



HEDNO's GUIDELINES for the Environment and Climate Change.

REALISTIC & COHERENT VISION

HEDNO's vision is about building a sustainable and climate resilient electricity distribution network, while maintaining a positive contribution to the environment.

We aim to be a key facilitator in the transition into a low-carbon economy and to achieve carbon neutrality levels by 2040 in our operations.

HEDNO's **vision** is based on the following pillars:

- **Environmental Protection & Management:** We will foster circular economy principles to maintain high percentage of reuse and recycling and minimize waste production, ensuring in parallel the use and the most of the value of our products, materials, and resources in use. We will focus on soil and water resources' protection through our operations.
- **Reducing Greenhouse Gas Emissions:** With the implementation of a **net zero roadmap** being in line with global Science-Based Targets initiative (SBTi), we will reduce our emissions related to distribution losses and emissions resulted from mobile and stationary combustion sources to achieve decarbonization target by 2040.
- **Resilience & Climate Change Adaptation:** We commit to adapt our facilities and major businesses accordingly to be prepared against all physical risks that are related to Climate Change, while implementing resilience enhancement solutions to mitigate the adverse impacts of the current and expected future climate conditions. Simultaneously, we will manage the effects of extreme incidents through the adoption of robust and agile emergency action plans.
- **Natural Resources Conservation:** We commit to continue giving value to and preserving the natural environment, biodiversity, and habitat, striving to enhance it, where possible.
- **Low-Carbon Electricity Delivery:** We will reinforce the integration of renewable energy sources into the grid, the adoption of energy efficient solutions, and deploying smart grid technologies, while allowing for the enhanced network reliability and flexibility.
- **Sustainable Materials Management:** We will use sustainable materials, on which we will perform a lifecycle assessment to minimize our environmental impacts, while following a systematic approach towards increasing equipment recovery rate.

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COMMITMENTS

We commit to **promote, monitor, and enforce compliance** with environmental laws, regulations, and standards being in place:

- Comply with the Hellenic and European Environmental Legislation and Regulations and adopt approved International Codes of Practice and Standards for environmental management issues.
- Resolve any cases of non-compliance and develop environmental monitoring procedures both for HEDNO's staff and each of our external partners (contractors, etc.).
- Redefine from top to bottom and throughout the hierarchy, the perspective on our target groups.

ROADMAP

We aim to **make bold steps to become an environmental leader for the Energy Industry** and to **advance the environmental good practices**:

- Intention to apply an integrated Environmental Management System for achieving environmental targets and measuring and improving environmental performance of the entire organization.
- Promoting the growth of low-carbon electricity generation, as well as the efficient use of energy through the implementation of innovative and sustainable technologies.
- Laying network infrastructure and facilities, while respecting the territory, protecting biodiversity, and mitigating our environmental impacts.
- Promoting environmental management of hazardous, waste materials and equipment resulted by our construction and operation works at the end of their lifecycle.
- Planning employee training on sustainable and environmental best practices and procedures and foster awareness-raising on environmental protection and climate change issues.
- Evaluating contractors' environmental performance throughout project implementation.
- Participation in environmental protection initiatives and climate change workshops with NGOs, communities, and local stakeholders to share best practices.

We will follow a **resilience and Climate Change adaptation management pathway** by learning from past incidents, new climate science, innovative technology solutions following best practices.

We will apply a set of key actionable measures before, during, and after Climate Change related incidents to build a climate resilient electricity distribution network:

- **Anticipate:** We will anticipate future impacts both on our organization and on our asset base, with thorough assessment and analysis of Climate Change projections and scenarios.
- **Prepare:** We will deploy effective disaster risk management strategies and resilience engineering initiatives.
- **Absorb:** We aim to meet the defined objectives in sustaining critical operations and maintaining the operational capability of our network during extreme weather events.
- **Recover:** We will focus on the rapid recovery following an event through the application of effective crisis response plan and robust incident management.
- **Adapt:** We will carry out changes in our operational plan and implement targeted network strengthening adaptations based on performance indicators, lessons learned and best practices.

