

Our Essential Principles on Health and Safety



*"I am pleased to support the Essential Principles on Health and Safety. No matter where - or which company you work for - we ask you to remember them and put them into practice every day. This way, **we will create a safer working environment for all of us**".*

Ignacio S. Galán

Executive Chairman of Iberdrola



Our vision

Commitment to people's health and safety is part of the Iberdrola Group's vision. The Group has worked to develop some Essential Principles which will encourage positive behaviours and attitudes that will, in turn, reduce unsafe situations and incidents. These Principles are generally applicable and will help us to provide our vision on Health and Safety with regard to:

- **Work without injuries.**
- **A fair and equitable health and safety culture.**
- **Without negative consequences for: employees, contractors, customers, general public.**

The Occupational Health and Safety System

In order to implement this vision of health and safety, we need to have the right tools and processes. An in-depth analysis of this issue will reveal the elements and inter-relationships that enable the implementation of this vision and which make up the DNA of the our corporate health and safety culture.

- **Organisation:** assuming our responsibilities.
- **Consultation and participation:** constructive dialogue and information sharing.
- **Advice and help:** assistance from professionals.
- **Policy and procedures:** regulations, expectations, roles and responsibilities.
- **Auditing and compliance,** measurement and continuous improvement.
- **Training and capacity building:** competent persons.
- **Occupational health:** healthy and fit staff.
- **Communication:** informed and committed people.
- **Icons for occupational health and safety:** ISO 45001:2018, the five golden rules, health and safety contacts, incident investigation, health surveillance, protective equipment, behavioural safety programmes, contractor management, incident reporting and recording, road safety, work at height, electrical work, work in confined spaces, work permits, risk assessment, measurement, monitoring, evaluation and review.



Essential Principles

Obviously, our systems and processes are only part of the story. We trust ourselves to put into practice the core principles that will keep ourselves, our contractors and the general public safe on a daily basis. These principles are common-sense and easily understandable and they complement the best practices we already implement. In fact, that is how we already work. However, if we put them into practice, they will continue to keep us all safe and promote the type of culture and environment where we all want to work.

These are our core Occupational Health and Safety Principles. Let's take a look at them.

Our 5 Essential Principles on health and safety...



We follow our processes, rules and procedures.

Health and safety regulations are based on our experience and legal requirements.

Complying with them is everyone's responsibility. We follow them and reject unsafe practices. No one should be injured if safe procedures are followed.

We promote health and well-being inside and outside the workplace.

We are aware of the health risks we may be exposed to at work and are informed of the controls that are in place to help protect us. We come to work free from the effects of drugs or alcohol. Healthy behaviour helps us to be fit for life and work.

We only take on work for which we are competent. We know the risks, the limits of each person and our competence.

We take responsibility: before starting work, making sure that the work can be carried out safely.

We only undertake work that we are authorised to carry out.

We take care of each other and work as a team.

We always look out for each other and will work towards the same goal: to return home safe and sound.

We know our own responsibilities in the team and listen to the concerns of others. Silence is tantamount to consent, so we always constructively challenge unsafe behaviours and decisions.

We think before we act, we assess and control risks

We think before we act, we study the situation and what surrounds us.

We think before we act, we study the situation and what. If it seems unsafe, it probably is.