

# Health and Safety Policy

## GP10

This policy is part of the Vattenfall Management System. It is owned by the CEO of Vattenfall AB.

Vattenfall's Group Strategic Direction lays the foundation for this Health and Safety (H&S) Policy which applies to everybody working for Vattenfall and to all companies consolidated in the Vattenfall Group. H&S includes occupational H&S, as well as community and property safety.

### Our commitment

We are committed to protecting and promoting the H&S of everybody working for Vattenfall. It is our responsibility to ensure that no one is injured or falls ill as a result of our activities and behaviour.

We believe that all occupational illness and injuries are preventable and our ambition is zero work-related ill-health and zero accidents.

### Our expectations

Everyone working at Vattenfall can expect a safe and healthy work environment. In return we expect everyone to act as a role model and take personal responsibility for H&S and well-being at work. If anyone (Vattenfall employees, contractor employees and/or third parties) is ever in immediate danger we will stop work immediately. It is our responsibility to give and to receive constructive feedback in order to improve our H&S performance. Harassment and bullying is unacceptable and shall be reported.

All our leaders demonstrate clear, visible and courageous leadership in H&S that engages everybody working for Vattenfall, and they manage H&S performance as line responsibility with clear authority and accountability.

No one who works for Vattenfall will make concessions to our H&S procedures, legislation and golden rules in favour of business results.

On behalf of the EGM  
Magnus Hall

### To fulfil our commitment, we have set a H&S strategy with four strategic focus areas:

1. further development of leadership, culture and awareness
2. clear and consistent H&S communication
3. effective use of H&S management systems
4. development and implementation of H&S standards

### The following principles are connected to the Health and Safety strategy:

- ambitious short and long term H&S targets,
- monitor and develop our H&S maturity level in order to steer our H&S performance,
- plan and review H&S activities, supply the necessary means for incident investigation and analysis, to take actions if needed,
- set clear expectations to our contractors and cooperate to improve their performance,
- ensure continuous improvement and learning by externally certified H&S management systems and a proactive approach,
- focus on health promotion which is a prerequisite for sustainable development (mentally and physically fit, now and in the future) of our employees,
- continuously improving our skills and knowledge on health and safety,
- ensure a high level of process safety as a precondition for safe workplaces in our plants and facilities, from design to operations,
- ensure strict compliance with relevant legal requirements, industry standards and Vattenfall internal requirements,
- promote the Health and Safety policy principles in such ways that our expectations are well known by everyone working for, or at, Vattenfall.
- report incidents and observations for reducing risks and learning from experiences