



Environmental Policy Statement

GEM-HSSE-0004

Gemini is committed to the protection of the environment and to bringing, social and economic benefits for the communities where our employees and our contractors live, work and play. Being the operator of one of the largest wind parks in Europe, not only does Gemini supply environmentally friendly electricity, but we are also very aware that we need to ensure that our policies enhance the environment that we operate in.

Gemini will responsibly manage all aspects of our operations such that our environmental obligations are achieved. We will operate our facilities in compliance with the applicable environmental legislation, as a minimum, but our goal is to achieve best international standards in all aspects of our business. An "operating principle" within the Gemini organization is to "respect people the environment and equipment", this is fundamental in all aspects of the organization's operations.

Through training and by providing information to our staff and contractors we will ensure that all our employees, contractors and visitors are made aware of our environmental responsibilities and know how to adhere to the established environmental procedures.

Gemini will implement cost-effective best management practices to provide environmental protection and minimize risk to the environment we operate in. Gemini will uphold the belief that pollution of the environment is entirely preventable. Gemini will reduce fossil-fuel use, water consumption and waste generation to as low as possible. To ensure compliance with governing legislation and regulatory requirements, and to direct the continuous improvement of Gemini's environmental management system, we will carry out periodic environmental audits and conduct monitoring programs.

Gemini will communicate with government agencies, employees, contractors and the public on our environmental performance and policies through our website, publications and selected media sources, and we will strive to make decisions using the evaluation of environmental, economic and social equity whenever possible.

Gemini will select contractors who are committed to compliance with the applicable environmental legislation and to Gemini policies and procedures. This compliance will be monitored by Gemini to ensure high standards are upheld. It is the responsibility of each employee to understand and to comply with the governing environmental legislation and this policy.

Revision
1.6

Issue Date
1.5.2023