

Vattenfall Health and Safety Policy

February 2024



VATTENFALL



A strong culture of care!



Anna Borg, CEO

Vattenfall's ambition is clear: World Class Health and Safety is a strategic priority. To achieve this we need to have an environment where safety and well-being are paramount. In building this culture, the responsibility is shared. It's a partnership between Vattenfall and every individual working at, and for, Vattenfall. While we, as a company provide the resources, tools, training, and support necessary for a safe and healthy work environment, each team member brings this culture to life through their actions and decisions. By taking responsibility for our own safety and looking out for our colleagues, we create a workplace that is not just safe, but also supportive and empowering.

A strong Health and Safety culture doesn't just minimise risks and accidents, it also enhances engagement, and leads to sustainable productivity and innovation.

As we move forward, let's embrace this policy not as a set of rules, but as a living, evolving aspect of our daily work. A blueprint we will all use to create a culture where safety, health, and well-being are deeply embedded in every aspect of our operations. Together, we can ensure that Vattenfall is not only a leader in energy but also a standard-bearer for a safe, healthy, and productive workplace. My commitment is to keep pushing this issue until we have reached our goal: the highest standard of safety and health at work.

Thank you for your commitment to making Vattenfall a safe, healthy and thriving environment for all.

World Class Health and Safety - what does it mean?

That we have a mature and proactive company culture with a measurable, proven, and excellent health and safety performance, putting us at least top three when benchmarked against our peers in the European energy sector.

Be safe

We want everyone to return home from work safe and healthy. You are responsible for your actions. Many of our operations are potentially high risk, always work in a safe and healthy way. We never reward, encourage or tolerate a job carried out in an unsafe or unhealthy manner.

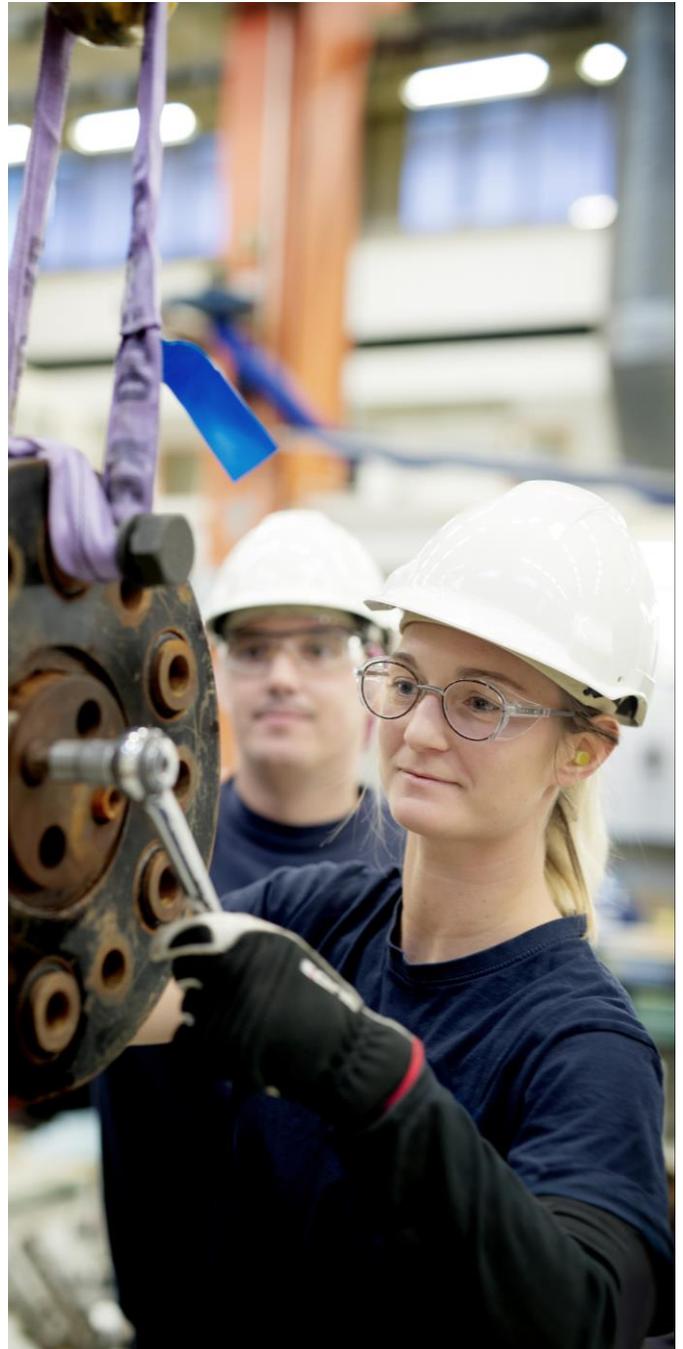
Take care

World Class Health and Safety is about everyone actively choosing to care about themselves, and about others. We are each other's work environment. Own your behaviour and do all you can to create a safe, welcoming and inclusive workplace. Harassment in any form is unacceptable.

Speak up

We are the sum of our parts, and together we can make sure everyone is healthy and safe at work. Actively support each other, ask questions and speak up when something seems wrong. Call a time-out and temporarily stop work if you believe something is unhealthy or unsafe.

Every leader is responsible for ensuring that their teams have the relevant knowledge, training, and resources to ensure full compliance. All employees are responsible for reading and following all aspects of this policy.



Vattenfall's commitments

- We never compromise with physical safety and we are equally committed to creating a psychologically safe work environment.
- Accountability is key, we have clear expectations, areas of responsibility and lines of reporting.
- Our approach to Health and Safety goes beyond legal compliance. We implement the highest industry standards and are committed to keep improving our Health and Safety performance.
- Our strategic Health and Safety projects aim to introduce and implement cutting edge technologies and thinking.
- We provide the relevant training, correct equipment, necessary resources, and sufficient time to ensure all tasks can be carried out in a safe and healthy way.
- We focus on continuous learning and leadership awareness, and regularly review all training programs to identify potential areas of improvement.
- We investigate all incidents to discover root causes, identify appropriate solutions, and improve our operations.
- We carry out regular Health and Safety reviews in all our business areas and Staff Functions. Monthly safety performance follow-ups are carried out by all BA/BU management teams, and the EGM.

What we expect from employees and contractors

- Never compromise with your own or anyone else's health or safety.
- Cultivate a sincere and visible personal commitment to workplace Health and Safety by caring for your own and your colleagues' wellbeing.
- Stay informed and follow safe work procedures, instructions, rules and guidelines. Attend safety trainings and read all information materials.
- Carry out relevant risk assessments and ensure critical controls are in place.
- Always use the correct safety equipment. No exceptions!
- Speak up if you encounter unhealthy working conditions, or when you see a potential health risk or safety hazard. Call a time-out, temporarily stop work if necessary, and do not continue working until it is safe again.
- Report all Health & Safety risk observations and incidents.
- Take breaks, pace yourself, and do not continue working if you do not feel physically or emotionally able to perform your tasks in a safe and healthy way.





Areas of responsibility

This policy describes the overriding principles for Health and Safety in Vattenfall. Our goals and targets are high, both short and long term. Results and compliance are closely monitored.

The Group Health & Safety function is responsible for the production and annual revision of this policy. The CEO is responsible for the content. The members of the EGM are responsible for implementing and cascading it in their organisations.

Every leader is responsible for ensuring that their teams have the relevant knowledge, training, and resources to ensure full compliance. All employees are responsible for reading and following all aspects of this policy.

Contractors are responsible for adherence to this policy within the parts of their organisations that carry out work for Vattenfall.

Vattenfall's organisational structure, work processes and methods, and the expected behavioural standards are designed to promote the health and safety of every individual. Health and Safety are integrated into the leadership and daily activities of the company, and we measure and follow-up on our performance.

All Health and Safety activities, including ways of working, guidelines, routines, and focus areas are based on systematic risk assessments regularly carried out in cooperation with employees. Our safety management systems encompass all stages of the hierarchy of controls.



Vattenfall Health and Safety Policy - GP10

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