

HEALTH AND SAFETY POLICY

This Policy sets out the requirements to be met by all Engie Renováveis Portugal, SA employees, partners and suppliers in terms of the Health and Safety of people and property.

These are fundamental and priority values for Engie Renováveis Portugal, SA.

This policy aims to pursue and consolidate a demanding culture, with the participation and involvement of all employees, service providers and suppliers.

It aims to fulfil a motto and an ambition:

- To make every individual a committed stakeholder in promoting the health and safety of themselves and the Organisation.

This is therefore both a personal and a collective commitment, and only in this way can it be realised, with everyone's involvement and contribution.

Three fundamental challenges are advocated:

- Preserving the integrity of people and property;
- Favouring quality of life at work;
- Improving health and safety through everyone's commitment and professionalism.

This policy contains the fundamental principles to be applied, which include essential notions and emphasise the need for a climate of trust, exchange and cross-cutting cooperation, which are essential conditions for its successful implementation. These are

1. Taking risks into account in any decision-making process.
2. A participatory approach to preventing risk situations.
3. Promoting a climate of trust and exchange.
4. Hierarchising prevention.
5. Comparative analysis and conclusions.
6. Level of prevention and protection for service providers at least equivalent to permanent employees.
7. Respect for regulations and internal rules. The

commitments of Engie Renováveis Portugal, SA:

- Safety is an integral part of the Organisation's activity and manifests itself in all aspects and processes;

- Safety, as an attitude, is affirmed through respect for and compliance with applicable legal requirements, standards and procedures, as well as the initiative and contribution of everyone (management and employees) to their improvement;
- Safety is an inherent component of individual and collective responsibility in the Organisation. However, it is the responsibility of the hierarchy to apply the regulations, to make a visible and permanent personal commitment, to promote training and information for employees and to constantly monitor the working environment;
- At all times and in all situations, the Organisation undertakes to conduct its activities with the objective of "zero accidents", through continuous improvement in safety management and performance, with the definition of concrete progress objectives;
- Safety when carrying out work must be achieved through systematic risk analysis, involving employees as well as service providers, in order to identify and deal with all risk situations in the preparation phase, which should converge towards acceptable risk. As a fundamental rule, if a job cannot be done safely, it must not be carried out or it must be stopped.
- The investigation and analysis of incidents - accidents and near misses - will be carried out systematically in order to prevent their repetition, a fundamental condition for continuous improvement in the prevention of accidents at work and occupational illnesses.

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	Free	X
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	Restricted	
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