

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. Tractebel recognises that well-being, mental health and psychosocial risks are integral to overall health and safety.

We have three key objectives:

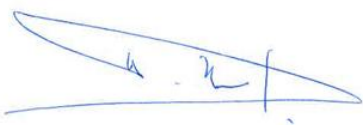
- 1 Eliminate the risk of serious and fatal accidents** through the implementation by management of the 5 ENGIE Safety Rituals and the 5 Safety Essentials by all collaborators.
- 2 Give priority to quality of life at work** by ensuring every employee enjoys the best possible working conditions at the 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, including their identification and prevention through appropriate management and work organization.
- 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, including in behaviours supporting well-being, respect and psychological safety
- eliminate hazards, evaluate and reduce OH&S risks and take them into account in every decision-making process, including psychosocial risks linked to work organisation
- 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, while also addressing the management of psychosocial risks as an integral part of its health and safety approach.

This Health & Safety Policy applies to all Tractebel subsidiaries and entities with a view to complying with our global objective of: "Achieving operational excellence by continuously monitoring and measuring interested parties expectations, while considering them to improve our performance".



Pierre DEVILLERS
Chief Executive Officer



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

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