



## Health, Safety, Environment and Social Manager

Neoen is one of the world's leading and fastest growing independent producers of exclusively renewable energy. With a capacity of more than 3 GW in operation or under construction, Neoen is a high-growth company. Neoen is notably active in Argentina, Australia, El Salvador, Finland, France, Ireland, Jamaica, Mexico, Mozambique, Portugal and Zambia. In particular, Neoen operates France's most powerful solar PV farm (300 MWp) in Cestas, and the world's largest lithium-ion power reserve (150 MW/193.5 MWh storage capacity) in Hornsdale, Australia.

A player in the fight against global warming and the energy transition, Neoen's mission is to design and implement the means to produce the most competitive renewable electricity, sustainably and on a large scale. As a responsible company whose long-term vision is reflected in a strong and sustainable growth strategy, Neoen is targeting more than 5 GW capacity in operation or under construction by end of 2021.

Neoen (ISIN Code: FR0011675362, ticker: NEOEN) is listed in Compartment A of the regulated market of Euronext Paris.

As part of its mission of developing, building and operating renewable Energy Projects around the world, Neoen is committed to properly managing the Health and Safety of its employees and contractors, as well as all related Environment and Social impacts of its activities.

To support that objective Neoen has developed an HSE&S management system and wants to further develop such system to :

- integrate Environmental and Social components into a fully comprehensive Health, Safety, Environment and Social Management System (HSE&S MS), and
- align such system with international best practices requirements such as ISO 14001, OHAS 18001 and the IFC sustainability standards.

Such management system aims at defining and enforcing the conditions to allow Neoen to properly deliver on its HSE&S commitments and comply with all applicable standard practices in this field, to the satisfaction of its shareholders as well as its lenders.

For more information: [www.neoen.com](http://www.neoen.com)

### Role Purpose

In order to improve and ensure the effective implementation of the company's HSE&S system, Neoen is hiring a HSE&S Manager, who will be responsible for the development, implementation, control and continuous assessment of the required procedures and controls of Neoen's HSE&S MS, and oversee its practical application to Neoen's operations.

The position is based in Paris, with frequent travels to Neoen's operations sites, and reports to Neoen's International Operations Manager.

The following list summarizes the main components and deliverables under the governance of the HSE&S MS:

- **Policy definition**
  - Define Neoen's HSE&S MS commitments, objectives, operating procedures and guidelines for implementation
  - Comply with applicable industry standards, national requirements of host countries and international best practices

- **Risk Analysis**
  - Undertake a corporate risk analysis to evaluate and rank group wide HSE&S risks and impacts in a regular basis; and ensure high risks are being incorporated in the company overall risk matrix
  - Provide support to project level team for the review of HSE&S risk and impacts during project development , construction and operational phases
  - Prepare the terms of reference for projects' HSE&S' impact assessment studies and due diligence during project development
  - Review EPC contract and ensure applicable HSE&S requirements are integrated to EPC contract prior to signature
- **Action Plans**
  - Provide support to projects level HSE&S team
  - Oversee the execution of action plans defined to mitigate projects adverse impacts to all project stakeholders, including Employees, Contractors, the Environment and the communities
- **Roles and responsibilities**
  - Establish a governance system to manage HSE&S risks and impacts
  - Establish clear roles of all projects' stakeholders in the management of HSES related matters during the development and operation of Neoen's assets.
  - Allow for continuous improvement of Neoen's operations HSES performance
  - Provide the required support and training of resources allocated to HSES
- **Emergency Plan**
  - Prepare a corporate framework for emergency preparedness and response as part of corporate HSE&S and ensure its adaptation and implementation at project level by project HSE&S team
- **Stakeholders engagement plans**
  - Prepare a group Stakeholder engagement framework aligned with international standards, and ensure its adaptation and implementation at project level by project HSE&S team
  - Provide support and guidance to Neoen EPC or O&M contractors in the development and implementation of such plans including proper communication and consultation channels
  - Develop a group grievance mechanism aligned with international standards, insure its adaptation and implementation at project level by project HSE&S team.
- **Continuous Performance assessment**
  - Set up control and governance rules to allow for self-improvement of all HSE&S related procedures within Neoen.
  - Amend and improve existing procedures to industry evolution, or to adhoc country regulations, laws or requirements.

The following list summarizes the main duties for the position for the management of all HSE&S related matters applicable to Neoen's business :

- **Projects development**
  - Prepare the terms of reference for projects' HSE&, impact assessment studies and due diligence during project development

- Represent Neoen towards lenders during project due diligences prior to Financing Close, Define standards , procedures and technical annexes applicable to Neoen's EPC and O&M contractors during contract negotiations
  - Select appropriate HSE&S advisors including local ones when applicable
  - Supervise the development of HSE&S studies (HSE&S impact assessment, baseline surveys, resettlement action plan, biodiversity action plan, etc...).
  - Supervise project HSE&S team and insure group HSE&S management procedures are translated at project level into a project specific management system, taking into account local constraints as well as lenders requirements.
- **Projects Execution**
    - Provide the necessary support to Neoen' Project and Asset Managers on all HSE&S related issues, including site inspections, incident investigation, HSE&S performance control.
    - Review EPC and O&M contractors HSE&S plans , risks and impacts analysis procedures, accident root cause analysis as provided by Neoen's contractors during projects implementation or assets operations
    - Set up and review of appropriate HSES audits procedures and deliverables by Neoen's contractors during construction and operation of assets
  - **HSES Governance**
    - Internal competence for all HSE&S matters applicable to Neoen's business
    - Leader of the Neoen HSE&S Committee
    - Responsible for HSES performance monitoring
    - Proposing action plans to continuously improve Neoen's HSE&S performance
    - Assess, amend and improve Neoen's HSE&S governance if/when required

## Key Stakeholders relationships

In order to fulfill his job, the HSES Manager will interact with many actors, including:

- Neoen's management team
- Neoen Development , procurement and operations teams
- Neoen General counsel team
- Global or local Regulatory Authorities
- Lenders and their HSES advisors
- Independent HSES Advisors
- EPC , O&M and other Contractors
- Owner's Engineer team
- Local communities

## Profile

- Technical expertise of HSE&S matters in both an advisor role as well as during their actual implementation on large investment projects
- Successful experience in the development and implementation of practical HSE&S related management procedures and systems
- Strong HSES background as an advisor, Management System contributor within the IFC performance Standard framework
- Solid knowledge of OHSAS 1800/ ISO 14001 , IFC Performance Standards and Equator principles
- Previous experience of Health and safety management in an industrial set up.
- Experience of Environment and Social risk management of large industrial Projects impact
- Strong leadership , communication and negotiation skills
- Autonomy
- Minimum number of years of experience : 10 years
- Languages: English (mandatory), French or Spanish (a plus)

## Conditions

- Permanent contract
- Based in Paris
- Starting date : as soon as possible
- Salary : according to experience

Please send you CV and cover letter to Norbert Thouvenot  
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