

## VERBUND Occupational Health and Safety Policy

Healthy and motivated employees are very important to our Group's success. Occupational health and safety are therefore prioritised very highly at VERBUND. We avoid workplace injuries, occupational diseases and work-related illnesses through targeted measures to protect employees. We use stringent occupational health and safety standards to protect our employees as well as the staff of external contractors employed on our premises. We equally commit to providing safe and healthy working conditions, eliminating hazards and minimizing as well as controlling risks, just as we endeavour to comply with the legal obligations and requirements applicable to us. To achieve this goal, we set annual targets for occupational health and safety.

### **We increase safety awareness through preventive measures**

We employ preventive measures to avoid work-related injuries and illnesses by conducting evaluations to identify and assess work hazards and by defining, teaching and implementing measures to prevent their occurrence. We prioritise the elimination of sources of hazards, the introduction of technical and organisational safety precautions and the use of personal protective equipment. Safety awareness is promoted through Group-wide training courses and targeted communication.

### **We practise safety in all areas**

We are continually updating and improving our safety and occupational health management system throughout the Group in a targeted manner. Taking an open approach to errors, conducting safety meetings as well as interacting with each other in a respectful and appreciative way are key elements of the behavioral occupational safety we practise. All employees along with the external contractors we engage make an important contribution to a safe work environment, and our executives always set a good example. We consider the unsafe actions, conditions and near misses reported to us to be important case studies. These are critical factors leading to an integrated safety culture. Consultation with and involvement of the employees and their representatives are key elements of our safety and occupational health management system.

### **We call for safety standards**

We require our contractors and their subcontractors to guarantee safety and occupational health in the workplace not only to the extent of the applicable laws and regulations but also in accordance with the principles described within this policy.

Around the world, we monitor compliance with the occupational health and safety regulations applicable at the national level by our business partners and require the rectification of any identified shortcomings.

# Verbund

## **We promote health and remove barriers**

Through our occupational health management programme, we promote our employees' physical and psychological health as well as their motivation. We are aware of our obligation to provide for the welfare of our employees and aim to maintain the creative energy and vitality of our employees into old age. We strive to remove barriers through structural measures and to create barrier-free access to information. We are focused on minimising mental barriers.

Vienna, May 2024

**VERBUND AG Group Executive Board**