

## Occupational Health and Safety Policy

### The EDP commitment

The constant reinforcement of the culture of Occupational Health and Safety Policy is a determination made by corporate management in the EDP Group, achieved through developing awareness, strengthening wills, and the availability of the necessary resources for:

- provide safe and healthy working conditions to prevent injuries and adverse health effects;
- ensuring compliance with legal requirements and other requirements voluntarily undertaken by the EDP Group;
- promoting the training and informing of workers regarding activity-related risks, through raising their awareness of compliance with safety standards and procedures;
- protecting facilities and equipment by adopting the best techniques, combined with monitoring and updating operating procedures to eliminate dangers and reduce risks to workers, service providers, and stakeholders who might encounter the EDP Group's infrastructures;
- ensuring the participation and consultation of workers or their representatives in planning, implementing and evaluating the performance of Occupational Health and Safety management;
- ensuring that in the design and development of products, sales, projects, execution of works, operation and maintenance of assets, all safety requirements are integrated in advance, minimizing risks, to ensure the planning of investments that guarantee safe solutions throughout the value chain and for all stakeholders;

Safety is an integral part of the quality of the EDP Group's services and products.

The efficacy of the Occupational Health and Safety Policy and the ongoing improvement of the EDP Group in the area of Occupational Health and Safety must be achieved with the involvement of all management levels and the support and contribution of all workers, service providers, suppliers, and other stakeholders. The EDP Group, therefore, requires all individuals to adopt practices in line with the principles outlined in this policy.

**No situation or urgency of service can justify endangering someone's life.**

### Guidelines for safety within the EDP Group

- 1 Safety, understood as Occupational Health and Safety, is a core part of how EDP Group companies operate. It guides every decision we make, from planning and building projects to decommissioning and maintaining our infrastructure, as well as how we manage our people, choose suppliers, and run our day-to-day business. This includes how we design our products and services, always with the goal of keeping workers, customers, and communities safe.
- 2 Safety is an attitude and a will – part of everyone's activity – which is always expressed through respect for and compliance with legal and other requirements, standards, and applicable procedures, as well as through initiatives and contributions to their improvement.
- 3 Safety is an inherent component of line management, with line managers being responsible for enforcing regulations, making a visible and permanent personal commitment, promoting training, and providing information to their workers, as well as controlling the environment in which work takes place.
- 4 At all times and in any situation, each company undertakes to carry out its activities with the ambitious goal of achieving “zero accidents” through continuous improvement in occupational health and safety management and performance, by setting specific progress objectives.
- 5 Safety at work should be achieved through the systematic analysis of risks, involving workers and their representatives, as well as service providers as applicable, to identify and mitigate all situations with potential hazards during the preparation of work, thereby achieving an acceptable level of risk. Situations that could lead to Serious Injuries or Fatalities (SIF) i.e., life-threatening, life-altering, and life-ending events – these are unacceptable and require immediate action: if there are no safe conditions for work to be carried out, it must not be started or, if it has already begun, it must be stopped immediately.
- 6 The investigation and analysis of incidents, accidents, and near-misses will be carried out systematically, and conclusions will be drawn to prevent their recurrence, a crucial step in the ongoing improvement of preventing occupational accidents and adverse health effects.
- 7 No action shall be taken against any employee who expresses concern about an issue related to Occupational Health and Safety or is involved in a near-accident, unless s/he has consciously and intentionally carried out an illegal act or willfully disregarded a safety rule or procedure.
- 8 Safety procedures must always be kept up to date in accordance with existing risks and the applicable local regulations.
- 9 Staying alert and following the Life Saving Rules and Behaviors is fundamental to ensuring safety and preventing accidents. Respect for these rules must be valued and recognized, as it reflects a genuine commitment to protecting everyone. Each of us has not only the right but also the responsibility to stop any activity whenever these guidelines are not followed. Non-compliance poses a significant safety risk and could result in penalties.

The Life Saving Rules and Behaviors are documented in a clear, accessible format and can be consulted at any time on the intranet. All employees are encouraged to review them regularly and integrate them into their daily routines.



Find out  
more on  
the Intranet