

HEALTH & SAFETY POLICY

For **Tractebel** - a leading global player in energy, water and infrastructure engineering - health and safety are a top priority. Accordingly, Tractebel's management is firmly committed to **helping employees to take responsibility** for their own health and safety and that of those around them. Consultation with and participation of our employees is considered as a key element in this process.

We have three key objectives:

1. **Eliminate the risk of serious and fatal accidents** through the implementation by management of the 5 ENGIE Safety Rituals and the 5 Safety Essentials by all collaborators.
2. **Give priority to quality of life at work** by ensuring every employee enjoys the best possible working conditions at the offices and on sites via the prevention of risk factors linked to physical, chemical or biological agents, musculoskeletal disorders (MSDs), and the fatigue caused by certain work situations, work-related travel, and psychosocial problems.
3. **Incorporate our know-how into facilities' design** in order to reduce risks to health and personal safety and improve industrial safety.

To meet these challenges, **Tractebel** requires its managers and all its employees to:

- set a good example for others
- eliminate hazards, evaluate and reduce OH&S risks and take them into account in every decision-making process
- initiate clear and transparent communication at all levels
- respect legal requirements as well as other requirements like e.g. internal rules and procedures on health and safety, in particular the Life-Saving Rules set out by ENGIE
- provide the same level of health and safety protection and prevention for all our workers
- develop their skills with a view on preventing and addressing hazardous situations
- methodically analyse malfunctions, accidents and near-accidents, so as to positively adjust the prevention chain and procedures for safety at work
- improve the development and monitoring of project safety, incorporating human and organisational factors

In order to ensure the implementation of its policy and the continuous improvement thereof, **Tractebel** is deploying a Health and Safety at Work management system that meets the requirements set out in international standard ISO 45001.

This Health & Safety Policy applies to all subsidiaries and entities of Tractebel, with a view to fulfilling the overall objective of "Achieving operational excellence, by continuously monitoring and measuring stakeholder expectations while considering them to improve our performance".

Anne HARVENGT
Chief Executive Officer



STAND **UP**
FOR **HEALTH**
AND **SAFETY**

STAND OUT
FOR **EXCELLENCE**