

Integrated Management System Policy

Enova is committed to achieving, maintaining and continually improving Health & Safety, Environment, Energy Efficiency, Asset Management, Data security, Quality Standards and Facility Management Integrated Systems in all aspects of our activities - building energy services, multi-technical and civil works services, energy & facilities management services, and consultancy. Enova will do this with integrity, in a responsible and sustainable manner.

Enova has put in place a work system which protects the health and safety of our employees, customers, partners and the public; while at the same time, minimizing our impact on the environment and improving the efficiency of the installations Enova manages, achieving customer satisfaction by providing "Best in Class" quality service.

In order to support this policy Enova will:

- Develop, implement, maintain and continually improve our Integrated Management System
- Comply with local and international regulations
- Comply with shareholder (MAF Ventures and Veolia), customer and contractual requirements
- Encourage, support and integrate Facility and client requirement within our IMS
- Prevent pollution, injury, ill health and promote an interdependent safe working culture
- Encourage commitment amongst our workforce, subcontractor and supply chain to provide service delivery as per our client & interested parties requirement
- Reduce work place risks by promoting awareness, training and the implementation of best practices
- Improve energy efficiency and reduce energy consumption (electricity, chilled water, water...)
- Set objectives and review the performance in order to maintain excellence
- Report and analyse all accidents, incidents and non-conformities in order to prevent reoccurrence
- Conduct audits in order to follow the efficacy and the continual improvement of the system

In order to achieve these objectives, Enova will allocate sufficient resources to enable all employees and partners to:

- Develop or comply with this Integrated Management System
- Have all necessary information available and shared across the company
- Respect regulation and customer requirements
- Accept responsibility for protecting themselves, fellow employees, contractors, visitors and the public who may be affected by our activities
- Contribute to the achievement and continuous improvement of our objectives
- Actively participate in all accident, incident, near miss, unsafe act / conditions and non-conformity investigations and the deployment of corrective actions
- Propose opportunities for improvement of performance
- When applicable support the selection of equipment

These objectives will allow Enova to maintain our ISO 9001, ISO 14001, ISO 45001, ISO 50001 and ISO 55001 certifications as well as achieving ISO 27001 and ISO 41001

Renaud Capris
CEO



26th July 2020