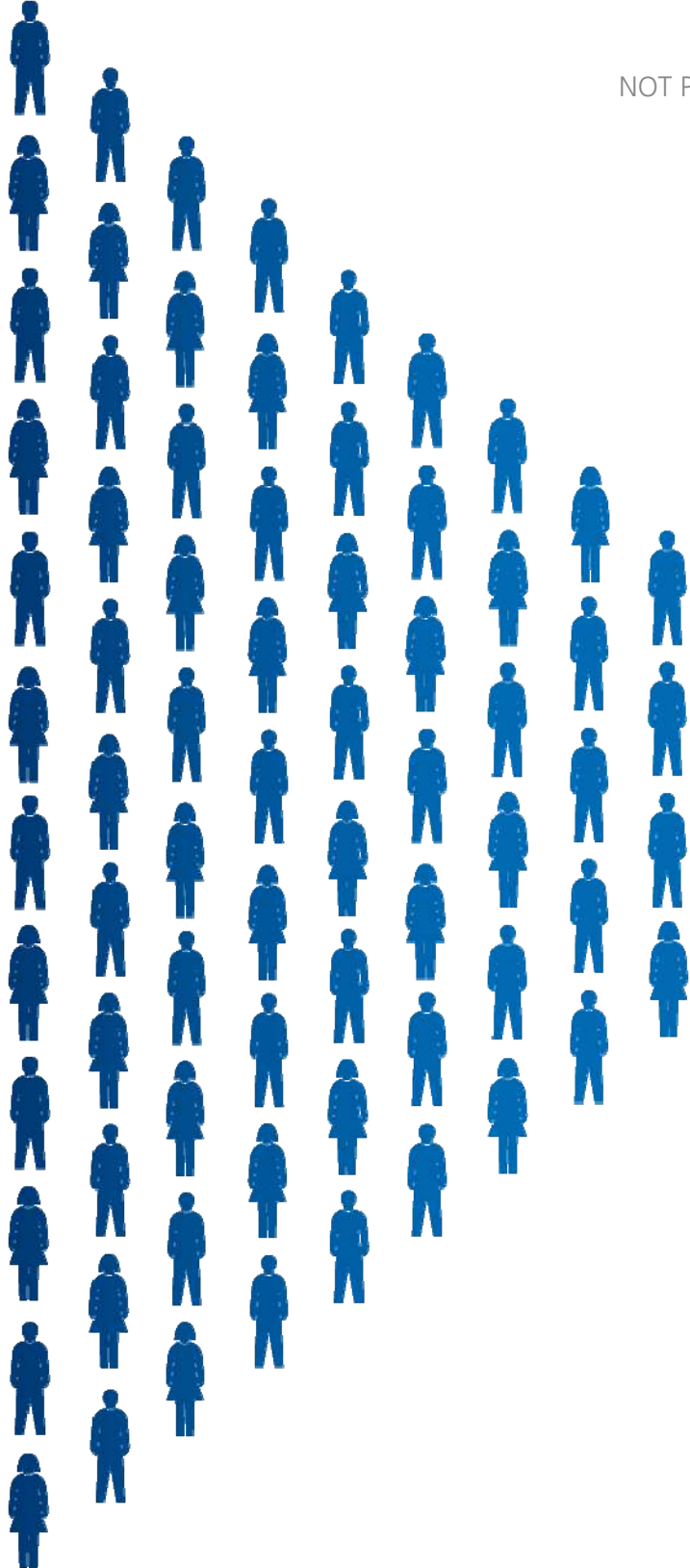


NOT PROTECTIVELY MARKED



Company Policy Health & Safety

NOT PROTECTIVELY MARKED

1 Company Policy: Health & Safety

Policy Statement

Building on the Health & Safety policy commitments of our parent company, **I believe all harm is preventable, so my aim is zero harm.**

I believe that a structured risk management approach, where all activities are assessed rigorously for health and safety risks will help us to achieve this aim. I believe in effective consultation and engagement with employees and in signing the Safety Representatives Charter recognise the important role that our safety representatives have in contributing to zero harm. I am responsible for enacting this policy, making nuclear safety, industrial safety and occupational health our priority.

I expect everyone to act professionally and apply the key principles agreed by the Executive Team that should guide all our work activities:

- **Every job will be done safely, no matter how important or urgent it is.**
- **Each of us has a personal responsibility for our own health and safety and for those around us.**
- **Putting people to work carries a specific responsibility and accountability for safety and health which will be visibly demonstrated.**
- **Each near miss we learn from reduces the chance of harm next time.**
- **Each of us will spot, report and deal with hazards to help create a harm free workplace.**

The Company will provide appropriate health and safety training for employees to enable them to meet the required standards of performance. I recognise that accidents, ill health and environmental incidents may result from failings in management control and are not necessarily the fault of an individual employee. All employees and contractors, however, are expected to accept their responsibility to work safely, adhering to safety rules and work procedures, using the equipment provided, and generally to contribute to the maintenance of safe and healthy conditions.

Continuous improvement will be achieved by implementing appropriate management systems and related standards, which will as a minimum, meet all applicable legal and other requirements. We will share best practice across the company and externally. Audit and assessments of compliance will be conducted to measure health and safety performance. These will be reviewed at a senior level.

I have charged my Executive Team with establishing effective management arrangements that meet the expectations of EDF Energy's Assurance & Integrity Management Framework (A&IMS) within their respective business units and the corporate steering functions. They will be advised by competent occupational health and safety professionals. Implementation of this policy will be through line management who are responsible for reducing the risks arising from our operations to as low as reasonably practicable, making proper provision for the health, safety and welfare of employees, visitors, contractors and those in the community who may be affected by our activities.

I am committed to effective communication on HS&E matters with all relevant parties and will report internally and publicly on our HS&E performance on a regular basis as part of our sustainability agenda.

Whilst we each have responsibilities for HS&E, we do much better when we work as a team.



Vincent de Rivaz CBE, Chief Executive Officer
For and on behalf of the EDF Energy Executive Team

2 Company Policy: Health & Safety

Health and Wellbeing

A healthy workforce is fundamental to our ambition of zero harm and aligns with the Government's Responsibility Deal to improve public health, which we have signed up to. Therefore, I expect everyone to play their part in creating a healthy workplace. Our approach to wellbeing recognises the importance placed on quality of life at work within EDF Group and the principles in our Health & Safety Policy Statement.

Our Health & Safety Assurance and Integrity Management System (A&IMS), sets expectations for how occupational health issues are identified, evaluated, measured and controlled, to protect and promote the health of employees.

I believe that the following principles will help us achieve success:

- **Health risks from our activities will always be considered before people are put to work and no job will be undertaken where there is an uncontrolled risk to health, no matter how important or urgent it is.**
- **Each of us carries a responsibility to protect the mental wellbeing of those impacted by our decisions and behaviours.**
- **Each of us has a personal responsibility for our own physical fitness.**
- **Each of us should be able to feel included at work.**
- **As well as the individual responsibility we have to support each other in the workplace, occupational health advisors are accessible for further support.**

I expect leaders to demonstrate their commitment to health and wellbeing by enacting the above principles. Our health and safety representatives also have an important role in promoting health and wellbeing and encouraging colleagues to adopt good practice. The legacy of the 2012 Olympic and Paralympics Games provides inspiration for us all to make healthy life-style choices.

I am relying on all of you to help me create a healthy workplace.



Vincent de Rivaz CBE, Chief Executive Officer
For and on behalf of the EDF Energy Executive Team

3 Company Policy: Health & Safety

Policy Standards

1. EDF Energy maintains a Company-wide Health, Safety and Environment Assurance and Integrity Management System (A&IMS). This provides a HS&E management framework to assess and control risks from our activities and ensures compliance with the requirements of the EDF SA Health & Safety basis. Guidance for compliance with A&IMS expectations is provided in approved codes of practice.
2. Each business unit and corporate function operates its health and safety management system and support arrangements in accordance with the expectations set out in the A&IMS framework, applicable legislation and regulations. Management systems are independently certified against external standards where deemed as necessary by Business Unit and Corporate Steering Functions.
3. EDF Energy operates a Health and Safety Committee (CHSC) to oversee its Health, Safety and Wellbeing responsibilities. The CHSC reviews the general practices adopted by EDF Energy in respect of any health and safety risks arising from their operations.
4. Each Business Unit and Corporate Function:
 - 4.1. Aligns its HS&E and wellbeing objectives with EDF Energy's values, mission and ambitions
 - 4.2. Operates in accordance with both leading and lagging performance management targets
 - 4.3. Demonstrates compliance with HS&E laws and regulations and the A&IMS framework.
5. EDF Energy maintains an approved Confidential Reporting of Serious Concerns procedure, allowing employees to report HS&E and wellbeing issues and concerns in confidence.
6. EDF Energy ensures that effective arrangements are in place across the organisation to consult with employee representatives on health and safety matters to meet applicable legislation and to ensure effective engagement with its employees.
7. Each Business Unit and Corporate Function provides timely, reliable, and fit for purpose health, safety and wellbeing information to meet reporting requirements, to support legislative and regulatory compliance and to assist management with decision making.
8. Each Business Unit and Corporate Function operates and maintains its information systems to record HS&E incident information in accordance with internal company reporting requirements and applicable UK health and safety laws and regulations.
9. Each business unit will develop and deliver health, safety and wellbeing action plans to achieve continuous improvement in performance and to achieve the Company's zero harm ambition.
10. EDF Energy maintains a programme of self assessment and audit to evaluate performance against the expectations of the A&IMS framework, against external standards and against applicable legislative and regulatory obligations. Corrective actions are agreed and followed up through to completion.

References

- A&IMS (The EDF Energy Assurance and Integrity Management System)
- Health and Safety at Work etc Act 1974

4 Company Policy: Health & Safety

- Reducing Risks, Protecting People – The HSE Decision Making Process
- Leading health and safety at work INDG 417
- Health and Safety (Consultation with Employees) Regulations 1996)
- Safety Representatives and Safety Committees Regulations 1977
- EDF Energy Safety Representatives Charter

Definition

Word or Phrase	Definition
EDF Energy	EDF Energy Holdings Limited and each of its controlled subsidiaries.
A&IMS	Assurance & Integrity Management System.
Hazard	A hazard is described as the potential for harm arising from an intrinsic property or disposition of something to cause detriment. In other words, a hazard is described as the possibility for danger which can be reasonably foreseen to be a cause of harm.
Risk	A risk is described as the chance that someone or something that is valued will be adversely affected in a stipulated way by the hazard. In other words, risk is the assessment that is made on the likelihood and consequence of exposure to the identified hazard.
Leading Indicators	A set of proactive measures that track key areas of the management system, for example the management of risk assessments. Good performance against this indicator would suggest that risks are being systematically identified and control measures are being consistently implemented.
Lagging Indicators	A set of indicators that track outcomes, for example the tracking of employee injuries.

Change History

Version	Date	Changes Made
1.5	22/04/13	Published version following annual review includes wellbeing statement
1.6	06/01/14	Updated following an annual review and reflects new template and new group health and safety policy.
2.0	Feb 2014	Published Version
3.0	April 2015	Reviewed by Company Health and Safety Committee (no changes)