

ESB Policy on Health Safety and Wellbeing

1 Policy Details

1.1 Purpose of Policy

This policy outlines the general requirements for management and employees in relation to health, safety, wellbeing and welfare at work. It also sets out and gives authority to the Health and Safety Policy Framework. For simplicity, throughout the document, this is referred to as Health, Safety and Welfare.

1.2 Scope

This policy applies to all management and employees of ESB Group, except NIE Networks which has a separate policy. The policy also applies in conjunction with the Non-wholly Owned Subsidiaries Policy to Joint Ventures subject to the conditions of principles detailed in clauses 1.5 xxvii and 1.5 xxviii.

Contractor requirements are normally detailed in contractual documents, including but not limited to employer's requirements, contractor regulations and specifications etc. It is through the contractual documents that this policy, and the associated Health and Safety Policy Framework requirements, are implemented.

1.3 Requirement for Policy

ESB is committed to achieving a work environment where everyone completes their work safe and well every day. Being safe, and looking out for each other's health, safety, wellbeing and welfare, are part of our values in ESB. To ensure consistent and effective management of health, safety, wellbeing and welfare and as a component in its compliance with its legal obligations, ESB maintains this policy along with the associated framework of Group Standards and safety management systems. Policy documents are regarded as the highest-level documents in the overall assurance framework.

1.4 Compliance Obligations

The following non-exhaustive list of legislation which may be amended from time to time, applies to the risks covered by this policy:

- Safety, Health & Welfare at Work Act, 2005 (Republic of Ireland)
- The Health and Safety at Work etc. Act 1974 (UK)
- The Health and Safety at Work (Northern Ireland) Order 1978
- And all regulations / orders thereunder and amendments thereto.

In jurisdictions other than those named above, safety advisors shall be retained to ensure that compliance with this policy satisfies local legislation. If this is not the case, local legislation shall take precedence over this policy but where the local standard is less than the standard laid out here, the standard in this policy shall be applied so long as it is not in contravention of local law.

1.5 Policy Principles

The ESB Board, (through its Safety, Sustainability and Culture Committee), has a role in ensuring the health and safety and welfare of staff while at work. The Board is responsible for good corporate governance and sets corporate objectives and targets and takes strategic decisions on all business issues including safety, health and welfare management. The regular day to day management and control is undertaken by the Chief Executive and the Executive Director Team, who follow the broad strategic directions on safety and health management set by the Board. Management shall, so far as is reasonably practicable:

- i. Provide a safe place of work and promote safe behaviours.
- ii. Provide safe plant, tools and equipment (including a preventive approach to the hazards arising from physical, biological and chemical agents).
- iii. Provide safe systems of work.
- iv. Recruit and/or develop competent people and provide them with the necessary information and training to ensure they (and others) are safe.
- v. Ensure thorough, written risk assessments are carried out by competent people, reviewed regularly and maintained in a secure but accessible manner.
- vi. Ensure emergency response plans, for all foreseeable significant emergencies (including high impact low probability events) are in place and that these plans are appropriately and regularly tested, reviewed and updated.
- vii. Produce a safety statement which is reviewed at least annually or where there has been significant change in the matters it refers to, or where there is another reason to believe it is no longer valid or where an inspector from the Statutory Authority directs that it be amended. It shall be brought to the attention of employees at least annually.
- viii. Monitor and review the safety of the workplace, plant, tools and equipment, systems of work and employee competence to determine their effectiveness and the degree of compliance with policies, standards and procedures.

- ix. Act promptly on adverse findings arising from incidents, monitoring and reviews.
- x. Consult with employees on matters relating to health safety and welfare, consider representations made by them and take any necessary action where appropriate..
- xi. Ensure that any measures taken by ESB relating to safety, health and welfare at work do not require financial outlay or unpaid attendance at work by employees.
- xii. Where risks cannot be otherwise avoided, the provision of suitable Personal Protective Equipment.

Where ESB is involved in the design, manufacture, importation or supply of any article or substance for use at work, management shall, so far as is reasonably practicable:

- xiii. Ensure articles are designed and constructed (and erected / installed where appropriate) to be safe and without risks to health when properly used and that they comply with all relevant legislative requirements including those relating to research, testing and examination.
- xiv. Ensure any substance is safe and without risks to health when properly used and that it complies with all relevant legislative requirements including those relating to research, testing and examination.
- xv. Provide adequate information on any such articles or substances to users and update it when necessary.

In addition, management shall ensure, in so far as is reasonably practicable, the health, safety and welfare of persons other than employees by:

- xvi. Conducting ESB's business in such a way as to ensure that non-employees are not thereby exposed to risks to their health, safety, wellbeing and welfare.
- xvii. Setting equivalent standards for all contractors working on behalf of ESB.
- xviii. Providing relevant information and/or the safety statement (or relevant extracts) to those who may be exposed to any specific risk to which the safety statement applies.

Employees shall:

- xix. Take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.
- xx. Not be under the influence of an intoxicant so as to endanger the health and safety of themselves or any other persons.

- xxi. Co-operate with management to enable them to comply with this policy, the associated standards and procedures and/or legislation.
- xxii. Report to management as soon as practicable:
 - a. any work being carried on, or likely to be carried on, in a manner which may endanger anyone's safety, health or welfare at work;
 - b. any defect in the place of work, the systems of work, any article or substance which might endanger anyone;
 - c. any contravention at work of the law or of ESB policies, standards or procedures of which they become aware.
- xxiii. Notify their line manager or the Medical Officer if they become aware that they are suffering from any disease or physical or mental impairment which could adversely impact on their ability to perform their work safely or could put them or others at risk in the workplace.
- xxiv. Not intentionally or recklessly interfere with, misuse or damage anything provided in the interests of health, safety, wellbeing or welfare.
- xxv. Not engage in improper conduct or other behaviour that is likely to endanger themselves or others.
- xxvi. Not intentionally or recklessly use any defective article or substance or unsafe system or procedure, when so doing might endanger themselves or others.

Where ESB enters into Joint Ventures (JV) with other parties, ESB shall work to ensure health, safety, wellbeing and welfare, so far as is reasonably practicable, by:

- xxvii. Agreeing with the other JV partners the application of this policy and the associated framework as the foundation of the JV safety management system, where ESB is the majority stakeholder (>50% ownership).
- xxviii. Endeavouring to ensure the application of this policy and the associated framework, or a substantially equivalent framework suited to the needs of the JV, as the foundation of the JV safety management system, where ESB is not the majority stakeholder (50% ownership or less).

1.6 Definitions

Employee: Any person with a contract of employment with ESB or one of its subsidiaries including those on fixed-term or temporary employment contracts.

Management: Any person employed by ESB or one of its subsidiaries in a role which gives them authority over others (employees or contractors) or over activities, equipment, plant, processes and/or premises.

Risk Assessment: A careful examination by a competent person, which identifies the hazards, the assessment, control, management and

communication of those hazards and a review of associated risks; and the monitoring of the effectiveness of the associated control measures put in place to manage those hazards and thereby mitigate those risks.

Safety Statement: A document that outlines the safety management system based on this policy, the risk assessments undertaken, the safety standards derived from this policy and the procedures derived from them.

2. Supporting Procedures

A suite of [ESB Group Health Safety Standards](#) are set out under this policy. These articulate the specific requirements for compliance with this policy in relation to key risks and other aspects of safety management.

Safety Management Systems and Procedures are in place to outline how to comply with the Group Policy and Group Standards in each Business Unit.

3. Derogation

Derogations from Group Policy and Group Standards shall not be allowed.

4. Responsibilities

4.1 ESB Responsibilities

Management shall

- Put in place and implement systems, standards and procedures to ensure compliance with the policy principles outlined in [Section 1.5](#).
- Ensure this policy and the associated standards and procedures are communicated to relevant employees and relevant others and implemented in full.

4.2 User Responsibilities

Employees shall comply with the policy principles outlined in [Section 1.5](#) and the requirements of the standards and procedures derived therefrom.

5. Compliance

5.1 Monitoring

A standard for Health and Safety Assurance and Governance is in place outlining how compliance with this policy and the standards derived therefrom is monitored.

5.2 Reporting

Key Performance Indicators have been devised and put in place to measure the effectiveness of the management of health, safety, wellbeing and welfare

across the Group. These are reported on at the various levels of management and to the Board.

5.3 Non-compliance and Sanctions

Managers and / or employees who fail to comply with this policy shall be subject to disciplinary procedures in line with ESB HR policies and procedures.