



EDF Health and Safety Group Policy

Applicable scope	EDF Group 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
Upstream references	Cap 2030, Corporate Purpose, Leadership Ambition
Downstream references	Life Saving Rules and BEST Framework https://www.edf.fr/groupe-edf/nos-engagements/responsabilite-d-entreprise/un-employeur-responsable
Owner	Commitment signed by the members of the Executive Committee
Author	Christophe Carval , Group Senior Executive Vice President in charge of the Human Resources
Version	V2.0 as of 26 April 2021

This policy has been established in compliance with the CSR policy, which materialises the EDF Group's commitment to the health and safety of all. In this regard the Group, through its businesses and the subsidiaries concerned, is committed to developing the highest standards for:

- nuclear safety and hydraulic safety;
- the health and safety of its employees and contractors, i.e. eradicate serious and fatal accidents, reduce the number of accidents, develop shared responsibility, increase the prevention of psychosocial risks, adapt forms of work organisation boosting well-being, ensure a high level of social protection, etc.;
- environmental health, improving air quality, reducing noise, visual and light pollution, commercial offers linked to comfort and well-being.

Each new project is analysed in terms of the health and safety of the people participating in the project, and its impact on the environment and the health of residents.

WORKING TOGETHER FOR OUR HEALTH AND OUR SAFETY

The life of employees and contractors is the EDF Group's most precious asset. It is therefore crucial to safeguard the physical and psychological health of our teams, especially in times of crisis such as the Covid-19 pandemic. Our absolute priority is therefore to protect this and, first and foremost, eradicate serious and fatal accidents. Our commitment is a key issue and a source of pride for each of us.

Many of the Group's entities have implemented health and safety (H&S) management tools in full. Others are undertaking programmes to build trust and responsibility, which also benefit the health, safety and well-being of the working groups and employees. These entities are making sustainable progress and are established as benchmark companies. Our goal is for these practices to be widely adopted everywhere and every day, benefiting the health and safety of all our employees and those of our contractors.

Life is precious: no urgency justifies taking risks!

Health and safety are integral aspects of all our activities every day. Exemplary behaviour by company officers and managers is crucial. They create the organisational conditions enabling a culture of prevention to take root and grow. Each of them, through their powers, resources and expertise, is responsible for their own health and safety, and for that of the men and women around them. Contributing to prevention is an element of professionalism for all employees.

We expect a personal commitment from all parties involved: Group employees, temporary workers, contractors, managers and company officers.

We expect each party to strictly apply and comply with work procedures and safety rules, including the Group's 10 Life Saving Rules.

We expect them to share ideas and work to improve our performance.

The medical teams and H&S experts will provide constant, multi-disciplinary support so teams can develop and implement progress targets through joint responsibility programmes at the most local level.

The ongoing dialogue with the staff representatives, especially in the staff representative bodies, will play a role in the continuous improvement of working conditions.

Given our results, success comes from working together with our contractors.

We treat the employees of contractors and temporary workers working on the Group's sites with the same consideration as our own employees. Better health and safety performance is promoted in supply chain service contracts. Strong and close partnerships are established to achieve sustainable and measurable progress together.

To extend the action undertaken:

- **Dare to question and be questioned**

A prevention culture is based on trust, goodwill and transparency among all parties, at all organisational levels. We are responsible for our own health & safety and for that of our colleagues. This shared responsibility embodies the values of the Group's Leadership Ambition: authenticity, openness and commitment.

- **Detect deviations and treat them appropriately**

An error is an involuntary act, whether an error of skill, knowledge or judgement. It differs from an infringement, which is caused by intentional behaviour. We recognise that errors are a source of progress, revealing shortcomings in the organisation, procedures, resources and/or behaviours.

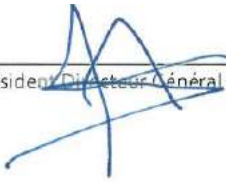
With this in mind, we encourage the detection of deviations that have an impact on health and safety. High-Potential Events are analysed thoroughly and suitable responses to these events are shared with all stakeholders.

- **Ensure our action plans are implemented**

Feedback from the field and the Group's guidelines will enrich the action plans at all levels of the organisation.

Our common cause, the health and safety of all, is the foundation of the well-being that is the Group's target through its Corporate Purpose. Our commitment to this issue is total. We will personally supervise the implementation of this commitment, and we will continue to perform Health and Safety inspections in our facilities, to discuss and continue to improve prevention together.

Jean-Bernard LEVY, Président-Directeur Général du Groupe EDF



Marc BENAYOUN,
Directeur Exécutif Groupe
Clients, Services & Territoires



Bruno BENSASSON,
Directeur Exécutif Groupe
Energies Renouvelables



Béatrice BUFFON,
Directeur Exécutif Groupe
en charge de la
Direction Internationale



Christophe CARVAL,
Directeur Exécutif Groupe
en charge de la Direction
des Ressources Humaines Groupe



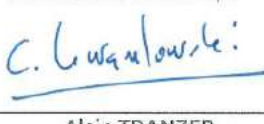
Xavier GIRRE,
Directeur Exécutif Groupe
en charge de la Direction
Financière Groupe



Véronique LACOUR,
Directeur Exécutif Groupe
en charge de la Transformation
et de l'Efficacité Opérationnelle



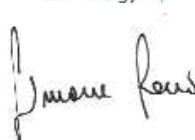
Cédric LEWANDOWSKI,
Directeur Exécutif Groupe
en charge de la Direction du
Parc Nucléaire et Thermique



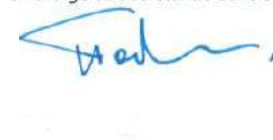
Alexandre PERRA,
Directeur Exécutif Groupe
en charge de la Direction Innovation,
Responsabilité d'Entreprise et Stratégie




Simone ROSSI,
Chief Executive Officer
EDF Energy



Pierre TODOROV,
Directeur Exécutif Groupe
en charge du Secrétariat Général



Alain TRANZER,
Délégué Général à la qualité
industrielle et aux compétences
nucléaires



Xavier URSAT,
Directeur Exécutif Groupe
en charge de la Direction Ingénierie
et Projets Nouveau Nucléaire



II. Deployment of the Executive Committee members' commitment to the well-being of employees

Requirements for 2021-2023

1. Commitment to achieve the CAP 2030 objectives

Via CAP 2030, the Group will establish itself as a benchmark employer in terms of the commitment of managers and employees. Our first objective is to eradicate serious and fatal accidents:

zero serious accidents¹ and zero fatalities in 2023

Meeting this requirement will play a role in developing our prevention culture and allow us to:

- **Reduce the injury rate**

EDF LTIR < 1.4 and overall LTIR < 1.8 in 2023

overall LTIR < 1 in 2030

- **Improve health and well-being at work**

absenteeism < 8 days per employee per year in 2023

2. Introduce new practices in a lasting manner

a. The health of all: a core issue for the Group

EDF is committed to improving the physical and psychological health of its employees at work, both on site and at home. Progress in this area will be built on a **multi-disciplinary approach** with the long-term involvement of the medical teams, social workers, social partners, managers, H&S experts and HR managers.

We must strengthen our actions and:

- **Draw lessons** from the health crisis:
 - Be vigilant in the application of preventive measures and protocols to control the spread of viruses in the workplace; consider new management and working methods; pay attention to weak signals linked in particular to isolation and separation for teams working remotely.
 - Be involved in the vaccination campaigns by the public authorities to protect our employees who wish this.
- **Continue the prevention of cardiovascular risk**, one of the leading causes of death from ill-health, and the prevention of addictions, including implementing tests for drug use, which is a risk for everyone.
- **Continue to protect against "occupational" risks**: musculoskeletal disorders, exposure to noise, hazardous chemicals, ionising and electromagnetic radiation and biological agents, and identify emerging critical risks.
- **Continue the prevention of psycho-social and socio-organisational risks** via, firstly, detecting the signs of fragility through raising awareness within teams and management and, secondly, bolstering trust and responsibility.
- **Develop support and return-to-work systems and solutions** in the Group's different operational units. We are continuing to adapt the workstations, including those for disabled persons, considering the rising life expectancy. We are making the pre-return-to-work visits with the medical teams and the return-to-work meetings with the managers standard procedures.

¹ A serious accident is an accident at work, integrated into the calculation of the LTIR calculation, classified as a high-potential gravity event (HPE) and leading to more than 60 days' off work.

b. A collective emphasis on safety. Life is precious: no urgency justifies taking risks!

In 2019 and 2020, the Group held two events in which **we collectively said "STOP"** to serious and fatal accidents. The quality of the debates in the working groups and the action plans undertaken demonstrate our ability to work together on finding solutions to progress and deal with the difficulties encountered at different levels.

To strengthen our prevention culture, we must increase this ability to respond and mobilise at the local level.

If the safety conditions related to the Life Saving Rules are not met, the situation must be challenged ('**NoGo**') before the job starts. Similarly, when unforeseen events mean that the safety rules can no longer be complied with, a "**Safety Stop**" must be observed. We recognise that "NoGo" and "Safety Stop" are sources of progress, revealing shortcomings in the organisation, operational documentation (procedures), technical resources, etc.

We want to recognise the employees and companies that implement these practices throughout the work process. In the context of shared responsibility, **no sanction** will be imposed on an employee of the Group or a company when an error is detected, or a dangerous situation is reported.

c. Make progress jointly with our contractors: an essential condition

The entities have adopted many initiatives **to make progress in partnership with the contractors**. In 2019, the Group made a strong commitment through a partnership with the association MASE to encourage companies, in particular very small businesses (VSBs), to bolster their health and safety management.

The BEST framework specifies the requirements and best practices for developing a long-lasting and effective partnership. The LTIR for contractors' accidents has fallen, but it is still twice as high as the rate for EDF employees. Both 2019 and 2020 were marked by six fatal accidents of contractor employees on work sites.

The impetus given by updating the policy must result in a **radical change in our practices**.

To eradicate serious and fatal accidents and build a sustainable health and safety performance, we encourage the inclusion of contractors in local initiatives and programmes. We develop partnerships to jointly build the safety conditions for their staff right from the preparation phase, on the facilities and work sites. We recognise the performance of our partners.

Therefore, EDF is committed to:

- **Sharing the health and safety vision** by reinforcing the managerial alignment of the management of the EDF entities and the managements of the contractors concerning the prevention of serious and fatal accidents.
- **Improving 'contractualisation' by:**
 - A better expression of the requirements expected;
 - Analysing the responses from companies using a health and safety self-assessment table;
 - Applying best-bid criteria to ensure the best possible health and safety conditions;
 - Considering the feedback from projects carried out.
- **Deploying local actions built jointly and shared with our contractors:**
 - The joint assessment of risks and identification of the conditions for the implementation of the applicable Life Saving Rules by the participants on the work site;
 - Joint management visits, presence in the field, recognition of the NoGo and Safety Stop practice;
 - Establishment of a Safety Charter for complex operations, incorporating our mutual commitment to eradicate serious and fatal accidents.
- The analysis and regular sharing of High-Potential Events (HPE) to maintain a momentum of continuous improvement in a climate of trust and transparency.

d. Health and safety: an integral element of the professionalism of all

Each entity describes what is expected of the manager's duties in terms of health and safety (presence in the field, supervision, coaching, etc.), based on the Group's Leadership Ambition.

Health and safety is an integral element of the professionalism and daily duties of every employee.

The assessment of the health and safety professionalism is included in the regular interviews between managers and employees. A dedicated health and safety section is part of the annual evaluation review (EAP): expertise and behaviour, including a questioning attitude, with the related assessment criteria.

The training and awareness-raising activities for managers and employees will incorporate this aspect. First-aid training is encouraged and recognised.

e. Work together to develop virtuous behaviour and a proactive attitude

The Group's entities continue to make progress on the four pillars of organisational and human factors:

- Organisation and management (procedures, leadership, exemplary behaviour, arbitration);
- Working groups (team spirit, safety value, shared responsibility);
- Work situations (condition of the equipment, working conditions, operating documents);
- The person (pre-job briefing, STAR -Stop, Think, Act and Review-, and debriefing, skills, behaviour).

Taking all these aspects into account increases our ability to be more proactive in addressing critical risks and unforeseen events.

Sharing the same understanding of the different behaviours with regard to safety makes it possible to build reciprocal trust between managers and employees. Positive contributions must be recognised and rewarded, as well as attitudes based on compliance and exemplary behaviour. Errors must be corrected, and infringements sanctioned.

Neuroscience helps us better understand the mechanisms that lead to accidents. The use of practices that increase reliability, such as the pre-job briefing, STAR -Stop, Think, Act and Review- and debriefing, contributes to anchoring our prevention culture in day-to-day procedures, and consequently prevent accidents.

The programmes to build trust and responsibility, by developing new modes of management and cooperation between employees, bolster the commitment and responsibility of everyone. Concrete results have been recorded in the field.

3. Maintain the Group's health and safety base

The achievements of the 2018-2020 roadmap form a reference base for the employees, actors of prevention, which is the basis for this new policy reinforcing our objective of eradicating serious and fatal accidents.

The Group has laid down **10 Life Saving Rules**, which are essential behaviours to prevent serious and fatal accidents.

BEST lists the best internal practices, both in-house and those of external companies serving as benchmarks. This framework enables entities to perform regular self-assessment and define the progress targets to be implemented according to their situation.

All high-potential events (HPE) are analysed and shared to prevent serious and fatal accidents from occurring.

The **Health and Safety Community**, comprised of the H&S experts, Quality of Life at Work representatives, occupational physicians and their teams, is coordinated by the Health and Safety Section of the HR Department and translates the priorities of the Health and Safety Policy into actions. It develops tools, facilitates internal and external comparisons, shares experience and disseminates best practices.

The Group **Health and Safety Strategy Committee** (Costrat) meets quarterly and is made up of company officers, appointed by each member of the Executive Committee. They manage the deployment of the Health and Safety commitment of the Executive Committee members.

The **members of the Executive Committee** together analyse the quarterly results. Each fatal accident is the subject of a specific presentation by the director of the entity. The members of the Executive Committee regularly perform Health and Safety inspections.