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Version Control

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Health and Safety Policy

1.0 Policy Statement

The primary goal of the ENGIE Impact Health and Safety Policy is:

Ensure that every employee is a stakeholder committed to his or her own health and safety and to that of others.

This Health and Safety Policy is based on:

- The commitments of managers and employees reflected at all levels through concrete, visible actions
- An in-depth social dialogue at all levels
- Clearly defined management, communication and dialogue mechanisms geared to the challenges faced.

The Policy sets out three specific objectives:

- Protect the integrity of people and property
- Encourage quality of life at the workplace
- Improve health and safety by conducting thorough risk assessments.

In support of these objectives, this Policy also defines eight implementation strategies:

- Factoring risks into all decision-making processes
- Ensuring a participatory approach to preventing situations involving risk
- Fostering a climate of confidence and dialogue
- Developing a hierarchy of prevention and control
- Promoting honest sharing and feedback
- Ensuring that the health and safety for contractors that is at least equivalent to that enjoyed by our own personnel
- Demanding compliance with regulations and in-house rules
- Preparing for crisis management.

2.0 Scope and Application

This POLICY was validated by ENGIE Impact's Executive Committee and applies to all business and functional organizations in all geographies within ENGIE Impact's Perimeter. Responsibilities.

3.0 Responsibilities

Roles and Responsibilities for this Policy are as follows:

- ENGIE Impact's Executive Committee shall approve this Policy.
- The Heads of all Business and Functional organizations will be responsible for implementing this Policy across their respective work groups.
- The BU Director of Health and Safety shall review this policy annually and propose any changes to the Executive Committee for their review.
- The Chief Sustainability & Legal officer shall serve as the executive sponsor of this Policy.

4.0 Policy Principles

4.1 Factoring risks into all decision-making processes

Prior to any decision (project, acquisition, investment, operations, large-scale organization, contract with a client, etc.), it is important to identify and assess Health and Safety risks in order to control them. All ENGIE Impact processes and in particular procurement processes, must also consider all Health and Safety risk aspects as an overriding criterion. The protection of people's health and safety must prevail over continuity

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of services and other business considerations. Resources must be in line with these health and safety commitments.

4.2 Ensuring a participatory approach to preventing situations involving risk

Accident prevention is based on the recognition that the number of accidents, incidents, malfunctions and hazardous situations are linked. Identifying hazardous situations and adopting preventive and corrective measures requires joint and active participation from management, Health and Safety experts, and employees to achieve a sustainable reduction in the number of hazardous situations and behaviors. The joint analysis of accidents, incidents and dangerous situations by these various groups must lead to the search for and the treatment of the underlying causes, which can be technical, organizational, human and those which relate to the work environment.

4.3 Fostering a climate of confidence and dialogue

The involvement expected from everyone requires the promotion of a climate of trust and dialogue where all employees actively participate in risk prevention, and a shared health and safety culture. Employee motivation is developed through encouragement of proposals for prevention and training, and recognition of those proposals which have proved to be successful.

4.4 Developing a hierarchy of prevention and control

This undertaking consists, in order of priority, of:

- eliminating risks at the source,
- reducing the probability of occurrence of an incident through preventive measures aimed at limiting risk exposure in line with the principle of ALARP - As Low as Reasonably Practicable,
- creating collective protection mechanisms to reduce the potential severity of the undesirable event,
- wearing personal protective equipment.

4.5 Promoting honest sharing and feedback

Internal and external comparison (benchmarking) enable the identification of continuous improvement opportunities, as well as the development of our capacity to act when it comes to prevention. These assessments consider the analysis of accidents, incidents, industrial malfunctions, hazardous situations and health hazards

4.6 Ensuring equivalent health and safety for contractors

Vendors and contractors contribute to the quality of our activities and to the safety of our processes. We therefore need to define health and safety conditions in line with our requirements in writing, promote them together, and ensure they are carried out. In order to limit risks, we will look, in particular, to limiting the number of levels of subcontracting.

4.7 Demanding compliance with regulations and in-house rules

Compliance with local regulations is mandatory. The internal Health and Safety rules apply to all entities irrespective of where they are located or their circumstances. They impose a minimum level which may be higher than local requirements. These regulations, rules and instructions must be known, understood, and complied with by all of those who need to apply them. Mistakes can be punished as such if, after in-depth analysis, they are found to be intentional and/or recurrent.

4.8 Preparing for crisis management.

Each entity, regardless of its size, prepares, jointly with the employee representatives, an internal emergency plan ensuring business continuity, as long as employees' health and safety are not at risk, which must include:

- alert and emergency response procedures,

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- necessary resources to support and control all foreseeable emergency situations,
- organization of crisis management including a business continuity plan.

The operational nature of internal emergency response plans must be validated regularly through appropriate drills. Feedback on these drills and on actual incidents or accidents will enhance the continuous improvement process.

5.0 Management Leadership and Employee Engagement

5.1 Involvement of managers

- Managers' commitment in the field of health and safety consists of:
- Ensuring that the work environment is sound and safe through risk identification, assessment and monitoring
- Clarifying and formalizing the roles and responsibilities of everyone
- Allocating work in such a way as to ensure the adequacy of skills and the organization of workload
- Taking direct operational responsibility for safety with the support of experts
- Preparing procedures, disseminating them, ensuring they are properly understood, and monitoring their application through all appropriate measures,
- Training and developing expertise:
 - of line managers in health and safety management,
 - of the personnel in risk assessment and in the application of the related procedures,
- Mobilizing employees, individually and collectively, as part of a participatory approach to continuous improvement,
- Leading by example in terms of behavior, professionalism, rigor
- Demonstrating commitment through regular presence in the field and at team level,
- Suspending or discontinuing an activity if it cannot be carried out in accordance with the required health and safety conditions.
- Integrating, assisting, and supporting disabled employees and those who return to activity after an accident or illness

5.2 Dialogue between employees and management

Health and safety are common issues of corporate cohesion which require a willingness of all parties to enter into dialogue and consultation. Committees on health and safety at work will be comprised of employee representatives and management representatives with the support of occupational doctors and experts in the field of health and safety. The role of the health and safety committee involves the monitoring of health and safety metric, engagement in the identification of hazardous situations, support to incident investigations, and follow up on preventive measures.

5.2 Health and Safety Management System

Each entity is responsible for setting up its own management system, based on the Policy's principles, for continuous improvement and the assessment and treatment of risks relating to its activities. It is based on social dialogue and on the following system:

- The establishment of Health and Safety Rules at the Business Unit and/or Business Organization level.
- The annual definition of areas of improvement and qualitative and quantitative objectives.
- Regular monitoring of the management system (self-assessment, internal and external audit) to ensure that the principals and commitments are considered,
- A management review at least annually,

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- Annual assessment of managers concerning their level of involvement in improving Health and Safety, and the results produced by them and by their teams.

5.3 Communication System

It is essential to have a bi-directional communication system. It must promote:

- Knowledge of our Health and Safety policy; of the objectives sought, and of our results,
- The sharing of feedback and of internal and external good practices.

Communication must be transparent, concrete, positive, and participative, in order to consolidate the Health and Safety culture. It must allow a response to all Health and Safety questions brought up by staff. We must also communicate on risk prevention with our clients, our service providers and more generally with third parties concerned by our facilities and activities. Communication must extend to all clients who are users of our products and services and to the public concerned.