

Health and Safety at Work Policy

The health and safety of all those who contribute to the development of the activities of the companies which are part of the EDP Group, workers, suppliers, service providers, customers and other stakeholders is deemed a key value and a priority for the success of EDP as a business Group. The consolidation of a positive safety culture is only possible with the participation and involvement of everyone and with a participatory and collaborative attitude towards Safety at Work.

We have people at the center of our strategic agenda and the responsibility of ensuring the necessary conditions for its adaptation to the new demands of work motivated by the evolution of the business and the digitization of processes, particularly in matters related to Occupational Health and Safety.

Through assuming this EDP commitment, based on the principles for sustainable development and applying the highest ethical standards, levels of exceptional performance will be achieved making the EDP Group an increasingly better place to work.

The EDP commitment

The constant reinforcement of the culture of Health and Safety at Work is a determination made by corporate management in the EDP Group, achieved through developing awareness, strengthening wills and the availability of the necessary resources for:

- ensuring a safe and healthy work environment guaranteed to prevent adverse health effects

- ensuring compliance with legislation and other requirements voluntarily undertaken by the EDP Group

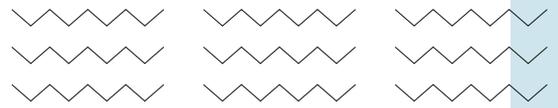
- promoting the training and informing of employees regarding activity-related risks, through raising their awareness of compliance with safety standards and procedures

- protecting facilities and equipment by adopting the best techniques, combined with monitoring and updating operating procedures in order to eliminate or minimize dangers and risks to employees, service providers and stakeholders who might come into contact with the EDP Group's infrastructures

- ensuring the participation and consultation of workers and their representatives in planning, implementing and evaluating the performance of Occupational Health and Safety management.

Safety is an integral part of the quality of the services and products of EDP Group companies.

The efficacy of the safety policy and the ongoing improvement of the EDP Group in the area of Health and Safety at Work must be achieved with the involvement of all management levels and the support and contribution of all employees, service providers, suppliers and the other stakeholders.



Guidelines for the practice of safety within the EDP Group

- 1** Safety - understood as Occupational Health and Safety - is an integral part of the activity of the EDP Group companies and is present in every decision: in planning, construction, operation and maintenance, in staff management, procurement, commercial activities, and relations involving customers, suppliers and the general public.
- 2** Safety is an attitude and a will - part of everyone's activity - which is expressed at all times in the respect for and compliance with legal requirements, standards and applicable procedures, and in initiatives and contributions to its improvement.
- 3** Safety is an inherent component of line management, with line managers being responsible for enforcing regulations, undertaking a visible, permanent personal commitment, promoting training and the provision of information for their employees and controlling the environment in which work takes place.
- 4** At all times and in any situation, each company undertakes to carry out its activities with the objective of "zero accidents", through continuous improvement in safety management and performance, through the specification of specific progress objectives.
- 5** Safety at work should be achieved through the systematic analysis of risks, involving the workers and their representatives, as well as service providers, as applicable, so as to identify and treat all situations with potential risk, during the preparation of work, in order to achieve an acceptable level of risk. If there are no safety conditions for the carrying out of a job, it must not be started or, if it is already in progress, it must be stopped.
- 6** The investigation and analysis of incidents – accidents and near-misses – will be carried out systematically and conclusions will be drawn to prevent their repetition, an essential condition for the ongoing improvement of the prevention of occupational accidents and adverse health effects.
- 7** No action shall be taken against any employee who expresses concern about an issue related to Health and Safety at Work or is involved in a near-accident, unless s/he has consciously and intentionally carried out an illegal act or willfully disregarded a safety rule or procedure.
- 8** Safety procedures must be kept up-to-date at all times in accordance with existing risks and the applicable local regulations.

Approved by OS 6/2020/CAE de 28 de julho.