



BIG ENERGY HOLDINGS KFT

ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM POLICY

The Company

Big Energy holdings kft is a Hungarian Company operating in Europe in the fields of green energy. Since its establishment, Big Energy Holdings kft has been an entrepreneur and an independent producer of electricity and a leader in the renewable energy sector and have full dedicated team with capabilities and a proven track record in solar, wind, hydroelectricity, Geothermal and pumped storage projects.

General:

As a growing organization, operating in Europe, and focused on the establishment, purchase, upgrade, renovation, construction and operation of renewable energy assets, the Company advocates for an adequate business culture of employees, managers, directors, and other officers in the performance of their duties.

Our policy framework confirms our commitment as in managing environmental and social risks in BIG Energy holdings kft operations. It sets ambitious new standards in several areas. We are elevating respect for human rights to the core of environmental and social risk management. Ensuring the continuation of our current gender policy.

Our Commitments:

1. Environment:
 - a) Comply with Environmental laws and regulations.
 - b) Resource utilization efficiency (energy, water, important input materials, etc.)
 - c) Protect the environment, reducing the pollution of our activities, including reduce the Greenhouse gas (GHG) emissions, the Release of pollutants into air, water, and land, Recover, reuse, treatment, and proper disposal of waste.
2. Labor and Working Conditions
 - a) Establish Human resources policies and procedures.
 - b) Documented labor policies and procedures
 - c) Clear communications throughout the company
 - d) Promote Working conditions and terms of employment.
 - e) Respect of collective bargaining agreement, if applicable
 - f) Reasonable working conditions and terms of employment (e.g., compensation, benefits)
 - g) Protection for migrant, contract, or temporary worker
3. Workers' organizations
 - a) Respect Workers' rights to form and to join workers' organizations.
 - b) No discrimination against those who organize.
4. Non-discrimination and equal opportunity
 - a) Non-discrimination in hiring, promotion, and compensation practices
 - b) Provide Training, tools, and opportunities for advancement.



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- c) Assure Freedom from harassment by management or other workers.
- d) Promote remedy for past discrimination.
- 5. Grievance mechanism
 - a) Transparent process for receiving and resolving worker complaints.
 - b) No retaliation or discrimination to interested parties.
- 6. Child labor
 - a) Establish a minimum age for employment.
 - b) Assure Conditions for engagement of young workers.
- 7. Forced labor.
 - a) Assure Freedom of movement, freedom to resign.
 - b) Assure No retention of identification papers or money to detain workers.
- 8. Occupational health and safety
 - a) Safe work environment and dormitories when applicable
 - b) Emergency prevention and response system
 - c) Personal protective equipment and appropriate training
 - d) Documentation and reporting of accidents, near misses, and illnesses.
- 9. Workers engaged by third parties.
 - a) Extension of labor policies to labor contractors, recruiting agencies and other third parties
 - b) Grievance mechanism for contracted workers
- 10. Supply chain
 - a) Extension of policies and monitoring of supply chain with respect to child labor, forced labor and worker safety to supply chain.
- 11. Community Health, Safety and Security
 - a) Health and safety of the public related to company activities.
 - b) Health and safety of the public related to the construction, operation, and decommissioning of equipment and infrastructure.
 - c) Downstream impacts related to wastewater disposal.
 - d) Potential community exposure to hazardous materials and substances

Signed by:

Yossi EDELSTIEN

CEO – BIG ENERGY HOLDINGS KFT

19 Feb 2023