

Occupational Health & Safety Policy

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EnBW Energie Baden-Württemberg AG
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The EnBW Board of Management's commitment

EnBW is one of the largest integrated energy companies in Germany and Europe, and supplies electricity, gas, water and heat together with products and services related to energy and infrastructure to its customers. As an integrated energy supplier, the health of our employees is of the utmost importance to us. The EnBW Group therefore puts a high value on occupational health and safety. Our top priorities are to avoid accidents and work-related illnesses and create safe working conditions. In this regard, we focus not only on our employees, but also on the health and safety of our contractors' employees.



Dr. Georg Stamatelopoulos

Chief Executive Officer



Colette Rückert-Hennen

Chief Human Resources Officer,
Director of Personnel



1 Purpose of the policy

The policy is designed to serve as a frame of reference for the integration of occupational health and safety into the EnBW Group's strategy and activities, defining corresponding rules of conduct as well as measures, aims and controls. Accordingly, this policy contributes to the goal of continuously improving occupational health and safety at the EnBW Group.

2 Obligations and aims

The overarching objective can be summarized as follows:

- The EnBW Group is committed to maintaining a high level of occupational health and safety across all Group companies and in all activities. The primary aim is to avoid accidents and work-related illnesses.
- We are committed to establishing, evaluating and monitoring appropriate targets for the purpose of continuously improving the company's performance in the area of occupational health and safety. To this end, we use the key performance indicator LTIF (Lost Time Injury Frequency). In addition, we run individual, targeted programs and campaigns within the Group companies.
- We ensure compliance with all legal and other relevant requirements in the area of occupational health and safety and integrate them into our operational processes. The same also applies to the use of temporary workers.
- We are committed to the effective implementation of occupational health and safety measures and provide the necessary human, financial and material resources.
- We are actively committed to continuously improving the occupational health and safety culture at the EnBW Group.

3 Scope of application

This policy is binding for EnBW Energie Baden-Württemberg AG (EnBW AG) as well as for all domestic and foreign majority shareholdings that can be instructed by EnBW AG by means of a domination agreement or in another legal manner. The other majority shareholdings of EnBW AG, which are de facto controlled, have agreed to the direct or analogous application of the policy. The policy does not apply to TransnetBW GmbH, terranets bw GmbH and Ontras Gastransport GmbH. These companies are requested to apply this accordingly.



4 Principles

- Certification in accordance with DIN EN ISO 45001 is an effective instrument for the continuous improvement of occupational health and safety. For this reason, we make every effort to achieve a high degree of coverage across the EnBW Group.
- We are committed to continuous improvement of occupational health and safety management systems by conducting reviews (such as regular inspections and internal and external audits) and by adapting our processes.
- As part of our preventive approach, we systematically record and analyze opportunities and risks. In doing so, we look at activities, accidents, near misses / unsafe situations, work equipment, work materials, the working environment and infrastructure. We use risk assessment tools for this purpose, drawing up measures based on these to minimize risk and monitor their effectiveness.
- We record and analyze accidents, near misses and unsafe situations and draw up measures based on them.
- As part of our occupational health management concept, we conduct regular employee surveys and mental health surveys (risk assessment of psychological stress) in order to improve the health of all employees.
- When establishing measures, we take into account findings from lessons learned and examples of best practice. We urge people to share such findings across the Group.
- In addition to our employees, we involve all relevant interest groups – such as employee representatives, contractors and external partners – in our measures and promote open communication. We organize cooperation with our contractors to create a safety- and health-conscious environment and avoid mutual endangerment.
- To promote safety-conscious and health-enhancing conduct, we instruct, educate and train our employees and managers.



5 Responsibility

5.1 Responsibility at board and individual company level

As the management and representative body of the stock corporation, the Board of Management of EnBW AG is responsible for defining the contents of the EnBW Group's Occupational Health & Safety Policy and complying with it. This includes taking fundamental decisions on the intended concept for the subject of occupational health and safety, the organization and the leadership principles of the EnBW Group.

The boards of management and managing directors of the Group companies implement the governance structure in a manner similar to the structures and responsibilities defined herein or put in place appropriate structures for the respective affiliated entity in line with their activities and the impact on occupational health and safety, taking into account available resources and existing structures. The effectiveness of the policy should be monitored in the affiliated entities by a committee or a (staff) unit.

5.2 Responsibility in the various specialist departments


Governance for the EnBW Group in the area of occupational safety is the responsibility of the Head of Occupational Safety & Preventive Fire Protection.

Governance for the EnBW Group in the area of occupational medicine and health management is the responsibility of the Head of Occupational Medicine and Health Management.

The operational implementation of occupational health and safety and the obligations, aims and principles set out in this policy is the responsibility of the respective Group companies.

6 Non-compliance

The reporting channels set up as part of EnBW AG's whistleblower system are available to (anonymously) report violations of the provisions contained in this policy as well as any other (potential) compliance violations that arise in connection with EnBW's business activities. The measures put in place by EnBW AG define clear responsibilities and processes for dealing with compliance violations, guarantee confidentiality and offer the greatest possible protection for all parties involved. [The rules of procedure for the whistleblower system](#) set out the responsibilities, the process and the underlying principles.



7 About this policy

This policy version is the one that is currently valid. It is regularly reviewed to ascertain whether any changes need to be made and updated as necessary. Depending on the change made, approval will be given by the Board of Management or a body authorized by it.

No claims or other third-party rights may be asserted on the basis of this policy.