



EDF Group
Health & Safety
Prevention Policy

Applicable scope	EDF Group In accordance with local laws and regulations, and in accordance with the rules of governance of Group companies and the independent management of regulated subsidiaries
Upstream references	Corporate Purpose
Downstream references	Lifesaving Rules, BEST Framework, Application Memo DRH-A 23-29
Owner	Commitment signed by EXCOM members
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This EDF Group Health & Safety Prevention Policy supersedes the Health & Safety policy dated 21 April 2021. It is established in line with the Group's policies and in particular:

- the Operating Principles, Risk Management, and Internal Control policy
- the Corporate Social Responsibility (CSR) policy
- the EDF Group nuclear safety policy.

It is part of the Duty of Care approach, and the commitments relating to health and safety are incorporated in the Duty of Vigilance framework of the EDF Group (EDF SA and the subsidiaries it controls) and in its business relations.

LET US ACT TOGETHER FOR OUR HEALTH AND SAFETY PROTECTION

It is our duty to protect the lives of those, men and women, that represent the Group and its strength. Together, it is important that we pay attention to the physical and mental health of the Group's employees and our partners. Our absolute priority is therefore, first and foremost, to eradicate serious and fatal accidents, protect the health and safety of all, and attain zero harm. Our collective commitment is a source of pride for us all.

Health and safety are integral aspects of all our activities every day. A job done well is a job done safely. Exemplary behaviour by our executive team and managers is crucial. They create the organisational conditions enabling a culture of health & safety and risk prevention to take root and grow. They are responsible for implementing the requirements of this policy and all associated action plans. Each of them, through their powers, resources, and expertise, is responsible for their own health and safety, and that of the people around them. It is our professional duty to contribute to risk prevention, starting with planning, the performance of the activities, through to providing feedback and learning.

Safety managers actively contribute to the deployment of the policy, sharing practices, contributing to collective problem solving, developing new knowledge, constructing operational standards and skills frameworks, and transferring knowledge. Group governance, in conjunction with the medical teams, provides permanent and transdisciplinary support to the teams out in the field.

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

We treat the employees of our partners 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.

We expect every stakeholder – Group employees, temporary employees, employees of our partners, managers, and company officers – to be personally committed, to be proactive, and to act to improve our performance in matters of health and safety.

To amplify the action taken:

- Dare to question and be questioned, and to be able to STOP in case of danger.
- Detect deviations and treat them appropriately, and prioritise those related to the 10 Lifesaving Rules.
- Ensure our action plans are implemented.
- Actively promote best practices.

The health and safety of everyone is our common cause. It is the foundation of the well-being that the Group aspires to through its Corporate Purpose. Our commitment to this issue is total and collective.

We will each of us personally, and within the Executive Committee, monitor the implementation of this commitment.

Life is precious: no urgency justifies taking risks!

Luc REMONT, Président Directeur général



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10 Lifesaving Rules to eradicate serious and fatal accidents

- I always protect myself against falling from height and I protect others from falling objects
- I never work or drive under the influence of alcohol or drugs
- I only work on equipment with isolated energy sources
- I always use the specified protective equipment when working with or near live equipment
- I always keep a safe distance away from moving equipment or vehicles
- I never move under a suspended load, and I keep a safe distance from it
- I never enter a confined space without authorisation, atmosphere control, and supervision
- I always wear a life jacket when working near water if there is no collective protection
- I use the protections (belt, hard hat, etc.), I respect the speed limits, I do not handle the phone or SatNav when driving a vehicle
- I never cross a barrier, including a radiography barrier, unless I'm authorised to do so

10 requirements to implement the health and safety prevention policy

- 1) Any deviations from the Lifesaving Rules shall be analysed and addressed
- 2) Each entity shall regularly evaluate (at least every 3 years and with peer support) its health and safety management system according to the BEST reference framework and define the areas for progress to be implemented according to its situation
- 3) Managers shall place safety at the heart of their field presence, to provide support to the operational teams, and shall organise a safety briefing at the start of any managerial meeting
- 4) A dedicated health and safety component shall be included in the annual evaluation review
- 5) Managers and employees shall be trained in health and safety
- 6) Accidents shall be subjected to analysis, the depth of which will depend on the actual and potential seriousness of the consequences, to identify the causes, define preventive actions, and prevent the occurrence of similar situations
- 7) Joint field management visits by EDF and partners shall be carried out in the field
- 8) A quantifiable continuous improvement target shall be included in each performance agreement
- 9) Employees shall be invited to a return-to-work meeting with their manager upon return from time off work
- 10) Shared vigilance shall be implemented and its practice promoted

1. Consolidating the Group's health and safety framework

The Group has laid down 10 Lifesaving Rules, constituting essential behaviours for preventing serious and fatal accidents¹. All stakeholders shall identify the risks they face in their activity and the corresponding lifesaving rules as well as the countermeasures to be put in place. All those concerned shall strictly apply and adhere to the work procedures and safety rules. Any deviation from these rules must be analysed and addressed (Requirement 1).

Each entity shall regularly evaluate (at least every 3 years and with peer support) its health and safety management system according to the **BEST** reference framework and define the areas of progress to be implemented according to its situation (Requirement 2).

Managers play an essential role in terms of health and safety, the indispensable aspects of this being: presence in the field to support operational teams and the organisation of safety briefings at the start of any managerial meeting (Requirement 3).

The **assessment of health and safety professionalism** is included in the regular interviews between managers and employees. A dedicated health and safety component is included in the annual evaluation review (Requirement 4). This addresses, in particular, the question of skills and behaviours.

Managers and employees shall be trained in health and safety aspects (Requirement 5). First-aid training shall be encouraged and recognised. Every new hire shall be informed of the 10 Lifesaving Rules and the 10 requirements to be applied. They shall also receive awareness training on lifesaving actions.

Accidents shall be subjected to analysis, the depth of which will depend on the actual and potential seriousness of the consequences, to identify the causes, define preventive actions, and prevent the occurrence of similar situations (Requirement 6). Analyses of High-Potential Events (HPE) shall be collated and shared at Group level.

With respect to its **partners**, the Group undertakes to:

- Share the health and safety vision by reinforcing the managerial alignment of the management of the EDF entities and the managements of partner companies, through regular exchanges and the establishment of partnership charters, applied in the field.
- Improve contracting by:
 - Better expression of the expected requirements
 - 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.

¹A serious accident is an accident at work, included in the LTIR calculation, classified as a High-Potential Event (HPE) and leading to more than 60 days off work.

- Deploy local actions built jointly and shared with our partner companies:
 - Joint assessment of risks and identification of the conditions for the implementation of the applicable Lifesaving Rules by the participants on the work site
 - Knowledge of the contractual requirements by the operators in the field on both the client's and partner's side
 - Joint field management visits (Requirement 7), recognition of the "NoGo" and "Safety Stop" practice and reporting unsafe situations.

Beyond the priority objective of eradicating serious and fatal accidents, the EDF Group intends to continuously improve risk prevention by reducing the number of injuries, the accident frequency rates (overall LTIR and TRIR²), the number of days of medical leave off work for health and safety reasons, and the number of occupational illnesses.

A quantifiable continuous improvement objective shall be included in each performance contract (Requirement 8).

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

EDF is committed to improving the physical and mental health of its employees at work, whether on site or away from site, and to considering the health impacts linked to its activities. 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.

Our actions aim to:

- **Continue to prevent "occupational" risks** to prevent occupational diseases, musculoskeletal disorders; **to limit the exposure** of operators to noise, hazardous chemical substances, electromagnetic fields, biological agents; and **to prevent adverse health impacts** from our activities on local residents and the environment.
- **Serve as a benchmark in the prevention of risks related to exposure to ionising radiation** by applying the ALARA ("as low as reasonably achievable") principle for the protection of employees. This area is considered a priority for the Group's activities.
- **Continue preventing psychosocial and socio-organisational risks** via, firstly, detecting signs of fragility through raising awareness within teams and management, making support solutions available to employees, discouraging rude and violent behaviour, and, secondly, bolstering trust and responsibility.
- **Continue preventing cardiovascular risk**, one of the leading causes of death from ill-health, and promote physical activity.
- **Develop addiction prevention**, through awareness-raising actions and by controlling alcohol and drug abuse, which is a risk for everyone.

²LTIR: Lost Time Incident Rate; TRIR: Total Recordable Incident Rate (accident frequency rate with and without lost time)

- **Be vigilant in the application of preventive measures to avoid the spread of infectious agents on work sites.** Participate in the vaccination campaigns of the public authorities to protect our employees who wish to be vaccinated.
- **Anticipate the effects of climate change** on working conditions, with higher temperatures, an increase in infectious diseases, UV exposure, extreme weather events.
- **Develop support and return-to-work systems and solutions** to continue to prevent the risk of exclusion from working life and reduce absenteeism. Continue to adapt workplaces, including those for people with disabilities, considering rising life expectancy and conditions to which employees may be prone, such as cancer and progressive chronic diseases. Propose pre-return-to-work examinations with the medical teams and make return-to-work meetings with the managers standard procedures (Requirement 9).

3. Day-to-day vigilance

If the safety conditions related to the Lifesaving 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**” has to be observed. We recognise that a “NoGo” or a “Safety Stop” is a source of progress. They highlight actions to be taken to improve risk prevention.

We wish to promote as exemplary employees and companies that implement these practices and exercise **shared vigilance** throughout the work process, which means daring to ask questions and to accept being questioned (Requirement 10). As a guarantee of trust and transparency, no sanctions will be taken against a Group employee or a company if the analysis of the deviation, carried out according to the “Knowledge/Ability/Intention” grid, shows that it is an error that is by definition unintentional.