in co-operation with our employees and business partners through an active Health & Safety program.

In all situations, priority is given to **protecting our employees, contractors and our visitors** from occupational illness, injury, and risk, and to preserve materials, assets, and the environment against the risk of fire, damage, and other losses. Fulfillment of this commitment will be done through an integrated system focusing on prevention and continuous improvement.

Every effort will be made to **ensure compliance** with all applicable Occupational Safety regulations and laws in all countries in which we operate.

We are committed to providing a work environment in which all **individuals are treated with respect and dignity** and will take whatever steps are reasonable to protect our workers from workplace violence and harassment from all sources. All employees, contractors and visitors are encouraged to raise any concerns about workplace harassment and to report any incidents or threats they may be subject to or have witnessed.

Employees at every level, including management, are responsible and accountable for the company's overall safety initiatives of eliminating, minimizing, and controlling the risk inherent in our services. Gradually reducing incidents at work with the **objective of ZERO incidents**. Complete and active participation by everyone, every day, in every job is necessary to achieve this goal and for the safety among all workers on the job.

Management and staff will be **competently trained to provide a safe and healthy workplace** and accept responsibility to ensure employees, contractors and visitors fulfill their part of the health and safety program.

Recurrent Energy pledges itself to a **commitment to consultation, participation, and continuous improvement** through effective performance evaluation that includes safety committees, periodic analysis of the context of our organization, identification and evaluation of risks and opportunities, review of our policies and carry out periodic audits to achieve company objectives.



Dylan Marx
Chief Executive Officer
July 2026