

Health and Safety Group Policy

Scope	<p>Group</p> <p>In accordance with local laws and regulations, and in accordance with the rules of governance of Group companies, in particular, the independent management of regulated subsidiaries</p>
Upstream references	
Downstream references	<ul style="list-style-type: none"> • 10 Life Saving Rules • BEST expectations <p>https://www.edf.fr/en/the-edf-group/our-commitments/corporate-social-responsibility/a-socially-responsible-employer</p>
Owner	Commitment signed by all members of the EXCOM
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Start date	On signature of the document

EDF GROUP EXCOM COMMITMENT TO HEALTH AND SAFETY

LET US ALL ACT TOGETHER FOR HEALTH AND SAFETY

THE HEALTH & SAFETY OF EMPLOYEES AND CONTRACTORS IS EDF GROUP'S MOST PRECIOUS ASSET. OUR ABSOLUTE PRIORITY IS THEREFORE TO PROTECT IT AND, ABOVE ALL, ERADICATE FATALITIES.

No urgency justifies working unsafely. We must develop a workplace culture of prevention at all levels of our organisations. This universal mobilisation will guide us toward «Zero Harm», which is an important ambition for the sustainable performance of the Group as a whole.

Each of us is responsible for our own Health and Safety and for that of our colleagues. This shared responsibility which unites us each day is based on trust, care and transparency, both among ourselves and with all the stakeholders.

The methods for implementing this ambition, notably via the 10 Life Saving Rules* and BEST expectations* for managing Health and Safety, are those tried and tested by the companies which obtain the best Health and Safety results. They should enable us to become a benchmark company.

We expect of all the entities of EDF Group that they will perform a self-assessment with regard to these expectations and develop plans for improvement toward this level of excellence.

We expect of all senior managers that they mobilise their teams and, assisted by their Health and Safety experts and the medical teams, establish appropriate measures to prevent harm.

We expect of all managers that they should be exemplary in promoting this commitment.

We expect of all employees and suppliers that they commit themselves to this approach, that they strictly apply and comply with work procedures and safety rules, that they demonstrate a duty of care to their colleagues and that they share ideas to improve our performance.

For the Health and Safety of all, our commitment is total. We will personally supervise the implementation of this commitment, and we will perform Health and Safety inspections in our facilities to meet and discuss our approach with you.

Jean-Bernard LEVY, Président Directeur Général du groupe EDF



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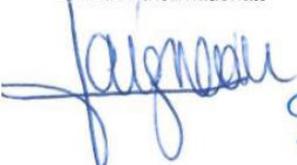
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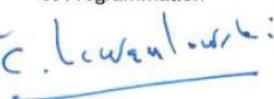
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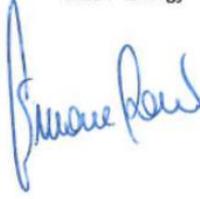
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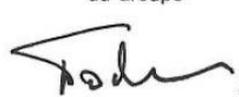
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DEPLOYMENT OF THE HEALTH AND SAFETY COMMITMENT OF THE EDF GROUP EXECUTIVE COMMITTEE

PRIORITIES 2018 - 2020

1

Indicator improvement to achieve CAP 2030 objectives

Via CAP 2030, our Group will establish itself as a benchmark employer in terms of employee commitment and social performance.

The progress objectives adopted are as follows:

- ERADICATE fatalities;
- REDUCE the lost time incident frequency rate (LTIR) of occupational injuries:

LTIR of Group employees⁽¹⁾
< 1.4 in 2020

overall LTIR (employees and suppliers)⁽²⁾
< 1.8 in 2020 and < 1 in 2030

(These results are measured with the LTIR indicator)

- REDUCE absenteeism:
absenteeism⁽³⁾ < 8 days per employee per year in 2020

Each company of EDF Group is responsible for taking actions to contribute to achieving these objectives.

2

Priorities for the 2018-2020 period

Universal mobilisation

Each employee is responsible for their own Health and Safety and that of their colleagues. We must therefore:

- **WIDELY ADOPT THE IDENTIFICATION** and management of hazardous situations, and improve the quality of associated analyses;
- **INCREASE VISIBILITY ON HEALTH AND SAFETY ISSUES** in the field to develop personal responsibility: notice boards, safety briefing in meetings, Health and Safety days, awards, induction days for new employees, and a digital applications and e-learning offerings;
- **TREAT WITH EQUAL CONSIDERATION** the employees of contractors and suppliers who work in the Group's facilities so that they comply with all the rules which are applicable to them and receive the same attention as the Group's employees.

⁽¹⁾The frequency rate for Group employees fell from 3.5 in 2014 to 2.7 in 2017

⁽²⁾The overall frequency rate fell from 3.6 in 2014 to 3.3 in 2017

⁽³⁾Absenteeism remained stable at 9.1 days per employee per year in 2014 and 9.2 in 2017

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Shared responsibility

Each employee must demonstrate a duty of care to their colleagues. This is the «shared responsibility» principle, which is based on trust, care and transparency in workforces to identify risks and define preventive measures. We must therefore:

- **LOCALLY DEVELOP SHARED RESPONSIBILITY APPROACHES** so that everyone feels responsible for what is around them, and to encourage comparative analysis, peer reviews and sharing within teams.

Company officers and managers key to the Health and Safety commitment

The company officers and managers of EDF Group are responsible for the Health and Safety of the employees under their authority. They are assessed in light of their results and their actions in this area. We must therefore:

- **DEFINE OBJECTIVES** at the Group level for all entities, and steer them through Group performance reviews and management reviews for the entity;
- **STRENGTHEN LEADERSHIP** in Health and Safety for company officers and managers to move toward more attentiveness and trust, based on exemplarity and through more appropriate training and more efficient digital tools;
- **PROMOTE AND WIDELY ADOPT THE USE** of the Group's common reference framework: Life Saving Rules, BEST Expectations, sharing of High-Potential Events (HPE). Gap analysis will make it possible to define and implement concrete measures for progress, in particular by improving training.

Development of overall employee health to reduce absenteeism

Beyond «Zero Harm», overall health is a major commitment for the company, for both short and long-term physical and mental health of employees.

Emphasis is placed on more detailed analysis of all our data, including the economic aspect, to have a better understanding of impacts and to better focus our actions. The priorities hinge around the main health issues. We must therefore:

- **ENSURE CONTROL OF THE RISKS** specific to each business unit and identify emerging risks;
- **ENHANCE THE TARGETING** prevention measures, notably for musculoskeletal disorders and anxio-depressive disorders, by developing analysis and cross-checking of the operating units' data;
- **BOLSTER ADDICTION PREVENTION** by developing awareness raising tools and drug use checks;
- **STEP UP AND COORDINATE PUBLIC HEALTH CAMPAIGNS**, especially for cardiovascular risk, which is one of the major causes of death due to ill health (50% of the causes of death in the workplace in 2017);
- **DEVELOP OFFERS AND SOLUTIONS** for employment retention in the Group's various operating units.

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PROGRAMME BASE

The 2015-2017 roadmap was an opportunity to build a reference base for the 2018-2020 programme:

The Executive Committee commitment

The members of the Executive Committee together analyse the quarterly results, fatalities, and regularly make Health and Safety inspections.

Organised management and governance

A Health and Safety strategy committee brings together company officers, appointed by each member of the Executive Committee, who manage the Group's action plan. Health and Safety is a subject regularly discussed with employee representatives in the Group's European Works Council and in the staff representative bodies.

A common, shared reference framework

The Group has laid down 10 «Life Saving Rules», which are essential behaviours to prevent the occurrence of serious, even fatal injuries. The BEST Framework of EDF Group's expectations for managing Health and Safety has been established, which specifies what we must do to achieve excellence in the field of Health and Safety. High-potential events (HPE) are shared and analysed to promote experience feedback.

A Group Health and Safety Community

This Community, coordinated by the Health and Safety Section of the HR Department, designs and disseminates best practices, shares experience and translates the programme priorities into action.

5 SHORT-TERM ACTIONS TO MOBILISE THE GROUP

- 1** Develop Shared Awareness by establishing in each operating entity an action plan based on an analysis of deviations from the BEST Framework.
- 2** Bolster prevention and carry out at least one drug use check in all the Group's operating units.
- 3** Launch a Group campaign for the prevention of cardiovascular risks and step up our actions to prevent musculoskeletal disorders and anxio-depressive disorders.
- 4** Increase understanding of Health and Safety risk prevention in training systems for managers and talented individuals. With the Group Management University, organise «learning expeditions» in firms which are a reference in the area of occupational risk prevention.
- 5** In each entity, define a framework specifying the conditions for retention and return to the workplace, involving employees, managers, the medical teams and personnel representatives.