Introducing our Health & Safety Essentials

Our 5 Health & Safety Essentials...

We follow our processes, rules and procedures. Health & Safety rules are based on our experience and legal requirements - compliance with them is everyone’s responsibility. It makes sense to follow them and don’t be afraid to challenge unsafe practices. No one should get injured following safe procedures.

We promote health and wellbeing, in and outside work. Know the health risks we may be exposed to at work and ensure that we are aware of the controls in place that help protect us. Don’t ever come to work under the influence of drugs and alcohol. Healthy behaviours help us stay fit for life and fit for work.

We only undertake work we are competent to do. Know the risks, know your limits and maintain your competence. Take responsibility before you start work - make sure you are able to carry it out safely. Only undertake work you are authorised to do.

We look out for each other and work as a team. We will always look out for each other and work towards the same objective - going home safely. Understand your own responsibilities within the team and listen to each other’s concerns. Silence is consent - always constructively challenge unsafe behaviours and decisions.

We think before we act - assess and control the risks. Take 5 before you act - be aware of your situation and surroundings. Assess and understand risks, implement and comply with controls. If it looks or feels unsafe it probably is!

I am pleased to endorse the Health & Safety Essentials. No matter where – or in what business you work - get to know them and put them into practice every day. That way, we’ll create a safer working environment for us all.

Thank you.

Ignacio Galán, Chairman and Chief Executive Officer, Iberdrola
Our commitment to people’s health and safety is part of the IBERDROLA Group’s vision. The Group has drawn up a list of core principles geared towards promoting positive behaviours and attitudes that will in turn reduce unsafe situations and incidents. These principles – the Health & Safety Essentials – are applicable to all of us and they will help clarify our vision of Health and Safety as regards:

- **Harm Free Operations**
- **A Fair and Just Health and Safety Culture**
- **No adverse impacts to:**
  - Employees
  - Contractors
  - Customers
  - General Public

To deliver this H&S vision, we need to have the right tools and processes. An in-depth analysis will reveal the elements and interfaces that help us deliver this vision and which make up the DNA of the company. This is the system that makes up our H&S culture:

- **Organisation:** undertake our responsibilities
- **Consultation:** constructive dialogue and sharing information
- **Advice and Support:** professional help and guidance
- **Policy and Procedures:** standards, expectations, roles and responsibilities
- **Audit and Compliance:** measurement and continual improvement
- **Education and training:** competent people
- **Occupational health:** fit and healthy workforce
- **Communication:** well-informed and engaged people

Of course, our systems and processes are only part of the story. We rely on ourselves to put into practice the behaviours that will keep us, our contractors, customers and the general public safe - every day. These behaviours are common sense, easy to understand and complement our existing good practice – indeed we already work this way. But if adhered to, they will continue to keep us all safe and promote the kind of culture and environment that we all want to work in.

These are the behaviours that inform the Health & Safety Essentials. Let’s take a look at them now. 

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1 - Our Vision

2 - Health & Safety System

3 - Essential Behaviours